

NOTICE AND CALL OF COUNCIL MEETING

Governmental Body: The City Council of
City of Orange City, Iowa

Date of Meeting: June 3, 2024

Time of Meeting: 4:30 o'clock P.M.

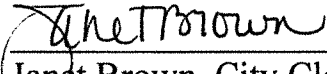
Place of Meeting: Council Chambers, City Hall,
125 Central Ave SE
Orange City, Iowa

PUBLIC NOTICE IS HEREBY GIVEN that the above mentioned governmental body will meet at the date, time and place above set out. The tentative agenda for said meeting is as follows:

1. Meeting called to order
2. Opening ceremonies
3. Approval of agenda
4. Citizen comments
5. Approval of minutes
6. Amending the Code of Ordinances of the City of Orange City, Iowa, by amending Chapter 165, Subsection 165.06 - General Description of Commercial Use Types and 165.20 - General Commercial District
 - Public hearing
 - First reading of proposed Ordinance No. 850
7. Special Event Permit Application
8. Cigarette permits
9. Dutch front proposals
 - The Floral Market
 - NAPA
 - Kwik Star

10. Parks and Recreation staff
11. Collective Bargaining Agreement July 1, 2024 – June 30, 2027
12. Resolution setting salaries for the 2024-2025 fiscal year
13. Community Betterment Board recommendation
14. Administrative reports
15. Council comments
16. Adjournment

This notice is given at the direction of the Mayor pursuant to Chapter 28A, Iowa Code, as amended, and the local rules of said governmental body.



Janet Brown, City Clerk of the
City of Orange City, Iowa

COUNCIL MEETING
AGENDA NOTES
June 3, 2024

1. The meeting will be called to order by Mayor Deb De Haan at 4:30 o'clock P.M.
2. Opening ceremonies. Pledge of Allegiance to our flag and a moment of silent prayer.
3. The agenda was prepared, posted and distributed in accordance with requirements of the Iowa Open Meeting Act.
4. This time is provided for citizen comments. It is suggested that if someone wishes to speak, we also ask for their residence. This time is intended for residents in the City limits.
5. The minutes of the May 20, 2024 council meeting are enclosed for your review. Exhibit 1
6. Planning and Zoning in a 6-0 vote is recommending City Council to approve the addition of Veterinary Clinic to the allowable use under the Special Exception Use Permit in the C-1, General Commercial District. We will first hold a public hearing for input on the recommended zoning change. The Council will then consider the ordinance amending the Code of Ordinances of the City of Orange City, Iowa, by amending Chapter 165, Subsection 165.06 - General Description of Commercial Use Types and 165.20 - General Commercial District. If the Council approves the addition to the Code of Ordinances the process for someone to get final approval for this usage would need to go to Planning and Zoning first for a recommendation, then to the Board of Adjustment for final approval. Both steps require all property owners within 200' of the property to be notified of the public hearing. Exhibit 2 letters from public and Exhibit 3 proposed ordinance
7. We have received a Special Event Permit Application from the Chamber for the 2024 Farmers Market which will be on Saturday's, beginning June 8 through September. They would like to hold the event on Central Avenue between 1st and 2nd Street North. Exhibit 4
8. We have received eight cigarette permit applications (Brew Oil, Casey's, Conoco, Dollar Fresh, Dollar General, Dutchmart Foods, Family Dollar, and Fareway). The state requires cigarette permit applications to be approved on an annual basis and assesses a fee of \$75 per application.
9. The Dutch Front Committee has met with the mentioned business owners for their proposed new Dutch fronts. The Dutch Front Committee is recommending City Council approve the allowable max funds for the projects as new Dutch fronts. The rough estimated costs for the proposed Dutch fronts are:
The Floral Market- \$134,000.00, City's reimbursement portion would be \$67,000.00. Exhibit 5
NAPA- \$37,200.00, City's reimbursement portion would be \$18,600.00. Exhibit 6
Kwik Sar- \$20,000.00, City's reimbursement would be \$10,000.00. Exhibit 7
10. With the impending retirement of Brian Goslinga the Human Development/Quality of Place program representatives (Chapman, Walinga), along with Mayor De Haan and Earl reviewed the Park and Recreation department structure and the wages of Noah Minnick and Jaaron Paugh. The recommendation is to raise the salaries to \$68,500 for Noah as Park and Recreation Director and \$48,500 for Jaaron as Assistant Park and Recreation Director, effective July 1, 2024. We continue to search for a Park Supervisor and that wage will be in the \$24 to \$28 per hour range dependent upon qualifications and experience.

