

Scott County Board of Supervisors
October 13, 2020 8:00 a.m.

The Board of Supervisors met as a committee of the whole and pursuant to adjournment with Knobbe, Croken, Kinzer, Maxwell and Beck present. Due to social distancing concerns relating to COVID19, Supervisors and staff participated electronically.

Scott County Sheriff Tim Lane reviewed a staffing study in the Sheriff's Office for the Operations Division and Bailiffs conducted by Matrix Consulting Group.

Major Shawn Roth, Sheriff's Office, said the staffing study final draft came back to them in July and, with COVID, things got put on the back burner and they are here to present the report to the Board now. He said some points he really liked about the study and some things in the study were cost neutral and operational things that we can do.

He said the study recommended a four person minimum staffing for patrol deputies. He said we still have a fourth person over-hire.

Supervisor Kinzer asked Roth to review what his staffing recommendation is.

Roth said the study suggestion is that we have three lieutenants, three sergeants and 20 deputies in our patrol staffing.

Roth said we currently have three school resource officers and the study is recommending that we increase that by one officer to help at the elementary schools.

Supervisor Beck asked if Roth and the Sheriff thinks this is something that should be pursued.

Roth said it would be nice to have the availability of an officer to do that work but said he doesn't know right now if that would be a top priority for him right now.

He said currently we have one training deputy and the study showed that we are good as far as a training deputy goes and, as far as training time, we are more advanced compared to our counterparts.

Supervisor Croken asked if our degree of training could be called best in class.

Roth said, from the study for the amount of hours we put in, we would be considered a very high performer and we are providing gold standard training and de-escalation training.

Croken said, at the last NAACP meeting, there was a request for a presentation on law enforcement training.

Roth reviewed meetings he has been having with the local NAACP and LULAC groups.

Roth also reviewed the section of the study involving the Investigations Unit. He said the study recommends a shared sergeant that would oversee the Investigations and

oversee our Special Operations Unit. He said this was something they implemented recently and, in his opinion, it doesn't work.

Roth reviewed the Civil Division staffing and said the study recommends we add a deputy to the Civil Division.

Roth said their total currently is 49 sworn deputies and the study is recommending 58 sworn deputies.

Roth reviewed civilian staff positions and said the study is recommending that we eliminate a part-time person and fill that with one full-time person and also recommends adding a civilian analyst.

Roth reviewed bailiff staffing. He said currently they have one sergeant, nine full-time bailiffs, currently have two people on over-hire full-time, six part-time and four temp employees. He said the study recommended we add three full-time bailiffs, but that we eliminate all of our part-time bailiffs and that we allocate 800 to 1,000 hours in our budget for temp employees. He said he is not exactly sure how they would do that. He also reviewed the bailiff staffing for jury selection that is being done.

Beck said he would like to see a breakdown of what they recommended, what Roth recommends and what the current numbers are.

Roth said he will provide that.

Kinzer said he asked to have this on the agenda to have this discussion, and a lot of these things are Iowa State Law and are mandated to provide. Kinzer asked what the Sheriff needs today and in July.

Roth said his suggestion would be helping our patrol deputies by increasing their minimum staffing numbers. He said the four person over-hire is starting to help.

Croken said we need to implement these recommendations as quickly as we possibly can for public safety and there needs to be a better understanding of how the departments of communities are going to interact and we need to find a better level of equity.

Sheriff Lane reviewed grant funded programs shared with the Sheriff's Office and the Cities of Davenport and Bettendorf. He also said he has suggested that we no longer make a hard boundary, for disciplinary purposes, between where the city limit ends and where a deputy can assist other officers in urban areas. He said they are all going to work together. Lane said the funding for the Scott County Sheriff's Patrol is paid for by all taxpayers in Scott County and it is his authority to make that decision.

Croken said that decision, sadly, has not been communicated with the public and he supports the results of the study and will be voting yes.

Sheriff Lane said he is working to get lower patrol response times with changes to staffing.

