

MONDAY

-- JUNE 10, 2019 --

**REGULAR SESSION – 6:00 P.M.
OF THE ANAMOSA CITY COUNCIL
CITY HALL COUNCIL CHAMBERS
AGENDA**

PUBLIC NOTICE IS HEREBY GIVEN THAT THE CITY COUNCIL OF THE CITY OF ANAMOSA IOWA, WILL MEET AT THE CITY HALL COUNCIL CHAMBERS, ANAMOSA, IOWA, REGULAR SESSION AT 6:00 P.M. ON MONDAY THE 10TH DAY OF JUNE, 2019 TO CONSIDER THE MATTERS ENUMERATED IN THE AGENDA BELOW:

- 1.0) ROLL CALL**
- 2.0) PLEDGE OF ALLEGIANCE**
- 3.0) MOTION TO APPROVE THE MINUTES FROM THE FOLLOWING MEETINGS:**
 - 3.1) May 28, 2019 – Regular Council Meeting**
- 4.0) PUBLIC HEARINGS: NONE**
- 5.0) PRESENTATION(S): NONE**
- 6.0) PROCLAMATIONS: NONE**

COUNCIL ACTION ITEMS

- 7.0) COMMUNITY BETTERMENT:**
 - 7.1) DISCUSSION AND POSSIBLE ACTION ON DOWNTOWN FLOWER BEDS AND STREET TREES.**
 - 7.2) DISCUSSION AND POSSIBLE ACTION ON ORDINANCE AMENDING CHAPTER 135 OF THE CITY CODE (STREET USE AND MAINTENANCE) TO IMPOSE WEIGHT LIMITS ON ALLEYS. **ROLL VOTE.**
POSSIBLE WAIVER OF SECOND AND THIRD READINGS. **ROLL VOTE.****
 - 7.3) DISCUSSION AND POSSIBLE ACTION ON ORDINANCE AMENDING CHAPTER 55 OF THE CITY CODE (ANIMAL PROTECTION AND CONTROL) TO PROHIBIT THE FEEDING OF DEER AND TURKEYS. **ROLL VOTE.**
POSSIBLE WAIVER OF SECOND AND THIRD READINGS. **ROLL VOTE.****
 - 7.4) DISCUSSION AND POSSIBLE ACTION ON PETITION BY LANCE HANDEL TO KEEP VICIOUS DOG IN CITY LIMITS.**
 - 7.5) DISCUSSION AND POSSIBLE ACTION ON REQUEST FROM THE ANAMOSA ROTARY CLUB TO HOLD THE ANNUAL FIREWORKS DISPLAY TO BE HELD JULY 3, 2019 WITH A RAIN DATE OF JULY 4, 2019.**

8.0) **PUBLIC SAFETY:**

8.1) MOTION TO APPROVE THE RENEWAL OF BEER AND LIQUOR LICENSES: NONE

8.2) DISCUSSION AND POSSIBLE ACTION ON RENEWAL OF THE FOLLOWING CIGARETTE PERMITS:

GIGGLE JUICE LIQUOR STATION, LLC
TAPKENS CONVENIENCE
FAREWAY STORES, INC. #166
DEB'S SPORTS BAR
WAL-MART STORE #646
CASEY'S STORE #2908
CASEY'S STORE #2690
DOLLAR GENERAL STORE #3685

9.0) **PUBLIC WORKS: NONE**

10.0) **FINANCE:**

- 10.1) DISCUSSION AND POSSIBLE ACTION ON **RESOLUTION** SETTING PUBLIC HEARING ON PROPOSAL TO VACATE AND CONVEY THAT PORTION OF CEDAR STREET LYING SOUTH OF CHERRY STREET AND NORTH OF VINE STREET IN THE CITY OF ANAMOSA, IOWA. **ROLL VOTE.**
- 10.2) DISCUSSION AND POSSIBLE ACTION ON **RESOLUTION** APPROVING THE HIRING OF WATER OPERATOR TRAINEE EMPLOYEE AND SETTING SALARY FOR FISCAL YEAR 2018-19. **ROLL VOTE.**
- 10.3) DISCUSSION AND POSSIBLE ACTION ON **RESOLUTION** APPROVING A WAGE ADJUSTMENT FOR SEASONAL PARKS MAINTENANCE POSITION. **ROLL VOTE.**
- 10.4) DISCUSSION AND POSSIBLE ACTION ON **RESOLUTION** APPROVING THE HIRING AND SETTING SALARY OF PART TIME PATROL OFFICERS FOR THE ANAMOSA POLICE DEPARTMENT. **ROLL VOTE.**
- 10.5) DISCUSSION AND POSSIBLE ACTION TO CONFIRM TERMINATION OF CITY CLERK TAMMY COONS.
- 10.6) DISCUSSION AND POSSIBLE ACTION ON THE HIRING PROCESS FOR THE POSTION OF CITY CLERK.
- 10.7) DISCUSSION AND POSSIBLE ACTION ON THE WAGE SCALE FOR FY 2020.
- 10.8) DISCUSSION AND POSSIBLE ACTION REGARDING THE FY 2019 AUDIT.
- 10.9) DISCUSSION AND POSSIBLE ACTION REGARDING DEPARTMENT REPORTS AND FINANCIAL INFORMATION.

11.0) **CITY ADMINISTRATORS REPORT:**

12.0) **MAYOR AND COUNCIL REPORTS:**

- 12.1) COUNCIL REPORTS ON BOARDS AND COMMISSIONS.

- 13.0) **PUBLIC WITH BUSINESS WITH THE COUNCIL ON ITEMS NOT ON THE AGENDA**
(This section is for public comment only. Elected officials are not able to discuss items not on the agenda due to Iowa Code Section 21.4)
- 14.0) **CLOSED SESSION**
- 14.1) MOTION TO ENTER INTO CLOSED SESSION PER IOWA STATE CODE SECTION 21.5(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.
- 14.2) RETURN TO OPEN SESSION
- 15.0) **ADJOURNMENT.**

THIS NOTICE IS HEREBY GIVEN AT LEAST 24 HOURS PRIOR TO THE COMMENCEMENT OF THE MEETING SPECIFIED ABOVE. THIS WAS DONE BY ADVISING THE NEWS MEDIA WHO HAVE FILED A REQUEST FOR NOTICE AND BY POSTING THE NOTICE ON THE FRONT DOOR IN THE LOBBY AREA IN CITY HALL THAT IS ACCESSIBLE TO THE PUBLIC. THIS WAS ALL PURSUANT TO CHAPTER 21 OF THE CODE OF IOWA.



Jacob Sheridan, City Administrator

The City Council of the City of Anamosa met in Regular Session this May 28, 2019 in the Council Chambers at City Hall at 6:00 p.m. with Rich Crump, Kay Smith, John Machart, Rod Smith, Cody Shaffer and Betty Weimer present. Absent: None. Mayor Dale Barnes presided. Also present were Jacob Sheridan, City Administrator; Tammy Coons, City Clerk; Tyler Laing, P&R Director; Jim Henson, Water Superintendent and Jeremiah Hoyt, Police Chief. Guests Present Addressing the Council: Mike McGreevy, Anamosa Fire Dept.; Tom Durgin; Kevin & Kenya Theilen, 1005 E. 1st St. and Mike Dearborn, 405 N. Division St. Mayor Dale Barnes called the meeting to order at 6:00 p.m. Roll call was taken with a quorum present.

Council Minutes

Motion by Crump second by Rod Smith to approve the minutes of the May 13, 2019 Regular Council meeting. All Ayes. Motion Carried.

PUBLIC HEARINGS:

Public Hearing Amending the Current Budget for Fiscal Year Ending June 30, 2019

Mayor Barnes opened the public hearing at 6:01 p.m. No comments were offered by the public present. Motion by Shaffer, second by Weimer to close the public hearing at 6:02 p.m. All Ayes. Motion Carried.

Presentations: None

COMMUNITY BETTERMENT:

Contest/Drawing to Encourage the Use of On-Line Payments

Jacob Sheridan suggested offering a prize, such as "Chamber Bucks" to encourage citizens to use the on-line payment system to be implemented soon. Discussion followed. Crump did not feel that a "give-away" would be needed to encourage the use of on-line payments. Jacob stated that the "in-office" credit card use would be available on June 10, 2019. No action was taken.

Replacement of Computer Technology at the Police Department

Discussion was held on the need to replace both computers, software and a server at the Police Department and the quote received. Shaffer asked if this was the only quote that was received. Jacob explained that two other IT persons reviewed the proposal and after discussion again with the ITS, the provider of the quote reduced their quote to be more comparable to what the IT persons felt would be reasonable. Jeremiah Hoyt also stated that ITS currently provides the IT support for the Police Department. Weimer suggested from her experience that there is an Office 360 subscription that may provide cost savings for the Microsoft Office software.

Motion by Weimer, second by Kay Smith to approve the quotes received from ITS for the computers, software and server with the exception of the Microsoft Office software, comparing it to Office 360 subscription. All Ayes. Motion Carried.

Selection of Architects for the Downtown Revitalization Project

Jacob reviewed his recommendation to select Martin Gardner Architects after the receipt of the RFQ's. Discussion followed regarding the fact that if the City does not receive the grant, they will still be responsible for the expense of the Architect. Jacob stated that after the architect is selected from the RFQ's received there will still need to be action taken on the professional services agreement outlining the expense of the service. Discussion followed on the result of the two reference checks completed by Jacob and the need to identify that the buildings in the program would be structurally sound.

Tom Durgin, downtown building owner addressed the Council stating he was against this process and grant. He also stated he felt that each building owner should be responsible for the

cost of having the structural inspection of their building completed, not the City using tax payers' dollars. Tom also questioned if the City had missed the recent deadline for the grant. Jacob stated that no, they had not planned on meeting this year's deadline and that they had always planned to apply in 2020. Discussion followed.

Motion by Weimer, second by Rod Smith to approve the RFQ received from Marten Gardner Architects for Downtown Revitalization Project. 2- Nays, Crump and Shaffer. All Remaining Ayes. Motion Carried.

Fire Station Expansion Project

Jacob stated that he had tried to set up a meeting with Fire Chief Tim Shada and the engineer, but couldn't make it work. He stated he then spoke with engineer himself regarding using the wall of the new building as the retaining wall and the engineer stated that if we did do that the wall would need to be 15 ft. instead of using a retaining a wall at half that height and that the cost would increase by \$100,000. Discussion followed on the amount of bedrock in the soil and if a retaining wall was really necessary and possibly getting core soil samples of the area to determine the amount of bedrock. Discussion was also held on the grading needed. Jacob asked the Council for direction and what specific questions they want him to ask the engineer. It was decided that Jacob should ask the following: If there was bedrock in the soil, would a retaining wall still be needed and would core samples be needed to determine the amount of bedrock. Mike McGreevy, AFD stated he thought that core samples would be a good idea. Shaffer and Rod Smith both stated it would be a good idea to have the engineer present to answer questions.

28E Agreement with Jones County for Collection of Parking Tickets

Jacob stated that no action was needed at this time as there are more questions to be answered as this is new to Jones County. He then explained how the process would work to collect parking fines by attaching them to the vehicle registration process.

Motion by Shaffer, second by Crump to move forward with setting up the 28E Agreement with Jones County for the collection of parking tickets. All Ayes. Motion Carried.

PUBLIC SAFETY:

Beer and Liquor Licenses

Motion by Crump, second by Kay Smith to approve the renewal of Class E Liquor License, Class B Beer Permit, Class B Native Winer Permit with Sunday Sales Privileges for Casey's Stores #2690 and #2908. All Ayes. Motion Carried.

PUBLIC WORKS:

Record of Verbal Warning for Wastewater Superintendent Dan Smith

Motion by Crump, second by Shaffer to table any action on the record of verbal warning for Wastewater Superintendent Dan Smith until 2 more meetings, June 24, 2019. All Ayes. Motion Carried.

FINANCE:

Request Made by Kevin and Kenya Theilen to Purchase Section of Alley Adjacent to 1005 E. 1st Street

Kevin and Kenya Theilen reviewed their request to purchase the alley adjacent to their property at 1005 E. 1st Street stating that this gives them access to their garage and would allow them to build a deck. Kevin also said that Dallas Paustian the other adjoining property owner to the alley section is not

interested in purchasing, but he would ask for an easement to access his property. Discussion followed on selling just that section of the alley or the full alley in that block. Crump suggested contacting all the adjoining property owners to full the alley to verify if there was any interest in purchasing. No action was taken at this time.

Resolution Amending the Current Budget for Fiscal Year Ending June 30, 2019

Motion by Crump, second by Weimer to approve **Resolution 2019-20** Amending the Current Budget for Fiscal Year Ending June 30, 2019. Roll Vote. All Ayes. Motion Carried.

Professional Services Agreement Amendment No. 5 with HR Green Company for Annual GIS Services

Motion by Weimer, second by Rod Smith to approve the Professional Services Agreement Amendment No. 5 with HR Green Company for Annual GIS Services. Discussion followed. All Ayes. Motion Carried.

Resolution Approving the Hiring and Setting Salary of Seasonal Part Time Employees for the Anamosa Aqua Court for the Upcoming Season

Motion by Rod Smith, second by Crump to approve **Resolution 2019-21** Approving the Hiring and Setting Salary of Seasonal Part Time Employees for the Anamosa Aqua Court for the Upcoming Season. Roll Vote. All Ayes. Motion Carried.

Resolution Approving the Hiring of Part Time Employees and Setting Salaries for the Lawrence Community Center for Fiscal Year Ending June 30, 2019

Motion by Kay Smith, second by Crump to approve **Resolution 2019-22** Approving the Hiring of Part Time Employees and Setting Salaries for the Lawrence Community Center for Fiscal Year Ending June 30, 2019. Roll Vote. All Ayes. Motion Carried.

Payment of Bills for the Month of May, 2019

Motion by Weimer, second by Crump to approve the payment of bills for May, 2019. Discussion followed. All Ayes. Motion Carried.

CITY ADMINISTRATOR'S REPORT:

Jacob reported the following:

- 1 - There was water leak on E. 3rd Street, which the location of the leak could not be identified. A leak detection company came in today to run a check and they could not identify the location of the leak. Jim Henson, Water Superintendent reviewed the process they went through to locate the leak. He also reviewed other potential sources of the water coming up in the ground and how the areas would intermittently start and stop showing the ground water.
- 2 - An advertisement has been placed looking for a seasonal employee for the cemetery mowing.

