

OFFICE OF THE
Appanoose County Auditor
KELLY HOWARD
COURTHOUSE
201 N. 12th St., Rm 11
CENTERVILLE, IOWA 52544
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auditor@appanoosecounty.net

Special Meeting Agenda
January 2, 2026

The Appanoose County Board of Supervisors will meet Friday, January 2, 2026 at 9:00 A.M. in the Boardroom of the Courthouse. Items on the agenda include:

1. Pledge
2. Declaration of items to be added to the agenda/Approve agenda
3. Approve minutes of the December 15, 2025 meeting
4. Appoint Chairman and Vice-Chairman
5. Set meeting dates/time
6. Appoint legal publications
7. Approve 2026 holidays
8. Approve committee appointments
9. Approve Resolution 2026-1: Construction Evaluation (Master Matrix)
10. Approve Resolution 2026-2: Compensation of Members of Election Board
11. Approve 2026 ISAC Wellness Agreement
12. Public Comments
13. Adjourn

Join Zoom meeting Online:

<https://zoom.us/j/6578806191?pwd=zxhtModzmQTn7WKA79RVJrQ7jDfA8R.1&omn=99701628053>

Or dial-in: (312) 626-6799, Meeting ID: 657 880 6191, Passcode: 1fQX33

Posted 12/31/25

December 15, 2025

Appanoose County Board of Supervisors met in regular session December 15, 2025, at 9:00 A.M. in the Boardroom of the Courthouse. Present: Jeff Kulmatycki, Chairman, Dustin Harvey and Scott Buban, Boardmembers. Absent: none.

The meeting started with the pledge.

Scratch Cliff Havens Bond to Insure Against Double Payment. Harvey motioned to approve the amended agenda. Seconded by Buban. All voted aye.

Buban motioned to approve the minutes of the December 1, 2025 meeting. Seconded by Harvey. All voted aye.

Harvey motioned to approve 12/5 payroll & 10/25 Prisoner Room & Board. Seconded by Buban. All voted aye.

Buban motioned to approve the bills. Seconded by Harvey. All voted aye.

Access Sys	Construction & Maint.	138.79
Access Sys	Typing-Print.-Bind.Serv.	114.73
ADLM EH	Off. Supplies & Forms	22500.00
Agriland FS	Engineering Services	16926.66
Allender Butzke Engineers	Engineering Services	14700.00
Alliant	Electric Light & Power	2598.35
Amazon	Food Preparation Service	589.26
APCO Int'l	Educational & Train.Serv.	108.00
Sec Rds	Custodial Supplies	497.43
App Co Tourism	Contrib. & Purchase Serv	97433.90
App Co Treas	Off. Supplies & Forms	163.87
Ascendance	Engineering Services	65.27
Bailey Off	Off. Supplies & Forms	85.00
BKE LLC	Engineering Services	1850.00
Black Hawk Co Sheriff	Legal Serv. Dep-Subp-Tran	37.50
Boiler Insp Bureau	Heat-Cool-Elevator-Rpr-Mn	40.00
BP Business Solns	Transportation	32.18
Bratz Oil	Mileage & Transp. Expense	629.83
Buena Vista Co	Legal Serv. Dep-Subp-Tran	77.00
BUG PRO	Extermination Services	90.00
C-D Supply	Custodial Supplies	623.76
Calhoun Burns	Engineering Services	12517.50
Cantera Aggregates	Engineering Services	55031.30
Capital Sanitary Supply	Custodial Supplies	465.95
Card Services	Park Maint. & Supplies	166.85
CarQuest	Park Maint. & Supplies	2373.81
CenTec	Care of Soldiers Graves	549.21
Cville Iron	Engineering Services	123.48
C'ville Produce & Feed	Park Maint. & Supplies	125.51
Cville Senior Lofts	Rent Payments	650.00
Central IA Det	Juvenile Detention & Shel	870.25
Certified Power	Engineering Services	928.39
Chariton Valley Elec	Electric Light & Power	403.03
Cville Wtrwks	Water & Sewer	9975.99
Davis Co Sch	Community Support Program	560.00
Davison Fuels & Oil	Fuels	22.51
Electronic Eng	Engineering Services	3668.28
Farmers Mutual	Telephone & Telegr.Serv.	96.41
First National Bank	Dues & Memberships	330.39
Fogle Home & Hardware	Engineering Services	309.66

