



HARDIN COUNTY
Board of Supervisors

Wednesday, May 27, 2020

NOTICE: County buildings are closed to the public due to COVID-19 concerns and restrictions on public gatherings of no more than 10 people, as set forth by Governor Reynolds in her State of Public Health Emergency Disaster Proclamation. To access and participate in the meetings remotely, please call 641-939-8108 for meeting information.

1. 9:00 A.M. Call To Order
Courthouse Large Conference Room
2. Pledge Of Allegiance
3. Approval Of Agenda
4. Approval Of Minutes

Documents:

[05-13-2020 MINUTES.PDF](#)
[05-20-2020 MINUTES.PDF](#)

5. Approval Of Claims For Payment

Documents:

[VENDOR PUBLICATION REPORT 5-27-20.PDF](#)

6. Utility Permits & Secondary Roads Department
7. Motions For Any Proposed Changes To Zoning Commission's Recommended Amendment To Article XXIII Of Ordinance No. 29
8. Set Date And Time For Public Hearing On, And First Consideration Of, Amendment To Article XXIII Of Ordinance No. 29 As Modified By Board Of Supervisors
9. Approval Of Heartland Insurance Risk Pool Renewal
10. Application For Liquor License – Timbers Edge Wedding And Event

Documents:

[TIMBERS EDGE LIQUOR LICENSE APPLICATION.PDF](#)

11. Approval Of Engineer Employment Contract And Agreement

Documents:

[ENGINEER EMPLOYMENT CONTRACT.PDF](#)

12. Change Of Status – Conservation

13. Change Of Status – Sheriff's Office

Documents:

[CHANGE OF STATUS - SHERIFFS OFFICE.PDF](#)
[CHANGE OF STATUS - SHERIFFS OFFICE 2.PDF](#)

14. COVID-19 Update

15. Public Comments

16. Other Business

17. Adjournment/Recess

18. 9:30 A.M. Drainage

[VIEW REGULAR DRAINAGE MEETING AGENDA](#)

Courthouse Large Conference Room

19. 10:30 A.M. Drainage District 67 Trustee Meeting

[VIEW DD 67 MEETING AGENDA](#)

Courthouse Large Conference Room

Closed Session as Allowed under Iowa Code Section 21.5(1)(c)

20. 2:00 P.M. Department Heads/Elected Officials Meeting

Courthouse Large Conference Room

HARDIN COUNTY BOARD OF SUPERVISORS
MINUTES – MAY 13, 2020
WEDNESDAY - 9:00 A.M.
COURTHOUSE LARGE CONFERENCE ROOM

Chair Lance Granzow called the meeting to order. The meeting was held electronically due to COVID-19 public health risks. Also in attendance were Supervisors BJ Hoffman and René McClellan; and Seth Wingert, Brent Tripp, Justin Ites, Curt Groen, Dave McDaniel, Thomas Craighton, Tifani Eisentrager, Becca Junker, Jessica Lara, JD Holmes, Donna Juber, Bob Juber, Dave Dunn, Mindy McLeland, Matt Tripp, Kris Johnston, Del Johnston, Micah Cutler, Isaac Knutson, Machel Eichmeier, Julie Duhn, Mark Buschkamp, Bob Havens, Cheryl Lawrence, John Zimmerman, Rudolfo Padilla, Kent Mowrer, Matt Jones, Michael Pearce, Jessica Sheridan, Taylor Roll, Darrell Meyer, Angela De La Riva, and Angela Silvey.

The Pledge of Allegiance was recited.

McClellan moved, Hoffman seconded to approve the agenda as posted. Motion carried.

McClellan moved, Hoffman seconded to approve the minutes of April 29, 2020 and May 4, 2020. Motion carried.

Hoffman moved, McClellan seconded to approve the correction of a scrivener's error in the minutes from April 15, 2020, changing the reference from Section 13 to Section 16 regarding the Ferris Pork Site CAFO permit application. Motion carried.

Hoffman moved, McClellan seconded to approve the May 13, 2020 claims for payment. Motion carried.

Utility Permits:

McClellan moved, Hoffman seconded to approve Hardin County Utility Permit Application UT-20-021, submitted by Heart of Iowa Communications. Motion carried.