11. The Council needs to officially approve the Collective Bargaining Agreement for July 1, 2024 through June 30, 2027.
12. Each year the Council needs to approve the wages for employees. Exhibit 8 provides the breakdown of full-time employees either by hourly or monthly wage.
13. The Community Betterment Board met to discuss one application. They are bringing a recommendation to pay up to \$16,000 to Orange City Daycare. The Daycare established a task force made up of OCDC, and the Daycare Board. The task force contacted Crittenton Center out of Sioux City, a non-profit entity with daycares in Sioux Center and LeMars. Crittenton has offered to provide consultation services to the Daycare. Their first step is to provide an assessment which costs an estimated \$20,000. The assessment will help to study the daycares inefficiencies and systemic issues causing their deficits. The Betterment Board voted 4-0 to approve the payment.
14. Administrative reports:

Scheduled Meetings/Important Dates:

June 17	Council Meeting, 4:30 P.M.
July 1	Council Meeting, 4:30 P.M.
July 10	Customer Appreciation Picnic
July 15	Council Meeting, 4:30 P.M.
August 5	Council Meeting, 4:30 P.M.
August 19	Council Meeting, 4:30 P.M.

If you would like additional information about an agenda item or another issue, that would help you or the Council as a whole, please feel free to let me know so I can either get it to you by email or by report at the meeting.

Earl Woudstra
City Office **712-707-4885**
Cell phone **712-737-7115**
Email **earlw@orangecityiowa.com**

Council Meeting
May 20, 2024

The City Council met in semi-monthly session pursuant to adjournment at 4:30 o'clock P.M. on May 20, 2024. A quorum was declared by Mayor Deb De Haan. The meeting was held in the Council Chambers, City Hall, 125 Central Ave SE, Orange City, Iowa.

Members Present: Council members Daryl Beltman, Olivia Chapman, Rod De Boer, Daron De Jong, and Bret Walinga

Members Absent: None

Staff: Earl Woudstra, Janet Brown, Matt Van Schouwen, Jim Pottebaum, Ryan McEwen, and Kent Anderson

Guests: Joe Poppema, Bruce Vander Stelt, Mike and Dr. Laura Vander Stelt, Jean De Jong, Mark and Debra Rensink, Doug Calsbeek, and Jennie Droog

Agenda: A motion was made by Council member Daron De Jong and duly seconded by Council member Daryl Beltman approving the tentative agenda, with the removal of the Parks Supervisor position item, as the official agenda. On call of the roll motion carried. The vote was as follows: AYES: Daron De Jong, Daryl Beltman, Olivia Chapman, Rod De Boer, Bret Walinga; NAYS: None.

Citizen Comments: This time was provided for citizen comments, and none were heard.

Approval of Minutes: The minutes of the May 6, 2024 council meeting were presented. A motion was made by Council member Rod De Boer and duly seconded by Council member Olivia Chapman approving said minutes as published. On call of the roll motion carried. The vote was as follows: AYES: Rod De Boer, Olivia Chapman, Daryl Beltman, Daron De Jong, Bret Walinga; NAYS: None.

Financial Report: The monthly financial report for April 2024, representing cash balances for all funds was presented, whereupon it was therefore moved by Council member Daryl Beltman and duly seconded by Council member Daron De Jong approving the monthly financial report as published. On call of the roll motion carried. The vote was as follows: AYES: Daryl Beltman, Daron De Jong, Olivia Chapman, Rod De Boer, Bret Walinga; NAYS: None.

Monthly Bills: A Summary of Warrants report listing bills from April 16, 2024 through May 20, 2024 was presented. A motion was made by Council member Rod De Boer and duly seconded by Council member Olivia Chapman approving the monthly bills, subject to audit. On call of the roll motion carried. The vote was as follows: AYES: Rod De Boer, Olivia Chapman, Daryl Beltman, Daron De Jong, Bret Walinga; NAYS: None.

Public Hearing on fiscal year 2023-2024 Budget Amendment:

This being the time and place as advertised, a public hearing was held to consider the 2023-2024 fiscal year budget amendment. The Mayor called for comments from members of the audience and no one was heard speaking for or against the proposed budget amendment. No written objections were filed. The Mayor then closed the time for the public hearing.

