

Scott County Board of Supervisors
January 9, 2020 5:00 p.m.

The Board of Supervisors met pursuant to adjournment with Knobbe, Croken, Kinzer, Maxwell and Beck present. The Board recited the Pledge of Allegiance.

Supervisor Beck introduced Todd Noack from Life Connections Peer Recovery Services.

Noack said Life Connections operates Iowa's only peer run respite house located in DeWitt. He said Life Connections also runs an after-hours recovery center for individuals with mental health and substance issues. He updated the Board on the activities of the recovery center for the last year and on peer support in the Eastern Iowa Mental Health Region.

He said the Region has a peer support advisory committee and that all peer support specialists meet once a month. He invited the Supervisors to come to upcoming meetings to better understand some of the challenges faced by peer support.

He passed out a brochure for Rhonda's House to Supervisors, and said he appreciates Supervisor Croken's efforts to build support for the peer group. He said Genesis DeWitt Hospital kindly donated a house for the group to use. He said the house is ran by peers, people with experience and trained by the University of Iowa to deliver peer support services. He spoke to his own experiences with in-patient hospitalization and the need for alternative services.

He said Rhonda's House allows those seeking more intensified one-on-one support, and to find resources to help them, such as Family Resources for shelter and housing support. He said people can stay up to seven days at the House.

He said these projects are funded by Genesis Philanthropy, Diligent Foundation from the State of Iowa and are funded through the Eastern Iowa Mental Health Region crisis services. He said that Rhonda's House has served 107 people since opening and all of those served have been able to return home and are doing much better than when they came to Rhonda's House.

Supervisor Maxwell thanked Noack and Life Connections for their efforts for the area.

Supervisor Beck told Noack he is a very good advocate for these services.

Supervisor Croken praised Noack and said a lot of people go through life's hardships, but most when they are able to shed that hardship and move on, they do so quickly and quietly and try to forget it. He said Noack has taken the trauma of his own struggles and turned it into an opportunity to help others.

Moved by Beck, seconded by Maxwell a motion approving the minutes of the December 26, 2019 Committee of the Whole Meeting, the minutes of the December 26,

2019 Regular Board Meeting and the minutes of the January 2, 2020 Organizational Meeting. All Ayes.

Chairperson Knobbe said he preferred that the Board vote on the proclamations on the agenda first, and then address individual recipients after the votes.

Moved by Beck, seconded by Maxwell that the following resolution be approved. All Ayes.

BE IT RESOLVED: 1) That the Board of Supervisors wants to offer their sincere appreciation to Mr. Vern Harvey for his many years of dedicated service to Scott County. 2) That the Board of Supervisors extends their very best wishes to Vern Harvey to enjoy all his future endeavors. 3) This resolution shall take effect immediately.

Moved by Beck, seconded by Maxwell that the following resolution be approved. All Ayes.

BE IT RESOLVED: 1) That the Board of Supervisors does hereby declare the month of January as Slavery and Human Trafficking Prevention and Awareness month. 2) That the Board of Supervisors encourages all citizens to become more informed on this growing problem, to be vigilant and report suspicious activity and to work towards solutions to end trafficking in all its forms in our community. 3) That the Board of Supervisors encourages all citizens that if they see something that doesn't look right, take action and call the National Human Trafficking Hotline at 888-373-7888. 4) This resolution shall take effect immediately.

Moved by Beck, seconded by Maxwell that the following resolution be approved. All Ayes.

BE IT RESOLVED: 1) That the Board of Supervisors does hereby proclaim January 2020 as Mentoring Month in Scott County. 2) That the Board of Supervisors encourages all citizens, businesses, public and private agencies and religious and educational institutions to support mentoring and give young people in our community the gift of time and friendship through Big Brothers Big Sisters. 3) This resolution shall take effect immediately.

Former State Senator Maggie Tinsman received the proclamation regarding Slavery and Human Trafficking Prevention along with staff members from Family Resources and a member of the Breaking Traffic Advisory Board.

Tinsman said she greatly appreciates the Scott County Board of Supervisors for passing the proclamation and recognizing the importance of this issue. She also said all citizens need to learn about trafficking and slavery to become part of the solution to this heinous crime. She also thanked the County for initiating a local massage parlor ordinance, as Davenport and Bettendorf councils have done for their cities.

She said the first priority of the Network Against Human Trafficking is to pass a hotel/motel training bill. She said Representative Gary Mohr and Senator Roby Smith will initiate this bill, which requires the Department of Public Safety to oversee the administration of the hotel/motel training. She said the Department will give out state certificates recognizing the hotels and motels whose employees have completed the training. She said that establishments receiving the certificate will prominently display the certificate, and that no government agency will utilize a business that has not completed the training. She urged the Supervisors to talk to the legislators about the importance of this bill.

A big sister from Big Brothers Big Sisters of the Mississippi Valley thanked the Board. Ashley, a little sister in the program, said she is in the 7th grade and has been a part of the program for over a year.

Moved by Beck, seconded by Maxwell that the following resolution be approved.
All Ayes.

BE IT RESOLVED: 1) That the bid for one 2017 Chrysler Pacifica van for the Sheriff's Office is approved and hereby awarded to Deery Brothers Motors of Maquoketa, Iowa in the amount of \$20,626.00. 2) This resolution shall take effect immediately.

Moved by Beck, seconded by Maxwell that the following resolution be approved.
All Ayes.

