

**CITY OF MISSOURI VALLEY
CITY COUNCIL MEETING
MISSOURI VALLEY PUBLIC LIBRARY
TELECONFERENCE
TUESDAY, JUNE 16, 2020**

Due to the COVID-19 pandemic, the City of Missouri Valley offered the meeting via teleconference for the public.

Mayor Kelly presided over the meeting and called it to order at 6:00 p.m. with the following Council members present: Dooley, Sr., Ford, Pfouts, Stueve, and Struble.

The Pledge of Allegiance was recited.

Kelly asked Council for any comments or additions-Stueve requested and will be 21a. Kelly stated that the corrected name for the appointment on the Park Advisory Board is Trisha LaMaire.

Motion by Pfouts, seconded by Stueve to approve the agenda for the June 16, 2020 meeting with the name correction for the appointment on the Park Advisory Board is Trisha LaMaire.. Motion carried unanimously.

Motion by Pfouts, seconded by Stueve to approve the following items on the consent agenda: a) Minutes from 06/02/2020 City Council Meeting b) Claims list c) Clerk financial Report d) Cigarette/Tobacco/Nicotine/Vapor Permits for Family Dollar, Taylor Quik Pik, and Mo's Mini Mart e) Approve Mayors appointment of Jan Chvala, Ashley West Joons, and Phyllis Henrich to the Library Board, term expiring 07/2026 f) Approve Mayors appointment of Trisha Grace term expiring 10/2024 and Brandon Keller, term expiring 10/2022 to the Park Advisory Board to replace Kip Murphy and Emil Gearhart. Motion carried unanimously.

Katie Preston, Pool Manager, stated the pool opened on Monday. They are cleaning and following state guidelines. They have filled their swimming lesson classes and booking pool parties. Preston stated the diving board is scheduled to arrive tomorrow. Flaherty stated that when the diving board is installed, there will be a planned shut down due to liability issues. Preston has been working with Clint Sargent, Crossroads, to create a sensory hour at the pool. Clients can buy either daily admission or passes. There would be one to two lifeguards on duty to accommodate the clients. Crossroads would like Council to approve a family pass for their staff while their clients are at the pool. Council is in favor of this and Flaherty will put the item on the next agenda for formal approval. Preston is having issues with cell phones at the pool. She said that there was an individual outside the facility taking pictures. Kelly advised Preston to contact the Police Department if she believes it is a safety issue. Dooley commented that he believes the photos were being taken due to the lack of staff enforcing social distancing.

Bob Awful stated the topic he wanted to discuss is the Animal Protection and Control Ordinance and asked Council if they had any questions for him. He also thanked Katie for her work with the pool.

Jim Olmsted gave an update on projects. The Street Reconstruction Project is in the final stage and they are working on a punch list. He will be scheduling a walk thru with City employees. There has been a change order for the work done on 4th & Michigan Street. More panels needed replaced. The contractor will also be doing more work to improve the drainage on several of the streets. Work is on-going at the 3rd Street Booster Station. Piping and valves are ready to install. One pump has been repaired and one needs repaired. The foundation repairs at the Library is scheduled to start on July 6th. The City will need to block off the alley. The Library will remain open during the repairs. The Lagoon/Ditch Project will finish this week. The project will be finalized and closed in July.

Motion by Stueve, seconded by Pfouts to proceed with the planning stage on the Backwash Lagoon and Highway 30 West Water Main Replacement. Motion carried unanimously.

Olmsted received a proposal from Rolling Hills Consulting Services in the amount of \$5,500.00 for the archeological study for Willow Park. Motion by Stueve, seconded by Ford to accept the proposal. Motion carried unanimously.

Dooley stated that there are issues with the Street Reconstruction Project. When the contractor was working on 4th & Michigan, they found undermining issues on 3rd & Michigan. Nothing was repaired and he believes this is going to create further issues.

Motion by Pfouts, seconded by Ford to Allow the Missouri Valley Community School District to purchase a Family Pool Pass to include all staff in Wrap Around Program. Roll call: Ayes: Pfouts, Ford, Stueve, Dooley Naves: Struble. Motion carried on a 4-1 vote.

Motion by Pfouts, seconded by Stueve to extend the Dog License's deadline on or before August 1, 2020. Motion carried unanimously.

Motion by Pfouts, seconded by Stueve to table the Oversize Load Permit for Midwest Mechanical. Motion carried unanimously.

Discussion was held on the Ordinance Amending the Park Advisory Board. Flaherty spoke with the Attorney and he wanted Council to be aware that citizens can get upset when people outside City limits are making decisions with tax payer dollars. He also suggests having five members reside within City limits and two within the school district.

An Ordinance was Introduced Amending the Park Advisory Concerning the Organization of the Board. Motion by Stueve, seconded by Pfouts to adopt the 1st reading with the addition of five members residing within City limits and two members residing within the school district. Motion carried unanimously.

Discussion was held on the Animal Protection and Control Ordinance and allowing chickens within City limits. Council believes if they let one person then more residents will want chickens. They believe that with the different lots sizes this will cause an issue. They also think this will cause issues with citizens wanting different type of livestock within City limits. Motion

by Struble, seconded by Stueve to not change the ordinance at this time. Roll call: Ayes: Struble, Stueve, Dooley, Ford Nays: None Abstain: Pfouts. Motion carried on a 4-0-1 vote.

Discussion was held on the low bid received on the Horse Barn. Council would like to know the cost of the painting, caulking, etc that was not listed in the quote. Motion by Pfouts, seconded by Stueve to obtain a new bid to include the entire project. Motion carried unanimously.