Supervisor Maxwell, said he was for the study, he believed the study was very important and some pieces of the study have been implemented. He said he wants Roth's suggestions to coincide with the budget and timing and everything else. He said he is a firm believer in the Sheriff doing his job and we supply him with the resources that the study said to do and said he is 100% for moving forward again and supplying the Sheriff what he wants to do in a very organized and thought through fashion and make it work with the budget and everything else. He also said he will be supporting the over-hires to be full-time on Thursday.

Beck said he would like to know what are the kinds of calls being discussed in the study and asked if going with a four person patrol staff was requested from the Sheriff or if it was recommended by the study.

Roth said the number of calls to Davenport in the study is the calls that the Sheriff's Office assisted in. He also said, in regards to the four-person minimum staffing, they are trying to get the response time down to 10 minutes or less. Roth also said we are completely unwavering on a minimum four-person staffing to provide better service and better safety for the public and the deputies.

Lane said they need four deputies out on patrol to be able to handle all of the calls and reduce our response times.

Knobbe asked about the arrangements and agreements the Sheriff has with the other communities.

Roth said they have 28E agreements with agencies.

David Farmer reviewed budgeting dollars for the over-hires and adding two or three patrolmen. He also said the dollars for the bailiff over-hires would be funded through upcoming FY21 budget amendments.

Knobbe said he would like to see the costs for a deputy.

Farmer said the cost does come close to the \$100,000 number.

Kinzer said he doesn't think there's a price tag you can put on public safety, and we need to move forward and he is very supportive of law enforcement.

Knobbe said his comment about the study itself is that he very much values the data provided.

Major Bryce Schmidt, Sheriff's Office, reviewed the request to change the five over-hired corrections officer positions in the Jail to become permanent positions. He said a jail study was completed in 2019, unfortunately he thinks the Jail is going to need an expansion and said currently staffing for the Jail is 59 correctional officers and 14 sergeants, 2 lieutenants and 1 captain. He said we currently have five over-hires and the staffing study recommended that as of right now, without an expansion of the Jail, to be 70 correctional officers and 17 sergeants. Schmidt said the request today would be to take the five over-hires and make them permanent and over-hire three. He said the

over-hires have helped them considerably. He also said it is his recommendation to wait awhile for the additional three sergeants.

Angela Kersten, County Engineer, reviewed bridge replacement projects. She said this resolution is to approve a contract for the construction of four bridge replacement projects that are part of the Federal Highway Administration Competitive Highway Bridge Program grant that we received and then entered into a 28E agreement with Cedar County and the City of Bettendorf to tie our projects together. She said, of those four projects, two were Scott County projects, located on Y30 between Interstate 80 and Highway 130, tied together under one proposal on September 15, 2020 and Jim Schroeder Construction Incorporated was the low bidder at \$2,867,952.40, which was for all four projects. She said Scott County is the contract authority for the contract.

Kinzer asked if Davis Bacon applies to this funding.

Kersten answered yes.

Tim Huey, Planning and Development Director, reviewed the final reading of an ordinance to rezone 0.31 acres, more or less, from Agricultural-Preservation District (A-P) to Commercial and Light Industrial District (C-2) located at 29640 Allens Grove Road in Allens Grove Township.

Huey also reviewed an ordinance to rezone 7.26 acres, more or less, from Agricultural-Preservation District (A-P) to Agricultural Commercial Service Floating District (ACS-F) located at 8495 New Liberty Road in Hickory Grove Township by Meyer Chemical.

Huey also reviewed approval of the administrative plan and required deed restriction for flood buyout of property at 31379 Scott Park Road.

Mary Thee, Human Resources Director, reviewed annual insurance renewals and recommendations. She said, for Health/Pharmaceutical, we received a one year agreement for our third party administrative services with United Health Care and the good news on this is we will see guaranteed pharmaceutical rebates in the next year that actually results in a cost savings to us of about \$40,000.