McClellan moved, Hoffman seconded to approve Hardin County Utility Permit Application UT-20-022, submitted by Windstream Iowa Communications, LLC. Motion carried.

Secondary Roads:

County Engineer Taylor Roll advised Highway D55 between Hubbard and New Providence will be closed intermittently for culvert replacement. The public was reminded that the bridge to Gifford is closed.

Hoffman moved, McClellan seconded to approve the Recorder's Monthly Report for April 2020. Motion carried.

McClellan moved, Hoffman seconded to approve the 28E agreement with Iowa Governmental Health Care Plan (IGHCP). Motion carried.

McClellan moved, Hoffman seconded to appoint Auditor Jessica Lara as IGHCP Board Representative. An alternate will be appointed at next week's meeting. Motion carried.

McClellan moved, Hoffman seconded to approve the open enrollment for 2020/2021 with IGHCP. Motion carried.

McClellan moved, Hoffman seconded to deny recommendation to the DNR of the Animal Feeding Operation Construction Permit Application for Tri-B Site, Section 8, Alden/Hardin Township. Roll Call Vote: "Ayes" McClellan, Hoffman, and Granzow. "Nays" None. Motion carried.

Hoffman moved, McClellan seconded to deny recommendation to the DNR of the Animal Feeding Operation Construction Permit Application for Ferris Pork Site, Section 16, Ellis Township. Roll Call Vote: "Ayes" Hoffman, McClellan, and Granzow. "Nays" None. Motion carried.

McClellan moved, Hoffman seconded to approve the layoff due to COVID-19 of Mary Nelson, Friendship Club Coordinator, effective 05/11/2020. Nelson will return to work when the program is reopened. Motion carried.

McClellan moved, Hoffman seconded to approve the hiring of Cole Birchmier, Secondary Roads Heavy Equipment Operator, at a rate of \$21.39/hour, effective 05/18/2020. Birchmier is eligible for a \$0.25/hour raise after a 6-month probationary period. Motion carried.

McClellan moved to approve the hiring of Paul Martin, IRVM Roadside Vegetation Specialist. The motion died for lack of a second. Martin's Change of Status will be on next week's agenda.

COVID-19 Update:

Emergency Management Coordinator Thomas Craighton shared testing and death data as well as number of PPE distributed countywide. Craighton advised that PPE and social distancing will be required of any activities that reopen, including the Courts, likely into the fall. In addition, Craighton was informed the Hardin County Fair will host no grandstand events for 2020.

Public Comments:

Dave Dunn had questions about the IGHCP 28E agreement and open enrollment for City of Eldora employees.

Julie Duhn expressed disagreement with an Iowa Department of Health return-to-work policy.

Other Business:

Donna Juber inquired into the status of a revised CAFO public comment and public hearing policy.

McClellan moved, Hoffman seconded to adjourn. Motion carried.

At 3:00 p.m., the department heads/elected officials meeting was called to order. The meeting was held electronically due to COVID-19 public health risks. In attendance: Supervisors Granzow and Hoffman; and Jessica Lara, Dave McDaniel, Thomas Craighton, Bernie Koehrsen, Machel Eichmeier, Linn Adams, Becca Junker, Darrell Meyer, Taylor Roll, Don Knoell, Cheryl Lawrence, Lori Kadner, Matt Jones, Jody Mesch, Jessica Sheridan, Angela De La Riva, and Angela Silvey. Supervisors McClellan was absent.

Discussion resumed on reopening County buildings to the public. Citing the governor's proclamation, Craighton stated that even though facilities are reopening, they are limited to 50% capacity, cannot offer common seating areas, and must adhere to social distancing and hygiene measures. Additionally there are special precautions for those over 65.

Eichmeier requested permission to allow in by appointment drivers whose licenses expired during the closure, as enforcement is expected to begin May 28, 2020. No objections were voiced.

Auditor Jessica Lara requested that reopening occur after the primary election on June 2, 2020, to avoid public confusion.

Lara volunteered to look into acquiring infrared thermometers, and discussion ensued on whether security or medical staff should administer testing of the public.

It was decided that County buildings will remain closed until at least June 3, 2020 and after plexiglass is installed. Further, entrants will be allowed in by appointment only.

