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FOR THE YEAR 2008  
BOARD OF SUPERVISOR'S MINUTE BOOK  
CHEROKEE, IOWA  
TUESDAY, JULY 8, 2008

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The Cherokee County Board of Supervisors met in regular session on Tuesday, July 8, 2008 with Terry Graybill, Dean Schmidt, Jeff Simonsen, and Mark Leeds. Ken Ross, *Chronicle Times*, was present from the press.

MSP Schmidt, Leeds to approve the amended agenda and minutes of the previous meeting.

Barb Staver and Rose Beazley, secretaries in the Sheriff's Dept, questioned the absence of a 50 cent fiscal year raise on July 1<sup>st</sup> for three employees currently on probation in their dept.

County employees are covered under three different policies including a secondary roads union contract, law enforcement bargaining unit contract and a general policy for non-union employees. The general county personnel policy states: "Any wage increase, including fiscal year increases, will not be effective until the probationary period has been completed."

The law enforcement's bargaining unit contract stipulates a 12 month probation for seniority, with holiday and sick pay after six months, but does not directly address wage increases during probation. There is an article in the contract that sets out the wage scale for July 1<sup>st</sup> raises and for the additional raises given on an employee's anniversary date.

Supervisor Ron Wetherell joined the meeting at 9:15 a.m.

Motion was made by Graybill to allow fiscal year wage increases for probationary employees covered under the law enforcement bargaining unit contract.

No second to the motion was offered.

Discussion continued with Wetherell suggesting that the unit's contract includes fiscal year wage increases for all employees from the date of hire. Schmidt questioned why the county has a probationary period if employees that have worked for just a few weeks or months get an automatic wage increase. The law enforcement employees affected have been employed for 5 months, 6 weeks, and 2 weeks respectively. Simonsen agreed that the concept of a probationary period seems to be getting lost, but if past practice has been to give July 1<sup>st</sup> raises to all bargaining unit employees, then we need to follow that precedent.

Graybill went on record to withdraw his previous motion.

Consensus was that the past practice of granting fiscal year raises to all employees covered by the bargaining unit still will be in effect and no action was needed on this issue.

MSP Leeds, Graybill to approve the FY08 Veterans Grant Activities Report as submitted.

MSP Wetherell, Schmidt to approve 100% appropriation of the FY09 budget.

The NRCS project agreement for cost sharing of grade stabilization between Sections 17 & 18 of Silver Township was tabled until next week. The agreement with the NRCS states that the county, acting as sponsor, cannot do the construction and would need to put the project out to bid. Dave Shanahan, County Engineer, wants to see if costs of current projects will be completed at budgeted figures before he commits to any additional projects. Simonsen offered his support of pursuing the agreement and referred to the county's positive working relationship with the NRCS in completing several beneficial projects over the years.

MSP Wetherell, Schmidt to approve the claims for payment as presented. A full listing is available for review in the County Auditor's office.

There being no further business, the meeting was adjourned at 10:00 a.m.

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Jeff Simonsen, Chairman

Attest: \_\_\_\_\_  
Kris Glienke, County Auditor