Shaffer asked about the status of the nuisance abatement at 310 W. Main Street. Discussion followed. Jacob will follow up on this.

MAYOR AND COUNCIL:

Kay Smith, Library Board – reported that the Board had discussed the registrations for the summer reading programs and that registration started today. She also stated that books can be checked out for longer periods of time if someone is going on vacation.

Public with Business with the Council on Items not on the Agenda:

Mike Dearborn, 405 N. Division Street addressed the Council reminding them that they are liaisons on boards and commissions. He also stated that Weimer could not be the President of JCED and a council liaison as it is a conflict. Mike questioned the statement on the agendas regarding Iowa Code Section

5/28/19 Regular Council Meeting

21.4 that elected officials are not required to answer questions under this agenda item. He said that the Council can pass a resolution to allow council members to answer questions.

Tom Durgin addressed the Council questioning listing a name on agenda item 9.1 and that he had concerns regarding all the council members.

Closed Session

Motion by Shaffer, second by Weimer to enter into Closed Session per 21.5(j) of the State Code to discuss the purchase or sale of particular real estate at 7:26 p.m. All Ayes. Motion Carried.

Returned to open session at 7:59 p.m.

Adjournment

Motion by Weimer, second by Machart to adjourn at 7:59 p.m. All Ayes. Motion Carried.

Dale Barnes, Mayor

ATTEST:

Tammy Coons, City Clerk

ORDINANCE NO. _____

**ORDINANCE AMENDING CHAPTER 135 OF THE CITY CODE (STREET USE
AND MAINTENANCE) TO IMPOSE WEIGHT LIMIT ON ALLEYS**

WHEREAS the alleys of this City are, in general, not constructed to withstand the traffic of heavy vehicles or equipment; and,

WHEREAS the City Code currently does not limit the weight of vehicles or equipment that can pass upon alleys within the City; and,

WHEREAS this Council believes there should be a uniform weight limit for the alleys within the City;

BE IT ORDAINED, THEREFORE, that Chapter 135 of the City Code is amended by adding thereto the following new section:

135.15 ALLEY WEIGHT LIMIT. Motor vehicles and equipment in excess of six (6) tons shall not pass over the alleys within the City.

ENACTED THIS _____ day of _____, 2019.

Dale Barnes, Mayor

ATTEST: _____
Penny Lode, Deputy City Clerk

ORDINANCE NO. _____

ORDINANCE AMENDING CHAPTER 55 OF THE CITY CODE (ANIMAL PROTECTION AND CONTROL) TO PROHIBIT THE FEEDING OF DEER AND TURKEYS

WHEREAS the well-intentioned feeding of deer and turkeys during periods of inclement weather in fact often proves detrimental to the wildlife; and,

WHEREAS supplemental feeding of corn, hay or other feed can result in enterotoxaemia, a fatal disease commonly called grain overload;

BE IT ORDAINED, THEREFORE, that Chapter 55 of the City Code is amended by adding thereto the following new section:

55.22 PROHIBITION ON FEEDING DEER AND TURKEY. The supplemental feeding of corn, hay and other feed to deer and turkeys within the City limits is prohibited.

PASSED, ADOPTED AND APPROVED THIS ____ day of _____, 2019.

Dale Barnes, Mayor

ATTEST: _____
Penny Lode, Deputy City Clerk

Debra Carson
604 Carson Lane
Anamosa, Iowa, 52205
319-329-7321

May 10, 2019
City Administrator
Jacob Sheridan
107 South Ford Street
Anamosa, Iowa 52205

Dear Mr. Sheridan,

I am writing this letter to see if there is a possible solution to the problem of Anamosa residents feeding deer within the city limits. In specific, my neighbor has set up a corn feeding dispenser since last fall and still continues this spring to feed them. Just to let you know, I am an animal advocate and do not have a problem with people helping animals. In this case, it actually has the opposite effect as well as adding safety concerns due to deer and traffic, damage to neighbors properties, trees, plants, and safety for our animals. Iowa is also having a widespread problem of chronic waste disease in the deer population and by feeding them adds to this problem when bringing them in close proximity when otherwise they don't congregate in large groups. I currently have anywhere from 15 or more that cross through and reside on my property a night due to the corn being fed to them. We have mentioned it to the neighbors but it hasn't made any impression on them to make a change. I do believe that some people are just not educated to how feeding corn in this way affects the deer, but that being said they should at least take in account how it affects their neighbors properties. I have contacted the DNR and the wildlife division in Maquoketa, Iowa. They sent me this flyer to give to the neighbors to help inform them of the effects and I am also passing it along to you. There is an abundance of information on this subject online, and just this past winter KCRG also did a story on the chronic waste disease which is available on their site if interested. In talking to relatives I have found out that there are others in town that are feeding deer.

I am asking for the city council to add to the ordinance that deals with animals not allowed to feed deer corn within city limits and if they do to have an adequate fine to prohibit this action.

Thank you for your consideration and please let me know what other actions I need to do to bring this to a conclusion,

Sincerely,

Debra Carson

Noble intentions; deadly results

The unintended consequences of baiting and feeding deer, elk and turkeys

We all want to help wildlife, right?

Yet deer, elk, wild turkeys and other game species rarely need human handouts of corn and other supplemental feed.

That's because beneath their fur and feathers is a complex coat of armor crafted by thousands if not millions of years of evolution.

Ironically, what often endangers or kills wild animals are the well-intentioned but detrimental effects of feeding and baiting.

The irony of the well-intentioned act

While providing piles of corn, hay or other feed can be a "feel good" act it often results in bad consequences. Disease. Auto accidents. Hunter conflicts. Habitat loss. Animal behavior changes. All are outcomes from feeding and baiting. It's not uncommon for wintering deer to eat themselves to death despite having reserves of fat.

Moreover, feeding and baiting can increase the cost of government. That's because state and federal agencies are duty bound to protect the public's wildlife and private livestock from animal diseases that can and do wreak havoc on local, state and national recreational and agricultural economies.

State and federal agencies spend many millions of dollars each year to prevent and contain Chronic Wasting Disease (CWD), Bovine tuberculosis, brucellosis and other animal diseases. Feeding and baiting can initiate or exacerbate these problems. To date, it has been impossible to eliminate a disease once established in free-ranging wild animals.

Piles of food draw piles of problems

The principal reason supplemental feeding creates so many problems is that it closely congregates animals that would otherwise feed apart on natural foods. Tight concentrations of deer and elk, for example, dramatically increase the odds that an infected animal will spread CWD,

Bovine TB or brucellosis via nose-to-nose contact, eating feed contaminated by another animal's disease-carrying saliva, or inhaling bacteria.

Other problems include:

Auto accidents:

Supplemental feeding often draws animals away from their natural feeding and bedding areas to locations where they create traffic accidents.

Behavior changes:

Supplemental feeding can make wild animals less fearful of humans, delay winter migration and even result in starvation if animals have not migrated to wintering areas and feeding ceases.

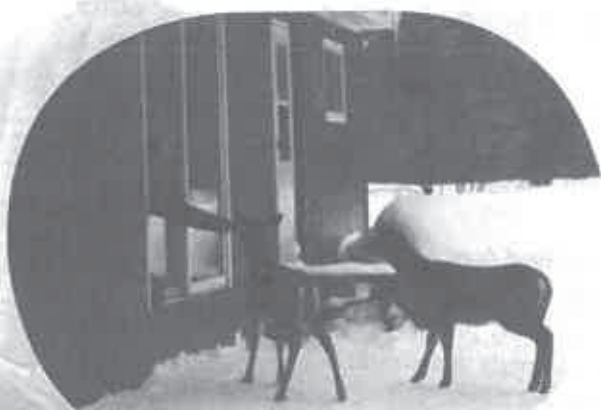
Habitat and crop loss: High concentrations of deer and other large plant-eating animals can retard forest regeneration, change plant species composition and result in significant crop depredation.

Hunter conflicts: Some hunters and many non-hunters think baiting deer is unfair or unethical. This increases polarization among natural allies and erodes hunting's image.



This deer died after over-eating from the pile of corn shown in the background. Supplemental feeding can result in enterotoxaemia, a fatal disease commonly called grain overload.

Please "help" your local deer, elk, wild turkey and other wildlife by not "helping" with handouts of food. It's the responsible thing to do. Today's abundant wildlife populations are not the product of individual piles of bait feed but rather a society that came together to regulate hunting, conserve habitat and manage species in sustainable ways.



Big problems start with small handouts. Feeding deer makes them less wild, more vulnerable to disease and subject to population increases above the land's carrying capacity.

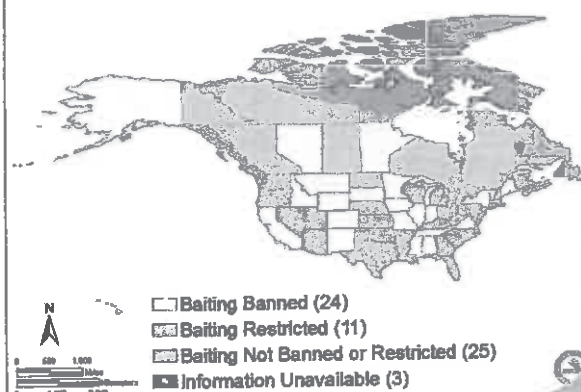


More is not merrier. Deer that congregate in unnaturally high numbers tend to damage privately owned crops, vegetable gardens and ornamental plants. They also retard new forest growth by eating the buds of young trees.



Expensive and largely unseen, millions of taxpayer dollars are used each year to fund state and federal efforts to monitor, minimize and potentially eliminate diseases that affect public wildlife and private livestock.

North American Cervid Baiting Policies



Increasing national awareness has led many states to ban or restrict the baiting of deer, elk and moose. States that don't restrict baiting are being confronted with hunting ethic issues, including rearing a future generation of hunters who don't scout, identify deer sign or learn deer behavior.

IOWA

Maguoketa

received

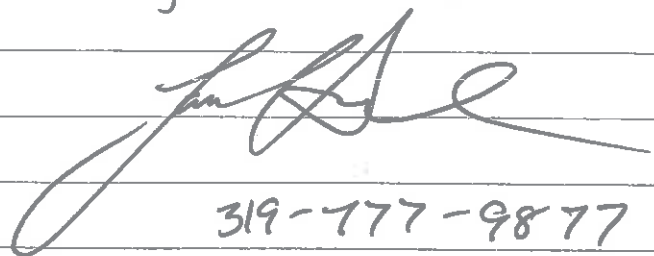
8/29/19

@ 8:35am

Dear city council members,

I am requesting a hearing on the judgement that my dog was deemed Viscous Bailey a 9 year old Jack Russell which we have kept in the house had 1 incident in 9 years Bailey is currently up to date w/ her vaccinations Rabies & distemperman. If you will allow Bailey to Remain in our house I am seeking & been in contact w/ a dog trainer Please see the attached e-mail regarding the trainer information they have trained over 2,000,000 dogs they are confident they can get Bailey to stop her bad behaviors in the meantime Bailey is not allowed to be out of the house unless on a leash to go to the bathroom ~~outside~~^{back} & inside.

Sincerely,



319-777-9877

INVOICE

Anamosa Veterinary Clinic

10538 Shaw Road
Anamosa, IA 52205
319-462-4853

"Caring For All Your Animal Health Needs"

FOR: Lance Handel
426 Jordan Drive
Anamosa, IA 52205

Printed: 05-25-19 at 8:34a
Date: 05-25-19
Account: 13773
Invoice: 530471

Date	For	Qty	Description	Net Price
05-25-19	Bailey	1	Dhlpp Booster	27.00
05-25-19		1	Rabies Canine 1 Year	20.50
Total charges, this invoice...				47.50
Your old balance...				0.00
Total payment(s) received...				47.50
05-25-19 Check payment #18357				47.50
Your new balance...				0.00

Reminders for: Bailey (Weight: 17.0 lbs - 8y)		Last done
05/20	Rabies Canine 3 Year Booster	
05/20	Heartworm Snap Test	05-25-19
05/20	Dhlpp Booster	05-25-19

Bailey's weight history (in lbs)

02-28-14	17.00
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Visit us on Facebook!

Websites of interest: www.anamosavetclinic.com
www.sharonliveon.org

Outlook

Search

S Settings Mailbox Sync

New message

Reply Delete Archive Junk Sweep Move to Categorize ...

Inbox 21266

Junk Email 1294

Drafts 9

Sent Items

Scheduled

Deleted Items 3

Archive

Ambulance 7

Conversation Hist...

e-bay

Fire Dept 1

gas

lance 18

local 405 3

lori

Rodgers 1

wapsi 1

New folder

Training Details from Bark Busters

35

Bark Busters <trainer@barkbusters.com>

Tue 5/28/2019 9:37 AM

hawkeyell@msn.com

Reply All Reply



G'day Lance,

Thank you for inquiring about Bark Busters Home Dog Training. I know Sarah enjoyed talking with you about Bailey, answering your questions, and sharing more information on Bark Busters.

If you haven't already seen our training in action, please take a moment to see a video about the Bark Busters experience [here](#).

We covered a lot over the phone, so I would like to highlight for you a few of the benefits of working with Bark Busters, which you can also learn about on www.BarkBusters.com.

Bark Busters is the **world's largest home dog training company**. Over the past 30 years we have trained 2,000,000 dogs. We are the only company recognized by the International SPCA as being "the best of the best in canine companion training."

Our training methods are **non-physical, utilizing canine communication**. It is a simple-to-learn, extremely effective, natural, and dog-friendly approach using voice control, body language and pack leadership techniques.

We offer **guaranteed lifetime support**, which means if at any time during the life of the dog you require additional training, we will return free of charge. You can read more about our Lifetime Guarantee [here](#). **The cost for the Lifetime Guaranteed Support is a one-time flat fee of \$695. It is payable with Visa, MasterCard, Discover, AMEX, check and cash OR in 2 check payments or credit card charges - 50% to be deposited or charged the 1st day of training - 50% in 30 days.**

The same excellent training, but limited to One Year Guaranteed Support is \$595. The payment options are the same.

All of the training is done in your home, which is easy on your schedule and involves no travel. Also, dogs learn and retain training best in their own environment where problems exist.

We train you to train your dog so that they will **continue to respond to you** after the trainer leaves.

I also wanted to let you know that there is a free "[Dog Behavioral Rating Quiz](#)" on our website, if you haven't already seen it. Filling out this online quiz is a fun way to see how your dog's behavior rates, and may also help you think of some ideas of other behaviors or obedience items that you would like to address with your dog.

