

The Adams County Board of Supervisors met in regular session at 9:00 am on Tuesday, August 2, 2016, with all members present: Linda England, Doug Birt, Leland Shipley, Merlin Dixon, and Karl McCarty. Also in attendance Sheriff Alan Johannes, Chief Deputy Sheriff Rich Miller, Deputy Corey Dorsey, Treasurer Nancy Kempton, Recorder Jamie Stargell, HR Consultant Paul Greufe, Stan Grebner. The meeting was called to order by Chairperson England.

McCarty moved, seconded by Shipley to approve placement of speed limit signs on Quince south of Prescott. All supervisors voted aye. Motion carried.

Stan Grebner discussed with the board safety concerns regarding the Brooks Road by Echo and CPS and the increased truck traffic that will be coming from the West. The board asked Stan to look into speed limit signs for that area and any other possible solutions.

HR Consultant Paul Greufe gave the board an update on his investigation of the sheriff's department and trying to reduce the liability to the county. He stated on June 27th he met with all employees from the department to gather information as to the problems that currently exist. He emailed Sheriff Johannes and asked for there to be two meetings on July 26th, one for the dispatchers and one for the deputies. At the July 26th meeting his goal was to work with the department as a group to come up with solutions to the problems. When Paul Greufe showed up on July 26th, no employees showed for the meeting. Paul Greufe found out later that the deputies were informed by Sheriff Johannes that if Paul Greufe wanted to talk with them he'd call them. Paul was disappointed by this because that is not what he had communicated with Sheriff Johannes. In regards to the deputies, his recommendations are to make sure all the deputies are working the same hours during a shift, administer the on-call time fairly for all deputies, and potentially hiring another deputy. England asked if the call time was regular pay or a reduced rate. Paul Greufe stated it would depend on the amount of limitations the deputy has during that time. Shipley asked if the board would have to go back and pay the deputies for the on-call time that might not have been accurately paid out. Greufe stated there is a statute of limitations of 2 years, but the deputies aren't asking for any back pay, just for all employees to follow the same practices. England asked if the deputies get to incur overtime and comp-time. Sheriff Johannes answered yes they can incur both. Greufe stated that most deputies are happy with the schedule. Auditor Bissell stated administering the payroll in her department is difficult when it's not consistent among all the deputies. Greufe stated the additional cost of the overtime would be potentially \$70,000 a year. Sheriff Johannes stated that is the cost of an additional deputy. Paul Greufe reiterated his recommendation of hiring another deputy.

Greufe then gave his recommendations for the dispatcher/ jailers. Greufe stated his directive from the board was to limit the liability of the county according to Chapter 71 that deals with nepotism and showing favoritism. Sheriff Johannes has a personal relationship with one of his employees. Greufe said from an HR perspective to extinguish the liability then Sheriff Johannes or the dispatcher would have to leave the county's employment. It's been made clear that it is not an option right now. Greufe then stated the next best thing would be the following: to remove all supervisory/administration duties from the dispatcher, to move the dispatcher to alternate shifts, and to remove the Civil Clerk duties as well. This would all need to be done immediately to avoid liability. Sheriff Johannes stated the Civil Clerk is a hard job and not just anyone can do it. Dixon stated it's a very important duty to get right. He also stated that others should be trained on the Civil Clerk's duties, so not just one person knows how to do it. Greufe asked Sheriff Johannes what would you do if the current civil clerk quit tomorrow? Sheriff Johannes said he'd figure it out. Greufe continued that his concern is the timing of all of this. He doesn't want to show up each month to update the board and not see any changes made. Sheriff Johannes stated he said he would work with Paul Greufe, but Paul hasn't worked with him. Greufe disagreed and stated he met with Sheriff Johannes on June 27th when he did the interviews with the employees, he met with Sheriff Johannes on July 26th in anticipation to meet with the employees again and none of them showed up, and now a week later he's here to meet with the board and the sheriff again. Greufe reiterated his recommendations and wants to see them implemented within a week and not a six month transition, because then he has to keep informing the board of the high level of liability. Greufe stated there are plenty of ways to make this a positive change and to provide the employee with the new duties and also to provide an additional employee with ample education to handle Civil Clerk duties to do the job well. Greufe asked Sheriff Johannes if he will remove the administration/supervisory roles from the dispatcher he's having a personal relationship with. Sheriff Johannes replied not all of them. Greufe asked if Sheriff Johannes was willing to move her to a different shift. Sheriff Johannes replied he would work separate shifts. Greufe asked are you going to move her or yourself to a different shift? Sheriff Johannes said he will move to second shift and she would have a transition period to move to second shift and that they will do what they need to do. Greufe asked how long it will take to permanently move her to second shift. Sheriff Johannes replied she wouldn't permanently be there. Sheriff Johannes feels it's wrong to penalize someone who's worked for the county for 20 years and make them work second shift permanently. He said they would work separate shifts. Birt stated to Sheriff Johannes that he promised to fix the problem. Sheriff Johannes replied he's trying. Greufe stated he's trying to prevent something blowing up down the road and he has to prove there was no favoritism. Greufe stated some examples: Greufe recommended moving her to second shift and the Sheriff's response is to move himself to second shift, the falsification of time sheets for the dispatcher he has a personal relationship with, and the issue of work comp and FMLA. Greufe stated back in June Sheriff Johannes said he wasn't going to step down, but

