

The Adams County Board of Supervisors met in regular session at 9:00 am on Tuesday, May 24, 2016, with the following members present: Karl McCarty, Linda England, Leland Shipley, Merlin Dixon, and Doug Birt. The meeting was called to order by Chairperson England. The agenda for the day was read and approved.

Shipley moved, seconded by Birt to approve the Final Progress Voucher for Project BRS-C002 (62) -60-02 presented by Engineer Eldon Rike. The project is located on H20 at the Mt. Etna River Bridge. All supervisors voted aye. Motion carried.

Birt moved, seconded by Shipley to approve Stan Grebner's contract of employment for FY2017 with a 2.75% raise, to remove the 7 days of Family Leave, and to replace the current 60 day carry over of vacation to a maximum of 5 days. All supervisors voted aye. Motion carried.

Bruce Pearson and Devin Hunter discussed with the board the burial assistance request process. The board asked to have a new form drafted for future requests. Birt moved, seconded by Shipley to approve the Burial Assistance Request a \$789.50. All supervisors voted aye. Motion carried.

McCarty moved, seconded by Dixon to approve the Midwest Technology Services Quote for \$16,851.33 to install a Security Camera System in the courthouse. All supervisors voted aye. Motion carried.

Shipley moved, seconded by Birt to approve offering county employees Avesis Vision Insurance. The program is voluntary and the premium is to be paid by each individual employee who enrolls in the program. All supervisors voted aye. Motion carried.

Tom Miller and Amy Olvera gave an update on the Hearts and Hugs Daycare project as the board took a tour of their new building. The daycare is seeking additional funding to finish the project so they can move the daycare from their temporary location into their new building. The board requested information regarding how much they have already pledged to the Hearts and Hugs Daycare building and renovation project before considering the Daycare request for additional funds.

Paul Greufe presented to the board the potential liabilities that may face the county due to the poor administration of Sheriff's Department. He shared the county is looking at Civil Rights complaints, Quid Pro Quo, and Retaliation Complaints within the department. In his opinion there is favoritism going on, even though Sheriff Johannes doesn't believe there is. Greufe shared examples of instances that all involved one employee: Sheriff Johannes asked about transferring sick leave from one employee to another, he was advised not to do so but did so anyway, Johannes stated he wasn't going to follow the handbook regarding workman's comp and FMLA running congruently, he falsified time sheets, and he covered shifts without using any leave time. Greufe also stated that during his initial interview all the employees in the Sheriff's Department spoke to him but one employee and Sheriff Johannes didn't direct them to speak with Greufe. Greufe said he has heard from deputies that they are forced to cover shifts for dispatchers and the deputies do not feel they're properly trained to dispatch. Greufe doesn't think this ends favorably for the county, even if Sheriff Johannes makes changes, the liability is still there and the threat and the costs to the county are real. Greufe discussed with Sheriff Johannes resigning as Sheriff and staying in the department as a deputy. McCarty stated things need to change. He restated that the law enforcement department was doing a great job and he was worried about deputies leaving the department if things didn't change. Sheriff Johannes stated he had a meeting with the entire department on Friday May 13<sup>th</sup> and everyone was on the same page. He said they were all going to be held accountable for their actions. He also stated he was going to take some administration classes because he knows he needs to improve in this area. McCarty stated we can't change the past. England stated but we can change the future. Greufe explained the options the board has: To wait and see the changes the Sheriff will make and hope they work, or to contact an Attorney to do an investigation to see if there are grounds for removal. Greufe wants to make sure the board has done everything in their power to limit the liability of the county. McCarty stated he personally doesn't want to go down the attorney route just yet and he thinks this is fixable. England asked how do we fix it? McCarty suggested Sheriff Johannes work closely with Greufe to address the issues within the department. Birt stated the complaints he gets from the community and previous employees all come back to one employee. England stated the perception is this employee runs the department. Birt asked Sheriff Johannes if this employee would remain in charge of the dispatchers. Sheriff Johannes said he is going to put Deputy Hogan in charge of the dispatchers. The employee will still be in charge of the scheduling, but Deputy Hogan will review it all. Greufe said that it is great to put someone in charge as long as that person can have full control and be able to hold employees accountable since he would not be there all the time supervising to know if the employees had worked according to the schedule. Birt stated the community outrage is not good. The county is in a bad situation. England stated she's told Sheriff Johannes before that the dispatchers need to be more courteous and professional to the community. Sheriff Johannes stated that has been addressed and will be better. Shipley stated he's not ready for the attorney route either. It could take a long time for this process. It's a no-win situation. Greufe stated they could demote the employee that the board has had so many complaints about. Birt stated that 90% of the concerns he hears from the community revolve around the same person in the sheriff's department. Until the complaints stop there is a problem. The county will not tolerate harassment or threats. Greufe reiterated that to limit the county's liability restructuring needs to be made. Sheriff Johannes stated again Deputy Hogan will be the supervisor over the dispatchers. As far as being in charge of the jail it will remain with the dispatcher who is currently in charge of it. Deputy Hogan doesn't have enough experience to handle that. There have been issues in the past with an unexperienced jailer, so it's best for the current employee to deal with it since they have 20 years of experience dealing with inmates. McCarty stated he knows there can be staffing issues. Sheriff Johannes continued that they do sometimes have deputies work the dispatch when they are short-staffed or the dispatchers are on vacation. He's always done it that way and every one of the deputies are certified dispatchers. Greufe stated that there are a lot of deep-seeded issues in the department and the county is in the position it is in because of the decisions and choices