She said, for our Stop Loss Coverage through Holmes Murphy, they are recommending we remain with Highmark Insurance Group. She said their proposal results in an 11% increase and recommends we maintain our specific stop loss coverage to \$175,000.

She said we also have a renewal agreement with Delta Dental of Iowa. She said this year the rates are going up and equates to approximately \$1,840 annually and locked in for three years.

She said, for Vision, we are in year 3 of a four year agreement with Avesis.

Thee said the overall good news for employees is that we are looking at a premium rate increase for employees of about 4% and these changes result in an employee single increase of \$1.45 a month and a family premium increase of \$10.06 a month.

She said they have looked at changes for plan design that will be implemented in January of 2021 and, back in December 2018, we asked Holmes Murphy to do a deep dive of our health insurance and make recommendations. The agreement for plan design changes included the waiver of our grandfather plan status thus opening more wellness benefits under the affordable care act (ACA) to staff. Pharmaceutical design changes include adding a 4th tier for co-pays and structuring co-pays as \$5/\$30/\$60/\$100. Also included is the implementation of medical necessity for medications prescribed for non-FDA approved conditions. The medical design changes are implementing no co-pay for virtual visits, charging \$300 co-pay for emergency room visits over 4 to encourage other means of care, a \$50 co-pay for imaging services, the maternity co-pay increasing to \$500 and instituting a 10% co-insurance for home health/skilled nursing/DME/hospice.

She said they also have worked with the Health Benefit Team to add positive changes to our Healthy Lifestyles program to provide discounts instead of surcharges for participation. Employees and spouses on the health plan have been invited to participate in biometric screening this month and in 2021 will be provided opportunities to earn points toward discounts on the health plan for 2022.

She said we recommend the automatic renewal of our flex savings plan with Wage Works and updated our Section 125 plan, which addresses the elements related to our flex savings plan.

Kinzer asked if the wellness program was not mandatory.

Thee said correct.

Croken said he has no problem with the proposal here but the big money, in terms of savings, comes when the wellness program is mandatory.

Thee said the previous plan did not have a single premium and now we do have a single premium and said we are hopeful that the majority of employees will participate.

Croken said generally those who choose not to participate in this program are the most expensive participants in our health insurance plan.

Beck said the company, that he retired from, gave out \$25 Amazon gift cards for participating in the wellness program.

Thee said in calendar year 2022, if you have participated in the wellness program you will see a \$25 a month reduction in your healthcare premiums.

Knobbe said he would agree with Thee and doesn't see this as a penalty at all and thinks it's a wonderful incentive to encourage people, if they so choose, to participate and enjoy the savings.

Thee also reviewed the hiring of Shanna Miller for a Multi Service Clerk position in the Recorder's Office.

Jeremy Kaiser, JDC Director, reviewed school based restorative mediation program. He said this resolution is for an addendum to the Auto Theft Accountability Program to be able to provide restorative mediations in the schools. He said our idea was to enter the schools, provide mediation and sit down the offender and the victim together and really talk about why the fight or assault occurred and really come to a resolution. He said the Decategorization Board has approved the addendum, we will get additional training and costs incurred will be reimbursed and is cost neutral for the County.

David Farmer, Budget and Administrative Services Director, reviewed the quarterly reports on the budgeting for outcomes. He said 19 of the top 46 indicators were impacted by COVID19. He said the Conservation Department and the Health Department had to change some of their impacts due to COVID. He said reviews were down because of the staffing changes and availability and JDC meal costs went up because of the lower number of kids.

Farmer reviewed the quarterly financial summary report of revenues and expenditures. He said COVID hit us in March, actual expenditures for the operating budget were 91.7% compared to 94.3% in FY19 and the total budget including non-operating costs was 85.9% compared to 83.1% in FY19. He said total actual revenues came in at 100.1%.

He said throughout the year we only had one FTE change and no 4th quarter changes due to COVID.

Farmer said, in the Auditor's Office, expenditures were about \$140,000 higher than the original budget due to reimbursable expenses from local elections as well as from COVID19.