PJ Greufe	Health Insurance	1500.00
Henderson Products	Engineering Services	1165.94
Henry Adkins	Voting Machine Rpr & Mntc	10150.00
Hills San	Garbage Serv	84.00
Holiday Inn	Educational & Train.Serv.	806.40
Homestead	Food Preparation Service	10692.50
Hotsy Cleaning Systems	Law Enf. Equip & Weapons	302.49
Hy-Vee	Medical & Health Services	1130.84
Interstate Batt	Engineering Services	416.85
IA Cancer Consortium	Dues & Memberships	20.00
IA Media Network	Typing-Print.-Bind.Serv.	204.05
IA Police Chiefs Assn	Dues & Memberships	125.00
IA Prison Industries	Motor Vehicle	100.00
ISCTA	Educational & Train.Serv.	108.00
John Deere	Engineering Services	273.20
Kids World	Community Support Program	7813.48
Kimball	Engineering Services	528.21
Legends	Engineering Services	267.00
LexisNexis	Dues & Memberships	206.00
Liberty	Telephone & Telegr.Serv.	755.00
Lockridge	Engineering Services	1455.17
MARC	Engineering Services	235.98
Mercy Med Ctr	Engineering Services	37.00
MHC Kenworth	Engineering Services	878.64
Midwest Wheel	Engineering Services	2281.99
M Milani	Educational & Train.Serv.	66.39
Monroe Pub Hlth	Community Support Program	555.43
Muscatine Sheriff	Legal Serv. Dep-Subp-Tran	38.50
NENA	Educational & Train.Serv.	152.00
Northtown Living	Rent Payments	650.00
Numa Towing	Engineering Services	495.00
Official Pest Control	Extermination Services	120.00
Overhea Door	Engineering Services	16500.00
R Pfannebecker	Building Repair & Maintce	188.26
Phelps Uniform	Engineering Services	136.84
Prof Computer	Off. Equip Repair & Maint	643.95
Quill	Off. Supplies & Forms	508.92
Rainbo Oil	Engineering Services	3257.94
RASWC	Health Insurance	166.86
RRWA	Water & Sewer	28.50
SCICAP	Community Support Program	13710.00
N Shilling	Educational & Train.Serv.	29.97
Sidwell	Computer & Microfilm Supp	6696.25
SIEDA	Community Support Program	2162.38
Sinclair NAPA	Engineering Services	1237.01
SJ Smith Co Inc	Engineering Services	232.97
B Skinner	Educational & Train.Serv.	35.00
Summit Co	Building Repair & Maintce	246.75
Thomas Funeral Home	Funeral Services	900.00
Thomson Reuters	Educational & Train.Serv.	170.91
TerviPay	Medical & Health Services	176.50
Truck Center	Engineering Services	142.04
US Bank	Educational & Train.Serv.	340.00
US Cellular	Off. Supplies & Forms	1073.61
USPS	Postage & Mailing	126.00
Verizon	Telephone & Telegr.Serv.	27.15
Visa	Engineering Services	1224.25

Wapello Co Sheriff	Legal Serv. Dep-Subp-Tran	102.00
Windstream	Telephone & Telegr. Serv.	941.09
WINDSTREAM	Off. Supplies & Forms	291.60
J Wray	Rent Payments	600.00
Ziegler	Engineering Services	3829.57
Grand Total		347811.43

Krystal Fowler from Furever Friends updated the board. They hadn't tracked numbers in the unincorporated areas in the past because there wasn't any need. They will start.

Buban motioned to open the public hearing on FY26 County Budget Amendment at 9:05 A.M. Seconded by Harvey. All voted aye. There were no public comments. Harvey motioned to close the public hearing at 9:06 A.M. Seconded by Buban. All voted aye. Buban motioned to approve Resolution 2025-48. Seconded by Harvey. All voted aye. (A complete copy of Resolution 2025-48 can be found in the Auditor's Office or the Appanoose County website).

Harvey motioned to approve Resolution 2025-49. Seconded by Buban. All voted aye.

