

Iowa, December 16, 2025

The Board of Supervisors of the County of Black Hawk, in the State of Iowa, met in regular adjourned meeting at the Courthouse in Waterloo, County Seat of said County, and electronically via Microsoft Teams, at nine o'clock (9:00) a.m., and pursuant to law, to the rules of said Board, and to adjournment. The meeting was called to order and on roll call there were present: Justin Brandt, Ritch Kurtenbach, Chris Schwartz and Linda Laylin, Chair Pro Tem.

Absent: Tavis Hall

Unless otherwise noted, all actions were approved unanimously.

Moved by Kurtenbach, seconded by Brandt that the AGENDA be received and placed on file with the County Auditor as approved. Motion carried.

PRESENTATIONS

2026 Legislative Priorities – Larry Murphy, Urban County Coalition

The Urban County Coalition, consisting of Black Hawk, Dubuque, Linn, Johnson, and Scott counties, shared its 2026 legislative priorities with Murphy highlighting key issues, including property tax reform and county bonding. He noted that counties often face unfunded mandates, as state costs for security, elections, and other services are frequently passed on to property owners. The coalition advocates for parity with cities, enabling counties to bond for capital projects and road equipment. Priorities are established collaboratively by member county supervisors, and the coalition functions on a bipartisan basis to address both ongoing and emerging issues.

Department Highlights of 2025

**Sheriff – Nate Neff**

2025 was a year of significant change for the Sheriff's Office, including new command staff and several new personnel throughout the department. Key accomplishments include:

- Technology & Training:** Implementation of Axon, improving reliability and supporting county attorneys. Purchase of the Raymond Range Training Facility.
- Personnel Milestones:** Swearing in of Deputy DJ Daniel, a 13-year-old from Texas diagnosed with cancer.
- Accreditation & Programs:** Correctional Health Care accreditation achieved; new programs introduced, including *Pet Pals* and *All-Star Dads*.
- Emergency Preparedness:** Development of a mass disaster plan for rural community schools, including active shooter training.
- Community Engagement:** Extensive outreach efforts, including building two houses with Habitat for Humanity, planting veterans' flags on Memorial Day (with statewide coverage), and other community events.

**Public Health – Kaitlin Enrich**

The Public Health Department, with 58 employees across five programs, highlighted significant accomplishments in 2025:

- Facilities & Communication:** Completed department remodel. Communications led by Micah Knebel included two major campaigns on measles and cancer education, generating over 1,500 posts and 750,000+ impressions.
- Emergency Preparedness & Safety:** Distributed 181 *Stop the Bleed* kits to libraries, schools, and conservation, training residents in tourniquet use.
- Partnerships & Collaboration:** BHC Healthcare Coalition now includes 60+ partners.
- Funding & Workforce Planning:** Managed FY25 funding changes (new, eliminated, restored), conducted capacity analyses for current and future staffing needs, and prioritized high-level employee trainings.
- Strategic & Advocacy Initiatives:** 2026 advocacy priorities include inclusion of public health in county realignment talks, addressing rising cancer rates, and improving access to quality, affordable care. Department strategic plan (2022–2027) aligns with the county strategic plan. Quality Improvement Council met 2/3 of performance measures.
- Community Health Planning:** Launched the 2026–2028 Community Health Improvement Roadmap, addressing economic stability, transportation, and housing. Covered 2025 county health program statistics, including environmental health (food inspections, West Nile virus surveillance).
- Clinical & Outreach Programs:** Expanded public health clinic outreach (83–142 individuals), oral health program served 100–192 children ages 0–2 and celebrated the ribbon cutting of the Mobile Health Clinic in September 2025.

**Auditor – Karen Showalter**

2025 was a year of notable accomplishments for the Auditor's Office, emphasizing the expertise, innovation, and leadership of our staff.

