

BOARD OF SUPERVISORS MEETING

Meeting Notice

Tama County Board of Supervisors

Mon., Nov. 24, 2025

Meetings may also be available online for viewing and/or participating in by clicking the below link barring no power, internet, or equipment failure or other unforeseen circumstances. Meetings will still be held if there is no electronic availability.

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Agenda Schedule

** Agenda is not printed in any particular order, only time specific items will be addressed at certain times

8:30AM

Call to Order, Pledge of Allegiance

Approve agenda

Public comments-This time is set aside for public comments on County business topics. To be recognized raise your hand or stand. After recognition by the Chair, state your name and address. You may speak one time per issue. If the comment is for an item not on the agenda, please understand the Board of Supervisors will not act on your comments at this meeting due to the Open Meetings Law requirements but may do so at a future board meeting by placing it on the agenda. The Chair and Board members welcome comments from the public; however, all comments must be directed to the board and not others in attendance; keep your comments germane; it is not appropriate to use profane, obscene, or slanderous language. No personal attacks will be allowed. The Chair may limit each speaker to three minutes.

Discuss/Approve 11/17/25 regular minutes & 11/18/25 special minutes

Engineer-road projects report

Discussion/possible action on process for releasing roads

Discussion: Update from Secondary Roads Committee, Supervisor Kupka & Supervisor Hilmer

Discussion/possible action on Closed Session Checklist for Tama County

Discussion/possible action on Resolution 11-24-2025A Approving Informal Resolution for Iowa Public Information Board Case No. 25FC:0018

Discussion/possible action to set a time to meet with HR Consultant to review/approve handbook and union negotiations

Discussion/approve claims

Public comments

New Business:

Discussion/possible action: Supervisor reports

Adjourn

Board of Supervisors Minutes
November 17, 2025

The Tama County Board of Supervisors met at 8:30 a.m. November 17, 2025. Present: 1st District Supervisor, Curt Hilmer; 2nd District Supervisor, David Turner; 3rd District Supervisor, Heather Knebel and 4th District Supervisor, Mark Doland. Also, Tama County Auditor, Karen Rohrs, and members of the public. Absent: 5th District Supervisor, Curt Kupka.

The Pledge of Allegiance was recited.

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

Public Comments: Public comments were heard from Karen Murty. Public comment time closed at 8:31 am.

Motion by Turner, seconded by Knebel to approve the minutes of the November 10th regular meeting and November 12th special meeting. Discussion: None. All voted aye. Motion carried.

The Board met with Ben Daleske, Tama County Engineer, to get a road projects report. Daleske also presented a purchase agreement and easement documents to the Board for purchasing additional right of way from the Peggy & Willis W. Crees Family Trust on E29 for bridge replacement project no. BRS-C086(119)—60-86 and for the board chairman to sign. Motion by Hilmer, seconded by Turner to approve the board chairman to sign the purchase agreement and easement documents. Discussion: None. All voted aye. Motion carried.

Daleske presented a purchase agreement and easement documents to the Board for purchasing additional right of way from Larry & Victoria Holst on E29 for bridge replacement project no. BRS-C086(119)—60-86 and for the board chairman to sign. Motion by Knebel, seconded by Turner to approve the board chairman to sign the purchase agreement and easement documents. Discussion: None. All voted aye. Motion carried.

Daleske presented a purchase agreement and easement documents to the Board for purchasing additional right of way from Kaleb Bidwell on I Avenue for bridge replacement project no. BROS-C086(120)—8J-86 and for the board chairman to sign. Motion by Hilmer, seconded by Turner to approve the board chairman to sign the purchase agreement and easement documents. Discussion: None. All voted aye. Motion carried.

Daleske also had a utility permit for the Board's approval and for the board chairman to sign. The permit is for USA Communications. Motion by Turner, seconded by Knebel to approve the permit and for the board chairman to sign the utility permit. Discussion: None. All voted aye. Motion carried.

