

Tuesday, February 25, 2025, the Jasper County Board of Supervisors met in regular session at 9:30 a.m. with Supervisors Talsma, Nearmyer and Cupples present and accounted for; Chairman Talsma presiding.

Motion by Cupples, seconded by Nearmyer to approve the Quit Claim Deed regarding the alleys in the City of Ira to the Estate of Robert W. State.

YEA: CUPPLES, NEARMYER, TALSMA

Motion by Nearmyer, seconded by Cupples to adopt Resolution 25-25 approving longevity and shift differential increases for bargaining and non-bargaining hourly employees effective July 1, 2025.

YEA: CUPPLES, NEARMYER, TALSMA

A complete copy of the resolution is on file in the Office of the Jasper County Auditor.

Motion by Cupples, seconded by Nearmyer to adopt Resolution 25-26 approving a 4% increase for hourly bargaining employees and 2% for hourly non-bargaining and non-department head salaried employees effective July 1, 2025.

YEA: CUPPLES, NEARMYER, TALSMA

A complete copy of the resolution is on file in the Office of the Jasper County Auditor.

Motion by Nearmyer, seconded by Cupples to approve a lease agreement with J.J. Nichting to lease a 2023 Case IH 15 Maxxum tractor for mowing in the summer in the amount of \$18,972.68 per year for 3 years.

YEA: CUPPLES, NEARMYER, TALSMA

Motion by Cupples, seconded by Nearmyer to approve the recommended family farm allowance for 2024.

YEA: CUPPLES, NEARMYER, TALSMA

Motion by Cupples, seconded by Nearmyer to approve the recommended family farm disallowances for 2024.

YEA: CUPPLES, NEARMYER, TALSMA

Motion by Cupples, seconded by Nearmyer to approve creating a wage committee consisting of Thad Nearmyer, Jenna Jennings, Melissa Hartgers, Lori Nore, and Dennis Simon to look at the hire-in wages and increasing current wages County wide and working with the departments to correct any issues.

YEA: CUPPLES, NEARMYER, TALSMA

Motion by Cupples, seconded by Nearmyer to approve claims paid through February 25, 2025.

YEA: CUPPLES, NEARMYER, TALSMA

Motion by Cupples, seconded by Nearmyer to approve the Board of Supervisors minutes for February 18, 2025.

YEA: CUPPLES, NEARMYER, TALSMA

There were no Board Appointments.

AFSCME union members were present to discuss the pending union contracts and asked why they couldn't negotiate more with the Board of Supervisors. Dennis Simon spoke out and explained that was part of the union negotiations process. Adam Swihart explained that the Union tried reaching out with counter offers and the employees and members of the union are very disappointed that the contracts are being struck.

Motion by Nearmyer, seconded by Cupples to enter into closed session requested by Scott Nicholson & Mike Frietsch in accordance with Iowa Code Section 21.5(c) to discuss strategy with council in matters that are presently in litigation or where litigation is imminent where its disclosure would be likely to prejudice or disadvantage the position of the governmental body in the litigation.

YEA: CUPPLES, NEARMYER, TALSMA

ROLL CALL YEA: CUPPLES, NEARMYER, TALSMA

Motion by Cupples, seconded by Nearmyer to come out of closed session.

YEA: CUPPLES, NEARMYER, TALSMA

Maintenance Director, Adam Sparks, entered into an employee evaluation with the Board of Supervisors.

Motion by Nearmyer, seconded by Cupples to adjourn from the regular meeting and enter into a work session.

YEA: CUPPLES, NEARMYER, TALSMA

The Board discussed boot and clothing allowance at the Engineer's Office and increasing the amount to \$400.00 total for boot and clothing. The Engineer would bring in several vendors for the employees to choose from and the County would pay the invoice for the employees. Field Training is going to be limited to the Sheriff's Office only and will remain at 0.75 per hour while in the process of training. The grievance procedure was brought up and the Board would like to leave it as is with no grievance procedure. Comp time would be eliminated for the Jail and Dispatch employees only. If an employee in the jail or dispatch requests vacation time, the Director of those employees will not be allowed to call them back and will be considered a block of time off. The remaining employees that are currently receiving comp time will remain in effect but with a 100-hour maximum. Employees in the jail and dispatch will be able to keep their comp time on the books effective July 1, 2025, but will not be able to accrue any more effective July 1, 2025. For jail employees there will be a 2-hour minimum notification for call in rather than a 30-minute window like it is currently.

Motion by Nearmyer, seconded by Cupples to adjourn the Tuesday, February 25, 2025, meeting of the Jasper County Board of Supervisors.

YEA: CUPPLES, NEARMYER, TALSMA