

Northwest Iowa Care Connections Governing Board

Special Meeting May 7, 2020 2 PM Palo Alto County Courthouse

The Northwest Iowa Care Connections Governing Board met on Thursday, May 7, 2020 at 2 pm in the Palo Alto County Courthouse, Emmetsburg, Iowa Board member present: Barry Anderson, Clay County Representative, (Board Chair) Jayson VandeHoef, Osceola County Representative (Board Vice-Chair), Craig Merrill, Palo Alto County (Board Secretary) and Bill Leupold, Dickinson County Representative, on the phone. Dennis Vandenhull, O'Brien County representative was absent.

Other in attendance in person were: Ken Abrams, Worth County Supervisor, Bill Jensvold, Winnebago County Supervisor, Carmen Moser, Palo Alto County Auditor and FY 21 NWIACC Fiscal Agent, Kim Wilson, NWIACC CEO and Melissa Loehr, NWIACC CEO designee.

Those in attendance on the phone: Donnie Loss and Kyle Stecker, Kossuth County Supervisors, Amber Garman, Kossuth County Auditor, Judy Curry, Kathleen's RCF, and Emily Rohlk Seasons Center.

The meeting was called to order by Barry Anderson, Chair, at 2 pm . Welcome and Introductions were shared. Craig Merrill motioned and Jayson VandeHoef seconded the adoption of the current agenda with no revisions. Motion was favored by all ayes.

Kim Wilson, NWIACC CEO, provided the Board with a written summary of the CEO and DSC Selection Process as reviewed and approved at January and February 2020 Governing Board meetings respectively. In addition, the results of these described staff selection processes within the budgetary parameters were again shared as acted upon by the NWIACC Governing Board during their March and April 2020 meetings respectively.

Concerns were expressed by Ken Abrams, Worth County Supervisor, and Bill Jensvold, Winnebago County Supervisor for the staff selection process for Kossuth, Winnebago, and Worth Counties. They stated that they would prefer NWIACC consider a pre-selected candidate of their choosing for this position. As they shared comments, there was suggestions given to limit discussion to the Disability Service Coordinator positions in question and not refer to specific individual candidates in this open session.

Barry Anderson, Chair, who participated in all staff interviews, shared his interviewing experience, commenting on the depth of talent, skills, and experience available to the Region by interviewed applicants for the Disability Service Coordinator positions. His position has not changed as he has wanted to see the Region hire the most qualified candidates for available positions. Craig Merrill stated his request to see qualified applicants be considered whose skills could provide the necessary job performance needed the Region needs to fulfill its mission and service requirements. Although Jayson VandeHoef shared his approval of the staff selection process, he stated his intentions to see the CEO and CEO designee have the weight of decision-making for the Disability Service Coordinator positions to assure a positive team is in place to meet the staffing needs of the Region. He also expressed his concern for the Region going forward with new member counties if there was dissension in the choice of staffing as 2 DSC positions have already been filled, a suitable .25 FTE claims processing candidate has been found, and a third DSC position in the Clay/Osceola County area is ready for hire, based on the staff selection process.

Continued support of the Kossuth, Winnebago, and Worth County selection was repeated by Bill Jensvold and Ken Abrams in response to these previous remarks.

Bill Leupold shared his recollections from early on that the purpose of the partnership with new member counties was initially and has been consistently accepted by all parties to share concerns, develop consensus among Board members, and move the Region forward with intentional resolve to do what's best for the clients we are serving. He expressed concern that this personnel issue could be detrimental to the future of the Region.

Continued support of the Kossuth, Winnebago, and Worth County selection was repeated by Bill Jensvold in response to these previous remarks.

Kyle Stecker, Kossuth County Supervisor, shared his concern that the merger between NWIACC and the new counties should not be adversely affected by these differences of opinion of expectations for regional staffing.

Melissa Loehr, CEO designee, shared her observations from the DSC interviews, stating that her lack of history and her extensive hiring/interviewing experience has proved helpful because she did not have preconceived ideas about the applicants and the interview process. She stated the result of the interview process has met her expectations as she has been determined to identify and engage candidates into a qualified staffing team to meet the Regional access and service delivery needs.

Kim Wilson, current CEO, also shared observations from the DSC interview process. She repeated the goals of the Region previously noted in her opening remarks, the importance of having staff on board to address current and future needs with the energy and enthusiasm to move forward. Kim was adamant in her support of the current staffing recommendations as a positive influence for the Region moving forward.

Barry Anderson, Chair, suggested that the Kossuth, Winnebago, and Worth County representatives take back the information gleaned from today's meeting for their Board members to determine if their counties want to move forward and join NW IA Care Connections in light of these staffing decisions. He reiterated the position that County Boards will make decisions based on what is best for their counties.

Kim Wilson shared that timely decision making to determine NWIACC FY 21 member county composition is detrimental to following through with current regional contracting and client enrollment processes. Regional operations must move forward as quickly as possible to assure timely service delivery and funding compliance with the June 30th, 2020 deadline.

It was noted that the Worth County Board meets on Monday, May 11th while the Kossuth and Winnebago Boards meet on Tuesday, May 12th. It was noted that a closed session may be necessary in counties where specific employee issues are discussed.

Barry Anderson, Chair, asked for a phone call from the County representatives of Kossuth, Winnebago, and Worth Counties on Tuesday May 12th to advise of their Board's decision.

There was no public comment.

A NWIACC Governing Board meeting will be scheduled next week (Wednesday May 13th) to address the results of the Kossuth, Winnebago, and Worth County Board decisions to move the Region forward.

Craig Merrill made the motion to adjourn the meeting with Jayson VandeHoef providing the second. The motion was unanimously passed. Meeting was adjourned at 2:55 pm.

Respectfully submitted:

Kimberly Wilson CEO

NWIACC Governing Board Recording Secretary