

LINN COUNTY BOARD OF SUPERVISORS
CEDAR RAPIDS, LINN COUNTY, IOWA
TUESDAY, MARCH 21, 2017 9:00 A.M.

The Board met in session at the Linn County Jean Oxley Public Service Center.
Present: Chairperson Oleson, Vice Chairperson Harris, Supervisors Rogers, Houser and Walker. Board members voting "AYE" unless otherwise noted.

The Board heard updates from the following Elected Officials:

Brian Gardner, Sheriff - Emails have been exchanged regarding the proposed legislation regarding courthouse security. It is a well-known fact that no weapons are allowed into the buildings in Linn County. He addressed concerns with the possibility of storing weapons in a locked box when they enter buildings including safety issues such as accidental discharges (removing weapon from holster or putting weapon back into holster), security breaches and the safe keeping of weapons and their cost. He feels that it could add a decrease in safety and security to the buildings.

Discussion continued with the Board in agreement that no weapons should be allowed in courthouses. A question was asked how they restrict someone who might be armed and then they decide to go into a courtroom and how they can police that instance.

Supervisor Houser asked for an update on body cameras and Gardner responded that they are still on order. He also added that some of his staff were sent to a crisis intervention training and they are currently attending a class in Johnson County and will bring back the information to the county within the next month or two.

Joan McCalmant, Recorder - Found out on February 21st that small birth certificate cards from May 1993 to October 2009 are not being accepted any longer and they have to replace them for free. Her office is very busy with passports (232 so far in March).

Supervisor Rogers stated that the passport process is great, however he is wondering about the \$25 fee he could save on his passport renewal by going to the post office and if Linn County is missing out on revenue by turning people away. McCalmant responded that the fee is for renewals only. The only bill in the legislature is regarding keeping hard copies of IRS liens and releases (they image everything anyway).

Sharon Gonzalez, Treasurer - Monitor is up and running at window 15 along with a phone so someone could retrieve their pin number in order to renew their license plates. Updated their customer service survey. Working on C3 project with voice of the customer regarding dealers and their runners to eliminate some of the wait time and the possibility of a drop box area.

Supervisor Houser asked if a dealer window is an option again and Gonzalez stated that it's a perception issue (normally first in and first out) and the dealer window used to be out of sight.

Supervisor Rogers stated that he has received feedback from dealers and even though they may only be 3% of the numbers they are taking up 20% of the time and valuable resources. He thinks it is worth exploring.

Gonzalez continued: filled two positions that start next Monday. They received a big property tax payment that will take about three to five hours to process. The new Managed Services kickoff phone call is at 11 a.m. today. She is the new Secretary/Treasurer for the ISAC Executive Board and also will receive a certified Treasurer certificate in May.

Becky Shoop, Deputy Auditor - Introduced new accounting analyst, Rhonda Betsworth, to the Board. Will be holding team meeting and then will meet with Wendy Lynn to review policies and procedures. There is an opportunity with John Brandt leaving to have the Board sign contracts instead of authorizing Brandt or his department to sign contracts on the Board's agenda. Supervisor Houser stated that he thinks this is a good idea. Shoop asked what the process is for surplus county property. The last directive she was given was to have Facilities haul items to the O'Brien building.

Supervisor Rogers stated that they don't want storage at the O'Brien building if there is no future use for the items noting that there is a county "ebay" for governments. He will follow up on the issue.

Stacey Law, Deputy Auditor - Conference call with Managed Services this morning. The deadline to submit all budgets was March 15th noting that this year was the most problematic. If budgets aren't received by 5 p.m. she has to hold them to last year's values per the Dept. of Management. Will be starting testing for tax list with the assistance of a staff member (four or five patches loaded in the last few weeks).

Auditor Miller added that Betsworth will be integrated into assisting Law as well (part of her job description). The Elections Coordinator is now a 30 hr./wk. position and reduced Voter Outreach Coordinator vacancy to a 10 hr./wk. position (one interview yesterday). No elections will take place until the September school board. Amanda Hoy handled the township budgets again this year. Miller asked the Board what the date is for the State of the County and Oleson responded that it is April 19th and not the same format as last year. Miller has been working with the elections legislation for the last six weeks and will be speaking with three senators today.

Supervisor Rogers asked for clarification of the unfunded mandate due to the guest editorial in the paper that stated the Board's information is wrong.

Miller explained that there is no money in the loan fund yet (wasn't included) and it is a loan and someone has to pay back the loan. His contention is that he doesn't want voters in Linn County to have a different experience in a different county in Iowa. The job of the Secretary of State is to make sure elections are operated in the same manner across the state. Linn County will be required to look like everyone else and spend the money (a play on words). Miller will be encouraging people to vote early. He has worked hard for ten years to increase voter turnout. Rep. Rizer asked for proof that someone has been disenfranchised from the E-pollbooks and Miller will be taking that information with him to Des Moines. He is working on a quote for fillable forms with electronic signatures. Alphapom is interested in the county's logo design project and they may be reaching out to the Board. His office created customer service survey's that the customer fills out their contact information and then Miller follows up with a phone call. Linn County's procurement card program is receiving a rebate of \$24,000 for 2016. He asked for an update regarding the video system.