Also discussed were Compensation Board recommendations and wage increases for FY 2021. Several department heads expressed unease at accepting pay raises in the wake of an economic downturn. Others argued that employee raises have been merited and/or negotiated by union contract, budgeted for, and that it is the FY 2022 budget that will see the effects of the pandemic. No decision was made.

Other Business:

Granzow reminded department heads to complete performance reviews before the end of June.

The meeting adjourned at 3:55 p.m.

Lance Granzow, Chair
Board of Supervisors

Jessica Lara
Hardin County Auditor

HARDIN COUNTY BOARD OF SUPERVISORS
MINUTES – MAY 20, 2020
WEDNESDAY - 9:00 A.M.
COURTHOUSE LARGE CONFERENCE ROOM

Chair Lance Granzow called the meeting to order. The meeting was held electronically due to COVID-19 public health risks. Also in attendance were Supervisors BJ Hoffman and René McClellan; and Justin Ites, Wes Wiese, Curt Groen, Tifani Eisentrager, Bob Havens, Megan Harrell, Mark Buschkamp, Mariah Lynne, Rocky Reents, JD Holmes, Jake Ketzner, Josh Odom, Bret Dublinske, Kristen Weaverling, Donna Juber, Bob Juber, Micah Cutler, Cody Smith, Dave McDaniel, Machel Eichmeier, Dave Dunn, Kyle Day, Steve Liston, Bette Dossman, Abby Flatness, Nick Boeyink, Julie Duhn, Laura Cunningham, Cristine Birks, Kerri Johannsen, Lori Kadner, Megan Kirik, Denise Smith, Mindy McLeland, Jennifer Terry, Thomas Craighton, Christopher Weaver, Lu Nelsen, Becca Junker, Darla Kalous, and Angela Silvey.

The Pledge of Allegiance was recited.

McClellan moved, Hoffman seconded to approve the agenda as posted. Motion carried.

Hoffman moved, McClellan seconded to approve the minutes of May 6, 2020. Motion carried.

McClellan moved, Hoffman seconded to approve the May 20, 2020 claims for payment. Motion carried.

COVID-19 Update:

Rocky Reents advised her team met with judges and magistrates to discuss Court reopening. Reents also advised that the Iowa Department of Public Health is now updating its website with live statistics.

Utility Permits:

McClellan moved, Hoffman seconded to approve Hardin County Utility Permit Application UT-20-023, submitted by Heart of Iowa Communications. Motion carried.

Secondary Roads:

County Engineer Taylor Roll advised his crew is working on a large culvert on D55 and may work into the night.

At 9:07 a.m., Chair Granzow opened the public hearing on and first consideration of the Zoning Commission's recommended amendment to Article XXIII of Ordinance No. 29.

Zoning Administrator Jessica Sheridan and County Attorney Darrell Meyer reviewed the changes made to said article.

Questions and/or comments were received from Julie Duhn; Donna Juber; Bob Havens; Steve Liston; Curt Groen; Bret Dublinske, attorney for RWE Renewables; and Jake Ketzner, Iowa Conservative Energy Forum.

Written comments were received from Kim Whittington, Leland Mosch, Isaac Knutson, Gene and Jayne Leerberg, Ronald & Sonja Bauer, and Kerri Johannsen, Iowa Environmental Council.

There being no further comments, McClellan moved, Hoffman seconded to close the public hearing. Motion carried.

Hoffman moved, McClellan seconded to table the first consideration of the amendment to Article XXIII of Ordinance No. 29. Motion carried.

A work session was set for 10:30 a.m. on Friday, May 22, 2020 to discuss any Board changes to the proposed amendment. Meyer suggested also setting a meeting to follow to consider and vote on any changes that may arise out of that work session.

McClellan moved, Hoffman seconded to approve the Large Scale Industrial Development Incentive Program. Motion carried.

Hoffman moved, McClellan seconded to acknowledge receipt of the Animal Feeding Operation Construction Permit for Ferris Pork Site, Section 16, Ellis Township. Motion carried.

