

Muscatine County Board of Supervisors
Thursday, June 1, 2017

The Muscatine County Board of Supervisors met in special session at 9:00 A.M. with Howard, Mather, Sorensen, Sauer and Bonebrake present. Chairperson Sorensen presiding.

On a motion by Howard, second by Mather, the agenda was approved as presented. Ayes: All.

Chairperson Sorensen, Supervisor Mather, Administrative Services Director Nancy Schreiber and Community Services Director Michael Johannsen presented a report with recommendations of the ad hoc committee on reorganization of the Community Services Department. Sorensen stated there are a lot of questions surrounding the status of future responsibilities of the Community Services Department, but they rewrote the job description to reflect what they believe at this time to be the duties of the Community Services Director. Sorensen stated the committee is recommending promoting Assistant Community Services Director Kathy Anderson-Noel to the Community Services Director position. Mather stated the County needs someone like Anderson-Noel who is familiar with the community and can work in that environment. Sorensen stated one of his concerns is that the provider taking over case management will crash and the County will have to rebuild a case management department in the future which Anderson-Noel would be able to do. Howard asked if there would be cost savings realized by leaving the position open. Johannsen stated a Director is needed to act as guardian for trust services, but there is downsizing in the department so there will be savings. Mather stated the transition may take a couple of years and the County needs to have a Director providing oversight. Howard stated for the last couple of years the Board was sure they would go outside to look for a replacement but now that has changed. Johannsen stated the position has changed. Sorensen stated he would have a problem with doing an exhaustive search and hiring someone to just possibly eliminate the position a few months later. Bonebrake stated he wants to make sure that Anderson-Noel is 100% aware of what could happen with this position. Mather suggested adding something to the job description about managing the organization that is in a state of flux. Bonebrake asked if she is comfortable with the flux part. Johannsen stated Anderson-Noel is comfortable with this as she is at a point in her career where she would probably retire within 5 to 7 years. Johannsen stated she has general assistance experience from Louisa County as well as the case management experience. Bonebrake asked Johannsen what things he does that Anderson-Noel does not have experience in and how much experience does she have with the County budget. Johannsen stated over the years they have looked to Administration for budget expertise. Johannsen stated he is working on helping Anderson-Noel make connections in the community by having her go with him to meetings. Bonebrake stated the biggest challenge appears to be in the area of public relations. Administrative Services Director Nancy Schreiber stated from her office's perspective, the least experience is in the financial piece, but a lot of the reports to the region should be coming from her office anyway. Sorensen stated he has no worries about the financial experience and his biggest fear is Johannsen's connections in the community and replacing that with Anderson-Noel. Mather stated for the people in the organization the sense of continuity in a time of flux will be comforting and help them perform their jobs better. Schreiber stated the job description has removed the case management piece and the recommended grade would reduce from 17 to 16. Sauer stated the person in this position has to have a tremendous ability to go different directions and thinks Anderson-Noel would be

an obvious first choice because she is aware of what is coming and is still willing to step up to the plate and take that on. Sauer stated hiring from the outside, you might be able to convey that to an individual that you are interviewing, but he is not sure they would fully understand it until they got into it.

Board consensus was to proceed with the plan as recommended by the ad hoc committee. Schreiber will place the item on the next agenda for action.

The meeting was adjourned at 9:55 A.M.

ATTEST:

Betty L. Wamback
First Deputy Auditor

Jeff Sorensen, Chairperson
Board of Supervisors