RESOLUTION NO 2025-49

APPROPRIATIONS AMENDMENT

WHEREAS, Resolution No 2025-28 dated June 16, 2025 set appropriations by department for Fiscal Year 2026, and

NOW THEREFORE, BE IT RESOLVED, by the Board of Supervisors of Appanoose County, Iowa to amend department appropriations by the following amounts:

<u>Dept# & Name</u>	<u>Amount</u>	<u>Dept# & Name</u>	<u>Amount</u>
28-Medical Examiner	\$20,000	51-Courthouse	\$48,787
52-IT	\$20,000	99-Non-Dept	\$91,420

The above and foregoing resolution was adopted by the Board of Supervisors of Appanoose County, Iowa on December 15, 2025, the vote thereon being as follows:

AYES: /s/Jeff Kulmatycki, Dustin Harvey and Scott Buban. NAYS: none

/s/Jeff Kulmatycki, Chairperson, Board of Supervisors

Attest:/s/Kelly Howard, Appanoose County Auditor

Fowler continued. They will come back in July with numbers collected in the county. Owner surrenders pay a fee. The board requested 4 kennel spaces. Buban motioned to approve the Furever Friends contract and give \$10,000. Seconded by Harvey. All voted aye.

Harvey motioned to open the public hearing for Road Vacation in Section 1, T69N, R18W at 9:10 A.M. Seconded by Buban. All voted aye. There were no public comments. Buban motioned to close the public hearing at 9:11 A.M. Seconded by Harvey. All voted aye. Harvey motioned to approve Resolution 2025-50. Seconded by Buban. All voted aye.

RESOLUTION NO. 2025-50

WHEREAS, a request has been made by the County Engineer to vacate county roads which are described as follows:

Two (2) roads located within the former town of Johnstown in the Northwest Quarter of Section 1, Township 69 North, Range 18 West, more particularly described as follows:

All that part of the alley lying East of Block 3 in the former town of Johnstown in the Southeast $\frac{1}{4}$ of Northwest $\frac{1}{4}$ of Section 1, Township 69 North, Range 18 West, Appanoose County, Iowa, and

All that part of the street lying South of Lot 8 Block 3 in former town of Johnstown in Southeast $\frac{1}{4}$ of Northwest $\frac{1}{4}$ of Section 1, Township 69 North, Range 18 West, Appanoose County, Iowa.

WHEREAS, on the 2nd of December 2025 notice of said hearing was sent by certified mail to the affected property owners, all utility companies whose facilities are on the road right-of-way and the Iowa Department of Transportation; and

WHEREAS, on the 10th of December 2025 a Notice of Public Hearing for the proposed road vacation was published in the Moravia Union and Appanoose County Weekly, newspapers of general circulation in the County where said road is located; and

WHEREAS, a hearing was held by the Appanoose County Board of Supervisors on the 15th day of December, 2025; and

WHEREAS, the Appanoose County Board of Supervisors have determined that provisions of Chapter 306 of the Iowa Code have been met; and

WHEREAS, it has been determined to in the best interest of the County and the affected property owners that the County not purchase the vacated road, but instead transfer said road to the adjoining property owners by resolution; and

WHEREAS, the adjoining property owners are:

David and Rita Susin

Shane and Karrie Ingram

Kenyon Properties, LLC

NOW, THEREFORE, BE IT RESOLVED by the Appanoose County Board of Supervisors the above-described road is hereby vacated and ownership of same is transferred to the adjoining property owners.

PASSED AND APPROVED this 15th day of December 2025

Signed: Appanoose County Board of Supervisors: Jeff Kulmatycki, Chairperson, Dustin Harvey, Member, Scott Buban, Member

ATTEST: /s/ Kelly Howard, County Auditor

Buban motioned to approve Resolution 2025-51. Seconded by Harvey. All voted aye.

RESOLUTION #2025-51 FOR INTERFUND OPERATING TRANSFER

Whereas, it is desired to transfer monies from the Rural Services Fund to the Secondary Road Fund, and

Whereas, said operating transfer is in accordance with section 331.432, Code of Iowa,

Now, therefore, be it resolved by the Board of Supervisors of Appanoose County, Iowa

as follows:

Section 1. The sum of \$250,795.25 is ordered to be transferred from the Rural Services Fund to the Secondary Road Fund, effective 2-15-2025.

Section 2. The Auditor is directed to correct her books accordingly and to notify the Treasurer of this operating transfer.