McClellan moved, Granzow seconded to set June 3, 2020 at 10:00 a.m. for the public hearing on the Animal Feeding Operation Construction Permit for Ferris Pork Site, Section 16, Ellis Township. The hearing will be held in the large conference room and via Zoom. Motion carried.

McClellan moved, Hoffman seconded to acknowledge receipt of the Animal Feeding Operation Construction Permit for Tri-B Site Section 8, Section 8, Alden Township. Motion carried.

McClellan moved, Hoffman seconded to set June 3, 2020 at 11:00 a.m. for the public hearing on the Animal Feeding Operation Construction Permit for Tri-B Site Section 8, Section 8, Alden Township. The hearing will be held in the large conference room and via Zoom. Motion carried.

McClellan moved, Hoffman seconded to adopt and substitute the policy on public hearing under Chapter 459, replacing the policy adopted by Resolution 2020-05. Roll Call Vote: "Ayes" McClellan, Hoffman, and Granzow. "Nays" None. Motion carried.

McClellan moved, Hoffman seconded to appoint Becca Junker, Payroll and Benefits Manager, as alternate representative to the IGHCP Board. Motion carried.

Hoffman moved, McClellan seconded to approve the hiring of Paul Martin, IRVM Roadside Vegetation Specialist, at a rate of \$20.00/hour, effective 05/26/2020. Martin is eligible for a \$0.25/hour raise after a 6-month probationary period and a \$0.50/hour raise after passing of required certifications. Motion carried.

McClellan moved, Hoffman seconded to approve the resignation of Rochelle Caslavka, Correctional Officer, effective 04/21/2020. Motion carried.

McClellan moved, Hoffman seconded to approve the hiring of Jacob Allen Sweet, part-time Correctional Officer, at a rate of \$15.00/hour, effective 05/20/2020. Motion carried.

Public Comments:

Donna Juber asked if the new IRVM employee or the County paid for required certifications.

Julie Duhn revisited concerns about the IDPH's return-to-work policy.

Other Business:

Donna Juber thanked Meyer for revising Resolution 2020-05.

Hoffman moved, McClellan seconded to adjourn. Motion carried.

At 11:30 a.m. a meeting was held with Judy Funk, Heartland Risk, regarding 2020/2021 insurance renewal. The meeting was held electronically due to COVID-19 public health risks. In attendance: Supervisors Granzow, Hoffman, and McClellan; and Judy Funk, Michael Pearce, Angela De La Riva, and Angela Silvey.

Judy Funk reviewed projected 2020/2021 premiums as compared to 2019/2020 premiums. Total premium will rise approximately 6%.

Funk also reviewed Hardin County's general liability premium history, 2020/2021 workers compensation renewal calculation, mod factor history and analysis, claim counts overall and by department, workers compensation loss data, and cyber liability coverage.

In light of the tornado that hit Marshalltown, McClellan questioned the values of the Courthouse building and contents as shown on Heartland Risk's property schedule. Replacement value, she noted, may be much higher. An updated building valuation will be sent to the Board.

Funk requested the Board take action to approve insurance renewal by June 15, 2020.

The meeting adjourned at 12:26 p.m.

At 1:40 p.m. Chair Granzow reconvened the meeting. The purpose of the meeting was to discuss the County Engineer's employment contract. Also present were Supervisor McClellan; and Taylor Roll and Angela Silvey. Supervisor Hoffman and Mike Galloway joined the meeting via phone.

Hoffman moved, McClellan seconded to go into closed session pursuant to Iowa Code 21.5(1)(i) for personnel matters. Roll Call Vote: "Ayes" Hoffman, McClellan, and Granzow. "Nays" None. Motion carried.

Following discussion, Hoffman moved, McClellan seconded to exit closed session. Roll Call Vote: "Ayes" Hoffman, McClellan, and Granzow. "Nays" None. Motion carried.

At 2:07 p.m., McClellan moved, Hoffman seconded to adjourn. Motion carried.