To learn more about me and Bark Busters training, I invite you to read my [bio](#) and review some of my clients' testimonials. Finally, you can also view

Upgrade to Office 365 with premium Outlook features

Mail Calendar People ...

ANAMOSA POLICE DEPARTMENT

ORI IA0530100

INCIDENT REPORT

Case Number 19-06296

☐ Juvenile Incident

How Reported PHONE

Reported Date 05/18/2019

INCIDENT INFORMATION

Date Occurred	Day of Week	Time Occurred	Responding Officer
From [] to 05/18/2019	Saturday	From [] to 15:14:38	[]
Incident Address 1795 E HWY 64			
City, ST Zip ANAMOSA, IA 52205			

INCIDENT SYNOPSIS

REPORTING PARTY

Reporting Party	Sex	Birth Date	Age	<input type="checkbox"/> Juvenile	
JONES REGIONAL MEDICAL	[]	[]	[]		
Eye Color	Hair Color	Race	Ethnicity	Height	Weight
[]	[]	[]	[]	[]	[]
DL #	Other ID #	Other ID Type			
[]	[]	[]			

PERMANENT ADDRESS

Address	City	State	Zip
1795 E HWY 64	ANAMOSA	[]	52205
Local Phone #	Cell Phone #	Work Phone #	
3194626131	[]	[]	

Notes

VICTIM

Victim Name	Victim Type	Sex	Birth Date	Age	<input type="checkbox"/> Juvenile
HART, JOHN CHARLES	INDIVIDUAL	MALE	[]	[]	
Eye Color	Hair Color	Race	Ethnicity	Height	Weight
[]	[]	[]	[]	[]	[]
DL #	Other ID #	Other ID Type			
[]	[]	[]			

PERMANENT ADDRESS

Address	City	State	Zip
1701 130TH ST UNIT	ANAMOSA	IA	52205
Local Phone #	Cell Phone #	Work Phone #	
[]	[]	[]	

SUSPECT 1

☐ Unknown ☐ Located ☐ Identified ☐ Present ☐ Juvenile ☐ Wanted ☐ Arrested Arrest

Name Sex DOB Age (range) Height Weight DL #

Eyes Hair Race Ethnicity Other ID # Other ID Type

PERMANENT ADDRESS

Address City State Zip

Local Phone # Cell Phone # Work Phone #

RELATIONSHIP OF VICTIM(S) TO SUSPECT:**Suspect Type****Notes****OFFENSE**

Offense Date State Statute UCR AB Group

Activity Weapon Special Circumstances

Status Location

Method of Entry Location #2

Point of Entry Gang Activity

No. Premises Entered Premises Inhabited ☐ Yes ☒ No

☐ Bias / Hate Crime

Type

Target Code

Affiliation

Victim(s) suspected of using

☐ Alcohol
☐ Drugs
☒ Not Applicable

Suspect(s) suspected of using

☐ Alcohol
☐ Drugs
☐ Computer Equip
☒ Not Applicable

LINKED SUSPECT(S)**LINKED VICTIM(S)**

OTHER PERSON 1

Name	Type of Person	Sex	Date of Birth	Age	<input type="checkbox"/> Juvenile
HANDEL, LANCE ALLEN		MALE			<input type="checkbox"/> Will Testify
Eye Color	Hair Color	Race	Ethnicity	Height	Weight
			NON-HISPANIC		
DL #	Other ID #	Other ID Type			

PERMANENT ADDRESS

Address	City	State	Zip
426 JORDAN DR	ANAMOSA		52205
Local Phone #	Cell Phone #	Work Phone #	
3195401837			

Notes

SPONS

Exceptional Clearance	NOT APPLICABLE	Officer	Responsibility
Exceptional Clearance Date		RICKELS, JAMES 104	REPORTING OFFICER
Case Status	ACTIVE	CFS #	19-06296
<input type="checkbox"/> Weapon Involved	<input type="checkbox"/> Force Involved	<input type="checkbox"/> Reviewed	
<input type="checkbox"/> Accident Involved	Accident		
Reviewed By - Supervisor		Date	
Reviewed By - Records		Date	

NARRATIVE 11

ORI	Case Number	Date	Officer	Badge	<input checked="" type="checkbox"/> Release to Public
IA0530100	19-06296		RICKELS, JAMES	104	

AT THE ABOVE DATE AND TIME, I, OFFICER RICKELS WAS DISPATCHED TO JONES REGIONAL MEDICAL CENTER (JPMC) REFERENCE A DOG BITE.

UPON ARRIVAL I MADE CONTACT WITH JOHN HART WHOM WAS BEING TREATED FOR A DOG BITE WOUND ON HIS RIGHT CALF. JOHN REPORTED THAT WHILE WALKING IN FAWN CREEK, A TAN AND WHITE DOG RAN UP BEHIND HIM AND BIT HIM ON HIS LEG. JOHN FURTHER STATED THAT HE DID NOT SEE NOR HEAR THE DOG AND THAT IT BIT HIM UNPROVOKED. A FEMALE GRABBED THE DOG AT WHICH TIME JOHN SHOWED HER HIS LEG WHERE HE HAD BEEN BITTEN. JOHN THEN DROVE HIMSELF TO JPMC TO BE TREATED. OBSERVATION OF JOHN'S WOUND REVEALED OBVIOUS PUNCTURE WOUNDS CONSISTENT WITH A DOG BITE, BLOOD, AND BRUISING IN THE AREA WHERE JOHN STATED THAT HE WAS BITTEN. I EXPOSED DIGITAL IMAGES OF THE WOUNDS. JOHN ALSO PROVIDED A WRITTEN STATEMENT DETAILING THE INCIDENT.

UPON ARRIVING AT THE RESIDENCE WHERE THE INCIDENT TOOK PLACE, I OBSERVED A SMALL TAN AND WHITE JACK RUSSELL TERRIER IN A WINDOW OF THE RESIDENCE BARKING AGGRESSIVELY. I MADE CONTACT WITH THE OWNERS, LANCE HANDEL AND LORI HANDEL. LANCE ADVISED THAT HE HAD JUST ARRIVED HOME WHEN THE DOG RAN OUTSIDE TO GREET HIM; HOWEVER, HE DID NOT SEE THE INCIDENT TAKE PLACE BECAUSE HE WAS WALKING INTO HIS RESIDENCE AT THAT TIME. LORI ADVISED THAT WHEN LANCE ARRIVED HOME SHE LET HER DOG, BAILEY OUT TO SEE LANCE BECAUSE SHE WAS EXCITED. LORI FURTHER STATED THAT SHE OBSERVED A MAN WALKING ON THE STREET AND BAILEY RAN OUT TO THE STREET AND NIPPED THE MAN ON THE LEG. THE MAN THEN PULLED UP HIS PANTS LEG AND SHE OBSERVED BLOOD ON HIS LEG AT WHICH TIME SHE GRABBED BAILEY AND APOLOGIZED TO THE MAN. SHE ALSO ADVISED THE MAN THAT BAILEY IS UP TO DATE ON HER SHOTS AT WHICH TIME THE MAN LEFT. LORI PROVIDED A WRITTEN STATEMENT. LANCE AND LORI ALSO ADVISED THAT BAILEY HAS NIPPED AT OTHER PERSONS IN THE PAST WHEN THEY COME IN THEIR RESIDENCE.

LANCE NOR LORI WERE ABLE TO REMEMBER WHEN THE LAST TIME BAILEY HAD BEEN VACCINATED, NOR WERE THEY ABLE TO PROVIDE A COPY OF HER VACCINATIONS. I REQUESTED THAT THEY CONTACT ANAMOSA VETERINARY CLINIC WHERE BAILEY IS TREATED TO REQUEST A COPY OF THE VACCINATION RECORD. WE MADE CONTACT WITH A REPRESENTATIVE OF THE ANAMOSA VETERINARY CLINIC, WHOM ADVISED THAT SHE WOULD FAX A COPY TO THE POLICE DEPARTMENT AND TO JRMC LATER ON IN THE AFTERNOON. LANCE AND LORI WERE ADVISED TO QUARANTINE BAILEY FOR 15 DAYS AND THAT MORE THAN LIKELY BAILEY WOULD BE DEEMED A VICIOUS ANIMAL AND WOULD NEED TO BE REMOVED FROM ANAMOSA CITY LIMITS. UPON RECEIVING A COPY OF THE SHOT RECORD IT WAS REVEALED THAT BAILEY HAD NOT BEEN VACCINATED SINCE 2014.

I AGAIN CONTACTED JOHN AND ADVISED HIM THAT THE DOG HAD NOT BEEN VACCINATED AND THAT HE MAY NEED TO RECEIVE SHOTS FOR RABIES. JOHN ADVISED THAT HE HAD ALSO BEEN CONTACTED BY JRMC AS WELL AND THAT HE IS OPTING TO WAIT ON THE SHOTS. JOHN FURTHER STATED THAT HE DOES NOT WANT TO PRESS CHARGES NOR DOES HE WANT TO SEEK COMPENSATION FOR THE ASSOCIATED MEDICAL BILLS AT THIS TIME. JOHN WAS ADVISED THAT HE CAN ALWAYS CHANGE HIS MIND; HOWEVER, SHOULD HE DECIDE THAT HE WANTS TO SEEK COMPENSATION HE WILL HAVE TO PURSUE THAT THROUGH THE CIVIL PROCESS.

ON 5/19/2019, I SERVED LANCE AND LORI WITH A COPY OF THE NOTIFICATION OF INTENT TO REMOVE THEIR VICIOUS DOG, WHICH INCLUDES THE ANAMOSA CITY ORDINANCE REFERENCING VICIOUS

ANIMALS AND A COPY OF THIS REPORT. I WILL FOLLOW UP WITH LANCE AND LORI WITHIN SEVEN DAYS OF TODAY TO VERIFY IF THEY COMPLIED OR INTEND TO APPEAL.

ANAMOSA POLICE DEPARTMENT

VOLUNTARY WITNESS STATEMENT

STATEMENT OF:

John C. Hart

1701 130TH ST

UNIT 102

Anamosa Ia 52205

319-462-4276

I was walking in Thaler Court + got
hit by a dog. Owner said he had shots
for this.

Dog medium size yellow dog.

John C Hart

SIGNATURE

5-18--19

DATE

PAGE ____ OF ____

ANAMOSA POLICE DEPARTMENT

VOLUNTARY WITNESS STATEMENT

STATEMENT OF:

Lori R. Handel
426 Jordan Dr
Anamosa, IA

319-899-4460

52205

Lance came home from work
Nikki was wiping car out.
Lance opened his door to the
truck I let Bailey out because
she was excited to see her dad
then I seen the man coming
right in front of house Bailey
ran and nipped him. then
he pulled up his pant leg
yes he ~~was~~ was bleeding. I
told him I was sorry thought
she had her shot's then he
left.

Lori Handel

SIGNATURE

5-18-19

DATE

ORDINANCE NO. 918

**ORDINANCE AMENDING ANIMAL PROTECTION AND CONTROL ORDINANCE
TO DELETE FIRST BITE EXCEPTION**

WHEREAS Section 55.01(7) of the City Code defines a vicious dog or vicious cat as one that has bitten a human being or has attacked a human being or domesticated animal without cause or justification, but excepts the dog's or cat's first bite or attack provided the human being or domesticated animal attacked does not have its skin broken or does not suffer injury; and,

WHEREAS this Council is of the belief the dog's or cat's first bite or attack should not be disregarded even though the skin of the victim is not broken and the victim does not suffer injury;

BE IT ORDAINED, THEREFORE, that the last sentence of Section 55.01(7) of the City Code be deleted in its entirety and in lieu thereof the following added:

To constitute a bite it is not necessary that the skin of the victim, whether human or domesticated animal, be broken. Rather, as long as the dog or cat seizes its victim with its teeth, it shall be considered to have bitten its victim.

PASSED, ADOPTED AND APPROVED THIS 11th day of September, 2017.

Dale Barnes, Mayor

ATTEST:_____
Tammy Coons, City Clerk

ORDINANCE NO. 919

**ORDINANCE AMENDING ANIMAL PROTECTION AND CONTROL ORDINANCE
TO ADD A DEFINITION FOR AGGRESSIVE DOGS AND A PROVISION
PROHIBITING THE KEEPING OR HARBORING OF AGGRESSIVE DOGS WITHIN
THE CITY**

WHEREAS Chapter 55 of the City Code currently prohibits the keeping or harboring of a vicious dog within the City; and,

WHEREAS aggressive dogs are equally repugnant to the City; and,

WHEREAS there currently is no definition for an aggressive dog, nor a provision prohibiting aggressive dogs from being kept or harbored in the City;

BE IT ORDAINED, THEREFORE, that Chapter 55 of the City Code is amended in the following respects:

1. By adding to Section 55.01 the following numbered subsection:

9. "Aggressive Dog" means a dog that has two verified incidents of unprovoked chasing, snapping or barking at any person or domestic animal so as to place the person or owner of the domestic animal in reasonable fear of their safety or the safety of their animal. A dog may be considered aggressive even if on the property of its owner, whether leashed or not, if its behavior, snapping or barking or similar menacing behavior, is founded after investigation by the Police Department. In assessing whether the dog was provoked to exhibit its aggression the Police Department shall consider that fact from the stand point of a reasonable person of the age of the person alleged to have provoked the dog; in other words, the Police Department shall consider whether a reasonable person of the age of the person alleged to have provoked the dog knew or should reasonably have known their action would provoke the aggressive behavior on the part of the dog.

2. Section 55.17 of the City Code is amended in the following respect: The first sentence thereof shall be deleted and in lieu thereof the following inserted:

It is unlawful for any person to harbor or keep a vicious dog, vicious cat, aggressive dog or dangerous animal within the City.

PASSED, ADOPTED AND APPROVED THIS 11th day of September, 2017.

