

**HUMAN RESOURCES DEPARTMENT**  
600 W. 4<sup>TH</sup> Street  
Davenport, IA 52801



Office: (563) 326-8767  
Fax: (563) 328-3285  
[www.scottcountyiowa.gov](http://www.scottcountyiowa.gov)

---

**Date:** August 3, 2023

**To:** Board of Supervisors

**From:** Vanessa Wierman, Human Resources Director

**Subject:** Scott County MEDIC EMS Director – Paul Andorf

As you are aware, we recently completed the search process for our MEDIC EMS Director. We engaged in executive recruitment services with GovHR who conducted a nationwide search for the role. There were 13 candidates and GovHR reviewed qualifications, conducted initial interviews, and processed background checks. From that pool, GovHR presented 6 candidates for our review and through careful consideration, we narrowed the candidate group to 4 finalists for in-person interviews.

County Administrator Mahesh Sharma assembled a panel to participate in the interview process and to advise him in the selection process. The panel consisted of Treasurer Tony Knobbe, Sheriff Tim Lane, Auditor Kerri Tompkins, Conservation Director Roger Kean, Health Director Amy Thoreson, Chief of Davenport Fire Mike Carlsten, and me. Budget and Administrative Services Director David Farmer and Facilities and Support Services Director Tammy Speidel met with the finalists as well, taking them on a tour of County and MEDIC facilities.

A tentative offer has been made to Paul Andorf. Mr. Andorf has been with MEDIC for 27 years in various roles, including MED-COM Manager and Quality-Education Manager, and is currently their Information Systems Manager. Because of his extensive experience and his bachelor's degree in Management-Healthcare Administration, County Administrator Sharma is recommending his hire at step 6 of the pay grade which is \$117,977 annually. Additionally, it is recommended Mr. Andorf be allowed to accrue 5 weeks (200 hours) of annual vacation.

Cc: Mahesh Sharma, County Administrator

THE COUNTY AUDITOR'S SIGNATURE CERTIFIES  
THAT THIS RESOLUTION HAS BEEN FORMALLY  
APPROVED BY THE BOARD OF SUPERVISORS ON

\_\_\_\_\_  
DATE

\_\_\_\_\_  
SCOTT COUNTY AUDITOR

## R E S O L U T I O N

### SCOTT COUNTY BOARD OF SUPERVISORS

August 3, 2023

APPROVING THE APPOINTMENT OF PAUL ANDORF FOR THE POSITON OF  
MEDIC EMS DIRECTOR AT STEP 6 WITH A SALARY OF \$117,966/YR.

BE IT RESOLVED BY the Scott County Board of Supervisors as follows:

Section 1. The appointment of Paul Andorf for the position of MEDIC EMS  
Director at step 6 with a salary of \$117,966/yr. is hereby approved.

Section 2. That he accrue 5 weeks of vacation annually.

Section 3. That the appointment shall be effective August 28, 2023