Daleske also had a utility permit for the Board's approval and for the board chairman to sign from Windstream Iowa Communications, LLC. Motion by Knebel, seconded by Turner to approve the

permit and for the board chairman to sign the utility permit. Discussion: None. All voted aye. Motion carried.

Supervisor Doland stated that Steve Baier had been appointed as interim commissioner to the Tama County Civil Service Commission until a permanent commissioner could be appointed. Motion by Turner, seconded by Hilmer to approve appointing Laura Kopsa to the Civil Service Commission. Discussion: None. All voted aye. Motion carried.

Supervisor Doland stated that Casey Schmidt's term on the Board of Health is due to expire 12/31/25. Motion by Knebel, seconded by Turner to approve appointing Richard Arp to the Board of Health after Casey Schmidt's term expires in December. Discussion: None. All voted aye. Motion carried.

Supervisor Doland and Knebel stated the amendment to Resolution 11-10-2025B is to clean up the language within the resolution. Motion by Knebel, seconded by Turner to amend Resolution 11-10-2025B Moratorium on Battery Storage in Tama County, IA. Discussion: None.

RESOLUTION 11-10-2025B

A Resolution Establishing an Indefinite Moratorium on Battery Storage Projects in Tama County, IA

WHEREAS, the Tama County Board of Supervisors is vested with the authority to protect the public health, safety, and general welfare of the residents of Tama County; and

WHEREAS, the County currently lacks a specific ordinance or comprehensive regulatory framework governing the siting, development, and operation of battery storage projects; and

WHEREAS, the Board recognizes the need to develop an ordinance to address the unique characteristics and potential impacts of battery storage projects; and

WHEREAS, the preservation of Tama County's agricultural lands, rural character, and natural resources is of vital importance to the well-being and sustainability of the county; and

WHEREAS, the Board has identified concerns related to battery storage projects, including but not limited to fire hazards, safety risks, adequacy of emergency response preparedness, potential for environmental contamination, appropriate setbacks from properties and sensitive uses, and visual impacts on the landscape; and

WHEREAS, it is essential to balance the property rights of landowners with the County's responsibility to protect public health, safety, and welfare, and to ensure that any future battery storage projects are thoroughly evaluated and appropriately regulated and;

WHEREAS, The Tama County Zoning Commission is the appropriate body to develop a comprehensive ordinance addressing the siting and regulation of battery storage projects.

NOW, THEREFORE, BE IT RESOLVED by the Tama County Board of Supervisors as follows:

- The Board hereby establishes an indefinite moratorium on the acceptance, review, or approval of any applications or permits for new battery storage projects within Tama County, effective immediately upon adoption of this Resolution.
- This moratorium applies to all proposed battery storage facilities, regardless of size, technology, or location, that are not currently permitted or under construction as of the effective date of this Resolution.
- The moratorium shall remain in effect until:
 - A comprehensive land use plan is adopted by Tama County; and

- The Tama County Zoning Commission drafts and the Board of Supervisors enacts a battery storage ordinance providing for the appropriate regulation, siting, and operation of battery storage projects.
- The Tama County Zoning Commission is hereby directed to work on the development of a comprehensive battery storage ordinance.

Roll Call Vote: Hilmer, aye. Turner, aye. Knebel, aye. Doland, aye. Resolution passed and adopted this 17th day of November, 2025. Mark Doland, Chairman, Board of Supervisors. Karen Rohrs, County Auditor.

Motion by Turner, seconded by Hilmer to approve the claims for payment as presented in the amount of \$287,247.65. Discussion: None. All voted aye. Motion carried.

Public Comments: Public comments were heard from Karen Murty and Jack Cooper. Public comment time closed at 8:58 am.

Motion by Knebel, seconded by Turner to adjourn the meeting. All voted aye. Motion carried. Chairman Doland adjourned the meeting at 8:58 am.

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.