A motion was made by Council member Daron De Jong and duly seconded by Council member Olivia Chapman adopting a resolution approving the fiscal year 2023-2024 budget amendment. On call of the roll motion carried. The vote was as follows: AYES: Daron De Jong, Olivia Chapman, Daryl Beltman, Rod De Boer, Bret Walinga; NAYS: None. The resolution was assigned number 5-20-24-2104 and appears in the official resolution book.

Set Public Hearing to Amend City Ordinance: After being tabled at the May 6 council meeting, the Council again considered setting a public hearing to consider the recommendation of the Planning and Zoning Commission to amend the City Ordinances for the addition of Veterinary Clinic, (defined as small animals), to Chapter 165, Zoning Regulations, subsection 165.20 General Commercial District (2)(B) and subsection 165.06 General Description of Commercial Use Types (35)(A). The definition of small animals means all animals and birds except for livestock, typically weighing less than 100 pounds. A motion was made by Council member Olivia Chapman and duly seconded by Council member Daron De Jong setting 4:30 P.M. on June 3, 2024 as the time for a public hearing to consider the addition of veterinary clinic, (defined as small animals), to the C-1 General Commercial District as a special exception. On call of the roll motion carried. The vote was as follows: AYES: Olivia Chapman, Daron De Jong, Bret Walinga; NAYS: Daryl Beltman, Rod De Boer.

Access Easement Approval: A motion was made by Council member Rod De Boer and duly seconded by Council member Daron De Jong approving granting a 35.01' easement to Vogel Enterprises, LTD for access off Industrial Way through Lot 18 owned by the City to access their building addition and new sludge area. On call of the roll motion carried. The vote was as follows: AYES: Rod De Boer, Daron De Jong, Daryl Beltman, Olivia Chapman, Bret Walinga; NAYS: None.

Resolution in Support of a Workforce Housing Tax Incentive Program Application: Ryan explained that Vision Builders would like to apply for housing tax credits for the old elementary school property even though a complete plan has not been agreed to yet. Daron questioned if Vision is the only builder on the lots and who will be maintaining the sidewalk and center area. Ryan responded they are leaning towards deeding the center property back to the City versus an HOA. Daron added if it is not to be an HOA then it should be open to all builders. Bret asked if approving this resolution will cause an issue if we do not come to an agreement with Vision on property price and HOA. Ryan replied that he didn't think it would affect anything negatively. Bret also questioned what the cost of the lots would be. Ryan said that \$15,000 was the talk. After some discussion, a motion was made by Council member Daryl Beltman and duly seconded by Council member Rod De Boer adopting a resolution in support of a Workforce Housing Tax Incentive Program Application for Vision Builders, Inc to build sixteen single-family units, and two eight-unit condominium buildings on the old elementary school property. On call of the roll motion carried. The vote was as follows: AYES: Daryl Beltman, Rod De Boer, Olivia Chapman, Daron De Jong, Bret Walinga; NAYS: None. The resolution was assigned number 5-20-24-2105 and appears in the official resolution book.

Administrative Reports:

Scheduled Meetings/Important Dates:

June 3	Council Meeting, 4:30 P.M.
June 17	Council Meeting, 4:30 P.M.
July 1	Council Meeting, 4:30 P.M.
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Oral reports: Earl shared he will be meeting with staff to discuss Tulip Festival procedures, handicap parking went well with the fire department; pool shelter house should be done by the end of the week; chlorine pump went out at the pool, the goal is to open on Memorial Day; shared gifts from the Mayor of Orange City, Florida who visited the festival on Friday; the parking lot project can start anytime now. Matt reported that 18th Street was paved last week, will finish the utility work soon; working on getting the fire hydrant flushing program back up to speed; the county will begin paving the south portion of Jay Avenue June 3.

Council Comments: The Mayor called for comments from members of the Council and the following were heard. Olivia thanked all the departments for their work with Tulip Festival. Daron echoed those thanks to employees and volunteers. Mayor De Haan thanked Jennie Droog for her work.

Adjournment: No further business appearing it was therefore moved by Council member Daron De Jong and duly seconded by Council member Bret Walinga to adjourn. On call of the roll motion carried. The vote was as follows: AYES: Daron De Jong, Bret Walinga, Daryl Beltman, Rod De Boer, Olivia Chapman; NAYS: None. Adjournment time was 5:04 o'clock P.M.