Dale Barnes, Mayor

ATTEST: _____
Tammy Coons, City Clerk

Instructions on the reverse side

For period (MM/DD/YYYY) 7 / 1 / 19 through June 30, 20

I/we apply for a retail permit to sell cigarettes, tobacco, alternative nicotine, or vapor products:

Business Information:

Trade Name/DBA Giggle Juice Liquor Station, LLC
Physical Location Address 600 W. Main St. City Anamosa ZIP 52205
Mailing Address 22874 Ridge Rd. E28 City Anamosa State IA ZIP 52205
Business Phone Number 319-350-6301

Legal Ownership Information:

Type of Ownership: Sole Proprietor ☐ Partnership ☐ Corporation ☐ LLC ☒ LLP ☐
Name of sole proprietor, partnership, corporation, LLC, or LLP Giggle Juice Liquor Station, LLC
Mailing Address 22874 Ridge Rd. E28 City Anamosa State IA ZIP 52205
Phone Number 319-350-6301 Fax Number 319-462-6148 Email jk@delanceyelectric.com

Retail Information:

Types of Sales: Over-the-counter ☒ Vending machine ☐
Do you make delivery sales of alternative nicotine or vapor products? (See Instructions) Yes ☐ No ☒
Types of Products Sold: (Check all that apply)
Cigarettes ☒ Tobacco ☒ Alternative Nicotine Products ☒ Vapor Products ☒

Type of Establishment: (Select the option that best describes the establishment)

Alternative nicotine/vapor store ☐ Bar ☐ Convenience store/gas station ☐ Drug store ☐
Grocery store ☐ Hotel/motel ☐ Liquor store ☒ Restaurant ☐ Tobacco store ☐
Has vending machine that assembles cigarettes ☐ Other ☐

If application is approved and permit granted, I/we do hereby bind ourselves to a faithful observance of the laws governing the sale of cigarettes, tobacco, alternative nicotine, and vapor products.

Signature of Owner(s), Partner(s), or Corporate Official(s)

Name (please print) Karen Delancey Name (please print) _____
Signature Karen Delancey Signature _____
Date 5-20-19 Date _____

Send this completed application and the applicable fee to your local jurisdiction. If you have any questions contact your city clerk (within city limits) or your county auditor (outside city limits).

FOR CITY CLERK/COUNTY AUDITOR ONLY – MUST BE COMPLETE

- Fill in the amount paid for the permit: _____
- Fill in the date the permit was approved by the council or board: _____
- Fill in the permit number issued by the city/county: _____
- Fill in the name of the city or county issuing the permit: _____
- New ☐ Renewal ☐

Send completed/approved application to Iowa Alcoholic Beverages Division within 30 days of issuance. Make sure the information on the application is complete and accurate. A copy of the permit does not need to be sent; only the application is required. It is preferred that applications are sent via email, as this allows for a receipt confirmation to be sent to the local authority.

- Email: iapledge@iowaabd.com
- Fax: 515-281-7375

Instructions on the reverse side

For period (MM/DD/YYYY) 07 / 01 / 19 through June 30, 2020

I/we apply for a retail permit to sell cigarettes, tobacco, alternative nicotine, or vapor products:

Business Information:

Trade Name/DBA Topkens Convenience
Physical Location Address 306 S Elm City Ia ZIP 52205
Mailing Address 306 S. Elm City Anamosa State Ia ZIP 52205
Business Phone Number 319-462-4241

Legal Ownership Information:

Type of Ownership: Sole Proprietor ☐ Partnership ☐ Corporation ☒ LLC ☐ LLP ☐
Name of sole proprietor, partnership, corporation, LLC, or LLP Anamosa Travel Mart Inc
Mailing Address 306 S Elm City Anamosa State Ia ZIP 52205
Phone Number 319-462-4241 Fax Number 319-462-3037 Email andidfoster49@gmail.com

Retail Information:

Types of Sales: Over-the-counter ☒ Vending machine ☐
Do you make delivery sales of alternative nicotine or vapor products? (See Instructions) Yes ☐ No ☒
Types of Products Sold: (Check all that apply)
Cigarettes ☒ Tobacco ☒ Alternative Nicotine Products ☒ Vapor Products ☒

Type of Establishment: (Select the option that best describes the establishment)

Alternative nicotine/vapor store ☐ Bar ☐ Convenience store/gas station ☒ Drug store ☐
Grocery store ☐ Hotel/motel ☐ Liquor store ☐ Restaurant ☐ Tobacco store ☐
Has vending machine that assembles cigarettes ☐ Other ☐

If application is approved and permit granted, I/we do hereby bind ourselves to a faithful observance of the laws governing the sale of cigarettes, tobacco, alternative nicotine, and vapor products.

Signature of Owner(s), Partner(s), or Corporate Official(s)

Name (please print) Andrea Coyle Name (please print) _____
Signature Andrea Coyle Signature _____
Date 5-14-19 Date _____

Send this completed application and the applicable fee to your local jurisdiction. If you have any questions contact your city clerk (within city limits) or your county auditor (outside city limits).

FOR CITY CLERK/COUNTY AUDITOR ONLY – MUST BE COMPLETE

- Fill in the amount paid for the permit: _____
- Fill in the date the permit was approved by the council or board: _____
- Fill in the permit number issued by the city/county: _____
- Fill in the name of the city or county issuing the permit: _____
- New ☐ Renewal ☐

Send completed/approved application to Iowa Alcoholic Beverages Division within 30 days of issuance. Make sure the information on the application is complete and accurate. A copy of the permit does not need to be sent; only the application is required. It is preferred that applications are sent via email, as this allows for a receipt confirmation to be sent to the local authority.

- Email: iapledge@iowaabd.com
- Fax: 515-281-7375

Instructions on the reverse side

For period (MM/DD/YYYY) 07 / 01 / 2019 through June 30, 2020

I/we apply for a retail permit to sell cigarettes, tobacco, alternative nicotine, or vapor products:

Business Information:

Trade Name/DBA Fareway Stores, Inc. # 166
Physical Location Address 402 E. Main Street City ANAMOSA ZIP 52205
Mailing Address 402 E. Main Street City ANAMOSA State IA ZIP 52205
Business Phone Number 319 462-4425

Legal Ownership Information:

Type of Ownership: Sole Proprietor ☐ Partnership ☐ Corporation ☒ LLC ☐ LLP ☐
Name of sole proprietor, partnership, corporation, LLC, or LLP Fareway Stores, Inc.
Mailing Address PO Box 70 City Boone State IA ZIP 50036
Phone Number 515-433-5336 Fax Number 515-433-4416 Email twilson@farewaystores.com

Retail Information:

Types of Sales: Over-the-counter ☒ Vending machine ☐
Do you make delivery sales of alternative nicotine or vapor products? (See Instructions) Yes ☐ No ☐
Types of Products Sold: (Check all that apply)
Cigarettes ☒ Tobacco ☒ Alternative Nicotine Products ☒ Vapor Products ☒

Type of Establishment: (Select the option that best describes the establishment)

Alternative nicotine/vapor store ☐ Bar ☐ Convenience store/gas station ☐ Drug store ☐
Grocery store ☒ Hotel/motel ☐ Liquor store ☐ Restaurant ☐ Tobacco store ☐
Has vending machine that assembles cigarettes ☐ Other ☐

If application is approved and permit granted, I/we do hereby bind ourselves to a faithful observance of the laws governing the sale of cigarettes, tobacco, alternative nicotine, and vapor products.

Signature of Owner(s), Partner(s), or Corporate Official(s)

Name (please print) Garrett S Piklapp Name (please print) _____
Signature *Garrett S. Piklapp* Signature _____
Date 5/16/19 Date _____

Send this completed application and the applicable fee to your local jurisdiction. If you have any questions contact your city clerk (within city limits) or your county auditor (outside city limits).

FOR CITY CLERK/COUNTY AUDITOR ONLY – MUST BE COMPLETE

- Fill in the amount paid for the permit: _____
- Fill in the date the permit was approved by the council or board: _____
- Fill in the permit number issued by the city/county: _____
- Fill in the name of the city or county issuing the permit: _____
- New ☐ Renewal ☐

Send completed/approved application to Iowa Alcoholic Beverages Division within 30 days of issuance. Make sure the information on the application is complete and accurate. A copy of the permit does not need to be sent; only the application is required. It is preferred that applications are sent via email, as this allows for a receipt confirmation to be sent to the local authority.

- Email: iapledge@iowaabd.com
- Fax: 515-281-7375

Instructions on the reverse side

For period (MM/DD/YYYY) 7/1/19 through June 30, 2020

I/we apply for a retail permit to sell cigarettes, tobacco, alternative nicotine, or vapor products:

Business Information:

Trade Name/DBA Deb's Sports Bar
Physical Location Address 210 W main St City Anamosa ZIP 52205
Mailing Address 210 W main St City Anamosa State IA ZIP 52205
Business Phone Number 319-462-9190

Legal Ownership Information:

Type of Ownership: Sole Proprietor ☒ Partnership ☐ Corporation ☐ LLC ☐ LLP ☐
Name of sole proprietor, partnership, corporation, LLC, or LLP Debra Miller
Mailing Address 117 W Sales Ave City Anamosa State IA ZIP 52205
Phone Number 319-462-0497 Fax Number _____ Email Debbie.miller@171@gmail.com

Retail Information:

Types of Sales: Over-the-counter ☒ Vending machine ☐
Do you make delivery sales of alternative nicotine or vapor products? (See Instructions) Yes ☐ No ☒
Types of Products Sold: (Check all that apply)
Cigarettes ☒ Tobacco ☐ Alternative Nicotine Products ☐ Vapor Products ☐

Type of Establishment: (Select the option that best describes the establishment)

Alternative nicotine/vapor store ☐ Bar ☒ Convenience store/gas station ☐ Drug store ☐
Grocery store ☐ Hotel/motel ☐ Liquor store ☐ Restaurant ☐ Tobacco store ☐
Has vending machine that assembles cigarettes ☐ Other ☐

If application is approved and permit granted, I/we do hereby bind ourselves to a faithful observance of the laws governing the sale of cigarettes, tobacco, alternative nicotine, and vapor products.

Signature of Owner(s), Partner(s), or Corporate Official(s)

Name (please print) Debra Miller Name (please print) _____
Signature Debra Miller Signature _____
Date 5-9-19 Date _____

Send this completed application and the applicable fee to your local jurisdiction. If you have any questions contact your city clerk (within city limits) or your county auditor (outside city limits).

FOR CITY CLERK/COUNTY AUDITOR ONLY - MUST BE COMPLETE

- Fill in the amount paid for the permit: _____
- Fill in the date the permit was approved by the council or board: _____
- Fill in the permit number issued by the city/county: _____
- Fill in the name of the city or county issuing the permit: _____
- New ☐ Renewal ☐

Send completed/approved application to Iowa Alcoholic Beverages Division within 30 days of issuance. Make sure the information on the application is complete and accurate. A copy of the permit does not need to be sent; only the application is required. It is preferred that applications are sent via email, as this allows for a receipt confirmation to be sent to the local authority.

- Email: iapledge@iowaabd.com
- Fax: 515-281-7375

Instructions on the reverse side

For period (MM/DD/YYYY) 06 / 30 / 2019 through June 30, 2020

I/we apply for a retail permit to sell cigarettes, tobacco, alternative nicotine, or vapor products:

Business Information:

Trade Name/DBA Walmart Inc. DBA: Walmart #646

Physical Location Address 101 115TH ST City ANAMOSA ZIP 52205

Mailing Address 508 SW 8th St. Dept. 8916 City Bentonville State AR ZIP 72716-0500

Business Phone Number (319) 462-5389

Legal Ownership Information:

Type of Ownership: Sole Proprietor ☐ Partnership ☐ Corporation ☒ LLC ☐ LLP ☐

Name of sole proprietor, partnership, corporation, LLC, or LLP Walmart Inc.

Mailing Address 508 SW 8th St. City Bentonville State AR ZIP 72716-0500

Phone Number (479)277-4656 Fax Number (479)204-9864 Email cynthia.montero@walmart.com

Retail Information:

Types of Sales: Over-the-counter ☒ Vending machine ☐

Do you make delivery sales of alternative nicotine or vapor products? (See Instructions) Yes ☐ No ☒

Types of Products Sold: (Check all that apply)

Cigarettes ☒ Tobacco ☒ Alternative Nicotine Products ☒ Vapor Products ☒

Type of Establishment: (Select the option that best describes the establishment)

Alternative nicotine/vapor store ☐ Bar ☐ Convenience store/gas station ☐ Drug store ☐
Grocery store ☐ Hotel/motel ☐ Liquor store ☐ Restaurant ☐ Tobacco store ☐

Has vending machine that assembles cigarettes ☐ Other ☒ Retail

If application is approved and permit granted, I/we do hereby bind ourselves to a faithful observance of the laws governing the sale of cigarettes, tobacco, alternative nicotine, and vapor products.

Signature of Owner(s), Partner(s), or Corporate Official(s)

Name (please print) Andrea Lazenby

Signature *A Lazenby*

Date 4/23/19

Name (please print) _____

Signature _____

Date _____

Send this completed application and the applicable fee to your local jurisdiction. If you have any questions contact your city clerk (within city limits) or your county auditor (outside city limits).

FOR CITY CLERK/COUNTY AUDITOR ONLY – MUST BE COMPLETE

- Fill in the amount paid for the permit: _____
- Fill in the date the permit was approved by the council or board: _____
- Fill in the permit number issued by the city/county: _____
- Fill in the name of the city or county issuing the permit: _____
- New ☐ Renewal ☐

Send completed/approved application to Iowa Alcoholic Beverages Division within 30 days of issuance. Make sure the information on the application is complete and accurate. A copy of the permit does not need to be sent; only the application is required. It is preferred that applications are sent via email, as this allows for a receipt confirmation to be sent to the local authority.

- Email: iapledge@iowaabd.com
- Fax: 515-281-7375

Instructions on the reverse side

For period (MM/DD/YYYY) 07 / 01 / 2019 through June 30, 2020

I/we apply for a retail permit to sell cigarettes, tobacco, alternative nicotine, or vapor products:

Business Information:

Trade Name/DBA CASEY'S MARKETING COMPANY/DBA CASEY'S GENERAL STORE #2908

Physical Location Address 1752 HWY 64 E City ANAMOSA ZIP 52205

Mailing Address PO BOX 3001 City ANKENY State IA ZIP 50021

Business Phone Number 319-462-2246

Legal Ownership Information:

Type of Ownership: Sole Proprietor ☐ Partnership ☐ Corporation ☒ LLC ☐ LLP ☐

Name of sole proprietor, partnership, corporation, LLC, or LLP CASEY'S GENERAL STORE, INC.

