

AGENDA

CITY COUNCIL MEETING

Tuesday, February 24, 2026

5:30 P.M.

CITY HALL COUNCIL CHAMBERS

- I. PLEDGE OF ALLEGIANCE
- II. CALL TO ORDER:
- III. OPEN FORUM: This is a time for any resident of Jefferson to speak to the Council on an item that is not on the agenda. Limit of three minutes per speaker.
- IV. CONSENT ITEMS:
 - A. Approve Council minutes from February 10th.
 - B. Approve Class C Retail Alcohol License for Jefferson Community Golf Course.
 - C. Approve Class C Retail Alcohol License for Wild Rose Jefferson
 - D. Approve Neighborhood Improvement Incentive Grant for 204 E. Madison Street.
 - E. Approve Eric Carlson as a Member of the Jefferson Fire Department.
 - F. Approve Sewer Forgiveness for 103 S. Walnut Street
- V. NEW BUSINESS:
 - A. **RESOLUTION** Approving Employee Salaries for Calendar Year 2025.
 - B. **RESOLUTION** Approving 28E Agreement for Swimming Pool Use,
 - C. **RESOLUTION** Confirming the Employment of Joe Foote as City Golf Course Clubhouse Manager.
 - D. **RESOLUTION** Confirming the Employment of Jabob Kopaska as Golf Course Superintendent
 - E. Consider Proposal from Bolten & Menk to Update Risk & Resilience Plan and Emergency Response Plan for Water Utility.
 - F. GCDC – Presentation on Commercial Flex Space
- VI. REPORTS:
 - A. Engineer, City Clerk, Attorney, City Administrator
 - B. Economic Development
 - C. Departments
 - D. Council & Committees
 - E. Mayor
- VII. ADJOURN.

TO: Mayor and City Council Members
FROM: Scott Peterson, City Administrator
SUBJECT: General Information Memo
Regular City Council Session
Tuesday, February 24, 2026 5:30 p.m.

Neighborhood Improvement Grant: Enclosed is an application for Neighborhood Improvement funds of \$709 to place siding on a garage at 204 E. Madison.

2025 Wages: Annually, the City must pass a resolution listing the gross wages paid to all employees during the previous year. This resolution will be published in the newspaper.

Swim Team 28E: Enclosed is a 28E agreement regarding the Swim Team's use of the swimming pool.

Golf Course Employees: Joe Foote will return as Clubhouse Manager and Jacob Kopaska will return as Golf course Superintendent for 2026. Their proposed working agreements and resolutions approving these agreements are enclosed.

Water Plans: The City is required to have a Risk & Resilience Plan and an Emergency Response Plan for the Water Utility. These plans must be recertified every five years. The City last completed these plans in 2020. Bolten & Menk has submitted a proposal to update both of these plans for a total of \$9,500.

GCDC Report: Greg Pıklapp will present information on Commercial Flex Space, focusing on the Wendl project in the GCDC East Business Park.

Scott's Vacation: I will be on vacation March 2-6.

City of Jefferson

Neighborhood Improvement Incentive Program Application

Purpose:

The purpose of this grant program is to assist organizations, residents, and business owners within the City of Jefferson to strengthen their neighborhood's appearance, to promote the area to visitors, and to improve the quality of life.

Eligible Applicants:

- ◆ Eligible applicants are owner occupied property owners in the City of Jefferson who are committed to improve neighborhoods, promote the area, and improve the quality of life.

Eligible Projects to be Considered for Funding: (At least one of the items)

- ◆ Projects that demolish a structure, including grading and seeding the area, in residential or commercial and public or private property.
- ◆ Projects that correct violations of the current International Property Maintenance Code
- ◆ Project must be completed one year from application approval date.

Funding Requirements:

- ◆ Maximum request is \$4,000.
- ◆ Grant funds are available on a reimbursement basis only.
- ◆ Grants will generally be awarded on a 50/50 cash match basis up to \$4,000 on materials only.
- ◆ Before and after pictures are required for funding.

Applicant Information

Organization Name: _____ Project Name: _____
Contact Person: Angie Kiger Mailing Address: 204 E Madison Street
City, State, Zip: Jefferson IA 50201 Daytime Phone Number: 515-368-5322
Application Date: 2/4/26 E-mail: Kakiger66@yahoo.com
Total Project Cost: \$ 2836.00 Amount requesting from this grant program: \$ 709.00
Project Address: 204 E Madison Street
Project Description: install siding on garage

The City Administrator and the Building Official will make final recommendations to the City Council regarding which projects should be funded. However, they will solicit input by utilizing, the City Engineer, City Department Staff, and/or City Council Members.

For More Information/Questions:

Contact the City Administrator, City Clerk or Building Official at 515-386-3111.

Approval Date: _____

Denial: _____

RESOLUTION NO. -26

RESOLUTION APPROVING EMPLOYEE SALARIES FOR CALENDAR YEAR
2025

WHEREAS, the City of Jefferson Wage and Benefit Committee has met to consider Salaries for the City of Jefferson employees, and

WHEREAS, the City of Jefferson has paid the following salaries for the calendar year 2024 for the City of Jefferson employees:

| | |
|------------------------|-------------|
| Barden, Zachary T. | \$71791.01 |
| Bigler, Bohden D. | \$72,950.29 |
| Clouse, Mark A. | \$87,705.37 |
| Hansen, Trevor J. | \$65,090.90 |
| Kroeger, Jason J. | \$76,795.56 |
| Luther, Noah D. | \$63,943.29 |
| Thurman, Shaydon R. | \$36,457.42 |
| Wolterman, Mark N. | \$70,811.86 |
| Bauer, Derrik M. | \$1,437.57 |
| Black, Chad A. | \$965.00 |
| Campbell, Benjamin K. | \$965.00 |
| Chargo, Dallas G. | \$790.00 |
| Cunningham, Eldon D. | \$1,445.00 |
| Durbin, Matthew L. | \$595.00 |
| Fester, Jacob W. | \$1,240.00 |
| Fester, Timothy W. | \$1,505.00 |
| Ganoe, Jamie L. | \$2,415.00 |
| Goughnour, Jeremiah J. | \$1,475.00 |
| Hadley, Robert A. | \$180.00 |
| Hoyle, Bryce E. | \$700.00 |
| Lamaak, Justin J. | \$2,375.00 |
| Lawson, Robert E. | \$1,567.24 |
| Newby, Robert J. | \$105.00 |
| Olson, Shawn T. | \$1,470.00 |
| Rogers, Larry W. | \$1,540.00 |
| Scheffler, Steven A. | \$1,710.00 |
| Schiltz, Sean P. | \$1,538.35 |
| Schiltz, Sydney A. | \$320.00 |
| Semke, Ted L. | \$1,980.00 |
| Shriver, Colin D. | \$780.00 |
| Wahl, Michael J. | \$460.00 |
| Weber, Scott R. | \$1,735.00 |
| Williams, Jack J. | \$3,357.50 |
| DeMoss, Beth A. | \$263.25 |