Deb De Haan, Mayor

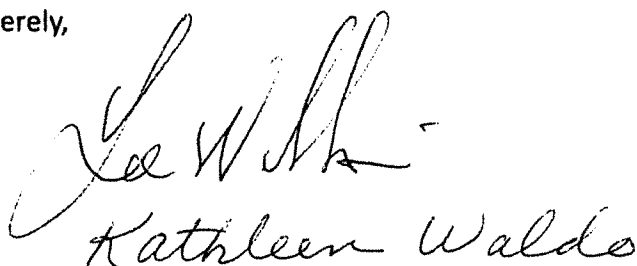
ATTEST: _____
Janet Brown, City Clerk

May 30, 2024

Members of Orange City Council:

We wholeheartedly support Laura and Michael Vander Stelt in their desire to move Family Animal Care to the soon-to-be available TC Home Furnishings building. Having an animal clinic downtown would be convenient and easily accessible. As young business owners in our community, we need to support Laura and Mike in their venture and not create roadblocks that would discourage their dream. Orange City should be thankful that a young professional couple would invest their finances and energy into a vibrant downtown business. This business would add to the overall financial benefit of the entire downtown area.

Sincerely,



Kathleen Waldo

Kurt Frederes

From: Kelsey Roghair <kelsey.2010@yahoo.com>
Sent: Wednesday, May 29, 2024 10:47 PM
To: Kurt Frederes
Subject: TC Home Building

Hello Kurt!

I'm reaching out to you regarding Mike and Laura Vander Stelt's interest in purchasing the TC Home building for the purpose of bringing the veterinary clinic downtown. Firstly, we are so disappointed that our town is losing its furniture store, but we are excited for the next adventure for the Ten Clay family. That said, they have set the bar high for whomever assumes the new building. The building is seen by many eyes driving through our town.

We have had the pleasure of knowing Mike and Laura Vander Stelt for a few years, both personally and professionally. Dr. Laura has taken time to visit our children's classroom multiple times and sparked one of our daughter's interest in animal care. When one of our pets has required care she has taken the time to address all of our questions and even pose for pictures and a quick "exam" of the class stuffed animal passed among the preschool. What she does offers so much to our community, especially the littles. The office always looks nice, and the staff are friendly while they keep appointments moving. I believe this move downtown would be an enrichment to the building, while demonstrating to those passing through town that we are a thriving community with a need for such important services.

I appreciate your time, and we look forward to seeing what the future holds for this location.

Thanks,
Andrew and Kelsey Roghair

Hello Orange City Council,

I have been asked to give my opinion on zoning for a small animal clinic to be able to operate in the TC furniture store. First of all I asked a few surrounding business people on what their thoughts were since it would impact them and the consensus is that they were in favor of re zoning for this. As a citizen who likes to do business locally I would prefer retail to stay in town but I also understand that the way we do business has changed from the way we have done it in the past. I honestly do not see another furniture store moving into that location and I think it would be a mistake to not provide the opportunity for this space to be occupied by the animal clinic. It will provide traffic and a service that we do not want to lose out on . If another furniture store would want to relocate to our town, I would imagine they would want to be out on the hi-way where there is better visibility and easier delivery and pickup options. I know there are differing opinions on this but I would recommend we re zone to give the clinic the option to pursue this location.

Thanks!

Rob Kroeze

May 28, 2024

To Whom It May Concern,

My wife (Barb Reckner) and I (Dean Reckner) would like to express our support allowing Mike and Laura Vander Stelt to open a small animal veterinary clinic in downtown Orange City on Albany Avenue.

We kindly ask that the necessary change(s) to existing city ordinance(s) be made in order to allow them to proceed with their goal of establishing such a business.

We believe that a small animal clinic would be a nice addition to our area...we live only two blocks from the proposed clinic. Very handy, indeed.

Most respectfully,

Barb Reckner

Dean M Reckner

Dean & Barb Reckner
221 1st St NE
Orange City, IA 51041

May 29, 2024

Dear Kurt and the Orange City Planning and Zoning Commission,

This letter is being sent to you to encourage you to consider granting Mike and Laura Vander Stelt a special use permit for their small animal care business in the existing TC Home Furnishings building.

I feel Mike and Laura will be sensitive to their business neighborhood and will take necessary measures to fit in well with their planned improvements. Since all of their business involves small animals such as cats and dogs and not any agricultural livestock, I believe that this will be acceptable for the downtown area. Since they plan to only use part of the building that will free up more area for another potential business to come into the other portion of the building.