Mailing Address PO BOX 3001 City ANKENY State IA ZIP 50021

Phone Number 515-446-6404 Fax Number 515-965-6205 Email JESSICA.FISHER@CASEYS.COM

Retail Information:

Types of Sales: Over-the-counter ☒ Vending machine ☐

Do you make delivery sales of alternative nicotine or vapor products? (See Instructions) Yes ☐ No ☒

Types of Products Sold: (Check all that apply)

Cigarettes ☒ Tobacco ☒ Alternative Nicotine Products ☒ Vapor Products ☒

Type of Establishment: (Select the option that best describes the establishment)

Alternative nicotine/vapor store ☐ Bar ☐ Convenience store/gas station ☒ Drug store ☐
Grocery store ☐ Hotel/motel ☐ Liquor store ☐ Restaurant ☐ Tobacco store ☐

Has vending machine that assembles cigarettes ☐ Other ☐

If application is approved and permit granted, I/we do hereby bind ourselves to a faithful observance of the laws governing the sale of cigarettes, tobacco, alternative nicotine, and vapor products.

Signature of Owner(s), Partner(s), or Corporate Official(s)

Name (please print) JULIA L. JACKOWSKI, SECRETARY FOR CASEY'S MARKETING

Signature Julia L. Jackowski

Date 05/01/2019

Name (please print) _____

Signature _____

Date _____

Send this completed application and the applicable fee to your local jurisdiction. If you have any questions contact your city clerk (within city limits) or your county auditor (outside city limits).

FOR CITY CLERK/COUNTY AUDITOR ONLY – MUST BE COMPLETE

- Fill in the amount paid for the permit: _____
- Fill in the date the permit was approved by the council or board: _____
- Fill in the permit number issued by the city/county: _____
- Fill in the name of the city or county issuing the permit: _____
- New ☐ Renewal ☐

Send completed/approved application to Iowa Alcoholic Beverages Division within 30 days of issuance. Make sure the information on the application is complete and accurate. A copy of the permit does not need to be sent; only the application is required. It is preferred that applications are sent via email, as this allows for a receipt confirmation to be sent to the local authority.

- Email: iapledge@iowaabd.com
- Fax: 515-281-7375

Instructions on the reverse side

For period (MM/DD/YYYY) 07 / 01 / 2019 through June 30, 2020

I/we apply for a retail permit to sell cigarettes, tobacco, alternative nicotine, or vapor products:

Business Information:

Trade Name/DBA CASEY'S MARKETING COMPANY/DBA CASEY'S GENERAL STORE #2690

Physical Location Address 500 E MAIN ST City ANAMOSA ZIP 52205

Mailing Address PO BOX 3001 City ANKENY State IA ZIP 50021

Business Phone Number 319-462-3986

Legal Ownership Information:

Type of Ownership: Sole Proprietor ☐ Partnership ☐ Corporation ☒ LLC ☐ LLP ☐

Name of sole proprietor, partnership, corporation, LLC, or LLP CASEY'S GENERAL STORE, INC.

Mailing Address PO BOX 3001 City ANKENY State IA ZIP 50021

Phone Number 515-446-6404 Fax Number 515-965-6205 Email JESSICA.FISHER@CASEYS.COM

Retail Information:

Types of Sales: Over-the-counter ☒ Vending machine ☐

Do you make delivery sales of alternative nicotine or vapor products? (See Instructions) Yes ☐ No ☒

Types of Products Sold: (Check all that apply)

Cigarettes ☒ Tobacco ☒ Alternative Nicotine Products ☒ Vapor Products ☒

Type of Establishment: (Select the option that best describes the establishment)

Alternative nicotine/vapor store ☐ Bar ☐ Convenience store/gas station ☒ Drug store ☐
Grocery store ☐ Hotel/motel ☐ Liquor store ☐ Restaurant ☐ Tobacco store ☐

Has vending machine that assembles cigarettes ☐ Other ☐

If application is approved and permit granted, I/we do hereby bind ourselves to a faithful observance of the laws governing the sale of cigarettes, tobacco, alternative nicotine, and vapor products.

Signature of Owner(s), Partner(s), or Corporate Official(s)

Name (please print) JULIA L. JACKOWSKI, SECRETARY FOR CASEY'S MARKETING

Signature *Julia L. Jackowski*

Date 05/01/2019

Name (please print) _____

Signature _____

Date _____

Send this completed application and the applicable fee to your local jurisdiction. If you have any questions contact your city clerk (within city limits) or your county auditor (outside city limits).

FOR CITY CLERK/COUNTY AUDITOR ONLY – MUST BE COMPLETE

- Fill in the amount paid for the permit: _____
- Fill in the date the permit was approved by the council or board: _____
- Fill in the permit number issued by the city/county: _____
- Fill in the name of the city or county issuing the permit: _____
- New ☐ Renewal ☐

Send completed/approved application to Iowa Alcoholic Beverages Division within 30 days of issuance. Make sure the information on the application is complete and accurate. A copy of the permit does not need to be sent; only the application is required. It is preferred that applications are sent via email, as this allows for a receipt confirmation to be sent to the local authority.

- Email: iapledge@iowaabd.com
- Fax: 515-281-7375

6/30/20 July-June
Iowa Department of
REVENUE

City of Anamosa
107 South Ford St.
Anamosa, IA 52205

**Iowa Retail Permit Application
for Cigarette/Tobacco/Nicotine/Vapor**

<https://tax.iowa.gov>

Fee: \$75.00

Instructions on the reverse side

For period (MM/DD/YYYY) 07 / 01 / 2019 through June 30, 2020

I/we apply for a retail permit to sell cigarettes, tobacco, alternative nicotine, or vapor products:

Business Information:

Trade Name/DBA Dollar General Store #3685
Physical Location Address 314 W Main St. City Anamosa ZIP 52205-1164
Mailing Address 100 Mission Ridge / Tax Dept. City Goodlettsville State TN ZIP 37072
Business Phone Number 319-462-2123

Legal Ownership Information:

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Type of Ownership: Sole Proprietor ☐ Partnership ☐ Corporation ☐ LLC ☒ LLP ☐
Name of sole proprietor, partnership, corporation, LLC, or LLP Dolgencorp, LLC
Mailing Address 100 Mission Ridge / Tax City Goodlettsville State TN ZIP 37072
Phone Number 615-855-4000 Fax Number 877-364-4130 Email Tax-beerandwinlicense@dollargeneral.com

Retail Information:

Types of Sales: Over-the-counter ☒ Vending machine ☐
Do you make delivery sales of alternative nicotine or vapor products? (See Instructions) Yes ☐ No ☒
Types of Products Sold: (Check all that apply)
Cigarettes ☒ Tobacco ☐ Alternative Nicotine Products ☐ Vapor Products ☐

Type of Establishment: (Select the option that best describes the establishment)

Alternative nicotine/vapor store ☐ Bar ☐ Convenience store/gas station ☐ Drug store ☐
Grocery store ☐ Hotel/motel ☐ Liquor store ☐ Restaurant ☐ Tobacco store ☐
Has vending machine that assembles cigarettes ☐ Other ☒ Retail General Merch

If application is approved and permit granted, I/we do hereby bind ourselves to a faithful observance of the laws governing the sale of cigarettes, tobacco, alternative nicotine and vapor products.

Signature of Owner(s), Partner(s), or Corporate Official(s)

Name (please print) Cindy Norton
Signature Cindy Norton
Date 5-16-19

Vendor #309850
Invoice #202003685TOBCITY42
Batch #17546
Name (please print) \$ 75.00
Signature _____
Date _____

Send this completed application and the applicable fee to your local jurisdiction. If you have any questions contact your city clerk (within city limits) or your county auditor (outside city limits).

FOR CITY CLERK/COUNTY AUDITOR ONLY - MUST BE COMPLETE

- Fill in the amount paid for the permit: _____
- Fill in the date the permit was approved by the council or board: _____
- Fill in the permit number issued by the city/county: _____
- Fill in the name of the city or county issuing the permit: _____
- New ☐ Renewal ☐

Send completed/approved application to Iowa Alcoholic Beverages Division within 30 days of issuance. Make sure the information on the application is complete and accurate. A copy of the permit does not need to be sent; only the application is required. It is preferred that applications are sent via email, as this allows for a receipt confirmation to be sent to the local jurisdiction.

- Email: iapledge@iowaabd.com
- Fax: 515-281-7375

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RESOLUTION NO. _____

**RESOLUTION SETTING PUBLIC HEARING ON PROPOSAL TO VACATE AND
CONVEY THAT PORTION OF CEDAR STREET LYING SOUTH OF CHERRY
STREET AND NORTH OF VINE STREET IN THE CITY OF ANAMOSA, IOWA**

WHEREAS that portion of Cedar Street lying South of Cherry Street and North of Vine Street here in the City of Anamosa, Iowa, has never been developed for either pedestrian or vehicular traffic; and,

WHEREAS this Council does not foresee the future need to develop Cedar Street for either pedestrian or vehicular traffic; and,

WHEREAS Patrick F. Heser has offered to purchase that portion of Cedar Street lying South of Cherry Street and North of Vine Street for the sum of \$.25 per square foot and to reimburse the City for all out-of-pocket costs incurred in connection with the transaction; and,

WHEREAS this Council believes the offer of Mr. Heser to purchase that portion of Cedar Street lying South of Cherry Street and North of Vine Street should be accepted;

BE IT RESOLVED, THEREFORE, that the proposal of this Council to vacate and convey that portion of Cedar Street lying South of Cherry Street and North of Vine Street to Mr. Heser for the sum of \$.25 per square foot and reimbursal for all of the City's out-of-pocket costs incurred in connection with the transaction shall come on for public hearing before this Council on the 24th day of June, 2019 at 6 o'clock P.M.

PASSED, ADOPTED AND APPROVED THIS 10th day of June, 2019.

Dale Barnes, Mayor

ATTEST: _____
Penny Lode, Deputy City Clerk

RESOLUTION NO. 2019-__

***RESOLUTION APPROVING THE HIRING OF WATER OPERATOR TRAINEE
EMPLOYEE AND SETTING SALARY FOR FISCAL YEAR 2018-19***

WHEREAS, there is a vacancy in the Water Department; and

WHEREAS, this position was advertised and 9 applications were received for the Water Operator Trainee position; and

WHEREAS, Curtis Paustian was selected to be recommended to the City Council for approval.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF ANAMOSA, IOWA, that Curtis Paustian be approved to fill the position indicated below and at the pay rates shown below for Fiscal Year 2018-19 with a effective start date of 5/29/19.

Position	Employee Name	Hourly Rate
Water Operator <u>Trainee</u> (Until Grade I Water Operator certification received)	Curtis Paustian	\$14.00/hr. after completion of probationary period of 6 months the hourly rate will be \$14.50/hr. and after receipt of Grade I Water Operator certification \$17.50

PASSED AND APPROVED this 10th day of June, 2019.

APPROVAL BY MAYOR

I hereby approve the foregoing **Resolution No. 2019-__** by affixing below my official signature as Mayor of the City of Anamosa, Iowa, this 10th day of June, 2019.

Dale Barnes, Mayor

ATTEST:

Penny Lode, Deputy City Clerk

LAWRENCE

Community Center



Anamosa Parks & Recreation Department

600 East Main Street Anamosa, Iowa 52205

319-462-6181

Dear Council,

I would like to amend Andrew Walton's pay from \$9.50 to \$8.00 an hour. He was originally planning on having an internship with us, but now will fill a seasonal parks position.

Thanks,

Tyler Laing

A handwritten signature in dark ink, appearing to read "Tyler Laing", followed by a long, horizontal, wavy line that extends to the right.

Parks and Recreation Director

RESOLUTION NO. 2019-__

***RESOLUTION APPROVING THE CHANGE IN TITLE AND WAGE ADJUSTMENT FOR
SEASONAL PARKS MAINTENANCE EMPLOYEE FOR 2019 SEASON***

WHEREAS, a seasonal parks employee was hired as an intern; and

WHEREAS, the internship was not approved; and

WHEREAS, the employee can still fulfill a role as a seasonal parks maintenance employee.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF ANAMOSA, IOWA, that Andrew Walton be approved to fill the position indicated below and at the pay rates shown below for Fiscal Year 2018-19 with a effective start date of 5/29/19.

Position	Employee Name	Hourly Rate
Seasonal Parks Maintenance	Andrew Walton	\$8.00/hr.

PASSED AND APPROVED this 10th day of June, 2019.

APPROVAL BY MAYOR

I hereby approve the foregoing **Resolution No. 2019-__** by affixing below my official signature as Mayor of the City of Anamosa, Iowa, this 10th day of June, 2019.

Dale Barnes, Mayor

ATTEST:

Penny Lode, Deputy City Clerk

RESOLUTION NO. 2019-__

***RESOLUTION APPROVING THE HIRING OF PART TIME PATROL OFFICERS AND SETTING
SALARY FOR FISCAL YEAR 2018-19***

WHEREAS, the Anamosa Police Department is temporarily short staffed; and

WHEREAS, certified officers from regional agencies have demonstrated interest in assisting on a part time basis; and

WHEREAS, part time certified officers will provide tremendous benefit to the department during the hiring and training process of new full time officers.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF ANAMOSA, IOWA, that the following persons be approved to fill the position indicated below and at the pay rates shown below for Fiscal Year 2018-19 with an effective start date of 6/10/19.

Position	Employee Name	Hourly Rate
Part Time Patrol Officer	Jason Feldmann	\$19.87/hr.
Part Time Patrol Officer	Josh Lamey	\$19.87/hr.

PASSED AND APPROVED this 10th day of June, 2019.

APPROVAL BY MAYOR

I hereby approve the foregoing **Resolution No. 2019-__** by affixing below my official signature as Mayor of the City of Anamosa, Iowa, this 10th day of June, 2019.

Dale Barnes, Mayor

ATTEST:

Penny Lode, Deputy City Clerk



CliftonLarsonAllen LLP
600 3rd Avenue SE, Suite 300
Cedar Rapids, IA 52401
319-363-2697 | fax 319-363-1746
CLAconnect.com

May 3, 2019

Mayor and City Council Members
City of Anamosa
107 South Ford Street
Anamosa, IA 52205

Dear Ladies and Gentlemen:

We are pleased to confirm our understanding of the terms and objectives of our engagement and the nature and limitations of the audit and nonaudit services CliftonLarsonAllen LLP ("CLA," "we," "us," and "our") will provide for City of Anamosa ("you," "your," or "the entity") for the year ended June 30, 2019.

Adam Pulley is responsible for the performance of the audit engagement.

Audit services

We will audit the cash basis financial statements of the governmental activities, the business-type activities, each major fund, and the aggregate remaining fund information, which collectively comprise the basic financial statements of City of Anamosa, as of and for the year ended June 30, 2019, and the related notes to the financial statements.