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|---------------------------|-------------|
| Pauley, Jeanette L. | \$21,435.91 |
| Reedy, Sadie M. | \$6,371.81 |
| Morlan, David M. | \$84,450.70 |
| Baker, Marcy M. | \$2,028.00 |
| Boude, Carrie R. | \$2,160.98 |
| Contner, Judy K. | \$381.43 |
| Heithoff, Sandra L. | \$3,652.77 |
| Jensen, Carrie S. | \$12,642.80 |
| Jones, Kelsea M. | \$17,645.43 |
| Louk, Faith M. | \$2,134.00 |
| Millard, Jane E. | \$60,010.69 |
| Mount, Bailey D. | \$34,605.78 |
| Richardson, Trudy J. | \$9,350.43 |
| Roeder, Sarah M. | \$16,578.51 |
| Spencer, Anaia V. | \$3,192.00 |
| Stehn, Diana L. | \$18,117.89 |
| Wind, Brian P. | \$1,974.47 |
| Wright, Natalie G. | \$4,518.50 |
| Onken, Duane R. | \$70,156.82 |
| Ball, Ashlynn R. | \$1,040.13 |
| Brant, Lois R. | \$307.13 |
| Carman, Isaac D. | \$2,282.25 |
| Clark, Aiden J. | \$4,899.20 |
| Cunningham, Jaclynn M. | \$1,068.19 |
| Danielson, Gary F. | \$3,532.15 |
| Dowling, Sally L. | \$4,422.32 |
| Freeman, Kendall J. | \$8,844.16 |
| Johnson, Bellah J. | \$1,151.51 |
| Kral, Nathan R. | \$62,803.77 |
| McGrauth, Corey M. | \$4,112.58 |
| Monthei, Kelly M. | \$460.15 |
| Nugent, Paul E. | \$2,525.38 |
| Sumner, Disiree M. | \$1,160.90 |
| Wathen, Lyndsey C. | \$3,904.58 |
| Carstens, Ebyn E. | \$2,046.88 |
| Cunningham, Chanlyn C. | \$767.89 |
| Dane, Solstice E. | \$1,308.94 |
| Daugherty, Christopher M. | \$2,150.50 |
| Dzuris, Makenna K. | \$1,246.89 |
| Dzuris, Mason R. | \$1,375.51 |
| Ewalt, Emma M. | \$3,392.13 |
| Gordon, Liam D. | \$1,386.94 |
| Gries, Adysen M. | \$1,174.25 |
| Hankel, Christopher K. | \$1,837.52 |

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|------------------------|--------------|
| Harris, London S. | \$1,474.00 |
| Hooper, Ilse A. | \$5,028.15 |
| Mikkelsen, Margaret E. | \$3,428.76 |
| Miller, Mylie J. | \$994.90 |
| Nystrom, Leah F. | \$819.38 |
| Pound, Anna L. | \$4,715.49 |
| Schmidt, Maelee M. | \$1,590.76 |
| Schmidt, Samantha K. | \$4,844.50 |
| Towers, Natalie J. | \$1,666.50 |
| Weber, Jady D. | \$816.38 |
| Woodley, Jonas D. | \$2,092.15 |
| Zollman, Drayson M. | \$1,277.26 |
| Kaufman, Blake M. | \$1,000.00 |
| Adcock, Wade | \$1,799.00 |
| Cartwright, Jeremy A. | \$3,398.50 |
| Foote, Joseph V. | \$39,015.60 |
| Kopaska, Jacob L. | \$51,868.48 |
| Labath, William J. | \$11,565.38 |
| Lawson, Jordan E. | \$2,943.50 |
| Renwanz, Cody W. | \$48.73 |
| Welch, Tommy E. | \$5,225.50 |
| Fisher, Eric M. | \$48,461.38 |
| Ahrenholtz, Harry E. | \$1,349.43 |
| Berry, Craig J. | \$4,800.00 |
| Jackson, Darren F. | \$1,405.65 |
| Peterson, Scott D. | \$114,176.46 |
| Sloan, Chad P. | \$1,349.42 |
| Wetrich, Matthew T. | \$1,461.88 |
| Zmolek, Patrick M. | \$1,349.43 |
| Curtis, Hannah L. | \$7,926.10 |
| Gorsuch, Roxanne R. | \$60,302.10 |
| Kennedy, Diane M. | \$12,912.50 |
| Morlan, Sarah E. | \$41,573.67 |
| Pohlmeyer, Henry N. | \$46,817.43 |
| Richardson, Joyce D. | \$16,091.31 |
| Stevens, Chad M. | \$61,004.16 |
| Hostetler, Paul D. | \$8,046.00 |
| Robbins, Rodney A. | \$54,864.15 |
| Teed, Mickey L. | \$39,486.54 |
| Teeple, David M. | \$69,550.97 |
| Wampler, Raymond W. | \$14,280.24 |
| Carlson, Michael A. | \$42,110.53 |
| DeMoss, Kyle R. | \$60,889.28 |
| Geisler, Kirk E. | \$42,007.52 |

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|-----------------------|-------------|
| Seaman, Walter J. III | \$3,758.22 |
| Moranville, Daniel J. | \$68,899.07 |
| Olson, Shawn C. | \$57,115.16 |
| McDowell, Bill D. | \$42,151.82 |
| Shiple, Lucas S. | \$6,788.47 |
| Wallace, Michael C. | \$57,460.06 |
| Curtis, Kent C. | \$52,703.68 |

NOW, THEREFORE, BE IT RESOLVED THAT THE City Council of the City of Jefferson approved the salaries for the City of Jefferson employees from January 1, 2025 - December 31, 2025 as they are listed in this resolution.

PASSED AND ADOPTED this day of February 24, 2026.

Craig J. Berry, Mayor

Roxanne Gorsuch, City Clerk

28E AGREEMENT FOR SWIMMING POOL USE

This Agreement for use of the Jefferson Swimming Pool (the "Agreement") is dated as of, February 13 2026, is between the City of Jefferson ("City") and the Greene County Swim Team ("GCST") and is entered into pursuant to Chapter 28E of the Code of Iowa.

The City of Jefferson has agreed to permit GCST's use of the Jefferson Swimming Pool located at 710 S Maple Street, Jefferson, IA (the "Facility"), for practices and events without charge, provided the GCST maintains the cleanliness of the Facility and uses it in a manner consistent with the standards set forth herein.

The parties therefore agree as follows:

1. Purpose of Agreement. The purpose of this Agreement is to formalize the terms under which the GCST may use the pool facilities owned and operated by the City.
2. Facility Use. The City shall permit the GCST use of the Facility without charge for agreed upon scheduled events and practices for the duration of this Agreement. GCST shall present to the Parks and Rec Director for the City a proposed schedule showing the dates and times of practices and swim meets no later than May 1st each year during the Term of this Agreement, and use of the Facility is contingent up the City's approval of the schedule so presented. GCST will be responsible for staffing the concession stand during all GCST swim meets, and in doing so GCST shall be solely responsible for providing the concessions sold and, to that end, shall collect and keep all revenue from the sales of such concessions.
3. Duration of Term. This Agreement shall be in effect from the date it is signed by both parties until December 31, 2026, and shall automatically renew for one-year terms thereafter unless terminated as provided herein.
4. Obligations of Jefferson. The City agrees as follows:
 - a. The City shall own the Facility and maintain it in operational condition, including ensuring water quality, compliance with public safety regulations, and structural readiness.
 - b. The City will inspect the Facility and surrounding areas after GCST use to monitor compliance with cleaning requirements.
 - c. The City's point of contact shall be the Parks and Rec Director.
 - d. The City shall budget and appropriate funds to cover the cost of operating the Facility.

