

**Board of Supervisors Minutes**  
**March 2, 2026**

The Tama County Board of Supervisors met at 8:30 a.m. March 2, 2026. Present: 1st District Supervisor, Curt Hilmer; 2nd District Supervisor, David Turner; 3rd District Supervisor, Heather Knebel; 4th District Supervisor, Mark Doland and 5th District Supervisor, Curt Kupka. Also, Tama County Auditor, Karen Rohrs, and members of the public.

The Pledge of Allegiance was recited.

Motion by Kupka, seconded by Turner to approve the agenda. Discussion: None. All voted aye. Motion carried.

Public Comments: Public comments were heard from Kira Doyle. Public comment time closed at 8:32 am.

Motion by Knebel, seconded by Hilmer to approve the minutes of the February 23<sup>rd</sup> regular meeting. Discussion: None. All voted aye. Motion carried.

Supervisor Kupka gave a roads project report.

Auditor Rohrs asked the board to approve the following transfer from the General Fund to the Health Fund. Rohrs had spoken to the county treasurer, and she feels comfortable with the current balance of the General Fund and feels the board can approve transferring \$500,000 back into the Health Fund to pay back the remainder of the loan that was approved on July 7, 2025. Motion by Turner, seconded by Knebel to approve the following resolution. Discussion: Doland gave an explanation as to why this loan had been needed.

**RESOLUTION 3-2-2026A**  
**Resolution to Transfer Funds**

BE IT RESOLVED, that the Tama County Board of Supervisors approves the transfer of \$500,000.00 from the General Fund (0001) to the Health Fund (8000).

This is to transfer money to repay the remainder of the loan that was approved on July 7, 2025 to cover county expenses until taxes could be collected and dispersed.

Roll Call Vote: Hilmer, aye. Turner, aye. Knebel, aye. Doland, aye. Kupka, aye. Resolution passed and adopted this 2nd day of March, 2026. Mark Doland, Chairman, Board of Supervisors. Karen Rohrs, County Auditor.

The Board discussed switching from a paid vacation/sick leave program to PTO (Paid Time Off). Employees would not lose any vacation days. Any employee with PTO who has sick days banked will not lose those sick days. They will be held for the employee to use if they need to be on Family Medical Leave (FMLA). Motion by Hilmer, seconded by Turner to approve PTO Option 2:

<b>Length of continuous service</b>	<b>Total annual accrual</b>
Upon hire	13 days
After 1 year of continuous service	18 days

After 2 years of continuous service	23 days
After 8 years of continuous service	28 days
After 15 years of continuous service	33 days

and to begin the process of converting paid vacation/sick leave to a PTO program to be brought back to the Board for final approval with an implementation date. Discussion: Turner stated he was for PTO to help manage staff. Knebel stated she had PTO at John Deere and it had worked well. All voted aye. Motion carried.

In addition to PTO, the County will provide short-term and long-term disability coverage for employees eligible for PTO at no cost to the employee. Motion by Doland, seconded by Hilmer to extend coverage under The Hartford Plan, Plan 4, to non-union employees, subject to Board approval and final determination of the cost to the County. Discussion: None. All voted aye. Motion carried.

Motion by Doland, seconded by Knebel to approve the ability for HR to extend benefits of short-term and long-term disability and PTO for all union negotiations as outlined in proposal under Plan 4 with Hartford and Option 2 for PTO. Discussion: None. All voted aye. Motion carried.

Motion by Turner, seconded by Kupka to approve the claims for payment as presented in the amount of \$353,659.15. Discussion: None. All voted aye. Motion carried.

New Business:

There was no new business.

Public Comments: Public comments were heard from Karen Murty. Public comment time closed at 9:40 am.

Motion by Kupka, seconded by Turner to adjourn the meeting. All voted aye. Motion carried. Chairman Doland adjourned the meeting at 9:40 am.

These minutes are intended to provide a summary of the discussions and decisions made during the Board of Supervisor meeting. For the most accurate and comprehensive record, please refer to the audio recording of the meeting that can be provided upon request at the auditor's office.