Lance Granzow, Chair
Board of Supervisors

Jessica Lara
Hardin County Auditor

Claims Payable - May 27, 2020

Advanced Drainage Systems, Inc.	\$1,266.93
Alliant Energy	\$2,808.64
Barco Municipal Products	\$2,466.78
Black Hills Energy	\$85.00
Buckner Cemetery	\$48.00
Cam Spray	\$9.65
Central Iowa Distr Inc	\$674.79
CenturyLink	\$16.50
CenturyLink	\$762.51
ConvergeOne, Inc	\$122.50
Cooley Pumping LLC	\$380.00
Cottage Cemetery Society	\$84.00
Cover All Embroidery Inc	\$164.98
Danko Emergency Equipment	\$698.34
GECRB/AMAZON	\$2,365.09
Gillund Ent.	\$723.20
Global Software / TAC10	\$29,102.00
Greenbelt Home Care	\$6,431.93
Hands On Excavating LLC.	\$5,200.00
Hazel Green Cemetery	\$36.00
Henderson Products Inc	\$43.15
Honey Creek Design & Build	\$10,883.00
Hy-Vee	\$55.51
Iowa Co Recorder's Assoc.	\$200.00
Iowa Prison Industries	\$93.20
John Deere Financial	\$783.53
Kit Paper	\$40.00
Mail Services LLC	\$581.88
Mainstay Systems Inc	\$3,240.00
Marla Kay Williams	\$273.00
Martin Marietta Aggregate	\$794.25
Midland Power Cooperative	\$1,377.29
Miller Cemetery	\$48.00
Perry AG Services	\$49,230.50
Prairie Event Supply	\$705.00
Quaker Security LLC	\$1,275.00
Racom Corporation	\$186.00
RC Systems- Waterloo Office	\$4,500.40
Seamless Gutterworks Company	\$25.00
Sioux Sales Company	\$90.75
Storey Kenworthy	\$399.70
Summit Food Service LLC	\$3,392.31
Thomson Reuters - West	\$54.56
Times Citizen	\$459.76
Van Wall Equipment	\$249.56
WahlTek Inc	\$2,315.00
Walmart Community	\$168.58
Wapello County Sheriff	\$65.80
Weidemann Incorporated	\$46,985.71
Wesley Wiese	\$40.00
Winters Septic Service	\$300.00
Youth & Shelter Services Inc	\$653.10
Z & Z Glass	\$45.00
Zion Lutheran Cemetery	\$100.00

Grand Total \$183,101.38

Lance Granzow, Chair
Board of Supervisors

Jessica Lara
Hardin County Auditor

Applicant License Application ()

Name of Applicant:	<u>Timbers Edge Wedding and Event</u>		
Name of Business (DBA):	<u>Timbers Edge</u>		
Address of Premises:	<u>19493 County Highway S-56</u>		
City	<u>Steamboat Rock</u>	County:	<u>Hardin</u> Zip: <u>50672</u>
Business	<u>(515) 290-2158</u>		
Mailing	<u>19138 County Highway S-56</u>		
City	<u>Steamboat Rock</u>	State	<u>IA</u> Zip: <u>50672</u>

Contact Person

Name	<u>Korey DeBerg</u>		
Phone:		Email	

Classification Class C Liquor License (LC) (Commercial)

Term: 12 months

Effective Date: 06/20/2020

Expiration Date: 01/01/1900

Privileges:

Class C Liquor License (LC) (Commercial)

Outdoor Service

Sunday Sales

**APPROVED BY HARDIN COUNTY
BOARD OF SUPERVISORS**

Chairman

Date

Status of Business

BusinessType:	<u>Limited Liability Company</u>		
Corporate ID Number:	<u>XXXXXXXXXX</u>	Federal Employer ID	<u>XXXXXXXXXX</u>

Ownership

Korey DeBerg

First Name: Korey **Last Name:** DeBerg
City: Steamboat Rock **State:** Iowa **Zip:** 50672
Position: Manager
% of Ownership: 50.00% **U.S. Citizen:** Yes

Kollin DeBerg

First Name: Kollin **Last Name:** DeBerg
City: Ackley **State:** Iowa **Zip:** 50601
Position: Bar Manager
% of Ownership: 50.00% **U.S. Citizen:** Yes

Insurance Company Information

Insurance Company:	<u>Founders Insurance Company</u>
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Insurance Company: Founders Insurance Company

Policy Effective Date: 06/20/2020

Policy Expiration 06/20/2021

Bond Effective

Dram Cancel Date:

Outdoor Service Effective

Outdoor Service Expiration

Temp Transfer Effective Date:

Temp Transfer Expiration Date:

EMPLOYMENT CONTRACT AND AGREEMENT

This Employment Contract and Agreement made and entered into this 27th day of May, 2020 by and between Hardin County, Iowa, by its Board of Supervisors, consisting of Lance Granzow , Chair; BJ Hoffman , member and Reneé McClellan, member, Party of the First Part, hereinafter called the Board; and Taylor Roll, Party of the Second Part, hereinafter called "Roll" or "the Engineer".