Board of Supervisors Minutes
November 18, 2025

The Tama County Board of Supervisors met at 9:00 a.m. November 18, 2025. Present: 2nd District Supervisor, David Turner; 3rd District Supervisor, Heather Knebel and 4th District Supervisor, Mark Doland. Also, Tama County Auditor, Karen Rohrs. Absent: 1st District Supervisor, Curt Hilmer and 5th District Supervisor, Curt Kupka.

The Pledge of Allegiance was recited.

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

The Supervisors performed the 2nd tier canvass of the City/School Election held on November 4, 2025. Motion by Knebel, seconded by Turner to approve the following resolution to certify the election results. Discussion: None.

RESOLUTION 11-18-2025A

**CERTIFICATION (CANVASS) OF MULTI-JURISDICTION ELECTION RESULTS,
GENERAL ELECTION TAMA COUNTY**

WHEREAS, the CITY/SCHOOL ELECTION was held as prescribed by law on November 4, 2025, and

WHEREAS, the Board of Supervisors and ex-officio Board of Canvassers have canvassed the vote of said elections in accordance with §50.24 of the *Code of Iowa*, now therefore

BE IT HEREBY RESOLVED that we, the undersigned members of the Board of Supervisors and ex-officio Board of Canvassers of Tama County, Iowa, do hereby certify the following RESULTS in the CITY/SCHOOL ELECTION, held November 4, 2025, and that no obvious clerical errors were identified during the canvass.

All races are for a term of four (4) years unless otherwise noted.

CANDIDATES ELECTED BY THE VOTERS OF THE RESPECTIVE SCHOOL DISTRICTS:

Gladbrook-Reinbeck Director At Large to Fill a Vacancy (two-year term): Adam Bentley

Gladbrook-Reinbeck Director At Large: Douglas Rowe, Amanda Babinat, Jennifer Wrage

South Tama Director District 1: Elizabeth Dolezal

South Tama Director District 2 To Fill a Vacancy (two-year term): Joe Hanus

South Tama Director District 4: Danya Keahna*

*Write-in Winner

PUBLIC MEASURE **ADOPTED** BY VOTERS OF TAMA COUNTY:

Public Measure TY (Gladbrook-Reinbeck School District voting for Gladbrook-Reinbeck General Obligation Bond)

Roll Call Vote: Turner, aye. Knebel, aye. Doland, aye. Resolution passed and adopted this 18th day of November, 2025. Mark Doland, Chairman, Board of Supervisors. Karen Rohrs, County Auditor.

The auditor has received a recount petition from Criag Sash to perform a recount for the Gladbrook-Reinbeck Public Measure TY. Motion by Turner, seconded by Knebel to approve a recount for the Gladbrook-Reinbeck Public Measure TY. Discussion: None. All voted aye. Motion carried.

Public Comments: No public was present for comments. Public comment time closed at 9:35 am.

Motion by Knebel, seconded by Turner to adjourn the meeting. All voted aye. Motion carried.
Chairman Doland adjourned the meeting at 9:42 am.

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.

Tama County Board of Supervisors - Weekly Engineer's Office Report

November 24th, 2025

Stockpiling rock in Chelsea this week and this past week. We have been receiving rock from Salt Creek in Garwin as well.

PCI is needing to finish up the dirt work for this project. This project should be opened in a couple of weeks.

Manatt's is close to finishing up the shouldering for this project. They will be painting lines this week. The contractor anticipates that the road will be open by Thanksgiving.

We received bids for the 300th St. The low bid was below what the City Bridge Grant (\$1.5 Million) covers. I will be recommending next week that we approve the contract.

The Iowa Public Information Board

In re the Matter of:	Case Number: 25FC:0018
Tammy Wise, Complainant	Informal Resolution
And Concerning:	
Tama County Board of Supervisors, Respondent	

On February 10, 2025, Tammy Wise filed formal complaint 25FC:0018, alleging that the Tama County Board of Supervisors (Board) violated Iowa Code Chapter 21.

The IPIB accepted this complaint at its meeting on February 20, 2025.