I also feel the small amount of freight that they'll receive will result in much less traffic that has been intrusive and interruptible with semi deliveries in the past, and thus leaving both lanes of traffic open resulting in a safer environment.

Thank you for your consideration, and your service to our community.

Sincerely,

A handwritten signature in black ink that reads "Scott Simmelink". The signature is written in a cursive style with a large, prominent "S" at the beginning.

Scott Simmelink

Earl Woudstra

From: Kelli Vander Ploeg <kelli@vbfurn.com>
Sent: Tuesday, May 28, 2024 12:57 PM
To: Earl Woudstra
Subject: Family Animal Care

Follow Up Flag: Flag for follow up
Flag Status: Flagged

Hi Earl,

I'm writing on behalf of Family Animal Care, who I understand is trying to change the ordinance to allow a small animal vet to be in the current TC Home Furnishings building. While I can understand the desire to keep "animals" out of downtown, that location is much more convenient to get to rather than their current location next to the roundabout with constant traffic. I can imagine that's part of their desire to move, knowing their current part of town will likely be under construction for the next 5+ years.

Thanks for listening. 😊

Thank you,

Kelli Vander Ploeg
Merchandise & Marketing Manager

Vander Berg Furniture & Flooring
Furniture | Flooring | Mattresses
4168 US 75 Ave
Sioux Center, IA 51250
www.vanderbergfurniture.com
712-722-3286
kelli@vbfurn.com

ORDINANCE NO. 850

AN ORDINANCE AMENDING THE CODE OF THE ORDINANCES OF THE CITY OF ORANGE CITY, IOWA, BY AMENDING CHAPTER 165, SUBSECTION 165.06- GENERAL DESCRIPTION OF COMMERCIAL USE TYPES AND 165.20- GENERAL COMMERCIAL DISTRICT.

BE IT ENACTED by the City Council of the City of Orange City, Iowa:

SECTION 1. AMEND The Code of Ordinances of the City of Orange City, Iowa, is amended by adding Subsections 165.06-General description of commercial use types and 165.20- Special exception uses 2.(B) by adopting the following wording stated as follows:

165.06 GENERAL DESCRIPTION OF COMERCIAL USE TYPES.

Veterinary Clinic: means an animal hospital or clinic that provides medical care for small animals or pets, including, but not limited to: dogs, cats, birds, and the like. This definition does not include the veterinary hospital use.

Small Animal: means small animals or pets, including, but not limited to: dogs, cats, birds, and the like that typically weigh less than 100 pounds.

165.20 GENERAL COMMERCIAL (C-1) DISTRICT

2. Special Exception Use

B. Commercial Type Uses

Veterinary Clinic(defined as small animals)

SECTION 2. REPEALER. All ordinance or parts thereof in conflict with the provisions of this ordinance are hereby repealed.

SECTION 3. SEVERABILITY CLAUSE. If any section, provision, or part of this ordinance shall be adjudged invalid or unconstitutional, such adjudication shall not affect the validity of this ordinance as a whole or any section, provision or part thereof not adjudges invalid or unconstitutional.

SECTION 4. WHEN EFFECTIVE. This ordinance shall be in effect from and after its final passage, approval and publication as provided by law.

Passed and approved this ____ day of _____, 2024.

Deb De Haan, Mayor

ATTEST:

Janet Brown, City Clerk



SPECIAL EVENT PERMIT APPLICATION

(Must be turned in at least 60 days prior to event)

A Special Event Permit is required from the City of Orange City for any special activity that requires exclusive use of city streets, sidewalks, parks, and requires special assistance of a city department, or is likely to have a large impact on traffic. **(Excludes Tulip Festival and RAGBRAI)**

1. General Information.

- Organization/Person Requesting: OC Chamber
- Name of Event: 2024 Farmers Market
- Contact Name: Mike Hofman
- Mailing Address for Contact: 509 8th ST SE
- Contact Phone Number: 712-395-0328
- Email: occhmbr@gmail.com
- Address of Event: Central Ave between 1st N & 2nd St N
- Estimate of Number of Participants:
 1-100 101-200 201-300 301-500 > 500
- Attach map of event location, set-up, and/or route.