Sheriff Johannes has made that were not in the best interest of the county. Greufe believes Sheriff Johannes wants to make changes, but doesn't believe he can actually make them. McCarty asked if there was another dispatcher that could take over the duties as head dispatcher. Johannes said there was no one really qualified to do that, but he feels that Deputy Hogan being in charge of the dispatchers will work. McCarty stated that is putting a lot of pressure on Deputy Hogan and putting him in a tough spot. Birt added Deputy Hogan would have to have the control to be able to supervise. Shipley asked if Deputy Hogan would have the capacity to handle issues. Greufe said he will have monthly meetings with Sheriff Johannes, Deputy Hogan, the dispatchers, and the deputies to try to figure out what is broken and how to fix it. Birt feels the team approach is the best way to handle all the issues. Sheriff Johannes agreed that this is the best option. McCarty stated if there is retaliation in the department they will take a different route; this is the line in the sand. Dixon added that there can be no retaliation from Sheriff Johannes or anyone else in the department and that Greufe act as an advisor to the board to limit the liability for the county. England stated that anytime an employee in the sheriff's department comes and talks to a board member the board will listen to them and take their concerns seriously. McCarty added Johannes has good staff. Dixon said he wanted them to work hard and to work together. Johannes stated he doesn't think there is nepotism, and he doesn't believe he is showing preferential treatment. England said there is nepotism as a mother is overseeing her daughter. Shipley said there only has to be a perception of it for someone to file a civil rights complaint. England stated she hears more concerns about Johannes's personal relationship than the mother/daughter relationship. Shipley's concerns are everyone should be treated in a professional manner.

Johannes agreed, he wants everyone to be treated professionally as well. England wrapped it up the meeting by saying the plan of action is to have Greufe directly involved in correcting the concerns in the department.

Claims were approved as follows:

Solutions Inc	Maint	416.28	2
Airgas	Sup	116.50	1
Fmly Home/Hlth	Serv	438.73	1
Alliant Energy	Util	57.56	1
Barco Prod	Sup	124.60	1
Rebecca Bissell	Reimb	130.00	1
CenTec	Repair	466.02	1
Corning Mun	Util	2,196.87	4
Des Moines Stamp	Sup	32.50	1
Diamond Mowers Inc.	repair	42.57	1
Farm/Home Pub	Sup	1,495.00	1
Feeders Grain	Sup	149.75	1
Frank Dunn Co	repair	470.00	1
Frank's Body	Repair	1,789.50	1
Frontier	Phone	276.50	3
Gadberry	Sup	88.34	3
Geer	Util	330.00	2
Henningson Const	Rep	6,468.43	1
Henry Adkins	Sup	3,213.00	1
Henry Adkins	Postage	75.50	1
Henry Adkins	Sup	468.00	1
HR Green	Fees	3,087.73	1
Huffcutt Concrete	Sup	84.93	1
HyVee	Sup	79.64	2
IA Co Recorders Assoc	Tech	2,064.16	1
IA DNR	License	300.00	1
IACCVSO	Other	50.00	1
Ind Sup Sol	Sup	957.50	1
IA Prison Ind	Signs	18.60	1
IA Prison Ind	Util	43.80	1
IA Sec of State	Fees	38.98	1
Jonathan Publishing	Sup	130.00	1
Mediacom	Util	73.56	1
Mid-IA Sales	Sup	352.24	1
MidAmerican	Util	3.86	1
Office Depot	Sup	81.25	1
Office Mach	Sup	2,292.87	5
Petersen Tire	Sup	260.00	1
RJs Plumbing	Repair	419.62	1
SIRWA	Util	55.50	1
SW IA REC	Util	2,034.54	2
Jamie Stargell	Reimb	303.91	1
T R Comm	Repair	97.40	1
TAW Comp	Serv	500.00	1

US Postmaster	Postage	47.00	1
UFMC	Fuel	58.27	1
Wheeler Lumber	Sup	16,617.22	1
Grand Total		48,898.23	

Oral committee reports by the supervisors were given as follows: Dixon – WIB in Creston at 6:30 pm on May 16; Shipley – MATURA in Greenfield at 7:00 pm on May 17; and England – Southern Hills Mental Health in Creston at 10:00 am on May 20.

ATTEST: Linda England, Chairperson, Adams County Board of Supervisors  
Rebecca Bissell, Adams County Auditor