5. Obligations of GCST. GCST agrees to clean and maintain the areas of the Facility utilized during practices and swim meet events, returning the Facility to the condition it was in immediately prior to GCST's use, except as otherwise noted. Cleaning responsibilities of GCST shall include:

- a. Removal of all trash and debris to designated trash receptacles at the conclusion of each practice or event.
- b. Sweeping, mopping, and wiping down poolside surfaces. All spills shall be cleaned completely.
- c. Cleaning the concession stand and concession area during and after its use, restoring the same to its condition immediately prior to the swim meet.
- d. Returning equipment, including chairs, lane dividers, and other pool amenities, to their designated locations.
- e. The GCST shall designate a representative to act as a point of contact with the City for inspection and compliance purposes.
- f. The GCST shall immediately report any damage to Facility caused during its use. GCST agrees to repair or reimburse the City for the cost of repairs for damages caused by their use, ordinary wear and tear excluded.

The City, and in particular the lifeguards employed by the City, shall be responsible for cleaning and maintaining restrooms to ensure they are free from trash and debris after practices and events.

6. Inspection and Non-Compliance. The City may inspect the Facility following each GCST use. Any deficiencies in cleaning will be documented and communicated to the GCST. If GCST fails to remedy cleaning deficiencies within twenty-four (24) hours of notice, the City reserves the right to perform necessary cleaning and charge the GCST for costs incurred.

7. Rules and Conduct. All GCST swim participants, coaches and spectators shall comply with all of City's pool rules and policies. Violations of the rules and policies may result in suspension of GCST's use of the Facility or termination of this Agreement.

8. Staffing. GCST shall provide qualified coaches and adequate supervision at all times during GCST's use of the Facility. All GCST coaches shall be lifeguard certified pursuant to local or state regulations, whichever is more restrictive. GCST shall have an adequate number of coaches present for all practices to ensure proper instruction and safety for all swimmers. The City shall provide an adequate number of lifeguards for all GCST swim meets. If the City is unable to provide an adequate number of lifeguards for the GCST swim meet, the City shall

- a. Notify the GCST's representative referenced in Section 5(e) as soon as the City becomes aware of the staffing issue.
- b. Work in good faith with GCST to reschedule any missed swim meets as a result of lack of lifeguard staffing.
- c. Subject to City's sole discretion, GCST may offer to staff the swim meet with its own certified lifeguards. In such case, the GCST-provided lifeguards must meet all required certifications and shall be present in lifeguard-designated positions at the Facility during the entire swim meet. All GCST-provided lifeguards shall sign the City's volunteer forms and waivers prior to assuming any lifeguard duties for the swim meet.

9. Liability. The GCST assumes full responsibility for its members, volunteers, and invitees while using the Facility.

10. Insurance. GCST shall, at its sole expense, procure and maintain general liability insurance with coverage limits of at least \$1 per occurrence. The policy shall include coverage for bodily injury, property damage, and participant injuries. Certificates of insurance naming the City as an additional insured shall be provided annually prior to use of the Facility.

11. Indemnification. The GCST agrees to indemnify, defend, and hold harmless the City, its officers, employees, agents, and representatives from any and all claims, damages, liabilities, and expenses, including reasonable attorney's fees, arising from the GCST use of the Facility, except to the extent such claims are caused by the City's negligence or willful misconduct.

12. Administrator. The City Administrator of the City of Jefferson shall serve as administrator for the purpose of administering the cooperative undertaking provided for under this Agreement, as contemplated by Iowa Code Section 28E.6(1)(a).

13. Termination.

- a. Prior to December 31, 2026, both parties may jointly agree to terminate the Agreement by written agreement.
- b. Following the initial term, either Party may terminate this Agreement by giving 60 days written notice of such termination.
- c. City may terminate this Agreement for substantial violation of the City's pool rules and policies, as provided in Section 7.

14. No Entity or Joint Property. This Agreement does not create a separate legal entity to conduct the cooperative undertaking provided for in this Agreement. It is also contemplated that no property will be acquired jointly by the parties for this undertaking as all property now owned and to be hereafter acquired by the parties which may be used for this cooperative undertaking is and shall be separately owned by the parties.

15. Governing Law. The validity, construction and enforcement of this Agreement shall be governed by the laws of the State of Iowa. Venue for any dispute shall be in the courts located in Greene County, Iowa.

16. Severability. The invalidity of any one or more phrases, clauses, sentences, sections, paragraphs or provisions of this Agreement shall not affect the remaining portions hereof.

17. Amendment. This Agreement may be amended only by a written agreement signed by all the parties.

18. Nonexclusive Agreement. GCST acknowledges and understands that Jefferson may enter into separate 28E agreements with other entities related to the use of the Facility. Those separate agreements shall not impact or disrupt the rights and obligations of Jefferson and GCST under this Agreement.

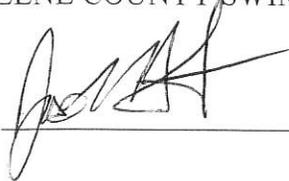
19. Entire Agreement. This Agreement embodies the entire agreement and understanding between the parties relating to the subject matter covered by this Agreement. If any clauses or provisions herein contained would invalidate this Agreement in whole or in part, such clauses or provisions only shall be invalid, and the remainder of this Agreement will remain in full force and effect.

20. Miscellaneous. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same Agreement. Delivery of an executed counterpart of a signature page to this Agreement by facsimile or by e-mail transmission of a PDF or similar copy shall be equally as effective as delivery of an original executed counterpart of this Agreement.

The parties are signing this Agreement as of the date stated in the introductory clause.

GREENE COUNTY SWIM TEAM

By:



Title:

BOARD PRESIDENT

CITY OF JEFFERSON

By:

Craig J. Berry, Mayor

Attest:

Roxanne Gorsuch, Clerk

RESOLUTION NO. _____

A RESOLUTION APPROVING
28E AGREEMENT FOR SWIMMING POOL USE

WHEREAS, the City of Jefferson (“**Jefferson**”) and the Greene County Swim Team (“**GCST**”) desire to enter into a 28E Agreement regarding use of the municipal Swimming Pool for Swim Team activities (the “**28E Agreement**”); and

WHEREAS, a proposed form of the 28E Agreement that confirms this arrangement is now before the City Council; and

WHEREAS, the City Council finds that it is in the best interests of the City of Jefferson that it approve the 28E Agreement.

