

**BOARD PROCEEDINGS**  
**February 27, 2024**  
**REGULAR February SESSION**

The Board of Supervisors met pursuant to adjournment. Present were Kyle Stecker, Chairman, Carter Nath, Joshua Waechter, Roger Tjarks and Jack Plathe.

Chairman, Kyle Stecker called the meeting to order at 8:00 A.M. followed by the Pledge of Allegiance.

There was no public discussion.

Motion by Nath and 2nd by Waechter to approve the agenda and minutes of the previous meeting dated February 20<sup>th</sup> and 22<sup>nd</sup>. Motion carried unanimously.

A monthly update was given by Dona Nielsen, General Assistance Coordinator.

Motion by Tjarks and 2nd by Plathe to approve Resolution #02-27-24-01, which is a resolution approving the pay scale and longevity which goes back to the previous version. Chairman Stecker called for a roll call vote: Plathe: yes, Tjarks: yes, Waechter: yes, Nath: yes, Stecker: yes. Motion carried.

RESOLUTION #\_\_02-27-24-01\_ FOR  
ADOPTION AND IMPLEMENTATION  
OF WAGE SCALE CHANGES

Whereas on February 27<sup>th</sup>, 2024, the Kossuth County Board of Supervisors adopted the following Resolution – Adoption and Implementation of Wage Scale Changes

Whereas, the Kossuth County Board of Supervisors has identified inconsistencies and inequity in its current wage structure for some non-bargaining unit employees, and

Whereas the Kossuth County Board of Supervisors has determined restructure of its wage scales for non-bargaining unit employees is in the public’s interest to attract and retain qualified employees,

Be it resolved that

Kossuth County will implement the following wage schedule for any new employees hired on or after July 1<sup>st</sup>, 2024. Current employees shall be moved to the following wage schedule on July 1, 2024.

Stand-Alone Longevity Schedule for all Full Time Employees as follows:

- .05 cents/hour at 5 years
- .10 cents/hour at 10 years
- .15 cents/hour at 15 years
- .20 cents/hour at 20 years

Scale 1: Clerks/Support Staff in the Recorder, Treasurer, Attorney and Auditor's office

\$40,000.00/year Starting Wage  
\$45,000.00/year at 6 months probationary  
\$48,598.53/year at 1 year

Scale 2: Custodians

\$22.50/hour Starting Wage  
\$24.00/hour 6 months probationary  
\$25.98/hour at 1 year

Scale 3: Clerk/Driver's License Department

\$45,000.00/year Starting Wage  
\$50,000.00/year 6 months probationary  
\$54,495.28/year at 1 year

This wage scale shall be updated periodically as wage increases are approved by the Board. This resolution shall be in effect for the duration as determined by the Board.

Passed and approved this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Kyle Stecker, Chairman  
Kossuth County Board of Supervisors

Attest:

\_\_\_\_\_  
Tammy Eden, Kossuth County Auditor

Motion by Waechter and 2<sup>nd</sup> by Nath to increase the Wellmark Health Insurance Deductibles to \$1000/\$2000, Out of Pocket maximums to \$1500/\$3000 and the Stop Loss to \$75,000 and to include Prudent RX. Chairman Stecker called for a roll call vote: Plathe: no, Tjarks: yes, Waechter: yes, Nath: yes, Stecker: yes. Motion Carried.

Motion by Tjarks and 2<sup>nd</sup> by Stecker to authorize and give its permission to Roy Metzger, Whittemore, IA, to install 72 feet of 12" Ø Class V reinforced concrete pipe through 280<sup>th</sup> Street, 945 feet east of the southwest corner of Section 32, Fenton Township, Kossuth County. Permit number 02-03-2024 is on file in the Kossuth County Engineer's Office. Motion carried unanimously.

No discussion was held with the Kossuth County Engineer/Zoning Administrator.

Motion by Tjarks and 2<sup>nd</sup> by Plathe to Acknowledge Televised Report for DD 4 Lateral 11 Tile. Motion carried unanimously.

Motion by Tjarks and 2<sup>nd</sup> by Waechter to approve their requests as follows: Supervisor Tjarks: Request 2024-015 DD Pak 34. Motion carried unanimously.

Motion by Stecker and 2<sup>nd</sup> by Tjarks to reject the request as follows: Supervisor Stecker: Request 2023-106 DD 4 Lat 11 Tile. Motion carried unanimously.

Motion by Stecker and 2<sup>nd</sup> by Waechter to approve Change Order #1 for DD 60 Sub 4 Improvement. Motion carried unanimously.

Discussion was held with the Kossuth County Auditor and Board of Supervisors.

Motion by Tjarks and 2<sup>nd</sup> by Nath to adjourn at 12:02 P.M. Motion carried unanimously.

Attest:

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Tammy Eden  
Kossuth County Auditor

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Kyle Stecker, Chairman  
Kossuth County Board of Supervisors