



# CICS

Supporting Individuals. Strengthening Communities.

## CICS Governing Board Minutes

January 22, 2026

Story County Administration Building

**Board Members Present:** John Cochrane, John Derryberry, Andrea Dickerson, Lisa Heddens, Richard Lukensmeyer, Gary Rayhons, Dawn Rudolph, Deb Schildroth, Julie Smith, Jenni Stevenson, Christine Timmerman. **Members Absent:** Bill Dodds, Dennis Quinn, Brandon Talsma. **Staff Present:** Russell Wood, Meghan Freie, Lisa Hill.

**Motion to approve the January 22, 2025 agenda. Motion by Rayhons, second by Rudolph. All ayes, motion carried.**

**Motion to approve the November 20, 2025 minutes. Motion by Schildroth, second by Smith. All ayes, motion carried.**

Russell Wood, CEO presented general updates on the contract. Iowa HHS is going to add another year's extension option. Originally the contract was 18 months with one-year extensions. This addition would go to June 30, 2030.

Wood discussed the need for Project Managers to carry out coordination within each individual district. This coordination includes developing a similar program to the previous Access Center Network in each district, looking at district assessments, supporting the district plans, as well as supporting the district Advisory Councils. Current staffing does not allow CICS to focus on direct district coordination. HHS is pleased CICS is looking into this position. This would be a salary-except position, looking at \$70,000 to \$80,000 per year and would include quite a bit of travel. Franklin County HR did look over the job description and had no changes that need to be made. These Project Managers would need to be able to have conversations in a calm and personable way and be able to facilitate change in an environment where they have no authority. **Motion to approve the hiring of three Project Managers with a salary range between \$70,000 and \$80,000 by Derryberry, second by Stevenson. All ayes, motion carried.**

Wood presented MOUs for Megan Taets and Raina Kellogg for District 3 Disability Services Navigators. Both have significant history and experience. **Motion to approve the MOUs for Megan Taets and Raina Kellogg for Disability Services Navigators by Rayhons, second by Schildroth. All ayes, motion carried.**

Wood presented a wage change for Angie Rodamaker and Jessica Crawford as Disability Services Navigator Supervisors to \$35.00 per hour effective January 16, 2026. Rodamaker is currently at \$28.85 and Crawford is currently at \$30.90. **Motion to approve the wage change for Angie Rodamaker and Jessica Crawford as Disability Services Navigator Supervisors to \$35.00 per hour effective January 16, 2026 by Stevenson, second by Schildroth. All ayes, motion carried.**

Wood presented the application for Laurie McBride for appointment to the District 3 Advisory Council due to withdrawing for personal reasons. If approved, then HHS will need to approve. **Motion to approve the appointment for**

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**District 3 Advisory Council member Laurie McBride, effective 2/1/2026 by Smith, second by Rudolph. All ayes, motion carried.**

Wood presented a recommendation for wage and salary adjustments that would take effect July 1, 2026. Wood stated he looked at the Consumer Price Index, Employment Cost Index, as well as other cost of living adjustments and presented a recommendation of a 3.5% increase on wage and salary. The total increase would be \$53,368.92, not including additional SOAR staff, if applicable, and not including the District Project Managers that will be hired. **Motion to approve a 3.5% wage and salary increase as of July 1, 2026, contingent on finances from the State by Stevenson, second by Derryberry. Motion carried on roll call vote. Nay – Cochrane, Smith was unable to vote at this time.**

Wood presented the DAP claims for November 25, December 9, December 23, 2025 and January 6, 2026. **Motion to approve the DAP claims for November 25, December 9, December 23, 2025 and January 6, 2026 by Rayhons, second by Schildroth. All ayes on roll call vote. Smith was unable to vote at this time.**

Wood presented the DAP November and December expenditure reports as well as the DAP financial update. District 2 is at 28%, and Districts 3 and 6 are each at 29%.

Dickerson joined the meeting at this time.

Wood presented the final expenditure reports for November and December 2025 as well as MHDS Region contract close-out specifics. The MHDS Region is now officially closed out and will not be on future meeting agendas.

**Next Meeting is February 26, 2026.**

**Motion to adjourn by Rayhons, second by Smith. All ayes, motion carried.**

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Lisa Hill, Recording Secretary

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Lisa Heddens, Board Chair