The above and foregoing resolution was adopted by the Board of Supervisors of Appanoose County, Iowa, on 12-15-2025 the vote being as follows:

Ayes:Jeff Kulmatycki, Dustin Harvey, Scott Buban

Nayes: none

Attest: Kelly Howard, County Auditor

County Engineer, Brad Skinner provided an update to the board. No major issues with the weather this weekend. There were longer than expected staffing hours with the storm lasting longer than predicted. There is a water leak between the shop and the office. Cicco Construction is investigating.

Harvey motioned to approve the GIS Data Grant Agreement with Farm and Home Publishers. Seconded by Buban. All voted aye.

Buban motioned to approve the Bond to Insure Against Double Payment for Alliant Energy (Warrant #65048 \$16.80). Seconded by Harvey. All voted aye.

Harvey motioned to approve the appointment of Jessi Moore to the Board of Health for a 3-year term beginning January 1, 2026. Seconded by Buban. All voted aye.

Buban motioned to approve the Deputy Recorder appointment for Michelle Baldwin for 1 year beginning 1/1/26 and Deputy Treasurer appointment of Skyler Sebolt for 1 year beginning 12/10/25. Seconded by Harvey. All voted aye.

Harvey motioned to approve Resolution 2025-52. Seconded by Buban. All voted aye.

RESOLUTION 2025-52

WHEREAS, it has been determined by the Board of Supervisors of Appanoose County, Iowa, that Tax Sale #4969: COAL E ½ SE 16-67-16 in Appanoose County, Iowa (Parcel 330283007560000, lying under Parcels 330283000240000 & 330283000250000) is no longer needed for the purpose for which it was acquired by the County and it is in the best interest of the county that said property be sold:

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF SUPERVISORS OF APPANOOSA COUNTY, IOWA;

1. That a public hearing be held January 5, 2026 at 9:05 A.M. in the Appanoose County Courthouse to consider the sale of the above-described property upon motion by Harvey and seconded by Buban.
2. That following the Disposal of Coal Rights Policy (effective 10/20/2025) a public hearing will be held in which the property will be sold to the qualified buyer(s) with the county reserving the right to accept or reject any or all bids; who will pay \$100 which will cover the recording and publication costs.
3. That the Appanoose County Auditor is hereby authorized and directed to publish a notice of public hearing on said proposal to convey and sell property no less than four nor more than twenty days prior to that date of such hearing.
4. This resolution shall become effective upon its passage and publication.

Passed and adopted this 15th day of December 2025.

APPANOOSA COUNTY BOARD OF SUPERVISORS

Ayes: /s/ Jeff Kulmatycki, Dustin Harvey and Scott Buban. Nays: none

ATTEST:/s/Kelly Howard, Appanoose County Auditor

Kulmatycki spoke about the roof lawsuit and where it stands.

Harvey motioned to table Public Health Building tuckpointing until after January. Seconded by Buban. All voted aye.

Public Comments: no public comments.

Buban motioned to adjourn. Seconded by Harvey. All voted aye.

The Board adjourned to meet the call of the Auditor at 9:22 A.M.

Appanoose County Board of Supervisors

Attest:

Kelly Howard, Appanoose County Auditor

APPANOOSE WEEKLY

December 30, 2025

Appanoose County's Media Ambassadors

A product of:

GO **Pitch**^{TV}

Provide | Promote | Pursue

December 30, 2025

To whom it may concern:

Appanoose Weekly / GoPitchTV would like to submit for your consideration that we be selected as an official publication for Appanoose County in 2026.

At the end of December 2021, Appanoose Weekly was approved as a legal publication and as such was approved for running legal notices in our newspaper. Beginning January of 2022, we began to run legals and have established two full years of doing so.

Our readership continues to grow on the print paper as well as the digital paper and we look to continue to service our readers locally. Being the only locally owned newspaper in Appanoose County, we strive to provide the citizens with all of the information we can provide.

We are proud to serve the area and would appreciate your vote of support and confidence in us as your local publication.

As a weekly newspaper, we publish once a week on Wednesdays. Our deadline to submit the paper is on Monday morning. However, we understand the tight timeline for legal notices for publication and as such have adjusted our legal deadline for Monday morning at 9:00 AM in order to be in the following Wednesday's publication. Earlier than that deadline is greatly appreciated but we understand that is not always an option for your finalized notices.