Background

Tama County is a county in Central Iowa, which is governed by a five-member Board of Supervisors. Until February 2025, Tammy Wise was employed as a Human Resources Manager for Tama County.

In early 2025, the Board contracted with Paul Gruefe, a human resources independent contractor, to perform an audit of the county's office of human resources. On February 3, 2025, the Board held a regularly scheduled meeting, which included the agenda item "Possible closed session for discussion and possible action under Iowa Code 21.5.1 (g), 21.5.1 (h), 21.5.1 (i)." During this session, which lasted approximately one hour, the five Supervisors met privately with Gruefe and Wise to consider the latter's potential discharge. Following the closed session, the Board returned to open session and voted 3-2 to terminate Wise's employment with Tama County, a decision which was formalized on February 10, 2025.

According to the Board's response and signed affidavits, Wise received prior notice from Gruefe on January 31, 2025 that the possible closed session agenda item would be concern her and that it would be her decision whether or not she wanted the discussion to be in private. Wise attended the February 3 session. After approximately an hour spent on other agenda items, the Board entered a brief recess. During this recess, Gruefe allegedly had a one-on-one conversation with Wise outside the meeting room, in which he asked whether she wanted a closed session and Wise stated

something to the effect of “of course I wanted it in closed session, I don’t want all of this out in public.” The Board then relied on Greufe to enter closed session, with Wise in attendance.

According to Wise’s own signed affidavit, Wise never had the opportunity to review Greufe’s email prior to the meeting, as it was sent on January 31, a Friday, and the meeting began at 8:30 a.m. on February 3, the following Monday. Wise asserts that she regularly attended meetings and had no prior notice that the closed session item on the agenda would be about her, as she was not named, and the only indication of the closed session’s purpose came from the three Code sections cited. The agenda did not mention Wise’s name or position, nor did it state that the termination of an employee would be considered. Wise agrees that she spoke with Greufe during the brief recess and that Greufe told her the session would be about her when asked. However, Wise alleges that she was never asked whether she wanted a closed session and never requested one from the Board, either directly or through Greufe.

On February 10, 2025, Wise filed formal complaint 25FC:0018, alleging that the Board violated Chapter 21 by going into closed session under Iowa Code § 21.5(1)(i) without an affirmative request from Wise as the employee whose discharge was being considered.

Pursuant to Iowa Code §§ 23.6(5) and (6), IPIB staff reviewed all audio recordings available for the February 3, 2025 meeting. Based on this review, there is no question that the closed session was held “[t]o evaluate the professional competency of an individual whose . . . discharge [was] being considered” and that the closed session could reasonably be found “necessary to prevent needless and irreparable injury to that individual’s reputation.” Iowa Code § 21.5(1)(i).

The sole dispute between the parties is whether Wise requested a closed session, which is the subject of directly conflicting affidavits signed by Greufe and Wise. Following mediation, the parties were able to reach an informal resolution intended to prevent similar open meetings issues from arising in future closed sessions.

Applicable Law

“A governmental body may hold a closed session only by affirmative public vote of either two-thirds of the members of the body or all of the members present at the meeting. A governmental body may hold a closed session only to the extent a closed session is necessary for any of the following reasons:

- i.* To evaluate the professional competency of an individual whose appointment, hiring, performance, or discharge is being considered when necessary to prevent needless and irreparable injury to that individual’s reputation and that individual requests a closed session.” Iowa Code § 21.5(1)(i).

Informal Resolution

All parties acknowledge that the Tama County Board of Supervisors denies any wrongdoing or violations of the law but has agreed to an Informal Resolution for the stated purpose of saving time and taxpayer money. All parties further acknowledge that IPIB has not made any finding of wrongdoing or violation of law against the Board in this case.