2. Type of Event:

- Carnival Walk, Run, Bicycle Event Fireworks
- Concert Neighborhood/Block or Private Party
- Other: Weekly Farmers Market

***The above events require City Council approval, which could take 30 days to obtain.**

3. Date of Event:

Date Set Up: June 8 Date Taken Down: _____
 Date(s) Held: Saturday until September Time(s) Held: 6am-2pm

4. Brief Description of Event: We would like to close Central between 1st ST & 2nd St each Saturday morning like we have for the last 4yrs for Farmers Market from 6am-2pm

Applicant Signature: Mike Hofman Digitally signed by Mike Hofman
Date: 2024.05.23 09:27:35 -05'00'

City Official Signature: _____

4. Additional permits required when event includes:

Sale of Alcoholic Beverages

- The Application for a temporary liquor license must be reported to the City Clerk's Office and approved by the City Council. (This process could take 60 days)
- Requires temporary liquor license from the Iowa Beverage Division. Apply on-line at www.iowaabd.com.

Sale of Food Products

- Mobile Food and Beverage Vendors require a separate license from the City
- The applicant selling pursuant to this permit shall comply with all applicable State food and health rules and regulations.

Sound Equipment

- If the event includes music, a live band, or noise of any kind a request for a Sound Equipment Permit must be made. See attached form.

Fireworks

5. Please check any of the following boxes that apply to this event.

Portable restrooms – recommended based on duration/people attending.

using a park, sidewalk or street surrounding a park.

using any public area.

using any portion of a public trail.

there will be alcoholic beverages sold/served.

there will be a fee/charge to take part in this event.

If you checked any of the boxes above, please give a brief description: _____

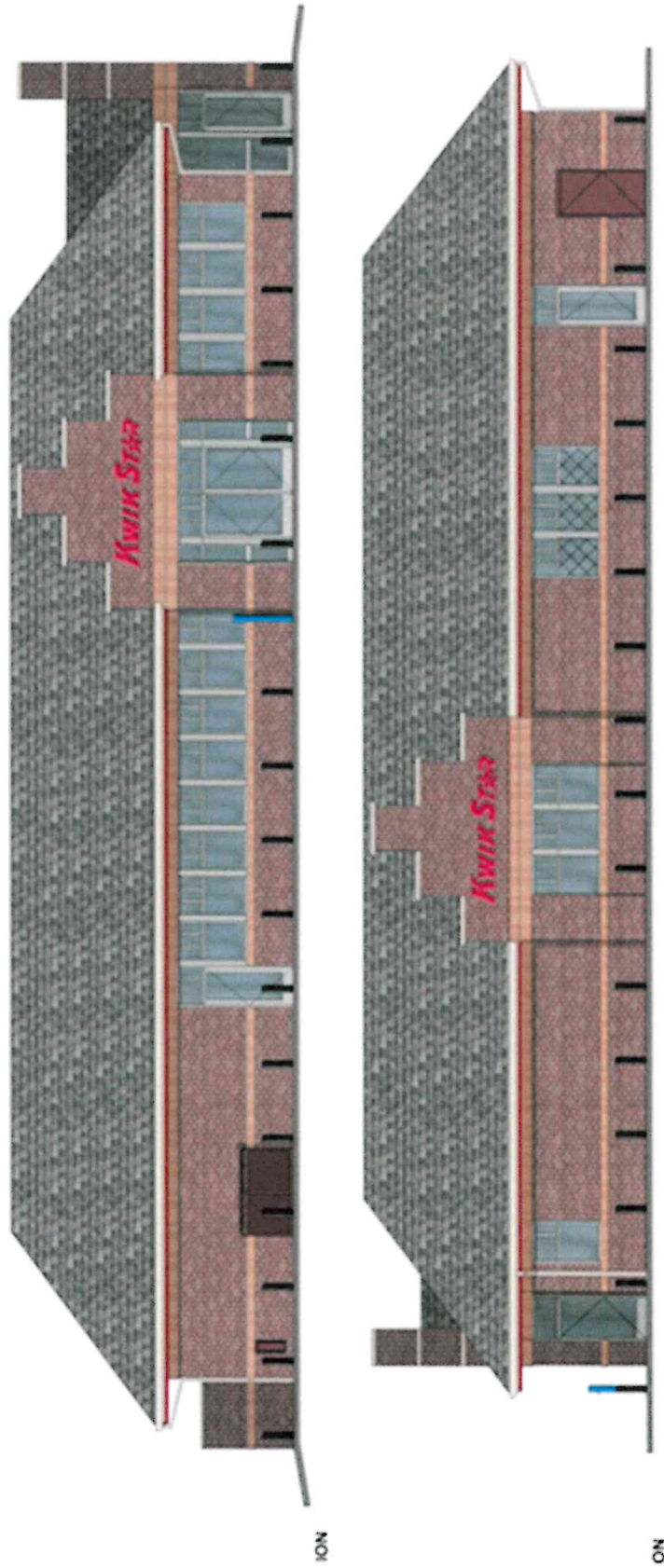
Insurance Requirements: For all events, an Insurance Certificate is required in the amount of \$1,000,000.00, for liability coverage.