NOW, THEREFORE, It Is Resolved by the City Council of the City of Jefferson, Iowa, as follows:

Section 1. The proposed 28E Agreement is hereby approved and the Mayor and City Clerk are hereby authorized and directed to execute and deliver the 28E Agreement on behalf of the City, in substantially the form and content in which the 28E Agreement has been presented to this City Council, and such officers are also authorized to make such changes, modifications, additions or deletions as they, with the advice of counsel, may believe to be necessary, and to take such actions as may be necessary to carry out the provisions of the 28E Agreement.

Section 2. The Mayor, City Administrator and City Clerk are authorized to take such further action as may be necessary to carry out the intent and purpose of this resolution.

Section 3. All resolutions and orders, or parts thereof, in conflict herewith are, to the extent of such conflict, hereby repealed, and this resolution shall be in full force and effect immediately upon its adoption and approval.

Passed and approved on February 24, 2026.

Craig Berry, Mayor

Attest:

Roxanne Gorsuch, City Clerk

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT (the "Agreement") is made as of February 1, 2026, by and between the **City of Jefferson**, an Iowa municipal corporation, the address of which is 220 North Chestnut, Jefferson, Iowa 50129 (the "City"), and **Joe Foote**, an individual with an address of 304 Edgewood Avenue, Jefferson, IA 50129 (hereinafter referred to as "Employee"), both who agree as follows:

WHEREAS, the City desires to employ Employee as the City's Clubhouse Manager of the Jefferson Community Golf Course for the 2026 golf season, and

WHEREAS, Employee desires to accept such employment and to perform such services; and

WHEREAS, the City and Employee wish to establish in writing the terms and conditions of said employment and the means for terminating said employment if either party desires to do so.

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. Employment Duties. The City employs Employee as Clubhouse Manager to perform the functions and duties of Clubhouse Manager as specified in Exhibit A attached hereto. Employee shall report directly to the City Administrator, which for the purposes of this Agreement shall be Scott Peterson, although the City may change the identity of the Employee's supervisor from time to time during the term of this Agreement. The position of Clubhouse Manager is a "Regular Part-Time" position as defined by the City's Personnel Handbook, but Employee will devote sufficient time to complete all of the duties listed on Exhibit A. It is anticipated that most of the duties outlined on Exhibit A will be performed from March through October.

2. Term. The term of employment under this Agreement, subject to the termination provisions herein, shall commence on February 1, 2026, and end on January 31, 2027. Employee's peak season employment term ("Peak Season") shall commence on March 1, 2026 and end on October 31, 2026. Employee's off season employment term ("Off Season") shall commence on November 1, 2026 and end on February 28, 2027.

3. Salary; Peak Season. The City agrees to pay Employee for his services performed during the Peak Season under this Agreement an annual salary of \$42,650.00, payable in bimonthly installments at the same time as other employees of the City, which payments shall be subject to normal withholding for applicable taxes. During the Peak Season, Employee shall keep and report a time sheet of hours worked and submit them every two weeks to the City Clerk.

4. Wage; Off Season Term. The City may need additional services during the Off Season. In such case, the City agrees to pay Employee for his services performed during the Off Season additional hourly compensation at a rate of \$22.00 per hour. Employee's total hours worked during the Off Season under this Agreement shall be limited to 100 hours maximum unless later amended by the Parties in accordance with Section 8 of this Agreement. Employee understands the City's acquisition and installation of a golf simulator at the Jefferson Community Golf Course may require such modification of Employee's Off Season work hours limit to properly staff the simulator. During the Off Season, Employee shall keep and report a time sheet of hours worked and submit the time sheet at the conclusion of the Off Season. Employee's total compensation for additional Off Season hours worked shall be paid on or about the City's payroll made payable on March 15, 2025.

5. Review. City shall review and evaluate Employees' job performance and compensation as needed, in City's sole determination, during the term of this Agreement.

6. Termination. (a) Employee understands that he serves as Clubhouse Manager of the City of Jefferson at the pleasure of the City Council and that notwithstanding any other provision of this Agreement the City has and shall continue to have the right to terminate the employment of Employee at any time with or without cause. This employment contract may be renewed upon review each year at a time after its extension. Neither the City nor the Employee shall have any obligation to renew this contract for any additional terms after the expiration of the initial term as renewals will require specific action on the part of the City and Employee. Employee will serve at the will of the Council and may be terminated with or without cause at any time, but subject to due process requirements of Iowa Code Section 372.15.

7. Benefits. In addition to the salary provided in this Agreement, Employee will be eligible for IPERS retirement benefits. As a part-time employee of the City, Employee will not be eligible for vacation, holidays or other leave. Employee is not eligible for health insurance or sick leave. Employee will provide his own transportation, at his sole expense, to and from his job duties.

8. Miscellaneous. This Agreement contains the entire understanding between the parties and there are no other agreements between the parties, oral or written, pertaining to the employment relationship between the City and Employee. No term or provision of this Agreement shall be construed or interpreted to require either party to extend or renew the term provided for herein. This Agreement may only be modified, amended, or extended by an additional agreement signed by the parties or by resolution of the City Council countersigned by the Employee. This Agreement shall be binding upon and inure to the benefit of the parties, their heirs, personal representatives, successors, and assigns. If any provision, or any portion thereof, of this Agreement, is held to be invalid, unconstitutional, or unenforceable, the remainder of this Agreement, or portion thereof, shall be deemed severable and shall remain in full force and effect. This Agreement shall be contingent upon approval and ratification of the City Council.

IN WITNESS WHEREOF, City and Employee have executed this Agreement as of the date and year first shown above.

CITY OF JEFFERSON

Craig Berry, Mayor

EMPLOYEE



Joe Foote

ATTEST:

Roxanne Gorsuch, City Clerk

EXHIBIT A
Employment Duties

Under broad supervision of the City Administrator, provides management and operation of the municipal golf course clubhouse, facilities and equipment. Clubhouse Manager shall be generally responsible for organizing, managing and performing the day to day operations of the clubhouse, which shall include without limitation the following:

- 1) Ensure efficient daily operation of the clubhouse;
- 2) Uphold a favorable state of clubhouse cleanliness and appearance;
- 3) Supervise, train, and schedule clubhouse employees;
- 4) Establish a maintain employee knowledge of applicable laws and regulations, including laws regarding liquor and alcoholic beverages.
- 5) Maintain proper merchandise, food, and drink inventories;
- 6) Facilitate the correct display of merchandise and consumables;
- 7) Develop retail objectives for the clubhouse;
- 8) Coordinate special events and golf outings with the Golf Course Manager;
- 9) Keep regular communications with the Golf Course Manager and City Administrator regarding the operation of the clubhouse and all other golf course facilities;
- 10) Become competent on running, repairing and troubleshooting the golf simulator, if purchased by the City;
- 11) Be receptive to and forward all stakeholder complaints and suggestions to the City Administrator as advisable;
- 12) Promptly report to the Golf Course Manager any known issues or problems involving the Golf Course;
- 13) Promptly report to the City Administrator any known issues or problems involving the clubhouse;
- 14) Perform such other duties and activities as may be reasonably required by the City.