We appreciate you for your consideration.

AJ Anderson
Publisher & Co-Owner

2026 Holidays

February 16	President's Day
May 25	Memorial Day
July 3	Independence Day
September 7	Labor Day
November 11	Veteran's Day
November 26 & 27	Thanksgiving
December 24 & 25	Christmas
January 1, 2027	New Year's

Appanoose County Zoning Administrator
Elizabeth Burgin
COURTHOUSE
201 N. 12th
CENTERVILLE, IOWA 52544
Phone (641) 437-4529
Fax (641) 856-3062
bburgin@appanoosecounty.net

12/23/2025

The following Zoning board members' terms expire 1/1/2026. I recommend that the following be appointed for another 3-year term for the Appanoose County Zoning Commission.

- *Charolette Long*
- *Neil Penfield*

I also recommend the following be appointed to the Board of Adjustment Zoning for a 5-year term beginning 1/1/2026.

- *Teresa Bieghler*
- *Jerry Robinson*

Thank you,

*Beth Burgin
Appanoose County Zoning Administrator
641.437.4529*

Committees 1-2-2025

Area XV Multi County Housing Agency (3 yr)
William Knight BOS appt 1/1/2028

Civil Service Comm (6 yr tm) 341A.2		
Ray Tresemer	(CA Appt)	1/1/2031
Jerry Power		1/1/2029
Patrick Regenwether		1/1/2029

Conservation Board (5 yr tm) 350.2		
Dustin Harvey		7/1/2030
Shannon Esser		7/1/2027
Marc Melhus		7/1/2028
Debbie Dell		7/1/2026
Bruce Ellison		7/1/2029

County Medical Examiner (2yr tm) 331.801		
Dr Glenda Roefer, ME		1/1/2027
Dr. Richard Burger Assist ME		1/1/2027
Ronda Lamb, Inv		1/1/2027
Dennis Sturms, Inv		1/1/2027
Brenda Howington, Inv		1/1/2027
Nicole O'Hair		1/1/2027
Kylie Howington		1/1/2027
Zack Musgrove		1/1/2027
Terra Williams		1/1/2027

Board of Health (3 yr tm) 137.105		
Jackie Kelley		12/31/2026
Dr. Anevik		12/31/2027
Marilyn Wood		12/31/2027
Jessie Moore		12/31/2028
Dustin Harvey		12/31/2026

Judicial Magistrate Comm (6 yr) 602.6503		
Darcie Whitlow		12/31/2025
CJ Hash		12/31/2025
Sandra Vinzant		12/31/2025

C'Ville Planning & Zoning Comm 5 yrs		
Linda Rouse	BOS appt	8/5/2024
Blake White	2 mile	8/5/2024

Pioneer Cemetery Commission (3yr)		
Gary Craver		12/31/2025
Tyler Morgan		12/31/2025
Kae Morgan		12/31/2025
Dave Walljasper		12/31/2025
Gary Criddlebaugh		12/31/2025
Vicky Malin		12/31/2025

RASW		
Marsha Mitchell, CH	Jim Adams	
Clint Housh	David Allen Proffitt	
Nancy Jones	Roy Miller	
Jason Ogden	Linda Demry	
Dave Rumans	Brenda DeVore	
Pearl Seals	Eric Pace	
Pat Nicoletto	Chris Kansselaar-sec/tre	

SIDCA (So Ia Dev & Cons Auth)		
John Glenn		

Veteran's Affairs Comm (3 yr tm) 35B.4		
Dennis Westerman		7/1/2025
Ryan Stober		7/1/2027
Ed Cox		7/1/2026

Zoning Admin.		
Beth Burgin		

County Zoning (3 yr tm)		
Jeremy Long		1/1/2028
Amy Tubbs		1/1/2028
Danielle Joiner		1/1/2028
David Gee		1/1/2027
Charlotte Long		1/1/2026
Randy Walker		1/1/2027
Neil Penfield		1/1/2026

Bd of Adjustment Zoning (5 yr tm) 335.11		
Connie Brown		1/1/2030
Teresa Bieghler		1/1/2026
Jerry Robison		1/1/2026
James Zaputil		1/1/2030
Bill Brown		1/1/2030

