

PROCEEDINGS OF THE FRANKLIN COUNTY BOARD OF SUPERVISORS

February 6th, 2026

A recording of the meeting can be found at [www.youtube.com/@FranklinCountyBoardofSupervisors/streams](https://www.youtube.com/@FranklinCountyBoardofSupervisors)

The Board of Supervisors met at 8:30AM on Friday, February 6th, 2026, at the Franklin County Courthouse for a special session with Board members Lukensmeyer, McVicker, and Vanness present.

Motion by Lukensmeyer, seconded by McVicker to approve the agenda as presented. All ayes. Motion carried.

Ryan Berven with Assured Partners presented the Supervisors with the FY2027 health insurance renewal rates. The County will have about a 6% increase to health insurance rates. After discussion, motion by McVicker, seconded by Lukensmeyer to change to the ISAC Health Insurance plan for FY2027. All ayes. Motion carried.

Motion by Lukensmeyer, seconded by McVicker to set the employee contribution rates for FY2027 as follows: 10% of the premium per month for a family policy and 5% of the premium per month for a single policy. All ayes. Motion carried.

Motion by McVicker, seconded by Lukensmeyer to approve a resolution amending Franklin County Iowa Classification & Compensation Administrative Guidelines. The resolution reads as follows:

RESOLUTION #2026-16

AMENDING FRANKLIN COUNTY IOWA CLASSIFICATION AND COMPENSATION ADMINISTRATIVE GUIDELINES

WHEREAS the updated Franklin County Classification & Compensation Administrative Guidelines policy was adopted on March 11th, 2024.

WHEREAS the Board of Supervisors are amending the section titled "Annual Cost of Living Adjustment"

WHEREAS, as it was approved March 11th, 2024 it read as follows:

ANNUAL COST OF LIVING ADJUSTMENT

Annually, the Board of Supervisors may adjust the salary ranges according to the cost-of-living adjustment (COLA) as published by the U.S. Bureau of Labor Statistics (BLS). COLA will equal 80% of the annual change in the Consumer Price Index (CPI) for all urban consumers for the Midwest region as stated by the BLS for the 12-month period ending December 31st of the previous calendar year. The COLA adjustment may be capped at 5.5%.

WHEREAS, the Board of Supervisors has chosen to amend the section titled "Annual Cost of Living Adjustment" as follows:

ANNUAL COST OF LIVING ADJUSTMENT

Annually, the Board of Supervisors may adjust the salary ranges according to the cost-of-living adjustment (COLA) as published by the U.S. Bureau of Labor Statistics (BLS). The County targets an annual COLA equal to 80% of the annual change in the Consumer Price Index for all urban consumers (CPI-U) for the Midwest region as stated by the BLS for the 12-Month period ending December 31st of the previous calendar year. The Board of Supervisors may adjust the COLA percentage downward based on fiscal conditions provided the rationale is documented in the annual budget adoption. The COLA adjustment may be capped at 5.5%.

WHEREAS the Board of Supervisors adopted Appendix A "Pay Plan-Position Classifications on November 27th, 2023, to read as follows:

Pay Grade	Job Title
119	Franklin County Engineer
117	IT Director
115	Facilities Director
	Env. Health Dir-Weed Commissioner-P&Z
	Human Resources Director
111	Road Foreman – Secondary Roads
	Shop Manager – Secondary Roads
110	GIS Coordinator
	Engineer Technician
109	Deputy Sheriff
	Secondary Road Office Manager
108	IT Technician
107	Reserve Deputy Sheriff
	Non-Certified Reserve Deputy Sheriff
105	Drainage Expert – Real Estate Assistant
	County Attorney – Administrative Assistant
	Driver's License Clerk 3
	Treasurer Clerk 3
	Sheriff Clerk

	Office Assistant – General Assistance Coord.
104	Facilities Operation Assistant
	Finance Assistant
103	Recorder Clerk Part-Time
101	Matron
101	Custodian

WHEREAS, the Board has chosen to amend the Appendix A “Pay Plan-Position Classifications (by Department) as follows:

2025 – 2026

Pay Plan – Position Classifications (by Department)