RESOLUTION NO. _____

A RESOLUTION CONFIRMING THE EMPLOYMENT OF
JOE FOOTE AS CITY GOLF COURSE CLUBHOUSE MANAGER

WHEREAS, the City desires to employ a golf course club manager to manage the clubhouse of the Jefferson Community Golf Course; and

WHEREAS, the City has negotiated the terms of an employment contract with Joe Foote, of Jefferson, Iowa to be the City Golf Course Clubhouse Manager, subject to confirmation by the Council.

NOW, THEREFORE, It Is Resolved by the City Council of the City of Jefferson, Iowa, as follows:

Section 1. The Council confirms the employment of Joe Foote as the City Golf Course Clubhouse Manager of the Jefferson Community Golf Course, under the terms outlined in the attached contract for employment.

Section 2. The Council hereby approves the aforementioned employment agreement between Joe Foote and the City.

Section 3. All resolutions and orders, or parts thereof, in conflict herewith are hereby repealed to the extent of such conflict.

PASSED AND APPROVED this 24th day of February, 2026.

Craig J. Berry, Mayor

ATTEST:

Roxanne Gorsuch, City Clerk

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT (the "Agreement") is made as of February 1, 2026, by and between the **City of Jefferson**, an Iowa municipal corporation, the address of which is 220 North Chestnut, Jefferson, Iowa 50129 (the "City"), and **Jacob Kopaska**, an individual with an address of 623 6th Ave., Coon Rapids, IA 50058 (hereinafter referred to as "Employee"), both who agree as follows:

WHEREAS, the City desires to employ Employee as the City's Golf Course Superintendent of the Jefferson Community Golf Course, and

WHEREAS, Employee desires to accept such employment and to perform such services; and

WHEREAS, the City and Employee wish to establish in writing the terms and conditions of said employment and the means for terminating said employment if either party desires to do so.

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. Employment Duties. The City employs Employee as Golf Course Superintendent to perform the functions and duties of Golf Course Superintendent as specified in Exhibit A attached hereto. Employee shall report directly to the Golf Course Manager, which for the purposes of this Agreement shall be Dave Morlan, although the City may change the identity of the Golf Course Manager from time to time during the term of this Agreement. The position of Golf Course Superintendent is a "Regular Part-Time" position as defined by the City's Personnel Handbook, but Employee will devote sufficient time to complete all of the duties listed on Exhibit A. It is anticipated that most of the duties outlined on Exhibit A will be performed from March through November.

2. Term. The term of employment under this Agreement, subject to the termination provisions herein, shall commence on February 1, 2026, and end on January 31, 2027.

3. Salary: Hours. The City agrees to pay Employee for his services under this Agreement an annual salary of \$57,600.00, payable in installments at the same time as other employees of the City, which payments shall be subject to normal withholding for applicable taxes. Employee shall keep and report a time sheet of hours worked and submit them every two weeks to the Golf Course Manager. If Employee has worked total hours that equal more than 1,660 hours during the Term once all of Employee's time cards are totaled, employee shall be paid those additional hours at a rate of \$32.53/hour.

4. Review. City shall review and evaluate Employees' job performance and compensation as needed, in City's sole determination, during the term of this Agreement.

5. Termination. (a) Employee understands that he serves as Golf Course Superintendent of the City of Jefferson at the pleasure of the City Council and that notwithstanding any other provision of this Agreement the City has and shall continue to have the right to terminate the employment of Employee at any time with or without cause. This employment contract may be renewed upon review each year at a time after its extension. Neither the City nor the Employee shall have any obligation to renew this contract for any additional terms after the expiration of the initial term as renewals will require specific action on the part of the City and Employee. Employee will serve at the will of the Council and may be terminated with or without cause at any time, but subject to due process requirements of Iowa Code Section 372.15.

6. Benefits. In addition to the salary provided in this Agreement, Employee will be eligible for IPERS retirement benefits. As a part-time employee of the City, Employee will not be eligible for vacation, holidays or other leave. Employee is not eligible for health insurance or sick leave. Employee will provide his own transportation, at his sole expense, to and from his job duties.

7. Miscellaneous. This Agreement contains the entire understanding between the parties and there are no other agreements between the parties, oral or written, pertaining to the employment relationship between the City and Employee. No term or provision of this Agreement shall be construed or interpreted to require either party to extend or renew the term provided for herein. This Agreement may only be modified, amended, or extended by an additional agreement signed by the parties or by resolution of the City Council countersigned by the Employee. This Agreement shall be binding upon and inure to the benefit of the parties, their heirs, personal representatives, successors, and assigns. If any provision, or any portion thereof, of this Agreement, is held to be invalid, unconstitutional, or unenforceable, the remainder of this Agreement, or portion thereof, shall be deemed severable and shall remain in full force and effect. This Agreement shall be contingent upon approval and ratification of the City Council.

IN WITNESS WHEREOF, City and Employee have executed this Agreement as of the date and year first shown above.

CITY OF JEFFERSON

Craig Berry, Mayor

EMPLOYEE



Jacob Kopaska

ATTEST:

Roxanne Gorsuch, City Clerk

EXHIBIT A
Employment Duties

Under broad supervision from Golf Course Manager, provides maintenance of the municipal golf course grounds, facilities and equipment. Superintendent shall be generally responsible for organizing, managing and performing the day to day maintenance and upkeep of the Golf Course, other than the clubhouse, which shall include without limitation the following:

- 1) Keep greens, fairways and tee areas properly watered and mowed and keep the Golf Course in a neat and clean condition;
- 2) Apply, or arrange for the application of, fertilizer and chemicals as required to keep the Golf Course in top condition and consult with other golf course professionals and turf management specialists as may be reasonably required to obtain advice as to the proper timing and rates of chemical and fertilizer application;
- 3) Reseed greens, fairways and tee areas as needed;
- 4) Identify and control weeds, pests, and turf diseases and disorders;
- 5) Maintain trees and shrubs;
- 6) Change pins and tee boxes;
- 7) Mark hazards, out of bounds and ground under repair;
- 8) Maintain bunkers;
- 9) Monitor, inspect, maintain and operate the irrigation system so as to keep it in good operating condition, and arrange for the irrigation system to be properly shut down and winterized at the end of the season so as to prevent damage from freezing;
- 10) Monitor, inspect, maintain and regulate the storm water management system along the south and west sides of the Golf Course, including without limitation the levee and water gates, so as to minimize flooding of the Golf Course, and to promptly report to the Golf Course Manager any repairs needed to the system;
- 11) Cooperate with Golf Course Manager in the scheduling of mowing and related turf management activities so as to accommodate and prepare for tournaments and special events;
- 12) Coordinate and cooperate with the Public Works Director in the purchase of fertilizer, chemicals and other supplies and the hiring of subcontractors needed for the operation of the Golf Course;
- 13) Keep the cart shed in a neat and clean condition and organized for the storage of golf carts by patrons, and help assure that City owned golf carts are ready for use by patrons;

- 14) Use and operate City owned equipment provided in a safe, reasonable, and responsible manner so as to prevent excessive wear and tear to such equipment, keep such equipment clean, perform routine maintenance and repairs as may be needed to preserve and keep such equipment in good operating condition, and promptly report to the Public Works Director, or his designee, issues or problems with such equipment that require more than minimal maintenance;
- 15) Communicate with and be receptive to comments from members and patrons as to the condition of the Golf Course, and inform the Golf Course Manager of any planned changes or maintenance activities which may affect the use or condition of the Golf Course;
- 16) Promptly report to the Golf Course Manager any known issues or problems involving the Golf Course;
- 17) Perform such other duties and activities as may be reasonably required by the City.