PLEASE NOTE: The request form must be returned to Janet Brown at the City Clerk's Office, 125 Central Ave. SE, at least 60 days prior to the event or the event will be denied. If you have any questions, please contact us at 712-707-4885.









RESOLUTION NO. 6-3-24-2106

A RESOLUTION SETTING THE SALARIES FOR APPOINTED OFFICERS AND EMPLOYEES OF THE
CITY OF ORANGE CITY FOR THE 2024-25 FISCAL YEAR

Be it Resolved, By the Council of the City of Orange City:

The following persons and positions named shall be paid the salaries or wages indicated and the City Clerk is authorized to issue checks, less the legally required or authorized deductions from the amounts set out below, and make such contributions to IPERS and FICA or other purposes as required by law or authorization of the City Council, all subject to audit and review by the City Council:

Kent Anderson	Finance Officer	6,783.27/mo.
Janet Brown	City Clerk/Office Manager	6,783.27
Alan De Jong	Electric Line Foreman	8,932.67
Ed De Jong	Gas Foreman	7,302.35
Luke Horkey	Street Foreman	6,933.32
Bruce Jacobsma	Assistant Police Chief	7,049.51
Lisa Johnson	Library Director	6,943.73
Jess Kuehl	Event Center Manager	5,074.58
Kirk Maasdam	Water & Wastewater Treatment Foreman	8,066.05
Ryan McEwen	Community Development Director	9,912.60
Noah Minnick	Park/Recreation Director	5,708.00
Jaaron Paugh	Park/Recreation Assistant	4,042.00
Jim Pottebaum	Chief of Police	8,164.28
Dave Sassman	Water & Wastewater Foreman	7,009.81
Matt Van Schouwen	Public Works Director	10,463.19
Earl Woudstra	City Administrator	11,687.37
Danielle Zuidema	Event Center Assistant Manager	3,692.43
Sarah Anderson	Accounts Receivable Specialist	23.21
Anna Bartlett	Spanish Services Librarian	22.00
Jonathan Fibranz	Circulation Services Librarian	17.00
Brian Goslinga	City Groundskeeper	30.95
Shawn Lancaster	Deputy City Clerk	24.32
Abi Sitzmann	Technical Services Librarian	19.16
Kurt Frederes	Code Enforcement Officer	6,576.26/mo.
Michael Anema	Electric Line Maintenance Worker II	38.86
Mike Klootwyk	Journeyman Lineman	43.72
Blake Snieder	Electric Line Maintenance Worker I	34.71
Jonathan Van Zweden	Electric Line Maintenance Worker I	34.71
Breckin Bomgaars	Mechanic	30.18
Don Snieder	Mechanic	31.77
Trey Niemyer	Investigator	38.83
Audley De Jong	Police Officer	36.73
Trevor Gries	Police Officer	36.73
Ryan Sandbulte	Police Officer	36.73
Trey Schiebout	Police Officer	36.73
Dalton Vogel	Police Officer	34.89
Darren Wielenga	Police Officer	36.73
Shane Schwarz	Gas Worker	33.42
Todd Klein	Water & Wastewater Operator	36.28
Josh Kramer	Water & Wastewater Operator	32.53
Part-time Police Officers		29.38
Employee Interchange Rate		29.40

Employee portion Insurance benefit, 90% of premium/mo. Dependent Insurance benefit (applies when employees dependents are insured under the City group insurance program) 75% of premium/mo. Hours of work, workweek, paydays, and overtime are defined in the employee handbook and collective bargaining contract.

Passed and approved this 3rd day of June, 2024.

Deb De Haan, Mayor

ATTEST: _____
Janet Brown, City Clerk