BE IT RESOLVED: 1) That the contract for Bridge Replacement Project L-223--73-82 be awarded to Jim Schroeder Construction, Inc., contingent on the unit prices listed in the contract. 2) That the Chairperson be authorized to sign the contract documents on behalf of the Board. 3) That this resolution shall take effect immediately.

Moved by Kinzer, seconded by Croken that the following resolution be approved.
All Ayes.

BE IT RESOLVED: 1) The hiring of Doug Sell for the position of part-time Custodian in the Facility & Support Services Department at the entry level rate. 2) The hiring of Elliott Pennock for the position of Assistant County Engineer at step 7 and accruing annual vacation at the rate of 160 hours annually.

Maxwell asked Mary Thee, Human Resources (HR) Director, to explain the process of hiring for an open position.

Thee said open positions are advertised on the County website, as well as on GovernmentJobs.com, a part of NEOGOV which provides hiring services to the County. She said Indeed and Workforce Development scrape postings from the County website for posting with their organizations, and in some cases postings are sent directly to local colleges. She said for some positions such as multi-service clerks, 100 or more people may apply, that HR will narrow that number down to around 20 qualified applicants to

forward to the department, and the department will narrow that list to around 10 for interviews. She said sometimes HR will send additional questions to applicants to help narrow down the number of applicants to interview. She said HR and the department usually form an interview team to conduct the interviews.

Maxwell asked who from a department would be included on an interview team.

She said that a department interview team would include a manager and the direct supervisor for the open position.

Maxwell asked if an HR employee would also participate in the interview.

She said usually one of her staff members would sit in on the interview, but that she has participated in interviews for higher level positions.

Maxwell asked if people outside the County would ever participate in interviews.

She said the only time people outside the County have been invited to participate was for interviews for the position of County Administrator.

Maxwell asked if past work history would be a factor.

She said that would be a factor in extending an offer to interview.

Maxwell asked if personal history would be a factor, such as behaviors of children or family medical history.

She said these types of questions are illegal questions and not asked during interviews. She said an HR representative is included on the interview team to make sure illegal questions and considerations are not included.

Maxwell asked if letters of recommendation from a different department are considered.

She said they are generally not considered.

Maxwell said that he was asking these questions to ensure that the County provides a consistent approach to hiring.

She said that HR provides guidance to departments in the hiring process but that ultimately the decision on who to hire is made by the management of the department.

Maxwell said that he was glad that the County is open and transparent in its employment practices and provided equal opportunity to all who apply for employment.

Beck said that this is the reason we have an HR Department and Administration to handle all personnel issues.

Moved by Maxwell, seconded by Beck a motion approving a beer/liquor license renewal for Big 10 Mart #29. All Ayes.

Moved by Maxwell, seconded by Beck that the following resolution be approved.
Roll Call: All Ayes.

BE IT RESOLVED: 1) The Scott County Board of Supervisors approves for payment all warrants numbered 302898 through 303105 as submitted and prepared for payment by the County Auditor, in the total amount of \$2,207,526.31. 2) This resolution shall take effect immediately.

Moved by Kinzer, seconded by Croken at 5:38 p.m. a motion to close the meeting pursuant to Iowa Code Section 20.17(3) which exempts meetings to discuss strategies regarding employee organization from the provisions of Iowa Code Chapter 21 (Open Meetings).

Croken said he did not understand the need for a closed session and asked what the purpose of a closed session was.

Knobbe said it is his understanding this is a private conversation between us and our attorney representative on this subject with staff. He said that no vote takes place in a closed session and that it is for fact finding and discussion, often of potentially sensitive issues. Knobbe said attorney client privilege applies here.

Croken asked if this is essentially an educational opportunity.

Knobbe answered yes.

Kinzer asked if this was about the Correctional Sergeants wanting to unionize. He said that he thought the Board simply needed to approve the request.

Knobbe said, pending the discussion that occurs with attorney representation in the closed session, there may or may not be a resolution and a vote on any decision. He said any vote would happen publicly and there would be a chance for public and staff input.

Kinzer said he did not understand that there needed to be any discussion, and that if a majority of the employees voted for a union then the Board must recognize the union.

Croken said that if this was a general education and not specific to any position then he did not see the need for a closed session.

Knobbe said that it was common practice to meet in closed session any time there were discussions about strategy in union negotiations.

Kinzer said this was not about negotiations, and instead was about the right to organize a union.

Knobbe said it was having a private conversation with the Board's attorney about this subject.

Kinzer said that was not the Board's attorney.

Knobbe said we hired this gentleman as an attorney.

Roll Call: Three Ayes, with Croken and Kinzer voting Nay.

Thee said the motion fails because it requires a two-thirds vote per state law.

Moved by Maxwell, seconded by Beck at 5:43 p.m. a motion to adjourn. All Ayes.

Chairman Knobbe called to order the Scott County Board of Supervisors for a special strategy session pursuant to Iowa Code Section 20.17(3) which exempts meetings to discuss strategies regarding employee organization from the provisions of Iowa Code Chapter 21 (Open Meetings) at 5:45 p.m. Roll Call: Knobbe, Croken, Kinzer, Maxwell and Beck present. Knobbe announced the Board was in closed session.

Moved by Kinzer, seconded by Maxwell at 6:48 p.m. a motion to adjourn. All Ayes.

Tony Knobbe, Chair of the Board
Scott County Board of Supervisors

ATTEST: Roxanna Moritz
Scott County Auditor