he'd do everything he could to avoid liability. England stated it sounds like Sheriff Johannes will make the changes as long as it doesn't upset Sheriff Johannes or the dispatcher he has a relationship with. Sheriff Johannes said she was wrong. Birt stated we've been having the same issues this for four months and nothing has changed. Dixon asked Sheriff Johannes if he would like an additional deputy. Sheriff Johannes said it would be a great idea. Dixon asked Deputy Miller if they wanted another deputy or would it hurt them financially since they are used to having over time. Deputy Miller replied he understands they might not make as much but it is worth having another proactive person on the street would be a huge benefit. He continued by saying there is a lot of work that still needs to be done and having another person would be great. Shipley asked about the budget and if we can change it. Auditor Bissell said the board can approve a budget amendment when they need to and the funds should be available. McCarty asked Sheriff Johannes if he's made his decision on stepping down. Sheriff Johannes stated he is not going to right now and he felt like he was being put on the spot and would discuss it in his office if McCarty would like to discuss it with him there. McCarty asked how long it would take before they could get another officer. Shipley stated there needs to be more cross-training in the Sheriff's Department so not just one person holds all the responsibility. Dixon stated all dispatchers should have knowledge on the Civil Clerk duties. Birt asked Sheriff Johannes at this time if he was willing to follow the recommendations given by Paul Greufe. Sheriff Johannes replied he would not follow everything that was recommended, that he would make changes but not entirely the way Greufe wants them done. Sheriff Johannes said it's not right to penalize someone who's worked as a dispatcher for 20 years. Birt replied that the board didn't put her in that position. Sheriff Johannes said he agreed and he'd take care of it but wants more communication from Paul Greufe. England asked Greufe to put together an outline of the recommendations in writing so Sheriff Johannes can give a response of some kind. Sheriff Johannes said he'd give his plan in writing as soon as he's given the recommendations.

Dixon moved, seconded by Shipley to approve the hire of another deputy for the Sheriff's Department.

Shipley moved, seconded by Birt to open the public hearing at 10:00 am to discuss new software for the Sheriff's Department. All supervisors voted aye. Motion carried. There were no written or oral objections or comments. Birt moved, seconded by Shipley to close the public hearing at 10:05 am. All supervisors voted aye. Motion carried. Birt moved, seconded by Shipley to purchase new ShieldWare software from Shield Technology Corp for \$107,500. This will be paid in two fiscal years with no interest, carrying charges or fees. All supervisors voted aye. Motion carried.

McCarty moved, seconded by Dixon to open the public hearing at 10:15 am for the budget amendment. All supervisors voted aye. Motion carried. No written or oral objections were submitted. McCarty moved, seconded by Dixon to close the public hearing at 10:20 am. All supervisors voted aye. Motion carried. Dixon moved, seconded by McCarty to approve the proposed budget amendment for the Sheriff's department. All supervisors voted aye. Motion carried.

Committee Reports by the supervisors were given as follows: McCarty: Hospital Board, July 28, Corning; England: 5th Judicial Dept. of Corrections, July 27, Des Moines.

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