- Accounts Payable & Payroll Achievements:** Two critical positions were filled, restoring full staffing. Cross training was implemented to strengthen operational resilience, ensuring continuity of service. The Payroll and Accounting Manager was recognized for excellence in financial reporting during the annual audit. Staff also streamlined processes, improving efficiency, accuracy, and support for county departments and vendors.
- Elections Innovations:** The office increased the use of vote centers, improving accessibility and efficiency. Technology upgrades included the ES&S voting system and Tenex electronic poll books, and a new Election Technician role was created. Outreach efforts expanded through social media campaigns and hosting voting at the Main Street Waterloo Food Truck Festival.
- Real Estate Achievements:** Over 4,300 property transfers were processed, the tax list was delivered earlier than ever, township trustee and clerk pay was updated for the first time in 25 years, and an RFP was completed to digitize Board of Supervisors meeting minutes, modernizing county records.
- Leadership & Statewide Impact:** Auditor's Office staff are recognized statewide for their expertise. The AP/Payroll Manager was recognized for excellence in audit-related financial reporting. The Auditor and Real Estate/Tax Manager lead statewide training for auditors on elections and real estate legislation, while the Elections Manager continues to serve on the testing group for elections databases and software. The Auditor also serves as SEAT Board Chair, a member of the Secretary of State's Advisory Council, and is appointed to the State Board of Examiners. These leadership roles position Black Hawk County as a statewide leader and help shape best practices across Iowa.

**Information Technology – Al Yu**

2025 was a year of innovation and operational improvements for the IT Department, highlighting staff achievements and leadership in technology adoption.

- Help Desk & Support:** Closed 2,451 support tickets, demonstrating strong responsiveness and service to county departments. Deployed a new phone system to improve communications.
- Workforce Development & Partnerships:** Established a job shadow partnership with Waterloo Schools and hosted college intern Brady Ellison, fostering workforce development and hands-on learning.
- Technology & Security Enhancements:** Adopted an AI usage policy and upgraded Tyler servers. Supported the Sheriff's Department with new body cameras, tasers, and an interview system. Upgraded security infrastructure in partnership with Securitas.
- GIS & Data Management:** Advanced Geographic Information Systems projects, including internal soils updates with the Assessor's Office, digitizing septic surveys, incident reporting, and developing a 3D map of the courthouse. Launched the Black Hawk County Data Hub to track county trends.
- Innovation & Equipment:** Deployed 3D printing, computer mounts, YubiKey covers, and

digital signage to improve operations and staff efficiency.

- Strategic & Public Initiatives:** Updated the department strategic plan and public website to improve transparency and public access.
- Leadership & Recognition:** Al Yu serves on the Executive Committee for MS-ISAC (Multi-State Information Sharing and Analysis Center), reflecting leadership at a national level.
- Future Projects:** Planned improvements include point-to-point internet to JCS and Elections warehouse, and completion of the new server room after the start of the year.

**Engineering/Roads – Catherine Nicholas**

The Engineering and Roads Department focused on safety, reliability, and operational excellence in 2025, achieving key milestones while emphasizing collaboration and strategic planning.

- Road Maintenance & Construction:** Completed secondary road maintenance including rerocking, bridge work, culvert replacements, and snow plowing. Major projects included the Mt. Vernon Road Bridge and Dubuque Road Culvert Replacement.
- Collaboration & Support:** Worked closely with other departments, including Conservation, sharing a GIS position, and providing engineering support for paving projects. Collaborated with local cities on county road paving initiatives.
- Roadway Safety:** Road safety remained the top priority. Despite three fatalities in 2025, the department utilized DOT crash data to implement intersection improvements, contributing to a dramatic statewide decrease in fatalities according to Iowa DOT.
- Environmental & Infrastructure Programs:** Continued the Roadside Management Program, including seeding and prairie initiatives. Made progress on a new facility which will focus on updating office space, mechanics' work areas, and safeguard equipment.
- Operational & Strategic Initiatives:** Adjusted use of LOSST tax in November 2025. Strategic planning remains a challenge due to limited staff interaction, with plans to hold quarterly meetings in the new year. Established an employee engagement committee to visit other counties and share best practices.
- Future Technology:** Preparing to introduce the Fleetto Fleet Operations System in 2026 to enhance fleet management and operational efficiency.

Kurtenbach moved the following resolution seconded by Brandt.

BE IT HEREBY RESOLVED by the Board of Supervisors of Black Hawk County, that the Board of Supervisors APPROVE EXPENDITURES, and that the County Auditor be authorized and directed to ISSUE PAYMENTS, against the various settlements of such claims as allowed:

