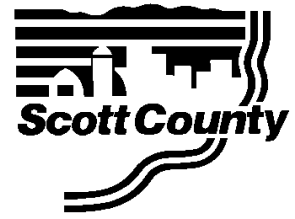


HUMAN RESOURCES DEPARTMENT
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Date: January 16, 2024

To: Board of Supervisors

From: Vanessa Wierman, Human Resources Director

Subject: Planning and Development Director – Greg Schaapveld

As you are aware, we have been without a dedicated Planning and Development Director since August of last year. We have been diligently searching for the right candidate to lead the department. Despite facing challenges during our recruitment process, we are pleased to share that we identified a highly qualified individual who, while not possessing the exact experience in planning, brings a wealth of relevant qualifications that more than compensates for any differences.

After conducting two recruitment cycles, one in July and one in September, the response was not as extensive as we hoped. However, during our review of the initial applicant pool, we revisited a candidate from the first recruitment cycle. In November, County Administrator Mahesh Sharma and I had the opportunity to meet with Greg Schaapveld to discuss the details of the Director role, the department's expectations, and to evaluate his qualifications.

Greg is a seasoned civil engineer with over 17 years of experience and has served on local, regional, and national projects. Notably, he has served as the City Engineer for the City of Eldridge since 2015. While his background lies in civil engineering, his work with the City of Eldridge has involved similar functions in a planning capacity. Greg has also been a member of Scott County's Zoning Board of Adjustment since 2022 showing his commitment to local governance.

Considering Greg's extensive experience, particularly in our local area, County Administrator Sharma is recommending an exception for the appointment to start at step 13, with an annual salary of \$121,193. Also recommended is for vacation to accrue at four (4) weeks annually. We are working with Greg for a mutually agreeable start date, which will be no later than January 22, 2024.

While Greg may not possess the exact planning experience we initially sought, his background, skills, and commitment to our community make him an excellent fit for the role. We believe his perspective will bring valuable insights to our Planning and Development Department, and we are enthusiastic about the positive impact he will have for the County.

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

JANUARY 18, 2024

APPROVING THE APPOINTMENT OF GREG SCHAAPVELD FOR THE POSITON OF
PLANNING AND DEVELOPMENT DIRECTOR

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

Section 1. The appointment of Greg Schaapveld for the position of Planning and Development Director at a starting salary of \$121,193/yr. is hereby approved.

Section 2. That he accrues 4 weeks (160 hours) of vacation annually.

Section 3. That the appointment shall be effective no later than January 22, 2024.