RESOLUTION NO. _____

A RESOLUTION CONFIRMING THE EMPLOYMENT OF
JACOB KOPASKA AS CITY GOLF COURSE SUPERINTENDANT

WHEREAS, the City desires to employ a golf course superintendent to manage the maintenance of the Jefferson Community Golf Course; and

WHEREAS, the City has negotiated the terms of an employment contract with Jacob Kopaska of Coon Rapids, Iowa to be the City Golf Course Superintendent, subject to confirmation by the Council.

NOW, THEREFORE, It Is Resolved by the City Council of the City of Jefferson, Iowa, as follows:

Section 1. The Council confirms the employment of Jacob Kopaska as the City Golf Course Superintendent of the Jefferson Community Golf Course, under the terms outlined in the attached contract for employment.

Section 2. The Council hereby approves the aforementioned employment agreement between Jacob Kopaska and the City.

Section 3. All resolutions and orders, or parts thereof, in conflict herewith are hereby repealed to the extent of such conflict.

PASSED AND APPROVED this 24th day of February, 2026.

Craig J. Berry, Mayor

ATTEST:

Roxanne Gorsuch, City Clerk



Real People. Real Solutions.

1519 Baltimore Drive
Ames, IA 50010

Phone: (515) 233-6100
Bolton-Menk.com

February 16, 2026

Scott Peterson
City Administrator
City of Jefferson
220 N. Chestnut St.
Jefferson, IA 50129

RE: Water System Risk and Resilience Assessment and Emergency Response Plan Update
City of Jefferson, Iowa

Dear Scott,

Thank you for this opportunity to provide support with the completion of the Risk Assessment and Emergency Response Plan updates for the City of Jefferson. This effort will build upon previous efforts to complete the 2020 Risk Assessment and Emergency Response Plan and will ensure the City can meet requirements to re-certify these plans every 5 years.

Risk and Resilience Assessments must include the following:

- the risk to the system from malevolent acts and natural hazards
- the resilience of the pipes and constructed conveyances, physical barriers, source water, water collection and intake, pretreatment, treatment, storage and distribution facilities, electronic, computer, or other automated systems (including the security of such systems) which are utilized by the system
- the monitoring practices of the system
- the financial infrastructure of the system
- the use, storage, or handling of various chemicals by the system
- the operation and maintenance of the system
- The assessment may also include an evaluation of capital and operational needs for risk and resilience management for the system

Emergency Response Plans must include the following:

- strategies and resources to improve the resilience of the system, including the physical security and cybersecurity of the system
- plans and procedures that can be implemented, and identification of equipment that can be utilized, in the event of a malevolent act or natural hazard that threatens the ability of the community water system to deliver safe drinking water
- actions, procedures, and equipment which can obviate or significantly lessen the impact of a malevolent act or natural hazard on the public health and the safety and supply of drinking water provided to communities and individuals
- strategies that can be used to aid in the detection of malevolent acts or natural hazards that threaten the security or resilience of the system

Water System RRA and ERP Update

February 16, 2026

Page: 2

Bolton & Menk prepared these documents previously for the City. It is assumed if any changes were made to the documents that these changes will be shared with us for use in this effort.

Bolton & Menk, Inc will perform the work for a lump sum fee of \$9,500. This includes preparation of the plan and submission assistance. Meetings will be scheduled as needed to provide updates to the City and allow for staff input and discussion.

We look forward to continuing to work with the City of Jefferson on your infrastructure project. Please reach out to me at 515-520-9037 or Kathryn.Sterk@bolton-menk.com with any questions.

Sincerely,

Bolton & Menk, Inc.

A handwritten signature in black ink, appearing to read 'KES', with a long horizontal flourish extending to the right.

Kathryn E. Sterk, PE

Water/Wastewater Practice Leader | Principal

PROFESSIONAL SERVICES AGREEMENT

Bolton & Menk, Inc.

116 N. Wilson Ave,
Jefferson, IA 50129

Ph.: 515-766-4423

Fax:

Date of Agreement: 02/24/2026

Bolton & Menk Project No: _____

Project Manager (PM): Kathryn Sterk

PM Phone No. or Ext.: 515-520-9037

(Hereinafter referred to as "BMI")

Client Name: City of Jefferson

Phone No: 515-386-3111

Client Address: 220 North Chestnut St
Jefferson, IA 50129

Other Phone: _____

Email: scott@cityofjeffersoniowa.org

(Hereinafter referred to as "Client")

Client is Property Owner

Client is Agent or Other (Not Property Owner)

Legal Description (or attach): 1000 N. Cedar Street, Jefferson, IA 50129

Scope of Services (or attach): Attached

Fee Arrangement: Task 1: RRA = \$5,500; Task 2: ERP = \$4,000; Total Fee = \$9,500 Lump Sum

Special Conditions: Water System 2025 Risk & Resilience Assessment and Emergency Response Plan Update

Payment Due Prior to Release of Deliverables

Retainer & Amount \$0.00

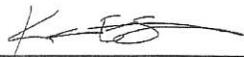
BMI and CLIENT agree to the Terms and Conditions as stated above and on the reverse side of this Agreement, including Limitation of Liability. The undersigned represents that it is the CLIENT and authorized to accept this Agreement. The undersigned accepts full financial responsibility for all services and costs of collection incurred by BMI, including reasonable attorney fees, in the event of CLIENT'S default, unless "Additional Guarantee of Payment" is also executed by a person(s) or firm guaranteeing payment.

CLIENT acknowledges that it is the owner of the property described above or is a legally authorized representative of the property owner with sufficient interest and authority to enter into this agreement for the purposes of making improvements to and upon the property.

OFFERED by Bolton & Menk, Inc.

Kathryn E. Sterk, PE Water/Wastewater Practice Leader |
Principal

Print Name/Title



Signature and Date

February 16, 2026

ACCEPTED by CLIENT:

Print Name/Title

Signature and Date

CREDIT REQUESTED (See Reverse for Terms): I/We authorize BMI to obtain any information necessary to review status of my/our credit for purposes of advancing, at sole discretion of BMI, services to me/us on credit. I/We authorize any credit bureau to release information to BMI regarding my/our credit and any financial institution to provide information to BMI regarding sufficiency of funds in my/our accounts.

NA

Print Name/Title

NA

Signature and Date

ADDITIONAL GUARANTEE OF PAYMENT: I/We accept the Terms and Conditions as stated above and on the reverse side of this Agreement and personally guarantee payment of all obligations for services to be provided by BMI under this Agreement. I/We further agree to pay all costs of collection incurred by BMI, including reasonable attorney's fees.