GEN BASIC FUND			
LEGALSHIELD	othpay	1,049.65	
ABD PROP MGMT	rent	225.00	
ACE OF DIAMOND	rent	250.00	
ADVANCE AUTO PARTS	supl	139.19	
AMAZON	supl	617.44	
AQUATICS & EXOTICS	supl	40.47	
ARNOLD MOTOR SUPL	supl	206.25	
AT&T	util	29.16	
AT&T MOBILITY	util	100.04	
BENTON BLDG CTR	supl	31.72	
BIGLER BENJAMIN	rent	275.00	
BHC GJS	svc	88,211.73	
BH WASTE DISPOSAL	svc	84.03	
CAMPBELL SUPL WL00	supl	257.40	
CAPITAL SANITARY	supl	609.00	
C IA JUV DET CNT	svc	516.00	
CHEMSEARCH	fuel	734.83	
CLIFTONLARSONALEEN	svc	35,201.25	
COLUMN	publ	1,246.08	
COOLEY PUMPING	rpr	145.00	
COURIER	publ	499.00	
CROSSROADS AUTO RPR	rpr	844.70	
DELL MARKETING LP	eqp	545.11	
DOC	alloc	14,290.57	
EASTGATE MHC	rent	550.00	
ECHO GROUP	supl	41.78	
FIDLAR TECH	svc	18,333.00	
GORDON FLESHCH	svc	608.51	
HAGARTYWHOFFGRARUP	trans	215.42	
HANIA HOLDINGS	rent	275.00	
HAWKEYE PROP MGMT	rent	200.00	
ICAA	conf	2,677.50	
IA DEPT OF INSPC APPEALS	permit	75.00	
ILEA	train	25.00	
IA PRISON INDUSTRIES	supl	875.82	
IA ST OF	svc	3,366.90	
IRISH PANTHER PROPS	svc	275.00	
JSR PROPS	rent	500.00	
JUNKMAN KNOEBEL CTR	rent	400.00	
KCMV93.5THE MIX	advrt	495.00	
KIESLER POLICE SUPL	eqp	1,464.00	
LEE CO SHERIFF'S OFFICE	svc	75.00	
MERCYONE	svc	20.00	
METRO INVEST	rent	200.00	
MID AM ENERGY	util	64.04	
MID AM ENERGY	util	9,267.29	
MID AM ENERGY	util	7,317.00	
MID AM ENERGY	util	1,241.91	
MID AM ENERGY	util	666.30	
MID AM ENERGY	util	159.62	
MID AM ENERGY	util	13.15	
MID AM ENERGY	util	574.60	
MID AM ENERGY	util	495.95	
MW OVERHEAD CRANE	svc	361.00	
MOTEL 6	shltr	429.00	
NJI-IL-L-CV	svc	400.00	
NORTH IA JUV DET SVC	shltr	9,150.00	
NORTHERN SAFETY CO	supl	153.26	
ACE HARDWARE	supl	30.66	
OPERATION THRESHOLD	rent	250.00	
ORIGIN DESIGN CO	eqp	4,743.50	
PAULSON ELECTRIC CO	eqp	3,013.85	
POWESNIEK WATER	util	268.50	
PRINT INNOVATIONS	supl	810.00	
RAMSEY TRUCK & AUTO RPR	rpr	295.00	
REIFF FAMILY CTR	svc	2,000.00	
RICOH USA	svc	2,050.00	
SIGNS&DESIGNS	supl	105.00	
STOREY KENWORTHY	supl	901.17	
STRATEGIC IMAGING	post	1,536.71	
SUMMIT FOOD SVC	food	15,209.44	
SUNFLOWER FOREST			
INVEST	rent	250.00	
SUNSHINE CEDAR	rent	500.00	
TEDS HARDWARE	supl	9.06	
TERMINIX PRESTO-X	svc	264.48	
THE CTR OF ATTENT	rent	200.00	
TITAN MACHINERY	supl	122.40	
TITAN PROP INVEST	rent	225.00	
UNION AT N CROSSING	rent	200.00	
US CREMATION SOCIETY	svc	3,395.00	
VARSITY CLEANERS	fuel	5.00	
WLOO CITY OF	rpr	4,045.81	
WLOO INVEST	rent	500.00	
WLOO WATER WORKS	util	100.00	
WLOO WATER WORKS	util	900.00	
WEST PAYMENT CTR	svc	3,110.86	
WOODY HOLDINGS	rent	200.00	
BUTLER, MICHAEL	train	126.00	
COLLECTION SVC CTR	othpay	1,893.67	
IRS	fedpay	74,440.67	
NATIONWIDE RET	defcom	6,021.53	
NATIONWIDE RET SOL	defcom	3,555.01	
SSI	fica	126,177.98	
BHC LEA	othpay	267.00	
CCCU	othpay	138.00	
CCCU	othpay	17,302.06	
EBG	flex	1,711.57	
FIDELITY SEC LIFE INS	ins	2,982.03	
MADISON NTL LIFE INS	ins	2,832.59	
ALTORFER	rpr	944.93	
BICKLEY, MARK	svc	490.00	
BH RENTAL	supl	465.17	

