

**Board of Supervisors Minutes**  
**August 18, 2025**

The Tama County Board of Supervisors met at 3:00 pm. August 18, 2025, for a special meeting. 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, Ben Daleske, Engineer, Paul Greufe, HR consultant, and members of the public.

The Pledge of Allegiance was recited.

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

Public Comments: No public comments were given. Public comment time closed at 3:04 pm.

Supervisor Doland asked the engineer, Ben Daleske, if he would like an open or closed session. Daleske stated he would like to begin as an open session. The Board then had a discussion with Daleske regarding his equipment, staffing structure, and projects. Doland stated a few key take aways from this meeting are for Daleske to create an equipment replacement plan, the Board will come up with a change of management structure to implement, for Daleske to communicate better with the public of how things will be taken care of, to start performance evaluations, and development of some kind of training for roads employees. The Board felt it would be beneficial to have a task force to work with Daleske. The Board put together a task force which will include Supervisors Kupka and Hilmer along with Daleske to work on issues. The two supervisors will then come back and report to the rest of the Board on how things are progressing. Doland told Daleske he has done a good job of responding to every public complaint Doland has reported to him. Knebel agreed that Daleske is good at responding and replying and getting things done. HR consultant, Paul Greufe, stated he had reviewed Daleske's contract for the first time this afternoon and believes the contract may be in violation of Iowa Code. He stated he will follow up with the county attorney to get clarification on this to see if the contract is enforceable.

Chairman Doland adjourned the meeting at 4:31 pm.

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.