He said, in the Capital budget, we are reimbursing the SECC for the radio tower projects and the Gaming Revenues were down and we lowered the budget by \$108,000.

He said, in Conservation, the budget was amended down by \$447,825 since the beginning of the year and camping fees and charges for services are up. He said revenues are also impacted by the projects at West Lake and Buffalo Shores.

Farmer said, in the Health Department, there are COVID grants that we are monitoring.

In the JDC, he said the charges for services were down and at 82.2% of projected. Revenues.

He said the Non-Departmental 33% revenue level is reflective of the COVID grants that we thought would come more quickly or be recognized as revenue in May and June.

He said Secondary Roads was also expecting a decline for Road Use Tax.

Farmer said, in the Sheriff's Department, revenues were reduced due to COVID and Care Keep Charges were \$97,000 lower than the original budget.

Farmer said the Treasurer hit 100% of the revenue but had to decrease projections by \$501,350 because of interest related to the tax sale and interest earnings.

He said the Gross Property Tax dollars ended the year at 98.6% and in 2019 we were at 99.7%, but, the Local Option Sales Tax on the other hand ended up at 121.8% of budget, which was a little surprising.

He said the Golf Course Operations saw 8.5% more rounds for the fourth quarter in FY20 than in FY19.

Farmer said the Self Insurance Fund has a six-month reserve but we are recommending an increase in rates to help pay for costs incurred.

Farmer reviewed the FY20 year end, the FY21 amendments and discussed the FY22 budget. He said congratulations to the County for being recently notified by the Government Finance Officers Association that our 2019 CAFR and PAFR received the award for excellence for the 33rd year, for the CAFR and for the fourth year for our PAFR. He said Scott County has an overarching mission for protecting, strengthening and enriching our community by delivering quality services and providing leadership with P.R.I.D.E. and its vision 2032 is to continue to strive to make Scott County a great place to live, a great place for business and a safe and healthy community.

He said County-Wide goals for 2022 are a financially responsible County government, local and regional economic growth, high performing organization through exceptional County services and being a great place to live.

Farmer reviewed FY20 revenue analysis and said there was a 2.6 million dollar increase in Governmental Funds Revenue from the prior year and came within \$276,000 in the positive overall. He said the numbers that jump out at him are the reduction of Property Tax dollars penalties the reduction of Charges for Services.

Farmer said, looking at the General Fund, we had \$64.7 million originally budgeted, had planned to spend \$61.9 million, amended that budget three times and revenue ended up with a \$465,562 change from the original budget due to increased intergovernmental revenues.

Farmer said, for salaries and benefits, our dollar variance, from the original budget, was under budget by \$846,000, a good number for him. He said, looking at the amended budget, there was some budgetary gap savings. He said other areas of expenditures included supplies and materials, purchased services such as contractual services, physical capital assets like Conservation purchases and equipment that had a savings of \$777,586 from original budget.

Farmer said two years ago SF504 and HF2456 placed numerous restrictions on the County and the Region. He said we tend to be below a 40% Fund Balance for the Region and as a county. He said we have been working to apply these core services and child services based upon the funding restrictions that we have and we also have to budget transfers to a fiscal agent. He noted that the County Mental Health Fund Levy is at the maximum allowable levy.

Farmer reviewed the Capital Fund balance and said the variance is due to the SECC Radio and Tower Project.

Farmer reviewed topics for the upcoming Board meeting and said they would be looking at the FY21 amendments or FY22 budget items relating to COVID, Mental Health Services, Capital requests, organizational changes, Local Option Sales Tax, Inflation, Jail/Juvenile population/service adjustments, Strategic Plan efforts, Unfunded mandates, Backfill dollars and Conservation services/revenues. He said he also plans to cover, at the next Board meeting, a review of current economic indicators, identification of Board goals and identification of Departmental Budget guidelines and look through the Budget schedule.

Moved by Beck, seconded by Croken at 11:27 a.m. a motion to adjourn. All Ayes.

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

ATTEST: Roxanna Moritz
Scott County Auditor