WITNESSED:

WHEREAS: The Board desires and needs the services of a Registered Professional Engineer licensed in the State of Iowa to serve in the capacity of County Engineer, in accordance with the Code of Iowa, Chapter 309.

WHEREAS: The Engineer is duly qualified, able and willing to furnish said services to the Board,

NOW, THEREFORE, in consideration of mutual covenants and agreements hereinafter contained, the parties heretofore themselves and assigns, have mutually agreed and do agree with each other as follows:

1. The Board hereby employs Roll as the County Engineer for Hardin County, Iowa for a two-year period beginning July 1, 2020, and ending the June 30, 2022.
2. The Board shall furnish the Engineer all equipment, material, manpower and transportation necessary for the efficient performance of the official duties of the County Engineer.
3. The Engineer shall keep himself, and the Board, advised as to the condition of the budget items of the Secondary Road fund. The Engineer shall also have control of all planning, engineering, construction and maintenance work of the Secondary Road Department and all employees therein in order to accomplish the Engineer's official duties. It shall also be the responsibility of the Engineer to recommend employees to be hired by the Board of Supervisors to fill

vacancies within the Secondary Road Department. It shall also be the responsibility of the Engineer to administer disciplinary action to the employees of the Secondary Road Department as may be required.

4. The Engineer shall file a bond in the amount of \$5,000.00 with the Board in accordance with the Code of Iowa, Chapter 309. All fees incurred by filing said bond shall be paid by the Board.
5. The Engineer shall devote his time and talents to the best of his ability and in the best interest of Hardin County, Iowa. And, therefore, in so doing, it is agreed that the Engineer shall be in responsible charge of the Secondary Road Department. The Engineer shall be indemnified and saved harmless for any and all actions taken against Hardin County, and the Board, or the Engineer, due to the actions performed by the Engineer during the course of his duties. The Board shall defend all such actions and pay all judgments rendered. The Board's duty to indemnify and hold harmless the Engineer shall extend to all forms of damages asserted or recovered against the Engineer, unless it is established in an action by the Board against the Engineer that the Engineer's conduct upon which any punitive damages are asserted or recovered was the result of actual malice or willful, wanton and reckless misconduct. The Board may acquire insurance as deemed necessary by it to cover its liabilities under this provision.
6. For and in consideration of the foregoing, the Board shall pay the Engineer, in equal installments, an annual salary of \$108,000.00 (one hundred eight thousand dollars) for the fiscal year beginning July 1, 2020 . The Engineer's annual salary will increase at a minimum by the cost of living adjustment ("COLA") adopted by the Board for all other non-union employees for the fiscal year beginning July 1, 2021.
7. Vacation shall be earned under the existing Hardin County Employee Handbook. Compensation shall be paid in full during vacation time. Any remaining unused vacation time may be carried over from one year to the

next, subject to the provisions of the Hardin County Employee Handbook.

8. The Engineer shall be granted insurance benefits, sick leave, vacation, paid holidays, longevity, and all other fringe benefits granted in Hardin County's Employee Handbook, except as amended by this Agreement.
9. The Engineer shall be paid actual and necessary expenses while performing his duties outside of Hardin County. The Engineer shall be allowed mileage for use of his private vehicle, when use of said vehicle is deemed necessary by the Engineer for the transaction of official business in accordance with Code of Iowa, section 70A.9, Hardin County shall pay for actual and necessary expenses and allow time off with pay while the Engineer is representing Hardin County as its Engineer, or as a representative of a state or national association dealing with counties or county engineering, subject to the Engineer obtaining prior approval from the Board of Supervisors. Any reimbursable expenses due from other organizations, if originally paid by Hardin County, shall be returned to Hardin County.
10. The Engineer shall be granted time with pay to attend highway conferences, Engineer's meetings, technical session and short courses, and to attend such meetings as are a requirement for his professional license. All expenses related to these meetings, and dues, shall be paid by the County as the Iowa law allows.
11. Either party to this contract may terminate the same in the proper manner prescribed as follows:
 - A. The Board may terminate this contract for cause. In such case, the Board shall set forth in a written notice the specific facts upon which the cause for termination is based, together with the date of termination. The Engineer shall receive a copy of the written notice of facts constituting the basis for termination and may request a meeting/hearing with the Board to resolve the issues raised in the notice. At the end of the hearing, the Board may confirm the