Vice Chairperson Harris left the meeting at this time for other county business.

Supervisor Rogers responded that they are having a training issue and Darrin Gage handles that.

Lisa Powell, HR Dir., discussed LCCS Executive Director Search committee's recommendation for candidate and salary. They interviewed five candidates with David Thielen, Executive Director of the ARC, rising to the top. Their recommendation is a salary of \$95,000 which is between a level two and midpoint.

Motion by Rogers, seconded by Houser to approve the LCCS Executive Director Search committee's recommendation of David Thielen at a salary of \$95,000/yr.

Discussion: Supervisor Walker stated that he has had conversations with other Board members regarding his concerns. He has great faith in Human Resource's and the hiring committee's abilities to identify qualified candidates. He has not seen Mr. Thielen's qualifications or met with him but he is sure Thielen is an exemplary candidate and extremely qualified. Walker has tried to make it a point since arriving on the Board to encourage wherever possible and however legal diverse candidates as far as applicants and to increase areas of diversity wherever he can. He is not going to support the vote on this, not because of the candidate, but because he has issues with the process. He thinks it would be wise of the county particularly in areas where they are making major hiring decisions to include racial or ethnic minority perspective on the hiring committee. He also doesn't believe it is a good practice, and he knows Board members don't agree with him on this point, to have the outgoing job holder play an outside role in the hiring process (Brandt didn't have voting authority). There have been discussions in the past about qualifications and required credentials and through his review of the materials that were sent out it wasn't clear to him what some of those qualifications and credentials were. If the language wasn't clear to him it might have been unclear to others. For that reason, the case could be made that they might have missed out on qualified applicants in the process. Walker volunteered his time with the diversity committee and Powell one on one for ways to explore different ways to review the process. They may get some best practice information from the affirmative action plan review that they have comping up and working with the consultants. He also mentioned to Powell that it is his job to push where he can. They have to apply pressure on certain systems to bring about a rapid change. It might be uncomfortable with the way he is voting but he thinks it will highlight the importance he placed on the county in including diverse perspectives and candidates.

Supervisor Rogers stated that he sits on the ARC board and was just informed the other day that Thielen submitted his letter of resignation. Thielen is a very dynamic, progressive leader of an organization dealing with change with Managed Care and he understands the complex nature of Medicaid funding as it relates to people with disabilities and being an outlet for parents and families. It is not an easy job particularly when they have a workforce issue. Rogers believes Thielen is very intelligent, approachable and knowledgeable. He is voting in favor of Thielen based on his experience with him. He understands Walker's approach but they are voting on the individual who met the qualifications, went through the process and had no issue and it is separate from the process. They went through the appropriate processes and they should be voting on the merit of Thielen's experience and not necessarily a protest vote on the process. In the future there can be different ways to interview candidates but Walker is asking for diverse opinions. Roger asked Walker if he wants someone with a diverse background on the hiring committee with limited knowledge of county community services for the sake of having a diverse perspective and Walker responded that in an ideal world they would have a person of diverse racial or ethnic background who has experience in the field they are hiring.

Powell stated that regarding the issue with the process being flawed they don't have department head openings very often but when they do that is the only time they have a hiring committee. She selects those committees and it isn't a random picking of people. She reviewed the requirements for this position last fall and evaluated the

education portion noting that this is the second highest position in the organization. She does agree that it could have been worded more clearly regarding education. If an applicant did not have a master's degree they were excluded.

Chairperson Oleson stated that operationally a master's is required and he doesn't agree with that. He feels that it is defining the segregation of applicants. He agrees with Rogers that an offer has been extended, however he is surprised that a resignation was already sent (makes it seem like a rubber stamp) and that is disconcerting. Oleson did want Brandt included in the process due to the length of time in that position and he trusts Brandt's discretion. He expressed his philosophy of management disagreement. He feels that some good candidates were excluded due to the master's degree requirement. The candidate could have worked in that department for 20 years and have the experience needed to perform that job. He doesn't feel that they apply the letter of the policy in a reasonable manner and is troubled with the process and overall not happy with how it went. He doesn't think HR should be screening applicants like they do. He thinks it should have said master's degree preferred because that was a disqualifier of nontraditional paths to management.

Supervisor Walker apologized for his previous statement that the process is flawed. He thinks the process could have been better.

Supervisor Houser stated that the job description was reevaluated and the Board approved it before it went out for advertisement. Powell responded that the disagreement is with the minimum requirements and she wouldn't advocate eliminating minimum requirements.

VOTE: Rogers, Houser, Oleson - Aye Walker - Nay

Steve Estenson, Risk Mgr., updated the Board regarding 14 areas of change and how it will affect Linn County for the worker compensation legislation that has passed the House.

Adjournment at 10:37 a.m.

Respectfully submitted,

JOEL D. MILLER, Linn County Auditor
By: Amanda Hoy, Executive Assistant

Approved by:

BRENT OLESON, Chairperson
Board of Supervisors