We will also evaluate and report on the presentation of the supplementary information accompanying the financial statements in relation to the financial statements as a whole.

The information accompanying the financial statements will not be subjected to the auditing procedures applied in our audit of the financial statements and our auditors' report will not provide an opinion or any assurance on that information.

Nonaudit services

We will also provide the following nonaudit services:

- Preparation of the AFR.
- Preparation of your financial statements and related notes.
- Preparation of adjusting journal entries.

Audit objectives

The objective of our audit is the expression of opinions about whether your basic financial statements are fairly presented, in all material respects, in conformity with the cash basis of accounting (a special purpose framework), which is a basis of accounting other than accounting principles generally accepted in the United States of America (U.S. GAAP). Our audit will be conducted in accordance with auditing standards generally accepted in the United States of America (U.S. GAAS) and the standards for financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, and will include tests of your accounting records and other procedures we consider necessary to enable us to express such opinions. We

will also perform procedures to enable us to express an opinion on whether the supplementary information accompanying the financial statements is fairly stated, in all material respects, in relation to the financial statements as a whole.

We will issue a written report upon completion of our audit of your financial statements. We cannot provide assurance that unmodified opinions will be expressed. Circumstances may arise in which it is necessary for us to modify our opinions, add an emphasis-of-matter or other-matter paragraph(s), or withdraw from the engagement. If our opinions are other than unmodified, we will discuss the reasons with you in advance. If circumstances occur related to the condition of your records, the availability of sufficient, appropriate audit evidence, or the existence of a significant risk of material misstatement of the financial statements caused by error, fraudulent financial reporting, or misappropriation of assets, which in our professional judgment prevent us from completing the audit or forming opinions on the financial statements, we retain the right to take any course of action permitted by professional standards, including declining to express opinions or issue a report, or withdrawing from the engagement.

We will also provide a report (which does not include an opinion) on internal control related to the financial statements and on compliance with the provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a material effect on the financial statements, as required by *Government Auditing Standards*. The report on internal control over financial reporting and on compliance and other matters will include a paragraph that states (1) that the purpose of the report is solely to describe the scope of our testing of internal control and compliance and the result of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance, and (2) that the report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. The paragraph will also state that the report is not suitable for any other purpose. If during our audit we become aware that the entity is subject to an audit requirement that is not encompassed in the terms of this engagement, we will communicate to management and those charged with governance that an audit conducted in accordance with U.S. GAAS and the standards for financial audits contained in *Government Auditing Standards* may not satisfy the relevant legal, regulatory, or contractual requirements.

As part of our audit, we will also perform procedures for testing compliance guidelines in the city per the compliance guide published by the Iowa Auditor of the State.

Auditor responsibilities, procedures, and limitations

We will conduct our audit in accordance with U.S. GAAS and the standards for financial audits contained in *Government Auditing Standards*. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the basic financial statements as a whole are free from material misstatement, whether due to fraud or error. An audit involves performing procedures to obtain sufficient appropriate audit evidence about the amounts and disclosures in the basic financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the basic financial statements.

There is an unavoidable risk, because of the inherent limitations of an audit, together with the inherent limitations of internal control, that some material misstatements may not be detected, even though the audit is

properly planned and performed in accordance with U.S. GAAS and *Government Auditing Standards*. Because we will not perform a detailed examination of all transactions, material misstatements, whether from (1) errors, (2) fraudulent financial reporting, (3) misappropriation of assets, or (4) violations of laws or governmental regulations that are attributable to the entity or to acts by management or employees acting on behalf of the entity, may not be detected. Because the determination of abuse is subjective, *Government Auditing Standards* do not expect auditors to provide reasonable assurance of detecting abuse.

In addition, an audit is not designed to detect immaterial misstatements or violations of laws or governmental regulations that do not have a direct and material effect on the financial statements. However, we will inform the appropriate level of management and those charged with governance of any material errors, fraudulent financial reporting, or misappropriation of assets that come to our attention. We will also inform the appropriate level of management and those charged with governance of any violations of laws or governmental regulations that come to our attention, unless clearly inconsequential, and of any material abuse that comes to our attention.

In making our risk assessments, we consider internal control relevant to the entity's preparation and fair presentation of the basic financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Tests of controls may be performed to test the effectiveness of certain controls that we consider relevant to preventing and detecting fraud or errors that are material to the financial statements and to preventing and detecting misstatements resulting from noncompliance with provisions of laws, regulations, contracts, and grant agreements that have a material effect on the financial statements. Our tests, if performed, will be less in scope than would be necessary to render an opinion on internal control and, accordingly, no opinion will be expressed in our report on internal control issued pursuant to *Government Auditing Standards*. An audit is not designed to provide assurance on internal control or to identify deficiencies, significant deficiencies, or material weaknesses in internal control. However, we will communicate to you in writing significant deficiencies or material weaknesses in internal control relevant to the audit of the basic financial statements that we identify during the audit that are required to be communicated under AICPA professional standards and *Government Auditing Standards*.

As part of obtaining reasonable assurance about whether the financial statements are free of material misstatement, we will perform tests of the entity's compliance with the provisions of laws, regulations, contracts, and grant agreements that have a material effect on the financial statements. However, the objective of our audit will not be to provide an opinion on overall compliance and we will not express such an opinion in our report on compliance issued pursuant to *Government Auditing Standards*.

We will include in our report on internal control over financial reporting and compliance relevant information about any fraud; noncompliance with provisions of laws, regulations, contracts, or grant agreements; or abuse that may have occurred that are required to be communicated under *Government Auditing Standards*.

Our responsibility as auditors is limited to the period covered by our audit and does not extend to any later periods for which we are not engaged as auditors.

Management responsibilities

Our audit will be conducted on the basis that you (management and, when appropriate, those charged with governance) acknowledge and understand that you have certain responsibilities that are fundamental to the conduct of an audit.

You are responsible for the preparation and fair presentation of the financial statements in accordance with the cash basis of accounting. Management's responsibilities include the selection and application of accounting principles; recording and reflecting all transactions in the financial statements; determining the reasonableness of significant accounting estimates included in the financial statements; adjusting the financial statements to correct material misstatements; and confirming to us in the management representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the latest period presented are immaterial, both individually and in the aggregate, to the financial statements taken as a whole.

You are responsible for including all informative disclosures that are appropriate for the cash basis of accounting. Those disclosures will include (a) a description of the cash basis of accounting, including a summary of significant accounting policies, and how the cash basis of accounting differs from U.S. GAAP; (b) informative disclosures similar to those required by U.S. GAAP; and (c) additional disclosures beyond those specifically required that may be necessary for the financial statements to achieve fair presentation.

You are responsible for the design, implementation, and maintenance of effective internal control, including evaluating and monitoring ongoing activities, to help ensure that appropriate goals and objectives are met relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. You are responsible for the design, implementation, and maintenance of internal controls to prevent and detect fraud; assessing the risk that the financial statements may be materially misstated as a result of fraud; and for informing us about all known or suspected fraud affecting the entity involving (1) management, (2) employees who have significant roles in internal control, and (3) others where the fraud could have a material effect on the financial statements. Your responsibilities include informing us of your knowledge of any allegations of fraud or suspected fraud affecting the entity received in communications from employees, former employees, grantors, regulators, or others. In addition, you are responsible for implementing systems designed to achieve compliance with applicable laws and regulations and the provisions of contracts and grant agreements; identifying and ensuring that the entity complies with applicable laws, regulations, contracts, and grant agreements; and informing us of all instances of identified or suspected noncompliance whose effects on the financial statements should be considered. You are responsible for taking timely and appropriate steps to remedy any fraud; noncompliance with provisions of laws, regulations, contracts, or grant agreements; or abuse that we may report.

You are responsible for ensuring that management is reliable and for providing us with (1) access to all information of which you are aware that is relevant to the preparation and fair presentation of the financial statements, such as records, documentation, and other matters, and for the accuracy and completeness of that information, and for ensuring the information is reliable and properly reported; (2) additional information that we may request for the purpose of the audit; and (3) unrestricted access to persons within the entity from whom we determine it necessary to obtain audit evidence. You agree to inform us of events occurring or facts discovered subsequent to the date of the financial statements that may affect the financial statements.

Management is responsible for the preparation of the supplementary information in accordance with the cash basis of accounting. You agree to include our report on the supplementary information in any document that contains, and indicates that we have reported on, the supplementary information. You also agree to include the audited financial statements with any presentation of the supplementary information that includes our report thereon or make the audited financial statements readily available to users of the supplementary information no later than the date the supplementary information is issued with our report thereon. You agree to provide us written representations related to the presentation of the supplementary information.

Management is responsible for providing us with a written confirmation concerning representations made by you and your staff to us in connection with the audit and the presentation of the basic financial statements. During our engagement, we will request information and explanations from you regarding, among other matters, the entity's activities, internal control, future plans, specific transactions, and accounting systems and procedures. The procedures we will perform during our engagement and the conclusions we reach as a basis for our report will be heavily influenced by the representations that we receive in the representation letter and otherwise from you. Accordingly, inaccurate, incomplete, or false representations could cause us to expend unnecessary effort or could cause a material fraud or error to go undetected by our procedures. In view of the foregoing, you agree that we shall not be responsible for any misstatements in the entity's financial statements that we may fail to detect as a result of misrepresentations made to us by you.

Management is responsible for establishing and maintaining a process for tracking the status of audit findings and recommendations. Management is also responsible for identifying for us previous financial audits, attestation engagements, performance audits, or other studies related to the objectives discussed in the "Audit objectives" section of this letter. This responsibility includes relaying to us corrective actions taken to address significant findings and recommendations resulting from those audits, attestation engagements, performance audits, or other engagements or studies. You are also responsible for providing management's views on our current findings, conclusions, and recommendations, as well as your planned corrective actions for the report, and for the timing and format for providing that information.

Responsibilities and limitations related to nonaudit services

For all nonaudit services we may provide to you, management agrees to assume all management responsibilities; oversee the services by designating an individual, preferably within senior management, who possesses suitable skill, knowledge, and/or experience to understand and oversee the services; evaluate the adequacy and results of the services; and accept responsibility for the results of the services.

The responsibilities and limitations related to the nonaudit services performed as part of this engagement are as follows:

- We will prepare the AFR. You will be required to review, approve, and accept responsibility for the AFR.
- We will prepare a draft of your financial statements and related notes. Since the preparation and fair presentation of the financial statements is your responsibility, you will be required to acknowledge in the representation letter our assistance with preparation of the financial statements and that you have reviewed and approved the financial statements and related notes prior to their issuance and have accepted responsibility for those financial statements. You have a responsibility to be in a position in fact and appearance to make an informed judgment on those financial statements.

- We will propose adjusting journal entries as needed. You will be required to review and approve those entries and to understand the nature of the changes and their impact on the financial statements.

These nonaudit services do not constitute an audit under *Government Auditing Standards* and such services will not be conducted in accordance with *Government Auditing Standards*.

Use of financial statements

The financial statements and our report thereon are for management's use. If you intend to reproduce and publish the financial statements and our report thereon, they must be reproduced in their entirety. Inclusion of the audited financial statements in a document, such as an annual report or an offering document, should be done only with our prior approval of the document. You are responsible to provide us the opportunity to review such documents before issuance.

If the parties (i.e., you and CLA) agree that CLA will not be involved with your official statements related to municipal securities filings or other offering documents, we will require that any official statements or other offering documents issued by you with which we are not involved clearly indicate that CLA is not involved with the contents of such documents. Such disclosure should read as follows:

CliftonLarsonAllen LLP, our independent auditor, has not been engaged to perform and has not performed, since the date of its report included herein, any procedures on the financial statements addressed in that report. CliftonLarsonAllen LLP also has not performed any procedures relating to this offering document.

Should you decide to include or incorporate by reference these financial statements and our auditors' report(s) thereon in a future private placement or other offering of equity or debt securities, you agree that we are under no obligation to re-issue our report or provide consent for the use of our report in such a registration or offering document. We will determine, at our sole discretion, whether we will re-issue our report or provide consent for the use of our report only after we have performed the procedures we consider necessary in the circumstances. If we decide to re-issue our report or consent to the use of our report, we will be required to perform certain procedures including, but not limited to, (a) reading other information incorporated by reference in the registration statement or other offering document and (b) subsequent event procedures. These procedures will be considered an engagement separate and distinct from our audit engagement, and we will bill you separately. If we decide to re-issue our report or consent to the use of our report, you agree that we will be included on each distribution of draft offering materials and we will receive a complete set of final documents. If we decide not to re-issue our report or decide to withhold our consent to the use of our report, you may be required to engage another firm to audit periods covered by our audit reports, and that firm will likely bill you for its services. While the successor auditor may request access to our workpapers for those periods, we are under no obligation to permit such access.

With regard to the electronic dissemination of audited financial statements, including financial statements published electronically on your website or submitted on a regulator website, you understand that electronic sites are a means to distribute information and, therefore, we are not required to read the information contained in those sites or to consider the consistency of other information in the electronic site with the original document.

We may issue preliminary draft financial statements to you for your review. Any preliminary draft financial statements should not be relied on or distributed.

Engagement administration and other matters

We understand that your employees will prepare all confirmations, account analyses, and audit schedules we request and will locate any documents or invoices selected by us for testing. A list of information we expect to need for our audit and the dates required will be provided in a separate communication.

We will provide copies of our reports to the entity; however, management is responsible for distribution of the reports and the financial statements. Unless restricted by law or regulation, or containing privileged and confidential information, copies of our reports are to be made available for public inspection.

We are available to perform additional procedures with regard to fraud detection and prevention, at your request, as a separate engagement, subject to completion of our normal engagement acceptance procedures. The terms and fees of such an engagement would be documented in a separate engagement letter.

The audit documentation for this engagement is the sole and exclusive property of CLA and constitutes confidential and proprietary information. However, subject to applicable laws and regulations, audit documentation and appropriate individuals will be made available upon request and in a timely manner to a Regulator, Cognizant or Oversight Agency for Audit, or Pass-through Entity, or its designee, a federal agency providing direct or indirect funding, or the U.S. Government Accountability Office for purposes of a quality review of the audit, to resolve audit findings, or to carry out oversight responsibilities. We will notify you of any such request. If requested, access to such audit documentation will be provided under the supervision of CLA personnel. Furthermore, upon request, we may provide copies of selected audit documentation to the aforementioned parties. These parties may intend, or decide, to distribute the copies or information contained therein to others, including other governmental agencies.

