

**BOARD MINUTES
JANUARY 13, 2025**

The Keokuk County Board of Supervisors met in regular session, Monday, January 13, 2025, in the Board Room of the Courthouse. Present were: Michael C. Hadley, Daryl Wood, Kevin Weber and Christy Bates, County Auditor.

8:30 a.m.- Meeting was called to order. Motion was made by Deke Wood to approve the agenda. Kevin Weber seconded the motion. All ayes and motion carried.

8:32 a.m. - Review and approval of previous board meeting minutes was held. Motion was made by Mike Hadley to approve the minutes of January 6, 2025, as submitted. Deke Wood seconded the motion. All ayes and motion carried.

8:35 a.m.- Mandatory training policy discussion and possible approval thereof was held with Amber Thompson, County Attorney; Charles Kent, IT Director; Allie Helmuth, Public Health Director and Pie Reighard, Conservation Director. Amber revised the draft version to fit Keokuk County. Christy Bates suggested including “and employees” to the Training Communication section so the policy follows current procedure. Allie stated she had to hound individuals to take the HIPAA training to keep Keokuk County in compliance. Chuck shared concern with employee accountability. Amber responded the Supervisors provide the technology of which can be shut down. Mike Hadley interjected the policy will be a tool for enforcement. Motion was made by Deke Wood to approve the policy as revised. Kevin Weber seconded the motion. All ayes and motion carried.

8:45 a.m. – Met with Andy McGuire, County Engineer, regarding the Keokuk County Highway Department. Last week Andy attended the Transportation Research Board National Academy of Science and Engineering Conference due to serving on the Iowa Highway Research Board and felt it was very informational and beneficial.

1. Review and possible approval plans for FM-CO54(123) – 55-54 Hayesville roads HMA Mill and Overlay was held. Andy reminded of the Dept. of Transportation upcoming project beginning south of Sigourney and ending at Hayesville junction. Keokuk County would like to tie onto this project for the 2.14 mile stretch from 149 west to the eastern city limits of Hayesville that includes 2” of milling, a 3” overlay and shoulder work to elevation change and finally paint centerlines. The DOT letting is April 15, 2025 with a late start date in June or July. The project cash flow is coming from Farm to Market funds. Motion was made by Kevin Weber to approve said final plans as submitted. Deke Wood seconded the motion. All ayes and motion carried.

9:08 a.m.- Review and approval of quarterly report of fees collected by the County Auditor and Sheriff and monthly report of fees collected by the Recorder and Clerk of Court was held. Motion was made by Deke Wood for approval of said reports as submitted. Kevin Weber seconded the motion. All ayes and motion carried.

9:10 a.m. - Various Board and Committee reports were held. Deke Wood attended a RUSS meeting. Neither Mike Hadley nor Kevin Weber had scheduled meetings last week.

9:12 a.m.- Discussion of old/new business and public comment was held. Rochelle Fuller introduced herself as the Regional Director for Senator Chuck Grassley, noting areas of assistance as case worker, Veterans assistance, social security and small business administration.

9:15 a.m. – Keokuk County Board of Supervisors, performing as the County Compensation Board, will perform annual review and compare compensation for the offices of County Attorney, Auditor, Recorder, Sheriff, Supervisors and Treasurer pursuant to Iowa Code 331.907 and SF2442 to be held with elected officials and department heads regarding FY2026 compensation and possible approval thereof was held. Present were Allie Helmuth, PH Director; Amber Thompson, Co. Attorney; Pie Reighard, Conservation Director; Casey Hinnah, Sheriff; Christine Edmundson Long, Treasurer; Dawn Goldman, Recorder and Andy McGuire, Co. Engineer. The following documents were provided to the Board to review for salary comparisons: Christy provided the 2025 Iowa State Association of Counties (ISAC) salary survey for all elected officials within the 99 counties in Iowa that indicates Keokuk County Auditor, Recorder, Sheriff and Treasurer are several thousand dollars below the average salary, as well as seven counties with population above and below Keokuk County for quick review; Amber provided a listing of full-time County Attorneys with population less than 15,000 that shows her salary at average pay of Iowa counties and Casey provided County Sheriff and Police Chief salaries required by Back the Blue legislation that also indicates his salary is below the average Sheriff salary in Iowa as well. Mike Hadley referenced the cost-of-living allowance (COLA) and Secondary Roads union agreement set 3% as the wage increase for FY26. Deke commented on new dollars from the increase in valuation from last year to this year is approximately \$75,000 and has concerns about unknown cost relating to health and real estate insurance rate increases for example and funds to cover those increases. Andy explained the funding avenues for the Secondary Roads department. Pie inquired of other revenue sources besides taxation. Christine informed becoming an IPAIT member has gained the county over \$73,000 in revenue alone in the last six months. Local Option Sales Tax revenue was also mentioned. Board consensus was to allow a 3% wage increase across the board, noting they will keep a close eye on finances. Motion was made by Mike Hadley to approve a 3% wage increase for all elected officials across the board for FY2026. Kevin Weber seconded the motion. All ayes and motion carried.

There being no further business, motion to adjourn was made by Mike Hadley. All ayes and the meeting adjourned at 9:50 a.m.

The Keokuk County Board of Supervisors adjourned to meet Monday, January 20, 2025.

Michael C. Hadley, Chairman
Board of Supervisors

Daryl Wood

Kevin Weber

Christy Bates