C'ville Zoning Board of Adjustment 5 yrs		
Scott Buban BOS		8/5/2029
Garrett White		8/5/2024

ADA Coordinator		
Jeff Kulmatycki	Jeff Kulmatycki	Jeff Kulmatycki

ADLM Bd		
Dustin Harvey		

AEDC		
XXXX		

Airport Zoning Comm		
Mike Thomas		
Brad Wardlow		

App Co Trails, Inc		
Jeff Kulmatycki		

CHCSI - (Leon)		
Jeff Kulmatycki		

CIJDC - (Eldora)		
Jeff Kulmatycki, delegate		

Chamber		
XXXX		

CV-P&D Regional Planning		
Scott Buban		

CV-TPA - (Roads) Transportation Plan		
Jeff Kulmatycki		

DECAT		
Scott Buban		

DHS Advisory Comm		
Scott Buban		

E-911 Board		
Gary Anderson BOS appt		

Emergency Mgmt Bd		
Scott Buban		

Empowerment Bd		
Scott Buban		

EMS Council		
Scott Buban		

Flood Plain Manager		
Brad Skinner		

HIPAA		
Paul Gruefe		

Airport Zoning Comm		
Mike Thomas		

LEPC		
Brad Wardlow		

LOSST Oversight		
CJ Hash		

Moulton Watershed		
Scott Buban		

Opioid Committee		
Scott Buban		

PACT		
Jeff Kulmatycki		

Railroad Board		
Dustin Harvey		

Rathbun Lake Assoc		
XXXX		

RESOLUTION #2026-1

CONSTRUCTION EVALUATION RESOLUTION

WHEREAS, Iowa Code section 459.304(3) sets out the procedure if a board of supervisors wishes to adopt a “construction evaluation resolution” relating to the construction of a confinement feeding operation structure; and

WHEREAS, only counties that have adopted a construction evaluation resolution can submit to the Department of Natural Resources (DNR) an adopted recommendation to approve or disapprove a construction permit application regarding a proposed confinement feeding operation structure; and

WHEREAS, only counties that have adopted a construction evaluation resolution and submitted an adopted recommendation may contest the DNR’s decision regarding a specific application; and

WHEREAS, by adopting a construction evaluation resolution the board of supervisors agrees to evaluate every construction permit application for a proposed confinement feeding operation structure received by the board of supervisors between February 1, 2026 and January 31, 2027 and submit an adopted recommendation regarding that application to the DNR; and

WHEREAS, the board of supervisors must conduct an evaluation of every construction permit application using the master matrix created in Iowa Code section 459.305, but the board’s recommendation to the DNR may be based on the final score on the master matrix or may be based on reasons other than the final score on the master matrix;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF SUPERVISORS OF APPANOOSE COUNTY that the Board of Supervisors hereby adopts this construction evaluation resolution pursuant to Iowa Code section 459.304(3).

Chair, Board of Supervisors

Date: _____

ATTEST:

County Auditor

Date: _____

Resolution 2026-2
Compensation of Members of Election Boards

WHEREAS, Iowa Code § 49.20 authorizes the county board of supervisors to establish the compensation of members of election boards, and

WHEREAS, it is vital to the Appanoose County elections process to build and maintain a strong pool of election board members;

WHEREAS, it is recommended by the State Auditor's Office the compensation rate be established on a yearly basis, and

NOW, THEREFORE BE IT RESOLVED that the Appanoose County Board of Supervisors hereby authorizes that, effective January 2, 2026 and until the end of the calendar year the following:

Regular Election Officials

7:00 A.M. Openings (all day): \$180

12:00 P.M. Openings (half day): \$90

Chairpersons

7:00 A.M. Openings (all day): \$200

12:00 P.M. Openings (half day): \$100

Absentee Board: \$20 per hour, maximum \$180

On-Call Workers: \$30, maximum five on-call workers

In-Office Worker(s) as needed: \$20 per hour

Election School Pay Rate: \$20

Post-Election Audit Pay Rate: \$20

Mileage Rate: Current federal mileage per diem. Mileage is paid only when traveling more than five miles to the polls, election school, and picking up and returning election equipment.

PASSED and ADOPTED this 2nd day of January, 2026.

