

CANDIDATE NAME: Terrence Neuzil

DATE: April 30, 2008

CANDIDATE FOR: Johnson County Supervisor

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The more information we have, the better we can judge you fairly. We hope that this questionnaire will be a device by which we can learn from your ideas and positions. If you need more space, please write on the back or on a separate piece of paper.

1. LOCAL GOVERNMENT:

a. Much concern has been raised about the privatization of the functions of government. Do you support the contracting out and privatization of public services?

Yes No

b. Would you support laws to stop the further privatization of government?

Yes No

c. In a tight budget year, if cuts had to be made to the number of public employees, would you choose public safety or non-public safety employees? Please explain your reasoning.

I would work on efforts to cut any discretionary funding before even considering cutting employees. We have well over a million dollars in our General Fund that is used for these kinds of programs. I would also look at asking our departments and fellow elected officials to find cuts in their non-mandated requirements before cutting employees. And I would call for increased measures to enhance revenues and diversify funding streams. I would also look to retirement incentives and part-time jobs before cutting employees as well. If we had exhausted all these measures, then non-public safety employees would be looked at first. I believe there is an expectation from taxpayers for us, as policy makers, to provide a strong level of public safety. I have supported those efforts to increase staff in public safety, not decrease it. I expect us in the 2010 Fiscal Year budget to increase employees at both the Sheriff and the Ambulance Departments.

d. How do you feel about the joining of governmental bodies together, an example being the new joint communications center. How would you fund these and should these workers be able to join a union?

I think the process of the new Joint Communications and Dispatch Center was slower than I anticipated, but we are making progress. Bringing together Iowa City, Coralville, North Liberty, University Heights and our Sheriff's Department together to agree collectively to a project is never easy. In the end though, it really is incredible to see the spirit of intergovernmental cooperation come together (though it is too bad that the University of Iowa Police Department wasn't able to join us). In regards to funding, under my leadership and many others, we lobbied the Iowa Legislature to allow county governments all across the state to use our Emergency Management line items to pay for projects like a communication center. And with the help, especially of Representative Jacoby and Senator's Dvorsky and Bolkcom, we were successful in now using the county's General Supplemental fund to pay for this. The three of us on the Board (Neuzil, Sullivan and Meyers), are getting beat up a bit on the rise in county taxes this year because we were the only ones who supported the budget with the Communications and Dispatch Center, but in the end I think we made the right choice in supporting this project and the other infrastructure projects in the budget. In regards to combing employees, that issue is currently getting worked out. I overwhelmingly agree that these employees ought to be able to join a union and will fight for that for them. I am hopeful that we look at the pay and benefits of both

what the Iowa City Police Department provides and the Johnson County Sheriff's Department provides and give these hard working folks the best from both.

- e. Would you intervene when Department Heads overuse temporary workers or hire permanent part time employees?
 Yes No

2. EMPLOYEE BENEFITS / HEALTH CARE FOR ALL:

- a. Give your perspective on the problems of affordable health care and possible solutions. Do you support funding health care as a benefit for all (full / part-time) employees?
 Yes No
- b. Do you support health care coverage for employees' significant others regardless of gender or legal relationship.
 Yes No
- c. Do you support pro-rating other benefits for permanent, part-time employees? (For example a 75% of full-time employee would receive 75% of full-time's benefits.)
 Yes No

3. DAY CARE CENTERS:

- a. Would you support public day care centers for public employees?
 Yes No

4. O.S.H.A.

- Do you support an "ergonomics standard" being made part of the O.S.H.A. code?
 Yes No

5. ECONOMIC DEVELOPMENT:

- a. Business Incentives: If incentives are granted to businesses, these incentives must be directly linked to the creation of jobs which provide good wages and benefits. Would you support legislation that would deny aid to any company that does not pay average wages greater than the mean for the area and provide health insurance to its employees?
 Yes No
- b. Local government contracts with hundreds of local businesses for goods and services. In an attempt to not use tax dollars to subsidize poverty wage jobs, would you support a "**Living Wage Ordinance**" that would direct such businesses to pay at least 90% of their workers a "**Living Wage**" (approximately \$10.00/hr + health insurance), indexed for inflation, if they wished to do business with local government.