termination or modify it as desired. The hearing/meeting shall be considered a public meeting under the Code of Iowa, Chapter 21 and the Engineer may request that the meeting/hearing be closed to the public. The decision of the Board shall be considered final as between the parties. The Engineer will be paid for all earned and accrued vacation time.

- B. The Engineer may terminate this contract any time, without cause, by giving thirty (30) days' notice in writing to the Board. In such event, the Engineer shall continue to render his services and shall be paid his regular compensation up to the date of termination but no severance allowance shall be paid. The Engineer, in the event of termination by the Board, shall be paid for all earned and accrued vacation time.

- C. The Board may terminate this contract at any time without cause by giving thirty (30) days' notice in writing to the Engineer of such formal action taken by a majority vote of the Board. In such event, the Engineer, if requested by the Board, shall continue to render his services and shall be paid his regular compensation up to the date of termination. Further, upon issuance of such termination, the Board recognizes the adverse circumstances in which the Engineer has been placed, and therefore, agrees to continue to pay the Engineer at the time of the termination a severance allowance equal in amount to the Engineers' semi-monthly salary for up to six months. This payment shall cease if and when the Engineer secures other employment within six months of the termination. This severance shall also serve as settlement for any and all damages sustained, in addition to all earned and accrued vacation time. The Engineer, by signature of this Agreement, releases Hardin County from any and all other claims or liability for compensation and damages arising from this termination.

HARDIN COUNTY
Employee Change of Status Report

Please enter the following change(s) as of: 05-27-2020

Name: Haydon Rhoades

Address: Reinbeck, IA

Department: Sheriff's Office

Position: Correctional Officer

Fund _____

Gross _____

Salary or Hourly Rate: \$15.00/hr

STATUS () Full-time () Permanent Part-time () Temporary/Seasonal
Part-time

Reason for change:

- | | |
|---|-----------------|
| (<input checked="" type="checkbox"/>) Hired | () Resignation |
| () Promotion | () Retirement |
| () Demotion | () Layoff |
| () Pay Increase | () Discharge |
| () Leave of absence to: _____ | |

(date)

() Other:

Dates of Employment: From: To

Last day of work will be:

Beyond the last day of work, the employee was (or will be) paid for:

Vacation:

Comp:

Authorized by:  Date: 05-20-2020
Elected Official or Department Head

Approved by: _____ Date: _____
Appropriate Board (If Applicable)



HARDIN COUNTY

Courthouse

HARDIN COUNTY COURTHOUSE
1215 EDGINGTON AVE.
ELDORA, IA 50627

HARDIN COUNTY Employee Change of Status Report

Please enter the following change(s) as of 5/18/2020
Date

Name: Sara Robinson
Address: 701 10th Street
Eldora Iowa 50627
City State Zip Code

Department: Sheriff Communications
Position: Communications Supervisor
Salary/Hourly Rate: 46,000.00

Fund: 0001-05-1040-000-10006

Status: Full-time Permanent Part-time Temporary/Seasonal Part-time

Reason of Change:

- Hired
- Promotion
- Demotion
- Pay Increase
- Leave of Absence _____
Dates
- Resignation
- Retirement
- Layoff
- Discharge

Other: _____

Dates of Employment: _____ to _____ Last Day of Work _____
From To (if applicable)

Beyond the last day of work, the following vacation time was (or will be paid): _____ to _____
From To

Authorized by:  05/13/2020
Elected Official or Department Head Date

Authorized by: _____
Board of Supervisors Date