Pursuant to Iowa Code § 23.9, IPIB presents the following terms for an informal resolution of this matter:

1. This Informal Resolution will be formally approved at a meeting of the Tama County Board of Supervisors, and the following terms shall be read into the record. The Board will include a copy of this Informal Resolution in its meeting minutes and will provide IPIB staff with a copy of the minutes demonstrating approval.
2. The Board will develop an official policy for the conduct of closed session meetings held pursuant to Iowa Code § 21.5(1)(i), which shall include a requirement that the Board obtain a request for a closed session from the individual whose professional competency will be evaluated either in writing or during open session in a manner which allows Board members to consider the request and memorialize it in the minutes of the meeting, prior to entering any closed session for this purpose.
3. All members of the Tama County Board of Supervisors will complete a training related to open meetings and public records. This training will be arranged by the Board and conducted with IPIB during an open meeting.

The terms of the Informal Resolution will be completed within 60 days of the date of approval of this Informal Resolution by all parties. Upon showing of proof of compliance, the IPIB will dismiss this complaint as successfully resolved.

THIS INFORMAL RESOLUTION HAS BEEN REVIEWED AND APPROVED BY THE FOLLOWING PARTIES:

Tammy Wise, Complainant

Date

Tama County Board of Supervisors

Date

Title: _____

CLOSED SESSION CHECKLIST
TAMA COUNTY
Last Revised November 2025

Outline:

A governmental body may hold a closed session only by vote of either 2/3 of all members, or all members present. The session may close only for one of 12 statutory reasons, as outlined in Iowa Code § 21.5 (1)(a)-(l). The vote must be taken in open session, recorded in open session minutes, which must show the vote of each member present, and must reference a specific statutory exemption for a closed session, per Iowa Code §21.(2). Final action, if any, must be taken in open session, unless some other statute permits final action to be taken in closed session. Iowa Code sec. 21.5(3).

Checklist:

- An Agenda item shall be included on the Agenda for the open meeting within which the Board intends to enter closed session. Said agenda item must specify the time and location of the proposed closed session, and reference a specific statutory exemption for a closed session, per Iowa Code §21.(2). Applicable exemptions, as outlined in Iowa Code § 21.5 (1)(a)-(l), are as follows:
 - a. To review or discuss records which are required or authorized by state or federal law to be kept confidential or to be kept confidential as a condition for that governmental body's possession or continued receipt of federal funds.
 - b. To discuss application for letters patent.
 - c. To discuss strategy with counsel in matters that are presently in litigation or where litigation is imminent where its disclosure would be likely to prejudice or disadvantage the position of the governmental body in that litigation.
 - d. To discuss the contents of a licensing examination or whether to initiate licensee disciplinary investigations or proceedings if the governmental body is a licensing or examining board.
 - e. To discuss whether to conduct a hearing or to conduct hearings to suspend or expel a student, unless an open session is requested by the student or a parent or guardian of the student if the student is a minor.
 - f. To discuss the decision to be rendered in a contested case conducted according to the provisions of chapter 17A.
 - g. To avoid disclosure of specific law enforcement matters, such as current or proposed investigations or inspection or auditing techniques or schedules, which if disclosed would enable law violators to avoid detection.
 - h. To avoid disclosure of specific law enforcement matters, such as allowable tolerances or criteria for the selection, prosecution, or settlement of cases, which if disclosed would facilitate disregard of requirements imposed by law.
 - i. To evaluate the professional competency of an individual whose appointment, hiring, performance, or discharge is being considered when necessary to

prevent needless and irreparable injury to that individual's reputation and that individual requests a closed session. If going into closed session under this subsection, prior to the closed session the Board must receive the employee's permission in writing or in open session. Additionally, the Board must make a finding that the discussion of the individual's professional competency will cause needless and irreparable harm to that individual's reputation.

