

At 8:30 a.m. on Wednesday, January 14, 2026, a Department Head meeting was held in the Fremont County Courthouse Boardroom. Present were Dee Owen, Alise Snyder, Mark Stockstell, Scott Evans, Tarah Berry, Jeff Shearer, Clint Blackburn, and Zach Benedict. Topics discussed: update firewall security, revisiting software issues, upcoming budget meetings, upcoming ISAC Conference, and legislative proposals.

The Fremont County Board of Supervisors met in regular session on Wednesday, January 14, 2026, in the Fremont County Courthouse Boardroom, with Clint Blackburn, Dustin Sheldon and Jeff Shearer present. A quorum was declared, and the meeting officially called to order at 9:00 a.m. Minutes of the previous board session were read and approved. The agenda was approved as posted.

Let the records show that Evyn Perry, Treasurer Alise Snyder, Recorder Tarah Berry, and Attorney Peter Johnson were present for this meeting.

Jack Reed with INCS met with the board to discuss a new law regarding drug and alcohol training. Several law changes regarding drug and alcohol training have been passed, so Reed recommends updating the policy. These law changes primarily pertain to secondary roads and CDL requirements. Reed has sent the training to Secondary Roads for the supervisors to hand out to the right personnel. Reed had an attorney provide the required training for the updated law changes for drug and alcohol for Secondary Roads. This will require making changes in the County handbook. Reed mentioned that with these changes and the other changes we have added in the past, we need to do a new handbook, looking for an effective date on July 1, 2026.

At 9:09a.m., motion by Sheldon to go into closed session pursuant to Iowa Code 20.17(3) to discuss union negotiations. Vote: Blackburn, aye: Sheldon, aye; Shearer, aye. At 9:09 a.m., the board went into closed session. Roll call: Chairman Clint Blackburn, Vice Chairman Dustin Sheldon, Member Jeff Shearer, Jack Reed HR by telephone, Assistant Auditor Cassie Gilbert and Attorney Peter Johnson.

At 9:19 a.m., motion by Blackburn to go out of closed session. Vote: Blackburn, aye; Sheldon, aye: Shearer, aye.

Evyn Perry with Jackson Lewis, PC, met with the board to discuss HR services. Perry gave information about what his law firm handles and a general rundown about everything his firm has handled. Perry says his goal is to help Fremont County with everything they need to get things running smoothly and efficiently. Perry says the dynamic and the relationship with the Unions need to be changed, and he can help with that. Perry says our job and duty is to make Fremont County a safe place to live and affordable, and our job is to make needless spending come to a stop and to have a good relationship with the Union. As a national firm, we do work with counties on rates, and we want this to work well. The reasoning for this relationship not to work won't be due to the cost. Perry stated the whole point of having an effective handbook/rule in place is to make the supervisor accountable for all their employees and hold them to the handbook. Jackson Lewis, PC, is a nationally known name, and when the Union sees it or any other lawyer sees the name, they will recognize we mean business. Perry stated in the long run he wants Jackson Lewis PC to have a good relationship with the Unions, and then in turn the Unions have good relations with the County. Blackburn states we need to be all on the same page with handling the employees the same, handbook and with the Union. Shearer asked how the contract works and if it is month-to-month, year-to-year. Perry mentioned that he would like it to be a sit-down conversation because he doesn't want it to fail because of the cost. Blackburn states that the county needs to do something with our HR services. Sheldon agrees that something needs to be done and decided on, and cost needs to be a factor also. Sheldon mentioned that Jackson Lewis PC could offer a flat rate right at first. Recorder Tarah Berry mentioned she liked Jackson Lewis PC because it is a national firm and it has encountered so many situations. Attorney Peter Johnson said that the Union will get a very strong sense that we mean business and we are going to take this seriously if we go with Jackson Lewis PC. Johnson mentioned that Jackson Lewis PC will work efficiently and effectively because their name is at stake. Blackburn asked what the next step would be. Sheldon mentioned requesting a formal itemized cost breakdown from Jackson Lewis PC and then table the HR Services. Blackburn asked Johnson to check out the contract for our current HR representation. Motion by Sheldon to table the HR Services till next week. The motion carried unanimously.

In other business, the Sheriff's Monthly Report for December was approved.

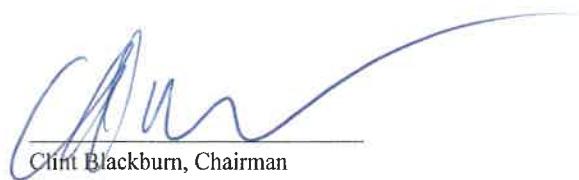
Claims were approved for January 16, 2026.

At 10:10 a.m., with no further business, Shearer motioned to adjourn. The motion carried unanimously.

ATTEST:

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Cassie Gilbert, Assistant Auditor



Clint Blackburn, Chairman