BMC AGGREGATES	supl	362.50	
CFU	util	831.00	
CFU	util	265.00	
CFU	util	92.50	
CFU	util	465.67	
CFU	util	102.85	
CFU	util	1,418.24	
CFU	util	85.00	
EFM IA	rent	200.00	
FASTENAL CO	supl	168.79	
FIRESTONE	rpr	17.99	
FULLER, ANGELA	rvc	250.00	
GALLS	unif	1,076.47	
GORDON FLESHCH	supl	64.00	
GROSSE STEEL CO	supl	16.00	
HERNANDEZ, JASON	supl	200.00	
MENARDS	supl	447.79	
MENARDS	supl	358.75	
MENARDS	supl	170.05	
MICHELLE WICKHAM	supl	120.00	
MICROBAC LABS	svc	17.50	
NAPCARE	svc	214,283.65	
NORTHLAND PRODUCTS	supl	352.58	
OWNL INVEST	rent	225.00	
PEHL, KRISTIN	rent	200.00	
PET MARS SEC SVC	svc	3,489.52	
PERS CONSTRUCT	svc	524,983.23	
QUADIENT	supl	285.00	
ROCK STAR REAL EST	rent	250.00	
SCOTS SUPL CO	supl	97.94	
LED SHED	rpr	150.42	
ALBUS, STACY	rutil	120.00	
LOVELESS, YOLANDO	rutil	120.00	
STOCKDALE MAUREEN	mile	112.50	
GEN SUPP FUND			
LEGALSHIELD	othpay	2.90	
ABBEN, RICHARD	elec	302.00	
ABBEN, SANDRA	elec	333.00	
BAGNALL, PAT	elec	288.40	
BENNETT, C	elec	306.00	
BENTLEY, OLGA	elec	308.00	
BRIMM, KRISTINE	elec	201.50	
BROWN, PATRICIA	elec	201.00	
DAWSON, CONNIE	elec	204.00	
DEMME, JANE	elec	310.00	
DICK, JEFFERY	elec	28.50	
DUBUQUE CO	alloc	1,932.30	
EBHUM, JAMES	elec	206.00	
FROST, WAYNE	elec	26.00	
GERDES, RITA	elec	200.50	
GUTHRIELOVELL, D	elec	24.00	
GUY, RACHEL	elec	202.00	
HENNING, MICHAEL	elec	206.50	
JARDON, AMY	elec	203.20	
JOHNSTON, DON	elec	295.50	
JOLLY, SUSAN	elec	303.00	
JONES, KATHRYN	elec	301.00	
JUDISCH, JANICE	elec	225.00	
KEHOE, RITA	elec	221.00	
KEMP, HELEN	elec	200.00	
KERNS, RINDA	elec	202.00	
KOCH, JOHN E	elec	202.50	
KRAUS, MAUREEN	elec	203.50	
LARSEN, DIANNE	elec	206.00	
LINDA, KATHERINE	elec	291.50	
MCROBERTS, MICHAEL	elec	78.50	
MULLNIX, MARTHA	elec	20.50	
NOLTENSMIEER, H	elec	207.00	
OPPMAN, JILL	elec	209.00	
PRICE, SUSAN	elec	207.50	
RICHTER, ANN	elec	309.50	
SCHMITZ PATRICIA	elec	61.40	
SCHMOLL, SALLY	elec	201.00	
SEARS, PATRICIA	elec	405.50	
SOKENSE, FAITH	elec	28.40	
SORGE, PATTI	elec	398.00	
STORY, MARALENE	elec	200.00	
TAGGART, GAVIN	elec	307.50	
THORNTON, MARILYN	elec	293.00	
BAETHKE, SUSAN	elec	201.00	
BASS, MYKHELL	elec	297.50	
BEAN, CAROL	elec	203.00	
CANFIELD, MIRANDA	elec	200.00	
DAVIS, JEANETTE	elec	210.50	
DICKEN, STEPHANIE	elec	205.50	
DIRKS, RYAN	elec	67.80	
DOLAND, HROLD	elec	208.00	
DUNN, DENISE	elec	224.00	
EASTMAN, SUE	elec	74.50	
ELDRIDGE, PATRICK	elec	203.00	
FISCHER, JANET	elec	55.50	
FISCHER, TERRANCE	elec	205.00	