The audit documentation for this engagement will be retained for a minimum of seven years after the report release date or for any additional period requested by the Regulator, Cognizant or Oversight Agency for Audit, or Pass-through Entity. If we are aware that a federal awarding agency, pass-through entity, or auditee is contesting an audit finding, we will contact the party(ies) contesting the audit finding for guidance prior to destroying the audit documentation.

Except as permitted by the "Consent" section of this agreement, CLA will not disclose any confidential, proprietary, or privileged information of the entity to any persons without the authorization of entity management or unless required by law. This confidentiality provision does not prohibit us from disclosing your information to one or more of our affiliated companies in order to provide services that you have requested from us or from any such affiliated company. Any such affiliated company shall be subject to the same restrictions on the use and disclosure of your information as apply to us.

Professional standards require us to be independent with respect to you in the performance of these services. Any discussion that you have with our personnel regarding potential employment with you could impair our independence with respect to this engagement. Therefore, we request that you inform us prior to any such discussions so that we can implement appropriate safeguards to maintain our independence and objectivity. Further, any employment offers to any staff members working on this engagement without our prior knowledge

may require substantial additional procedures to ensure our independence. You will be responsible for any additional costs incurred to perform these procedures.

Our relationship with you is limited to that described in this letter. As such, you understand and agree that we are acting solely as independent accountants. We are not acting in any way as a fiduciary or assuming any fiduciary responsibilities for you. We are not responsible for the preparation of any report to any governmental agency, or any other form, return, or report or for providing advice or any other service not specifically recited in this letter.

Our engagement and responsibility end on delivery of our signed report. Any additional services that might be requested will be a separate, new engagement. The terms and conditions of that new engagement will be governed by a new, specific engagement letter for that service.

Government Auditing Standards require that we make our most recent external peer review report publicly available. The report is posted on our website at www.CLAconnect.com/Aboutus/.

Mediation

Any disagreement, controversy, or claim ("Dispute") that may arise out of any aspect of our services or relationship with you, including this engagement, shall be submitted to non-binding mediation by written notice ("Mediation Notice") to the other party. In mediation, we will work with you to resolve any differences voluntarily with the aid of an impartial mediator.

The mediation will be conducted as specified by the mediator and agreed upon by the parties. The parties agree to discuss their differences in good faith and to attempt, with the assistance of the mediator, to reach an amicable resolution of the Dispute.

Each party will bear its own costs in the mediation. The fees and expenses of the mediator will be shared equally by the parties.

Any Dispute will be governed by the laws of the state of Minnesota, without giving effect to choice of law principles.

Time limitation

The nature of our services makes it difficult, with the passage of time, to gather and present evidence that fully and fairly establishes the facts underlying any Dispute that may arise between the parties. The parties agree that, notwithstanding any statute or law of limitations that might otherwise apply to a Dispute, including one arising out of this agreement or the services performed under this agreement, for breach of contract or fiduciary duty, tort, fraud, misrepresentation or any other cause of action or remedy, any action or legal proceeding by you against us must be commenced within twenty-four (24) months ("Limitation Period") after the date when we deliver our final audit report under this agreement to you, regardless of whether we do other services for you relating to the audit report, or you shall be forever barred from commencing a lawsuit or obtaining any legal or equitable relief or recovery.

The Limitation Period applies and begins to run even if you have not suffered any damage or loss, or have not become aware of the existence or possible existence of a Dispute.

Fees

Our fees for these services will be based on the time involved and the degree of responsibility and skills required, plus expenses including internal and administrative charges. Based on our preliminary estimates, the fee for the engagement should approximate \$22,600. The fee estimate is based on anticipated cooperation from your personnel and their assistance with preparing confirmations and requested schedules. If the requested items are not available on the dates required or are not accurate, the estimated fee for services will likely be higher. If unexpected circumstances require significant additional time, we will advise you before undertaking work that would require a substantial increase in the fee estimate. Our invoices for these fees will be rendered each month as work progresses and are payable on presentation. In accordance with our firm policies, work may be suspended if your account becomes 30 days or more overdue and will not be resumed until your account is paid in full. If we elect to terminate our services for nonpayment, our engagement will be deemed to have been completed even if we have not issued our reports. You will be obligated to compensate us for all time expended and to reimburse us for all out-of-pocket expenditures through the date of termination.

Unanticipated services

We do not anticipate encountering the need to perform additional services beyond those described in this letter. Below are listings of services considered to be outside the scope of our engagement. If any such service needs to be completed before the audit can proceed in an efficient manner, we will determine whether we can provide the service and maintain our independence. If appropriate, we will notify you and provide a fair and reasonable price for providing the service. We will bill you for the service at periodic dates after the additional service has been performed.

Bookkeeping services

Bookkeeping services are not audit services. Bookkeeping services include the following activities:

- Preparation of a trial balance
- Account reconciliations
- Bank statement reconciliations
- Analyzing transactions for proper recording
- Processing immaterial adjustments through the financial statements
- Adjusting the financial statements for new activities and new disclosures

Additional work resulting from unanticipated changes in your organization or accounting records

If your organization undergoes significant changes in key personnel, accounting systems, and/or internal control, we are required to update our audit documentation and audit plan. The following are examples of situations that will require additional audit work:

- Revising documentation of your internal control for changes resulting from your implementation of new information systems

- Deterioration in the quality of the entity's accounting records during the current-year engagement in comparison to the prior-year engagement
- Significant new accounting issues
- Significant changes in your volume of business
- Mergers, acquisitions, or other business combinations
- New or unusual transactions
- Changes in audit scope or requirements resulting from changes in your activities
- Erroneous or incomplete accounting records
- Evidence of material weaknesses or significant deficiencies in internal control
- Substantial increases in the number or significance of problem loans
- Regulatory examination matters
- Implementation or adoption of new or existing accounting, reporting, regulatory, or tax requirements
- New financial statement disclosures

Changes in engagement timing and assistance by your personnel

The fee estimate is based on anticipated cooperation from your personnel and their assistance with timely preparation of confirmations and requested schedules. If the requested items are not available on the dates required or are not accurate, we will advise management. Additional time and costs may be necessary because of such unanticipated delays. Examples of situations that may cause our estimated fee to increase include:

- Significant delays in responding to our requests for information such as reconciling variances or providing requested supporting documentation (e.g., invoices, contracts, and other documents)
- Rescheduling our fieldwork
- Schedule disruption caused by litigation, financial challenges (going concern), loan covenants (waivers), etc.
- Identifying a significant number of proposed audit adjustments
- Schedules prepared by your personnel that do not reconcile to the general ledger



City of Anamosa

107 South Ford Street, Anamosa, Iowa 52205

Phone: (319)462-6055 | Fax: (319) 462-6081

Jacob Sheridan, City Administrator

Email: jacob.sheridan@anamosa-ia.org

MEMO

TO: Mayor and City Council

FROM: City Administrator

SUBJECT: 06-10-19 Council Meeting

DATE: 06-07-19

- 7.1) The Hometown Pride group has partnered with the City of Anamosa to improve and unify the maintenance and aesthetic design of the downtown flower beds. Unfortunately, they were primarily relying on penitentiary labor, which has not been provided. Additionally, the weather has not cooperated. Bill Feldmann is interested in helping work on the flower beds, but he has expressed interest in removing the trees from the downtown.

Personally and professionally, I have seen the evidence that supports maintaining street trees throughout the community, and especially downtown. Therefore, I cannot support permanently removing the trees. However, I could potentially support replacing the trees with different species.

- 7.2) Street Superintendent, Gregg Carpenter has expressed frustration with garbage trucks using city alleys. He believes their weight is causing the pavement to fail much earlier than expected. Therefore, I have worked with City Attorney, Adrian Knuth to develop this ordinance so that we can actually enforce keeping the garbage haulers out of the alley ways.

Frankly, the six ton limit is somewhat arbitrary. Gregg originally proposed eight, but I thought that may be too lenient. For reference, a standard pick up truck weighs between two and three tons. An empty single axle dump truck averages around eight tons. The best estimate of weight for a small, empty garbage truck is 16.5 tons, but that may or may not be reflective of the trucks used in Anamosa. My thinking is that six tons would allow someone to pull a two ton trailer (trailer and cargo) behind a four ton pickup truck and that anything more really doesn't belong in the alley. I am open to other thoughts on the exact limit, but believe this is a good ordinance.

- 7.3) Deb Carson has requested an ordinance to prohibit the feeding of deer and turkeys within city limits. Furthermore, she has provided documentation on the negative effects of feeding deer and wildlife.

- 7.4) I think this is a clear cut case where the dog should be required to leave city limits. The police report supports this. I intentionally left the images of the dog bite out of the agenda packet and am not planning to include them with this memo. The vicious dog ordinance included in the packet does not require the bite to break skin, although in this case it clearly did. Therefore, I didn't think the photos were necessary. If you would like to see the photos, just let me know.
- 7.5) I was unable to find any documentation for this agenda item. The Rotary Club was planning to provide us with a quote for the event insurance, which the city has paid for in the past. They are requesting the same this year, but I do not have a dollar amount to provide you. Furthermore, I believe the council approves the event by motion.
- 10.1) This simply sets the public hearing to vacate and sell the cedar street right of way (ROW) to Pat Hesel.
- 10.2) It was my mistake that this resolution was not included for our last meeting. Because the need for help in the water department was urgent, Curtis started on May 29th.
- 10.3) Andrew Walton was approved by the council for a \$9.50 per hour internship, but circumstances have changed and he will be filling a seasonal parks maintenance role for \$8.00 per hour.
- 10.4) The police department is currently down three full time officer, which is making scheduling quite difficult. Hiring part time officers to help fill in will greatly help us through this time of transition.

I have not had the chance to meet either of the officers, but I trust Chief Hoyt has adequately vetted them. Officer Feldmann is a FT Jones County Deputy. Officer Lamey works for the Cascade Police Department.

- 10.5) In reviewing Iowa Code and discussion with the City Attorney, Adrian Knuth, we agreed it would be best for the council to have a vote confirming the termination of City Clerk Tammy Coons. I have informed Tammy in writing of her right to a hearing before the council and granted her 30 days to provide notice, if she so decides. She has indicated that she does not plan to attend the June 10th meeting, but has not ruled out requesting a hearing at a future date. She has requested a copy of her personnel file, which is her right according to legal counsel, and a copy of the personnel policies.

For clarification, I decided to terminate Tammy as an at-will employee without cause. Therefore, I advise that we not engage in conversation regarding her actions or performance, as they technically do not pertain to the decision. This makes her eligible for payout of her vacation and a portion of her sick leave, as well as, unemployment. Still, it was the better option.

- 10.6) I will attach with this memo a proposed position profile. With Pat Callahan's approval, I modified the profile developed for the 2017-18 city administrator search.
- 10.7) I will attach the proposed wage scales with this memo. The documents reflect a 27 step plan for each full time position. This provides more transparency and allows for better management and planning by establishing clear floors and ceilings for each position. Furthermore, it is a framework for fair merit based raises. I am continuing to work out the details, but essentially, an employee can increase between 0-3 steps each year based on their performance evaluation. This encourages strong performance, but makes it relatively difficult to receive no increase.

If the council decides to approve an across the board cost of living increase, that dollar amount can easily be added to each cell in the wages scales.

Because of delays in the union contract negotiations, I have decided to not discuss the actual proposed wages for FY 20 at this meeting. However, I have completed my proposal and will be sending it to you separately so that you have time to review and ask questions.

Street Department - Wage Scale

Classification Level

Title	Step 7												Step 8												Step 9												Step 10											
	1A	1B	1C	2A	2B	2C	3A	3B	3C	4A	4B	4C	5A	5B	5C	6A	6B	6C	7A	7B	7C	8A	8B	8C	9A	9B	9C																					
Street Laborer I	\$14.00	\$14.07	\$14.14	\$14.21	\$14.28	\$14.35	\$14.42	\$14.49	\$14.56	\$14.64	\$14.72	\$14.80	\$14.88	\$14.96	\$15.04	\$15.12	\$15.20	\$15.28	\$15.36	\$15.44	\$15.52	\$15.60	\$15.68	\$15.76	\$15.84	\$15.92	\$16.00																					
Street Laborer II	\$16.00	\$16.15	\$16.30	\$16.45	\$16.60	\$16.75	\$16.90	\$17.05	\$17.20	\$17.35	\$17.50	\$17.65	\$17.80	\$17.95	\$18.10	\$18.25	\$18.40	\$18.56	\$18.72	\$18.88	\$19.04	\$19.20	\$19.36	\$19.52	\$19.68	\$19.84	\$20.00																					
Street Laborer III	\$18.00	\$18.15	\$18.30	\$18.45	\$18.60	\$18.75	\$18.90	\$19.05	\$19.20	\$19.35	\$19.50	\$19.65	\$19.80	\$19.95	\$20.10	\$20.25	\$20.40	\$20.56	\$20.72	\$20.88	\$21.04	\$21.20	\$21.36	\$21.52	\$21.68	\$21.84	\$22.00																					
Asst. Street Superintendent	\$20.00	\$20.15	\$20.30	\$20.45	\$20.60	\$20.75	\$20.90	\$21.05	\$21.20	\$21.35	\$21.50	\$21.65	\$21.80	\$21.95	\$22.10	\$22.25	\$22.40	\$22.56	\$22.72	\$22.88	\$23.04	\$23.20	\$23.36	\$23.52	\$23.68	\$23.84	\$24.00																					
Street Superintendent	\$24.00	\$24.23	\$24.46	\$24.69	\$24.92	\$25.15	\$25.38	\$25.61	\$25.84	\$26.07	\$26.30	\$26.53	\$26.76	\$26.99	\$27.22	\$27.45	\$27.68	\$27.91	\$28.14	\$28.37	\$28.60	\$28.83	\$29.06	\$29.29	\$29.52	\$29.76	\$30.00																					
Street Laborer I Incl. Amt.	\$0.07	\$0.07	\$0.07	\$0.07	\$0.07	\$0.07	\$0.07	\$0.07	\$0.07	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08																						
Lab. II / Lab. III / Asst. Incr.	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16																						
Superintendent Incl. Amt.	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16																						
Annual Wages																																																
	Step 7												Step 8												Step 9												Step 10											
Title	1A	1B	1C	2A	2B	2C	3A	3B	3C	4A	4B	4C	5A	5B	5C	6A	6B	6C	7A	7B	7C	8A	8B	8C	9A	9B	9C																					
Street Laborer I	\$29.120	\$28.266	\$29.411	\$29.566	\$28.702	\$29.848	\$29.993	\$30.139	\$30.284	\$30.451	\$30.617	\$30.784	\$30.950	\$31.116	\$31.283	\$31.449	\$31.616	\$31.782	\$31.948	\$32.115	\$32.281	\$32.448	\$32.614	\$32.780	\$32.947	\$33.113	\$33.280																					
Street Laborer II	\$33.290	\$33.592	\$33.904	\$34.216	\$34.528	\$34.840	\$35.152	\$35.464	\$35.776	\$36.088	\$36.400	\$36.712	\$37.024	\$37.336	\$37.648	\$37.960	\$38.272	\$38.604	\$38.937	\$39.270	\$39.603	\$39.936	\$40.268	\$40.601	\$40.934	\$41.267	\$41.600																					
Street Laborer III	\$37.440	\$37.762	\$38.064	\$38.376	\$38.688	\$39.000	\$39.312	\$39.624	\$39.936	\$40.248	\$40.560	\$40.872	\$41.184	\$41.496	\$41.808	\$42.120	\$42.432	\$42.764	\$43.097	\$43.430	\$43.763	\$44.096	\$44.428	\$44.761	\$45.094	\$45.427	\$45.760																					
Asst. Street Superintendent	\$41.600	\$41.812	\$42.224	\$42.556	\$42.848	\$43.160	\$43.472	\$43.784	\$44.096	\$44.408	\$44.720	\$45.032	\$45.344	\$45.656	\$45.968	\$46.280	\$46.592	\$46.924	\$47.257	\$47.590	\$47.923	\$48.256	\$48.588	\$48.921	\$49.254	\$49.587	\$49.920																					
Street Superintendent	\$49.920	\$50.398	\$50.876	\$51.356	\$51.833	\$52.312	\$52.790	\$53.268	\$53.747	\$54.225	\$54.704	\$55.182	\$55.660	\$56.139	\$56.617	\$57.096	\$57.574	\$58.052	\$58.531	\$59.009	\$59.488	\$59.966	\$60.444	\$60.923	\$61.401	\$61.800	\$62.400																					

