



CICS

Supporting Individuals. Strengthening Communities.

Regional Governing Board Meeting Minutes

January 14, 2021

Due to the COVID-19 virus, public access to the meeting was provided via conference call.
Members of the Board and public were able to call in or attend via zoom.

Board Members Present: Boone, Franklin, Greene, Hamilton, Hardin, Jasper, Madison, Marshall, Poweshiek, Story, Warren, JD Deambra, Andrea Dickerson, Kendra Alexander, Julie Smith, Allie Wulfekuhle.

Counties/Members Absent: None. **Administrative Team Present:** Russell Wood, Patti Leeds, Linn Adams, Betsy Sturmsma, Karla Webb.

Agenda

Motion to approve the January 14, 2021 agenda. Motion by Talsma, second by Rudolph. All ayes, motion carried.

Discussion

Chair Bill Patten stated he had a number of board members contact him after the last meeting stating they would have liked to have discussed this further at the last meeting before voting. The Board can discuss and rescind the motion if there is a majority 2/3 vote to rescind. Patten opened discussion for possible action on Administrative Team salaries.

Mike Nolte, Franklin, requested clarification on current salary ranges for team members. Russell Wood, CEO stated the current salaries and rates which CICS reimburses each county for each team member. Lisa Heddens, Story, stated the current CICS policy sets the reimbursement rate and not the compensation rate since the employees are county employees and not region employees.

Wood explained CICS sets the maximum reimbursement rate and if the salary exceeds the set rate that the CICS policy is updated to reflect that amount and counties would not have to pick up the difference.

Discussion was held regarding how this would impact collective bargaining agreements. It was stated that if the salary increase can be justified then this would not affect them.

Wood explained Open Meetings law for the new board members and covered what a walking quorum is.

Patten stated the Employment Committee met and brought the motion to the Governing Board at the December 17, 2020 meeting.

Aaron DeKock, Warren, asked for clarification on which Warren County Supervisor is the voting member of the Board at this time. It was stated that Darren Heater is now and DeKock is the alternate voting member. DeKock discussed the amount CICS is not paying additional Administrative Team members since the team has gone from 8 to 5 and CICS is spending much less on salaries now for the team. He was against rescinding

the motion as he feels it shows poor form. He stated he would be a no vote on this and asked that the Board do more due diligence before voting in the future.

Nolte asked for clarification on the motion made at the previous meeting. The motion was made to approve an increase in salary of \$10,000 for each Administrative Team member and an additional \$5,000 for the CEO.

Wood explained that it is up to each individual county to approve the salary for their team member and the county is aware of the reimbursement rates when setting the salary for their employee.

Further discussion was held regarding the percentage of reimbursement each county would receive from CICS for their team member. Wood is 100% and it is planned to have the other team members be at 95% region time due to the increase of CICS duties for each team member.

Motion by Heddens to clarify the December meeting motion as follows: The additional \$10,000 increase for the Administrative Team Officers is to go up to \$98,000 reimbursement rate, with the CEOs maximum reimbursement rate to go up to \$103,000. DeKock seconded as the alternate voting member for Warren. Patten asked for further discussion. No discussion. Roll call vote, all ayes. Motion carried.

Next Meeting is January 28, 2021.

Chair adjourned the meeting.

Patti Leeds, Recording Secretary

Bill Patten, Board Chair