NA

Print Name/Title

NA

Signature and Date

Terms and Conditions

Bolton & Menk (BMI) shall perform the services outlined in this agreement for the stated fee arrangement.

Billings and Payments: Invoices for BMI's services shall be submitted, at BMI's option, either upon completion of such services or on a monthly basis. Unless credit to Client is approved, payment is due upon receipt of services and prior to release of deliverables. If, at sole discretion of BMI, credit is advanced to Client, invoices shall be due and payable within 30 days after the invoice date. If the invoice is not paid within 30 days, BMI may, without waiving any claim or right against the Client, and without liability whatsoever to the Client, terminate the performance of its services. BMI reserves the right to withhold any deliverables until all unpaid fees are paid in full. Amount of retainer (if applicable) will be applied to amount owed on final invoice. To pay by credit card, please contact us for project number and/or invoice number and enter into our credit card link at: <https://www.e-billexpress.com/ebpp/BoltonMenk/>

Late Payments: Accounts unpaid 30 days after the invoice date will be subject to a monthly service charge of 1.5% on the unpaid balance. If any portion or all of an account remains unpaid 60 days after billing, the Client shall pay all costs of collection, including reasonable attorney fees.

Access to Site: Unless otherwise stated, Client agrees to provide BMI with access to the site, including adjoining properties, for activities necessary for the performance of services. It is understood that in the normal course of work, unavoidable property damage may occur due to excavations, tree and brush trimming, marking lines, etc. BMI will take reasonable precautions to minimize damage due to its activities. The cost to correct resulting damage has not been included in the fee and the Client agrees to reimburse BMI for any costs associated with required restoration work.

Information from Client: Except as otherwise noted, Client agrees to provide BMI with all site information necessary to complete its services. This information should include current site property descriptions (from abstract, title opinion or title commitment); other legal documents affecting the site; copies of previous surveys, maps, engineering studies and plans; existing or required geotechnical reports; governmental, regulatory and utility reviews and determinations; and all other pertinent information. Client shall promptly inform BMI of any alleged defects in services provided on the project.

Ownership of Documents: All documents or electronic media prepared or furnished by BMI under this agreement shall remain the property of BMI. The Client may make and retain copies for its use in connection with this project. However, such documents may not be reused by the Client for any other project or use by others without the written consent of BMI.

Standard of Care: Professional services provided under this Agreement will be conducted in a manner consistent with that level of care and skill ordinarily exercised by members of BMI's profession currently practicing under similar conditions. **BMI makes no warranties, expressed or implied, or otherwise with respect to any services performed or furnished.**

Project Approvals: Due to site limitations, code interpretations, regulatory reviews, political considerations and Client directed design and improvements; BMI makes no representations as to acceptability or approvability of the project, or, zoning requests, permit applications, site and development plans, plats and similar documents. Payment of fees to BMI is not contingent upon project approval.

Certifications: Any certification provided by BMI is a professional opinion based upon knowledge, information and beliefs available to BMI at the time. Such certifications are not intended and shall not be construed as a guarantee or warranty. BMI shall not be required to certify the existence of conditions whose existence BMI cannot ascertain.

Waiver: To the fullest extent permitted by law, Client and BMI waive against each other, and the other's employees, partners, officers, agents, insurers and subcontractors, any and all claims for or entitlement to special, incidental, indirect, or consequential damages arising out of, resulting from, or in any way related to this Agreement, from any cause or causes.

LIMITATION OF LIABILITY: In recognition of the relative risks, rewards and benefits of the project to both the Client and BMI, the risks have been allocated such that the Client agrees that BMI's total liability to the Client for any and all injuries, claims, losses, expenses, damages or claimed expenses arising out of the performance of this agreement from any cause or causes, shall not exceed total compensation paid to BMI . Such claims include, but are not limited to, BMI's negligence, errors, omissions, strict liability, breach of contract, or breach of warranty.

LIEN RIGHTS – IA: Pursuant to the representations by the CLIENT and to the extent permitted by Iowa Law for the improvements to be made to the project property, BMI reserves the right to file a lien against the project property in the event of delinquent or non-payment of monies owed to BMI by the CLIENT.

Termination of Services: This agreement may be terminated by the Client or BMI should the other fail to perform its obligations hereunder. In the event of termination, the Client shall pay BMI for all services rendered to the date of termination, all reimbursable expenses, and reimbursable termination expenses.

Dispute Resolution: Any claims or disputes made during or after the performance of services between BMI and the Client, with the exception of claims by BMI for non-payment of services rendered, shall first be submitted to mediation for resolution prior to initiating any other legal proceedings.

2026 FEE SCHEDULE

The following fee schedule is based upon competent, responsible professional services and is the minimum, below which adequate professional standards cannot be maintained. It is, therefore, to the advantage of both the professional and the client that fees be commensurate with the service rendered. Charges are based on hours spent at hourly rates in effect for the individuals performing the work. The hourly rates for principals and members of the staff vary according to skill and experience. The current specific billing rate for any individual can be provided upon request.

The fee schedule shall apply for the period through December 31, 2026. These rates may be adjusted annually thereafter to account for changed labor costs, inflation, or changed overhead conditions.

These rates include labor, general business, and other normal and customary expenses associated with operating a professional business. For projects with typical expenses and unless otherwise agreed, the above rates include vehicle and personal expenses, mileage, telephone, survey stakes, and routine expendable supplies; no separate charges will be made for these activities and materials. Expenses beyond typical project expenses, non-routine expenses, and expenses beyond the agreed scope of services, such as out of town travel expenses, long travel distances, large quantities of prints, extra report copies, outsourced graphics and photographic reproductions, document recording fees, outside professional and technical assistance, and other items of this general nature will be invoiced separately. Rates and charges do not include sales tax, if applicable.

| EMPLOYEE CLASSIFICATION | 2026 HOURLY BILLING RATE |
|---|--------------------------|
| Administrative | \$70-175 |
| Technician | \$98-186 |
| Survey Technician | \$112-202 |
| Senior Technician | \$138-230 |
| Construction Manager | \$162-228 |
| Design Engineer | \$135-202 |
| Graduate Engineer | \$125-190 |
| Graduate Surveyor | \$145-202 |
| Landscape Designer | \$128-178 |
| Landscape Architect | \$156-185 |
| Licensed Project Surveyor | \$190-237 |
| Planner | \$120-181 |
| Project Engineer | \$148-220 |
| Project Manager | \$140-261 |
| Senior Landscape Architect | \$154-269 |
| Senior Planner | \$172-240 |
| Senior Project Engineer | \$170-220 |
| Senior Project Manager | \$190-290 |
| Architect | \$160-276 |
| Specialist* | \$100-216 |
| Practice Expert** | \$125-349 |
| Principal** | \$180-320 |
| Senior Principal** | \$232-344 |
| GPS/Robotic Survey Equipment ¹ | NO CHARGE |
| CAD/Computer Usage | NO CHARGE |
| Routine Office Supplies | NO CHARGE |
| Routine Photo Copying/Reproduction | NO CHARGE |
| Field Supplies/Survey Stakes & Equipment | NO CHARGE |
| Mileage | NO CHARGE |

¹ No separate charges will be made for GPS or robotic total stations on Bolton & Menk, Inc. survey assignments; the cost of this equipment is included in the rates for survey technicians.