GORBY, NICHOLE	elec	201.25	
GREEN, TRACHELLE	elec	220.00	
HENRY, DAWN	elec	202.00	
HERRING, BREANNA	elec	30.00	
HICKMAN, LORA	elec	207.80	
JENNINGS, THOMAS	elec	204.80	
JOHN, ANTHONY	elec	27.50	
KACHER, DIANA	elec	203.00	
KEMP-ULFERS, J	elec	232.00	
MAROO, JILL	elec	203.50	
MARTENS, PHILIP	elec	202.00	
MCINNELL, MARY	elec	203.50	
MIDDLETON LEONA	elec	201.00	
PEARCE, HELEN	elec	187.00	
PRICE, DWAYNE	elec	205.00	
RISSI, ERICA	elec	202.50	
SAYLES, KEITH	elec	205.00	
SCHILLING, ROBERT	elec	202.00	
SMITH, DAWN	elec	62.50	
SOMMERFELT, DARRIN	elec	202.00	
SULLIVAN, MARY	elec	201.50	
SUNSERI, LEANDRA	elec	200.75	
SWALLOW, FRANK	elec	202.10	
THOMA, TRUDY	elec	200.50	
TURNER, NANCY	elec	209.00	
ULFERS, HARVEY	elec	206.00	
VEANT, CHRISTINE	elec	202.00	
YEANAY, LAWRENCE	elec	221.00	
YOUNT, PAULA	elec	209.00	
IRS	fedpay	730.46	
NATIONWIDE RET SOL	defcom	675.00	
SSI	fica	1,611.16	
FIDELITY SEC LIFE INS	ins	23.60	
MADISON NTL LIFE INS	ins	17.22	
FOLCHERT, BECKY	elec	298.50	
HELM, KAREN	elec	75.70	
JOENSON, NEIL F	elec	31.45	
KOENEKE, TERRY	elec	203.00	
MATA, ISAAC	elec	5.00	
SCHMADEKE, ERIC	elec	33.00	
PAULHUS, ANTHONY	elec	10.00	
SHOWALTER, KAREN	elec	25.00	
STEWART HELEN R	elec	94.50	
RURAL BASIC FUND			
LEGALSHIELD	othpay	33.15	
WLOO CITY OF	fuel	6,181.65	
COLLECTION SVC CTR	othpay	888.48	
IRS	fedpay	6,961.43	
NATIONWIDE RET	defcom	160.00	
SSI	fica	9,279.62	
BHC LEA	othpay	68.00	
CCCU	othpay	3,814.94	
FIDELITY SEC LIFE INS	ins	148.35	
MADISON NTL LIFE INS	ins	173.74	
SEC RDS FUND			
LEGALSHIELD	othpay	72.60	
1ST AYD CORP	rpr	2,271.83	
AIRGAS	rent	282.50	
AMAZON	supl	436.18	
ARNOLD MOTOR SUPL	supl	433.65	
AT&T MOBILITY	util	1,902.67	
CENTURYLINK	util	71.62	
CENTURYLINK	util	76.08	
DELL MARKETING	eqp	545.12	
LA PORTE MOTOR	supl	899.25	
MID AM ENERGY	util	1,596.10	
MID AM ENERGY	util	74.73	
MID AM ENERGY	util	43.84	

MID AM ENERGY	util	14.77	
MID AM ENERGY	util	65.61	
MID AM ENERGY	util	17.27	
MID AM ENERGY	util	325.84	
MID AM ENERGY	util	212.25	
MID CO MACHINERY	rent	6,932.00	
MURPHY TRACTOR & EQP	eqp	4,640.43	
ORIGIN DESIGN CO	svc	2,283.50	
OVERHEAD DOOR CO	svc	188.75	
PHELPS UNIFORM	svc	80.27	
REIT ENVIRONMENTAL	svc	315.75	
SAM ANNIS & CO	svc	1,038.92	
STOKES WELDING	rpr	413.40	
TRUCK CTR CO	rpr	2,653.05	
UNITY POINT HEALTH	svc	50.00	
WLOO CITY OF	fuel	236.41	
IRS	fedpay	9,251.29	
NATIONWIDE RET	defcom	655.00	
NATIONWIDE RET SOL	defcom	150.00	
SSI	fica	16,496.46	