Parks and Recreation Department - Wage Scale

Classification Level

Title	Step 4			Step 5			Step 6			Step 7			Step 8														
	1A	1B	1C	2A	2B	2C	3A	3B	3C	4A	4B	4C	5A	5B	5C	6A	6B	6C	7A	7B	7C	8A	8B	8C	9A	9B	9C
Deputy Director	\$16.00	\$16.23	\$16.46	\$16.69	\$16.92	\$17.15	\$17.38	\$17.61	\$17.84	\$18.07	\$18.30	\$18.53	\$18.76	\$18.99	\$19.22	\$19.45	\$19.68	\$19.91	\$20.14	\$20.37	\$20.60	\$20.83	\$21.06	\$21.29	\$21.52	\$21.76	\$22.00
Director	\$18.00	\$18.23	\$18.46	\$18.69	\$18.92	\$19.15	\$19.38	\$19.61	\$19.84	\$20.07	\$20.30	\$20.53	\$20.76	\$20.99	\$21.22	\$21.45	\$21.68	\$21.91	\$22.14	\$22.37	\$22.60	\$22.83	\$23.06	\$23.29	\$23.52	\$23.76	\$24.00
Increase Amt.		\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.24	\$0.24	
Annual Wages																											
Title	1A	1B	1C	2A	2B	2C	3A	3B	3C	4A	4B	4C	5A	5B	5C	6A	6B	6C	7A	7B	7C	8A	8B	8C	9A	9B	9C
Deputy Director	\$33,280	\$33,755	\$34,236	\$34,715	\$35,193	\$35,672	\$36,150	\$36,629	\$37,107	\$37,586	\$38,064	\$38,542	\$39,020	\$39,499	\$39,977	\$40,456	\$40,934	\$41,412	\$41,891	\$42,369	\$42,848	\$43,326	\$43,804	\$44,283	\$44,761	\$45,260	\$45,760
Director	\$37,440	\$37,918	\$38,396	\$38,875	\$39,353	\$39,832	\$40,310	\$40,788	\$41,267	\$41,745	\$42,224	\$42,702	\$43,180	\$43,658	\$44,137	\$44,616	\$45,094	\$45,572	\$46,051	\$46,529	\$47,008	\$47,486	\$47,964	\$48,443	\$48,921	\$49,420	\$49,920

		Classification Level																															
		Step 1				Step 2				Step 3				Step 4				Step 5				Step 6				Step 7				Step 8			
Title	1A	1B	1C	2A	2B	2C	3A	3B	3C	4A	4B	4C	5A	5B	5C	6A	6B	6C	7A	7B	7C	8A	8B	8C	9A	9B	9C						
Utility Billing Clerk	\$14.00	\$14.07	\$14.14	\$14.21	\$14.28	\$14.35	\$14.42	\$14.49	\$14.56	\$14.64	\$14.72	\$14.80	\$14.88	\$14.96	\$15.04	\$15.12	\$15.20	\$15.28	\$15.36	\$15.44	\$15.52	\$15.60	\$15.68	\$15.76	\$15.84	\$15.92	\$16.00						
Deputy City Clerk	\$18.00	\$18.23	\$18.46	\$18.69	\$18.92	\$19.15	\$19.38	\$19.61	\$19.84	\$20.07	\$20.30	\$20.53	\$20.76	\$20.99	\$21.22	\$21.45	\$21.68	\$21.91	\$22.14	\$22.37	\$22.60	\$22.83	\$23.06	\$23.29	\$23.52	\$23.76	\$24.00						
City Clerk	\$24.00	\$24.27	\$24.54	\$24.81	\$25.09	\$25.37	\$25.66	\$25.93	\$26.21	\$26.47	\$26.77	\$27.05	\$27.33	\$27.61	\$27.89	\$28.17	\$28.45	\$28.73	\$29.01	\$29.29	\$29.57	\$29.86	\$30.13	\$30.41	\$30.69	\$30.97	\$31.25						
City Administrator	Contract (\$85,000)																																
UB Clerk Increase Amt.		\$0.07	\$0.07	\$0.07	\$0.07	\$0.07	\$0.07	\$0.07	\$0.07	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08							
Deputy Incr. Amt.		\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.24							
City Clerk Incr. Amt.		\$0.27	\$0.27	\$0.27	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28							
Annual Wages																																	
Title	1A	1B	1C	2A	2B	2C	3A	3B	3C	4A	4B	4C	5A	5B	5C	6A	6B	6C	7A	7B	7C	8A	8B	8C	9A	9B	9C						
Utility Billing Clerk	\$29,120	\$29,265	\$29,411	\$29,556	\$29,702	\$29,848	\$29,993	\$30,138	\$30,284	\$30,451	\$30,617	\$30,784	\$30,950	\$31,116	\$31,283	\$31,449	\$31,616	\$31,782	\$31,948	\$32,115	\$32,281	\$32,448	\$32,614	\$32,780	\$32,947	\$33,113	\$33,280						
Deputy City Clerk	\$37,440	\$37,918	\$38,396	\$38,875	\$39,353	\$39,832	\$40,310	\$40,788	\$41,267	\$41,745	\$42,224	\$42,702	\$43,180	\$43,659	\$44,137	\$44,616	\$45,094	\$45,572	\$46,051	\$46,529	\$47,008	\$47,486	\$47,964	\$48,443	\$48,921	\$49,420	\$49,920						
City Clerk	\$49,920	\$50,481	\$51,043	\$51,604	\$52,167	\$52,729	\$53,292	\$53,854	\$54,416	\$54,978	\$55,541	\$56,104	\$56,667	\$57,230	\$57,793	\$58,356	\$58,919	\$59,482	\$60,045	\$60,608	\$61,171	\$61,734	\$62,297	\$62,860	\$63,423	\$63,986	\$64,549						
City Administrator	Contract (\$85,000)																																

Water Department - Wage Scale

Title	Classification Level																							
	1A	1B	1C	2A	2B	2C	3A	3B	3C	4A	4B	4C	5A	5B	5C	6A	6B	6C	7A	7B	7C	8A	8B	8C
Water Trainee	\$17.00																							
Water Operator I	\$20.00	\$20.15	\$20.30	\$20.45	\$20.60	\$20.75	\$20.90	\$21.05	\$21.20	\$21.35	\$21.50	\$21.65	\$21.80	\$21.95	\$22.10	\$22.25	\$22.40	\$22.55	\$22.72	\$22.88	\$23.04	\$23.20	\$23.36	\$23.52
Water Operator II	\$22.00	\$22.15	\$22.30	\$22.45	\$22.60	\$22.75	\$22.90	\$23.05	\$23.20	\$23.35	\$23.50	\$23.65	\$23.80	\$23.95	\$24.10	\$24.25	\$24.40	\$24.55	\$24.72	\$24.88	\$25.04	\$25.20	\$25.36	\$25.52
Water Superintendent	\$28.00	\$28.23	\$28.46	\$28.69	\$28.92	\$27.15	\$27.38	\$27.61	\$27.84	\$28.07	\$28.30	\$28.53	\$28.76	\$28.99	\$29.22	\$29.45	\$29.68	\$29.91	\$30.14	\$30.37	\$30.60	\$30.83	\$31.06	\$31.29
Operator Increase Aml.		\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16
Superintendent Incr. Aml.		\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23
Annual Wages																								
Step 7																								
Step 8																								
Wastewater Trainee	\$25.360																							
Wastewater Operator I	\$41,600	\$41,912	\$42,224	\$42,536	\$42,848	\$43,160	\$43,472	\$43,784	\$44,096	\$44,408	\$44,720	\$45,032	\$45,344	\$45,656	\$45,968	\$46,280	\$46,592	\$46,904	\$47,217	\$47,530	\$47,843	\$48,156	\$48,469	\$48,782
Wastewater Operator II	\$45,760	\$46,072	\$46,384	\$46,696	\$47,008	\$47,320	\$47,632	\$47,944	\$48,256	\$48,568	\$48,880	\$49,192	\$49,504	\$49,816	\$50,128	\$50,440	\$50,752	\$51,064	\$51,377	\$51,690	\$52,003	\$52,316	\$52,629	\$52,942
Wastewater Superintendent	\$54,080	\$54,558	\$55,036	\$55,513	\$55,993	\$56,472	\$56,950	\$57,428	\$57,907	\$58,385	\$58,864	\$59,342	\$59,820	\$60,298	\$60,777	\$61,256	\$61,734	\$62,212	\$62,691	\$63,169	\$63,648	\$64,126	\$64,604	\$65,083

Classification Level																											
Title	Step 4												Step 5			Step 6			Step 7			Step 8			Step 9		
	1A	1B	1C	2A	2B	2C	3A	3B	3C	4A	4B	4C	5A	5B	5C	6A	6B	6C	7A	7B	7C	8A	8B	8C	9A	9B	9C
Wastewater Trainee	\$17.00																										
Wastewater Operator I	\$20.00	\$20.15	\$20.30	\$20.45	\$20.60	\$20.75	\$20.90	\$21.05	\$21.20	\$21.35	\$21.50	\$21.65	\$21.80	\$21.95	\$22.10	\$22.25	\$22.40	\$22.55	\$22.72	\$22.88	\$23.04	\$23.20	\$23.35	\$23.52	\$23.68	\$23.84	\$24.00
Wastewater Operator II	\$22.00	\$22.15	\$22.30	\$22.45	\$22.60	\$22.75	\$22.90	\$23.05	\$23.20	\$23.35	\$23.50	\$23.65	\$23.80	\$23.95	\$24.10	\$24.25	\$24.40	\$24.55	\$24.72	\$24.88	\$25.04	\$25.20	\$25.35	\$25.52	\$25.68	\$25.84	\$26.00
Wastewater Operator III	\$24.00	\$24.15	\$24.30	\$24.45	\$24.60	\$24.75	\$24.90	\$25.05	\$25.20	\$25.35	\$25.50	\$25.65	\$25.80	\$25.95	\$26.10	\$26.25	\$26.40	\$26.55	\$26.72	\$26.88	\$27.04	\$27.20	\$27.35	\$27.52	\$27.68	\$27.84	\$28.00
Wastewater Superintendent	\$28.00	\$28.23	\$28.46	\$28.69	\$28.92	\$29.15	\$29.38	\$29.61	\$29.84	\$30.07	\$30.30	\$30.53	\$30.76	\$30.99	\$31.22	\$31.45	\$31.68	\$31.91	\$32.14	\$32.37	\$32.60	\$32.83	\$33.06	\$33.29	\$33.52	\$33.76	\$34.00
Operator Increase Amt.		\$0.15	\$0.15		\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16
Superintendent Incr. Amt.		\$0.23	\$0.23		\$0.23	\$0.23	\$0.23	\$0.23	\$0.23		\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23	\$0.24	\$0.24
Annual Wages																											
Title																											
Wastewater Trainee	1A	1B	1C	2A	2B	2C	3A	3B	3C	4A	4B	4C	5A	5B	5C	6A	6B	6C	7A	7B	7C	8A	8B	8C	9A	9B	9C
Wastewater Operator I	\$35,360																										
Wastewater Operator II	\$41,600	\$41,912	\$42,224	\$42,536	\$42,848	\$43,160	\$43,472	\$43,784	\$44,096	\$44,408	\$44,720	\$45,032	\$45,344	\$45,656	\$45,968	\$46,280	\$46,592	\$46,904	\$47,216	\$47,528	\$47,840	\$48,152	\$48,464	\$48,776	\$49,088	\$49,400	\$49,712
Wastewater Operator III	\$45,760	\$46,072	\$46,384	\$46,696	\$47,008	\$47,320	\$47,632	\$47,944	\$48,256	\$48,568	\$48,880	\$49,192	\$49,504	\$49,816	\$50,128	\$50,440	\$50,752	\$51,064	\$51,376	\$51,688	\$52,000	\$52,312	\$52,624	\$52,936	\$53,248	\$53,560	\$53,872
Wastewater Superintendent	\$58,240	\$58,718	\$59,196	\$59,675	\$60,153	\$60,632	\$61,110	\$61,588	\$62,067	\$62,545	\$63,024	\$63,502	\$63,980	\$64,459	\$64,937	\$65,416	\$65,894	\$66,372	\$66,851	\$67,329	\$67,808	\$68,286	\$68,764	\$69,243	\$69,721	\$70,200	\$70,720