*Specialized role not classified above otherwise.

**Highly specialized and industry expertise unique to the market or area of discipline.

COUNCIL MEETING

February 10, 2026

5:30 P.M.

PRESENT: Ahrenholtz, Jackson, Wetrich, Winkelman

ABSENT: Sloan

Mayor Pro Tem Jackson presided.

No residents spoke during Open Forum.

On motion by Wetrich, second by Winkelman, the Council approved the following consent items:
January 27, 2026 regular Council Minutes and payment of monthly bills from City funds.

AYE: Ahrenholtz, Wetrich, Winkelman, Jackson

NAY: None

On motion by Ahrenholtz, second by Wetrich the Council approved to Open the Public Hearing
Regarding a Potential Ordinance Allowing Hunting on Certain Land inside the City Limits.

AYE: Ahrenholtz, Winkelman, Wetrich, Jackson

NAY: None

Dan Pauley, owner of the land in the City limits, explained his proposal to allow public hunting
on land he owns in the City limits. Property owners outside City Limits that spoke were Zavette
Hilgenberg, Bryan Hilgenberg, Keith Conroy, Paul Klodd, Kyle Kinne, Jack Murphy and Scott
Shriver were all opposed to the City opening this area up for public hunting. Mayor Pro-Tem
Jackson asked for more discussion. Seeing none. On motion by Ahrenholtz, second by Wetrich
the Council closed the public hearing.

AYE: Winkelman, Wetrich, Jackson, Ahrenholtz

NAY: None

RESOLUTON NO. 7-26

On motion by Wetrich, second by Winkelman, the Council approved Resolution No. 7-26, a
resolution approving amendment to 28E agreement with Greene County. This is amending the
current 28E agreement to extend the term to March 31, 2026.

AYE: Ahrenholtz, Jackson, Wetrich, Winkelman

NAY: None

On motion by Winkelman, second by Ahrenholtz, the Council approved the setting date for Public
Hearing for FY 2026- 27 Proposed Property Tax Levy. The Public Hearing is set for a Special
Council Meeting on March 31, 2026 at 5:30 p.m.

AYE: Winkelman, Jackson, Wetrich, Ahrenholtz

NAY: None

On motion by Ahrenholtz, second by Wetrich, the Council approved the tentative agreement with
AFSME Local 3949.

AYE: Wetrich, Ahrenholtz, Winkelman, Jackson

NAY: None

On motion by Wetrich, second by Winkelman, the Council approved letter of Engagement for
State Auditor to address allegations and concerns relating to former employee.

AYE: Wetrich, Winkelman, Ahrenholtz, Jackson

NAY: None

Greg Piklapp, Director, Economic Development updated the Council.
 On the motion by Ahrenholtz, second by Wetrich, the Council approved the quarterly payment of \$12,500.00 to GCDC.

AYE: Winkelman, Ahrenholtz, Jackson, Wetrich
 NAY: None

The following bills were approved for payment from the City funds:

| | | |
|-----------------------------|----------------------------|-----------|
| ABC PEST CONTROL | PEST CONTROL | 364.72 |
| ACCESS ELEVATOR & LIFTS | LB LIFT MAINT;TEST | 782.00 |
| ACCESS SYSTEMS LEASING | CPIER LSE | 1345.59 |
| ACCO UNLIMITED CORP | WA CHEM | 359.60 |
| AFLAC | AFLAC INS W/H | 17.68 |
| AG SOURCE COOP SERV | WA/SW TSTG | 1,494.55 |
| ALLIANT ENERGY | UTILITIES | 39,380.53 |
| AMAZON CAPITAL SERV | LB SUPP;BOOKS;MOVIES | 2,070.68 |
| ANATOMY IT, LLC | TECH SERV | 1,440.90 |
| ANDREW WOODLEY | RN DADDY/DAUGHTER DANCE | 500.00 |
| ASCENDANCE TRUCK CENTERS | RC 2015 FREIGHTLINER REPRS | 3,589.88 |
| BEAM INSURANCE | DENTAL/VISION INS | 405.76 |
| BIERSCHBACH EQUIPMENT | PRESLOPED CHANNELS | 2,476.04 |
| BOHDEN BIGLER | PD REIMB FUEL | 98.33 |
| BOLTON & MENK INC | ENG | 16,629.50 |
| BOMGAARS | SUPP | 1,251.22 |
| BREADEAUX PIZZA | RN CONCESSIONS | 143.00 |
| BRICK, GENTRY P.C. | PA LEGAL FEES | 480.00 |
| CARD SERVICE CENTER | CREDIT CARDS | 3,762.40 |
| CAROL CREGER | WA DEP REF | 86.82 |
| CARROLL CDL TRAINING | CLASS B TRAINING (2) | 3,000.00 |
| CARROLL COUNTY SOLID WASTE | RC MRKG FEES | 788.84 |
| CARROLL TIMES HERALD | LB RENEWAL | 84.00 |
| CENTER POINT LARGE PRINT | LB BOOKS | 238.65 |
| CENTRAL IOWA SYSTEMS | RN 8 PORT POE SWITCH | 416.20 |
| CINTAS CORP | FIRST AID | 483.68 |
| CLEANING SOLUTIONS INC. | CLEANING | 2,356.00 |
| COBRAHELP | PA FEES | 27.00 |
| COLLECTION SERVICES CENTER | CASE ID 1034974 | 300.00 |
| COMPASS MINERALS AMERICA | WA SALT | 9,398.81 |
| CULLIGAN WATER CONDITIONING | WA TANK RENTAL | 56.00 |
| DANNY MORANVILLE | H INS SINKING | 985.72 |
| DARYN MALLORY | WA DEP REF | 5.89 |
| DAVID TEEPLES | RUT BOOTS | 94.99 |
| DENISE SMITH | WA DEP REF | 71.54 |
| EBSCO INFORMATION SERVICES | LB MAGAZINE 1 YR | 67.00 |
| ED BRYSON | WA DEP REF | 36.82 |
| EFTPS | FEDERAL W/H | 22,250.06 |
| ELLIOTT EQUIPMENT CO. | SN BUSHING FLANGED | 9,304.80 |
| FAREWAY | SUPP | 161.52 |
| FASTLANE MOTOR PARTS LLC | PARTS | 462.75 |
| GALLS LLC | PD CLOTH | 396.96 |
| GREENE CO SEC ROADS | FUEL | 6,531.63 |
| GREENE CO. AUDITOR | LEC CITY SHARE | 16,702.48 |
| GRONWOLD, BELL, KYHNN & CO. | PA AUDIT | 3,000.00 |
| GROW REPAIR LLC | RUT LIGHT REPRS | 1,211.88 |
| HEIMAN INC | JFD BOOTS;CLOTHING | 18,841.51 |
| HENDERSON PRODUCTS, INC. | RUT SPRINGS | 145.59 |
| HOYLE REPAIR | JFD SEMI LABOR/PARTS | 5,445.72 |