AYES:

NAYS:

ATTEST:

Auditor

2026 ISAC WELLNESS AGREEMENT

Iowa State Association of Counties and the participating county have caused this agreement to be executed January 1st – October 31st, 2026. The undersigned hereby consent to render services accordingly.

County elects to participate in the 2026 ISAC Wellness Program, as detailed above.

County elects NOT to participate in the 2026 ISAC Wellness Program; understanding that the county will no longer receive the benefits associated with the program.

Andrea Woodard, Executive Director
Iowa State Association of Counties

Date

Chairperson, Board of Supervisors, County

Date

Please return this agreement to:
ISAC Wellness, 5500 Westown Pkwy #190, West Des Moines, IA 50266
or EMAIL: wellness@iowacounties.org

WELLNESS PROGRAM AGREEMENT

BETWEEN THE IOWA STATE ASSOCIATION OF COUNTIES

AND PARTICIPATING COUNTY

BACKGROUND

ISAC has demonstrated support for wellness programming for many years by providing financial resources to counties to be used on wellness programming. ISAC is dedicated to providing members every opportunity to become healthier, and to creating a culture of health and wellness in all counties participating in the ISAC Group Health Program. This is why ISAC is offering counties the opportunity to participate in a more robust wellness program, along with the assistance of a health management consultant and incentive program to help them achieve their goals. ISAC is determined to address rising health care costs through effective wellness programming to encourage healthy behavior changes in the employee population.

WORKSITE WELLNESS PLAN

The ISAC enhanced wellness program will include comprehensive consulting services and biometric screenings as well as an incentive program to both counties and policy holders during the plan year of 2026.

POPULATION TO BE SERVICED

The ISAC Wellness Program is only available to member employees. Comprehensive consulting may assist county wellness committees in planning and implementing additional programs that can be available to all employees. The \$364 incentive is available to current county employees who are in the ISAC group health plan.

ISAC WILL PROVIDE THE FOLLOWING:

- A dedicated Health Management Consultant to assist in assessment, planning, implementation and evaluation of wellness initiatives.
- Lifestyle management tools to help members better manage their health, including nutrition planning, fitness planner, online behavior change programs, and more.
- An 7 month walking challenge. Individuals will receive \$1 a day for each day they walk 10,000 steps or \$.50 a day for 7,500+ steps. ISAC will host an additional corresponding walking challenge within that time to encourage county vs county competition.
- A \$364 incentive that will be offered for those qualifying employees who have completed a wellness assessment (\$25), completion of fax form from a qualified physician (\$100 Reimbursed through the ISAC Accident Plan), completion of a mental health training (\$25), and up to \$214 for the daily walking challenge. ISAC will reimburse the county up to the \$264 + the employers FICA tax.
- HIPAA training for committee members receiving monthly participation reports.

- A rate discount to any county that meets the criteria listed under “Participating County” and documents their achievement.
- Carebridge Employee Assistance Program
 - Mental Health Services
 - Work-Life Services
 - Financial and Legal Services
 - Online Courses
 - Trainings

FEES

ISAC is assuming all fees associated with the wellness program enhancements, which includes comprehensive consulting and online lifestyle management programs through Mercy Health Network. Participating counties will have no financial obligations associated with this program. Each participating county will receive \$20 per contract per year to use toward approved additional incentives to increase engagement.

PARTICIPATING COUNTIES MUST:

- Form a wellness committee (volunteer or appointed), if one is not already established, that will meet at least four times per calendar year to plan and implement wellness programming.
- Include at least one Supervisor on the committee to support the wellness initiative by holding an active role in the wellness committee and encouraging employees time to participate in wellness activities. County leaders are also encouraged to be an example to employees by participating in programs themselves.
- Encourage employees to complete a physical with a physician. And complete their online assessment. Doing these two things will earn the county the wellness discount on their premiums.
- Comply with the HIPAA privacy rule to ensure the confidentiality of protected health information. This includes participants names in the program.
- Encourage employees to participate in the ISAC Wellness Walking Challenge to receive their full \$364.

COLLABORATION

ISAC is committed to creating a culture of health and wellness at all ISAC counties. ISAC will work with the counties to identify and address its employee health risks through the proposed engagement. We look forward to collaborating with you to promote wellness programs, and welcome any information that you can provide to help us better understand and meet your wellness needs.