- j. To discuss the purchase or sale of particular real estate only where premature disclosure could be reasonably expected to increase the price the governmental body would have to pay for that property or reduce the price the governmental body would receive for that property. The minutes and the audio recording of a session closed under this paragraph shall be available for public examination when the transaction discussed is completed.
 - k. To discuss information contained in records in the custody of a governmental body that are confidential records pursuant to section 22.7, subsection 50.
 - l. To discuss patient care quality and process improvement initiatives in a meeting of a public hospital or to discuss marketing and pricing strategies or similar proprietary information in a meeting of a public hospital, where public disclosure of such information would harm such a hospital's competitive position when no public purpose would be served by public disclosure. The minutes and the audio recording of a closed session under this paragraph shall be available for public inspection when the public disclosure would no longer harm the hospital's competitive position. For purposes of this paragraph, "public hospital" means a hospital licensed pursuant to chapter 135B and governed pursuant to chapter 145A, 226, 347, 347A, or 392, or a health care facility operated by an institution governed by the state board of regents. This paragraph does not apply to the information required to be disclosed pursuant to section 347.13, subsection 11, or to any discussions relating to terms or conditions of employment, including but not limited to compensation of an officer or employee or group of officers or employees.
- Upon reaching the closed session agenda item in open session, the Board Chair must announce that a vote to enter closed session will be held, and must publicly announce the reason for which closed session is necessary, by reference to one of the specific exemptions outlined in Iowa Code § 21.5 (1)(a)-(l), as per Iowa Code §21.5(2). This announcement must be recorded in the open meeting minutes in its entirety.
 - The Board must then hold a public vote, in the open meeting, to determine whether to go into closed session. The vote must pass by either two-thirds of the members of the body or all of the members present at the meeting. The result of the vote in open session must be recorded in the open meeting minutes in its entirety, including notation of the vote of each individual Board member.
 - Following the announcement and vote in open session, the Board may enter closed session, with location of said closed session to be determined as may be appropriate. Discussion during closed session shall be limited to the specific reason announced as justification for the closed session.

- During closed session, the Board shall keep detailed closed session minutes of all discussion, persons present, and action occurring at a closed session, and shall also audio record all of the closed session.
- Upon conclusion of closed session discussion, a Motion, Second and Roll-Call should be taken in the closed session to exit the closed session, and return to open session.
- Unless some other provision of the Code expressly permits actions to be taken in closed session, final action by the Board on any matter shall be taken in an open session.

RESOLUTION 11-24-2025A

A RESOLUTION APPROVING INFORMAL RESOLUTION FOR IOWA PUBLIC INFORMATION BOARD CASE NO. 25FC:0018

WHEREAS, Tama County is a party to Tammy Wise v. Tama County Board of Supervisors, Case No. 25FC:0018 before the Iowa Public Information Board;

WHEREAS, Tama County wishes to resolve Iowa Public Information Board Case No. 25FC:0018;

WHEREAS, the Tama County Board of Supervisors adopted a Closed Session Checklist policy on November 24, 2025;

WHEREAS, in resolution of Iowa Public Information Board Case No. 25FC:0018, the Tama County Board of Supervisors adopts a revised Closed Session Checklist policy (attached) with this Resolution that includes the requirement that the Board receive the employee's permission in writing or in open session prior to going into closed session pursuant to Iowa Code section 21.5(1)(i);

WHEREAS, Iowa Public Information Board Case No. 25FC:0018, the Tama County Board of Supervisors will complete a training related to open meetings and public records on December 8, 2025 with the Iowa Public Information Board;

WHEREAS, the Tama County Board of Supervisors formally approves the attached Informal Resolution for Iowa Public Information Board Case No. 25FC:0018 (attached), and a copy of the Informal Resolution shall be included with the meeting minutes;

WHEREAS, the Board of Supervisors shall read the terms of the Informal Resolution into the November 24, 2025 meeting record upon approval of this Resolution;

WHEREAS, the Tama County Auditor shall provide the Iowa Public Information Board Executive Director with a copy of the minutes and the included Informal Resolution following the approval of the meeting minutes;

THEREFORE, BE IT RESOLVED by the Tama County, Iowa Board of Supervisors, that the attached Informal Resolution for Iowa Public Information Board Case No. 25FC:0018 is adopted by Tama County and that the Tama County Board of Supervisors and Tama County shall comply with the terms of the Informal Resolution as stated above.