I would like to see the creation of Living Wage standards or guidelines for when and where our government makes purchases (I'm not sure if \$10 is enough); especially when we are purchasing over a certain dollar amount, say above a \$2,500. Though I'd hate to lose some purchases with local businesses who just can't afford to pay for some of those benefits. This is a discussion our Board needs to have again. We have started to find ways to buy more local products, but we haven't talked about a Living Wage Ordinance since Carol Thompson brought it up in 2001. The issue died down after we couldn't figure out the right formula to determine what a fair wage was and the fact that we would have to go out of the county or state for many purchases when the locals didn't meet those standards.

- c. If elected, how would you promote tax fairness and economic justice?

I will continue to find a fair balance of taxation and economic justice. The State of Iowa puts a cap on our spending in many of our county funding streams, so we are limited in how much we

can even tax. In the end though, we have to be respectful of how much people can afford to pay (especially those on a fixed income) particularly now that fuel costs, cost of food and just the cost of living is rising.

6. EXPERIENCE WITH PUBLIC GOVERNMENT & EMPLOYEES

- a. Have you ever held (or run for) office before? If so what office?
 Yes No

Current Supervisor. I was elected in 2000 and reelected in 2004.

- b. Do you have knowledge of the local governments employee bargaining units?
 Yes No
- c. Do you support final and binding arbitration as a means of dispute resolution between public employees and their employers?
 Yes No
- d. In the past, some elected officials have viewed themselves as “management” and have been hesitant to interact with their public employee, viewing it as a “conflict of interest”. How will you encourage your public employees to communicate their ideas, complaints, and concerns with you?

I believe I have a reputation as a consensus builder finding a reasonable balance between employee and employer. I can site numerous times when I have taken the side of an employee during a grievance while others would not. In fact, it is well known among my colleagues, other elected officials and department heads that when I review a grievance, I start with the premise that I am alongside the employee and that you, as management, must convince me (not the other way around!). Since taking office, I have established a positive rapport’ for establishing an open door and open communication philosophy.

7. UNIONS

- a. Have you ever worked in a “bargaining unit”?
 Yes No
- b. Did you belong to the union?
 Yes No
- c. Have you ever worked on or supported an effort to “decertify” a bargaining unit from representation?
 Yes No
- d. Do you favor the hiring of permanent or temporary replacements for those on strike?
 Yes No
- e. Have you ever (or would you in the future) join workers on a picket line?
 Yes No
- f. **The AFL-CIO is asking ALL elected officials to state their support of the “Employee Free Choice Act” that was recently introduced in the U.S. Congress. This legislation provides for recognition of a union when the majority of employees voluntarily sign authorizations, offers mediation and binding arbitration to resolve first contracts, and strengthen penalties for violations during organizing and first contract efforts.**

I, _____Terrence Neuzil_____, Support the Employee Free Choice Act!.

8. BIDS FOR EQUIPMENT:

- Do you support favoring the purchase of made in America, union-made products and equipment such as vehicles when you are letting bids out?
 Yes No

9. **ADA COMPLIANCE:**
Do you feel that the local government is doing enough to be in compliance with the Americans with Disabilities Act?
 Yes No

10. **AFFIRMATIVE ACTION:**
a. Do you support affirmative action and the conditions of being an equal employment opportunity employer?
 Yes No
b. Would you actively examine employment practices for “glass ceilings” and sexual harassment?
 Yes No

11. **COMMISSION APPOINTMENTS:**
When it comes to commission recruiting and appointments, do you believe gender balance and diversity should be part of the criteria for selection?
 Yes No

12. **PRIORITIES FOR THE AREA:**
What are your personal priorities for the area? Include your personal vision for our community as we look forward to continued growth. List in order of importance

My priorities for County Government are similar to the ones I help write in our most recent Strategic Planning session. In order of importance:

1. Justice Center (including both resolving our jail and courthouse space and safety issues).
2. Green Initiatives, including serious efforts to clean the polluted and endangered Iowa River. (We will also work to reduce our carbon footprint, identify renewable and alternative energy initiatives, address climate change and air quality issues, and implement water quality programs and incentives).
3. Metro Transportation Plan (including efforts for more trails, along with an emphasis on trains, busing, car-pooling, biking and walking)
4. Road Infrastructure (higher investment in the County Rural Fund to address upgrading the rural road system. In addition, the creation of a Scenic Roads Plan to allow us to fix rural roads without tearing out hundreds of trees in the process. Wider, faster, straighter doesn't mean safer in my opinion).
5. Rural Economic Development (including plans to promote locally grown foods).
6. Expand programs on diversity, human rights, Spanish in the workplace, the arts, employee wellness and new technology.
7. Support a stronger health and human service network to include a minimum \$5 million investment to prevention programs for children and seniors.
8. Hold 200 more “Government and You” Listening Posts to promote citizen participation and open government. I've held over 375 community meetings since being elected.

In addition, we need to have a conversation on the roles and responsibilities of our County Supervisors to determine full vs. part-time status and pay.

13. **PROJECT LABOR AGREEMENTS:**
a. Do you support Project Labor Agreements? If NO, please explain your position.
 Yes No
b. Would you favor using a PLA on the next large community funded project
Yes

14. REASON TO ENDORSE:

Why do you believe the Iowa City Federation of Labor should endorse you for this office?

- 1. When I first ran for office, one of my top priorities was to bring a higher level of professionalism to Johnson County government. From strategic planning to establishing more consistency in all levels of decision making, I believe if you look at the last eight years, I've been successful. In 2002 and 2003, Johnson County held our first in-depth look into establishing strategic goals. From those meetings, we identified that we would proactively pursue space issues in county government, technology improvements, and trails, while at the same time work on jail alternatives before putting the issue back in front of constituents. As a result, we are now in the process of building a new Health and Human Services Building, SEATS-Secondary Roads Office and Maintenance Building, Conservation Department Office and Maintenance Building and Joint Communications and Dispatch Center. We have also invested in our GIS (Geographic Information System) for our Assessor's, Mapping and Information Services, and Planning and Zoning Departments, the GEMS (Government E-Management Systems) for our management of financial records for the Auditor and Human Resources Departments, the MIS (Management Information System) for our Mental Health and Developmental Disability Department and new Voter Election Machine Technology so we are at forefront of meeting ADA and other Federal Election requirements. These investments have been and will be good for our government and will provide a higher level of service from our employees to our community. We now have established the County's first Trails Plan which includes a separated trails link between Iowa City and Cedar Rapids. Our Jail issue has emerged into a Justice Center to include space and safety needs for our Courthouse. We have established award winning jail alternative programs including a Mental Health Diversion Program, a Substance Abuse Program and Drug Courts. We are in the process of identifying space needs and locations for a Justice Center. Our County's future is bright and my priorities over the next four years (laid out in question 12) will help our County to become even stronger.**

Most know me as a moderate because I am a consensus builder who tries to find compromise and balance within our government in my decision making for our county. *Though I'm not afraid to take a stand and fight for what I believe in!* I am proud of our County and know that my success and the success of the county can only happen when our employees are provided with the best pay, health and wellness that we can afford. I will continue to help negotiate wages and work related issues for all of the county employees. I will maintain a strong working relationship with our labor unions and will be responsive in meeting the needs of our employees. I will continue to be a voice for employee rights, bargaining for good paying jobs, health benefits, retirement plans, fair vacation and sick leave and a safe workplace. In addition I will continue to support workforce planning and employment, compensation and benefits, occupational health, safety and security, recruiting and retention, and counseling for employees and management.

I would appreciate your support and endorsement and any financial assistance in the upcoming June 3rd Democrat Primary. If you have further questions or need clarification, please do not hesitate to contact me.

Sincerely,

**Terrence Neuzil
Vice Chair
Johnson County Board of Supervisors**