Franklin County, Iowa

Department	Position Title	Grade
Attorney	Legal Secretary	105
Auditor	Drainage Expert – Real Estate Assistant	105
Auditor	Finance Assistant	104
Auditor	Office Assistant	103
Board of Health	Environmental Health Director	115
Board of Supervisors	Human Resources Director	115
Conservation	Conservation Director	115
Conservation	Natural Resources Manager	107
Conservation	Naturalist	106
Conservation	Park Ranger – Naturalist	106
Emergency Management	Emergency Management Coordinator	115
Emergency Management	E-911 Telecommunications Manager	115
Emergency Management	E-911 Telecommunicator/Jailer	107
Engineer/Sec. Roads	County Engineer	R18
Engineer/Sec. Roads	Engineer Assistant	R11
Engineer/Sec. Roads	Road Foreman	R8
Engineer/Sec. Roads	Shop Manager	R8
Engineer/Sec. Roads	Crew Chief	R7
Engineer/Sec. Roads	Office Manager	109
Engineer/Sec. Roads	Mechanic	R5
Engineer/Sec. Roads	Sign Technician	R4
Engineer/Sec. Roads	General Maintenance, Motor Grader	R3
Engineer/Sec. Roads	General Maintenance, Truck Driver	R3
General Assistance	General Assistance Coordinator	105
General Services	Facilities Director	115
General Services	Facilities Operations Coordinator	106
General Services	Custodian	101
IT/GIS	IT Director	117
IT/GIS	GIS Coordinator	110
IT/GIS	IT Technician	108
Recorder	Recorder's Assistant	109
Recorder	Recorder Clerk	103
Sheriff	Deputy Sheriff	109
Sheriff	Reserve Deputy	107
Sheriff	Sheriff Clerk	105
Treasurer	Driver's License Clerk	105
Treasurer	Treasurer Clerk	105
Veterans Affairs	Veterans Affairs Director	115
Weed Commission/Planning & Zoning	Weed Commissioner/P&Z Administrator	115

THEREFORE, the amended section is effective upon the passing of this resolution.

Roll call vote was as follows, Ayes: Lukensmeyer, McVicker, Vanness; Nays: None. Motion carried and resolution duly adopted.

The Supervisors held discussions regarding COLA Increases & the Step plan for FY2027. After discussion, motion by McVicker, seconded by Lukensmeyer to set COLA at 2.2% and have the Human Resource Director adjust the Step plan accordingly (2% in between steps). All ayes. Motion carried.

The Supervisors held discussions regarding election officials' compensation for FY2027. After discussion, motion by Lukensmeyer, seconded by McVicker to set increases as follows: County Attorney – 5.5%, Sheriff & Auditor – 5%, Recorder & Treasurer – 4.5%, Supervisors – 2.2%, and Chairman Stipend - \$1500. All ayes. Motion carried.

Motion by McVicker, seconded by Lukensmeyer to approve a resolution approving construction contract and bond for the County Courthouse Repointing. The resolution reads in full:

RESOLUTION 2026-15
RESOLUTION APPROVING CONSTRUCTION CONTRACT AND BOND FOR THE COUNTY
COURTHOUSE REPOINTING

BE IT RESOLVED BY THE BOARD OF SUPERVISORS OF FRANKLIN COUNTY, STATE OF IOWA:

That the construction contract and bond executed and insurance coverage for the construction of certain public improvements described in general as the County Courthouse Repointing, and as described in detail in the plans and specifications heretofore approved, and which have been signed by the Chairperson and Auditor on behalf of the County be and the same are hereby approved as follows:

Contractor:	<u>Bi-State Masonry, Inc</u>	of	<u>East Moline, IL</u>
Amount of bid:	<u>\$948,872.00</u>		
Bond surety:	<u>Old Republic Surety Company</u>		
Date of bond:	<u>1/26/2026</u>		
Portion of project:	<u>All construction work</u>		

Roll call vote was as follows, Ayes: Lukensmeyer, McVicker, Vanness; Nays: None. Motion carried and resolution duly adopted.

Board Comments: Lukensmeyer attended Veterans Affairs. McVicker attended Northeast Iowa Workforce Development. The Auditor reminded everyone that there will not be a meeting on 2/10/2026.

Chairman Vanness adjourned the meeting at 11:13AM until Tuesday, February 17th, 2026, at 8:30AM at the Franklin County Courthouse for a regular session.

ATTEST:

Chris Vanness, Chairman

Katy A. Flint, Auditor & Clerk to the Board