

MINUTES November 19, 2024
DUBUQUE COUNTY BOARD OF SUPERVISORS
Chair Harley Pothoff, Vice-Chairperson Wayne Kenniker, Ann McDonough

The Board of Supervisors met in their chambers on the 4th floor, 720 Central Ave. Dubuque IA, 52001. You now have options to attend Board of Supervisor meetings. The County offers Zoom with both audio and video available. Every agenda will include information on how to login to attend that meeting. Those wishing to attend meetings in person may do so. All Board of Supervisors official meetings are recorded and available to be viewed at <https://www.dubuqucountyiowa.gov/467/Agendas-Minutes>

LET THE RECORD SHOW that all approvals, appointments, motions, claims, warrants, receipts, proclamations, recesses, adjustments, resolutions, permits, and public hearings, were approved unanimously, unless otherwise noted.

CLOSED SESSION DISCUSSION REGARDING:

- A. Confidential records involving attorney client communication and attorney work-product and personal information [Iowa Code §21.5(1), §22.7(4) and §22.7(11)];
- B. Strategy for imminent litigation (Iowa Code §21.5(1)(c)); and
- C. Employment conditions for county employees not covered by a collective bargaining agreement (Iowa Code §21.9).

Motion to enter closed session by McDonough, seconded by Pothoff. Aye votes – McDonough, Pothoff. Nay vote – Kenniker. Motion to enter closed session carries.

Entered closed session at 11:09 AM.

Exit closed session at 3:57 PM.

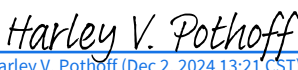
Motion by Kenniker to have mandatory training for all Supervisors and their department heads with supervisory responsibilities on constructive communications, civility in the workplace / respectful workplace, and improving workplace culture (to incorporate and update annual EEO training, training on avoiding actual or perceived retaliation, etc), and related compliance matters. All other elected officials and their departments heads will be strongly encouraged to attend. Seconded by McDonough. Motion approved unanimously.

Motion by Kenniker acknowledging and authorizing that outside counsel has recommended certain privileged conversations to answer Supervisor and HR Department questions regarding practical and strategic approaches to confidential personnel issues, performance management processes, scope of Supervisor authority, as well as discuss measures related to the county and specific individuals, which the Board hereby directs counsel to have on its behalf and/or adopts or ratifies such action by counsel. Seconded by McDonough. Motion approved unanimously.

Motion by McDonough stating the Board shall add to the agenda for the future public meeting in the near future its review of the proposed updated job description for the Patient Advocate and consideration of adoption thereof. Seconded by Kenniker. Motion approved unanimously.

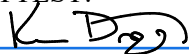
Motion to adjourn by Kenniker. Seconded by McDonough. Unanimously approved.

Adjourn at 4:05 p.m.


[Harley V. Pothoff \(Dec 2, 2024 13:21 CST\)](#)

Harley V Pothoff, Chair
Dubuque County Board of Supervisors

ATTEST:


[Kevin Dragotto \(Dec 2, 2024 11:53 CST\)](#)

Kevin Dragotto, Dubuque County Auditor