Flaherty stated that the City will be reimbursed by FEMA for the Fire Department's volunteer hours. Flaherty would like Council to give the money to the Fire Department. Council would like to know what the Fire Department will purchase with the funds. Motion by Pfouts, seconded by Stueve to allocate the FEMA funds for the volunteer hours to the Fire Department. Motion carried unanimously.

Motion by Pfouts, seconded by Struble for Mayor to sign Joint Participation Agreement with SWIPCO for FY 20/21. Motion carried unanimously.

Discussion was held on the Contagious Disease Policy. Flaherty would like to have staff to resume normal working schedules on June 22nd. Due to the rising cases of COVID-19, she would like to remain closed to the public and reevaluate the closure at the next Council meeting. Resolution #20-19 was introduced to Adopting the Resolution Amended Emergency Procedures for Contagious Disease Policy. Motion by Stueve, seconded by Ford. Roll Call: Ayes: Stueve, Ford, Pfouts, Struble Nays: Dooley. Motion carried on a 4-1 vote.

Resolution #20-20 was introduced Approving the Transfer of Funds from Emergency to General. Motion by Struble, seconded by Ford. Motion carried unanimously.

Resolution #20-21 was introduced Approving the Transfer of Funds from LOST to Capital Projects. Motion by Pfouts, seconded by Struble. Motion carried unanimously.

Resolution #20-22 was introduced Setting Wages of City Employees for Fiscal Year 2020. Motion by Pfouts, seconded by Stueve. Motion carried unanimously.

Motion by Pfouts, seconded by Stueve to Authorize City Clerk to pay bills thru June 30, 2019. Motion carried unanimously.

Stueve inquired about how often Main Street is swept. She is seeing repairs to the sweeper and wondered if it would help if the number of times is reduced. Stueve stated there are branches down at the cemetery and the stones on the west side have not been weed whipped.

Pfouts would like the Burn Ban on the next agenda.

Flaherty thanked the Scouts for their help and hard work at the cemetery. She asked Council if June 30th would work for the goal setting workshop and they are fine with the date. The flagpole at the caboose needs replaced. Council stated if it is under \$500.00, to purchase and install it. The diving board is scheduled to be delivered tomorrow and installed on Thursday. The Building

Inspector quit on Monday. Flaherty will advertise the position and recommends SWIPCO preform the inspections in the interim.

Kelly thanked the Police Department for their day to day actions and how the public perceives them. They did an excellent job when the building collapsed and securing the scene of a recent accident. Kelly also asked if the City was going to put up flags. Flaherty stated she spoke with the Park Department and they were going to contact Roger Gunderson. He also thanked Council for meeting in person.

Motion by Pfouts, seconded by Stueve to adjourn at 7:37 p.m. Motion carried unanimously.

Shawn Kelly, Mayor

Attest: Jodie Flaherty, City Clerk

ORDINANCE #555

AN ORDINANCE AMENDING THE PARK ADVISORY BOARD CONCERNING THE ORGANIZATION OF THE BOARD

BE IT ENACTED by the City Council of the City of Missouri Valley, Iowa that:

SECTION 1. SECTION MODIFIED: Section 24.02(1) “ORGANIZATION OF THE BOARD” is hereby amended to read as follows:

1. **Qualifications.** The Board shall consist of seven (7) members appointed by the Mayor with the approval of the Council. All resident trustees of the Board shall be bona fide citizens and residents of the corporate limits of the City. Any nonresident trustee of the Board shall be a bona fide citizen and resident of the unincorporated areas within the boundaries of the Missouri Valley Community School District. Trustees shall be over the age of eighteen (18) years.

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 the ordinance as a whole or any section, provision or part thereof not adjudged 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 by the Council on the _____ day of _____, 2020, and approved this _____ day of _____, 2020.

Shawn Kelly, Mayor

ATTEST:

Jodie Flaherty, City Clerk

I certify that the foregoing was published as Ordinance # _____ on the _____ day of _____, 2020.

Jodie Flaherty, City Clerk

1st reading: 6-16-2020
2nd reading:
3rd reading:
Published:

RESOLUTION 20-19

RESOLUTION ADOPTING AMENDED EMERGENCY PROCEDURES FOR CONTAGIOUS DISEASE POLICY

WHEREAS, the City of Missouri Valley, Iowa desires to have an Emergency Procedures for Contagious Disease policy; and

WHEREAS, the City of Missouri Valley, Iowa, has drafted the following Emergency Procedures for Contagious Disease policy:

Adopt and approve the attached Amended Emergency Procedures for Contagious Disease Policy

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Missouri Valley, Missouri Valley, Iowa, that they adopt an Emergency Procedures for Contagious Disease policy; and

BE IT FURTHER RESOLVED, by the Missouri Valley City Council of the City of Missouri Valley, Iowa, that the Mayor and City Clerk are hereby directed to certify this resolution of approval.

Passed and approved this 16th day of June, 2020.

Shawn Kelly, Mayor

ATTEST:

Jodie Flaherty City Clerk

**Amended Emergency Procedures for Contagious Disease Policy
Effective 06/16/2020**

Purpose

This policy establishes the protocol that will be used by the City of Missouri Valley Officials and employees in the event the Governor of the State of Iowa declares an emergency due to an infectious disease outbreak. The following conditions need to be taken into account:

- If there is an emergency due to an infectious disease outbreak, the City must plan for staff being unable to report to work.
- During this time businesses, elected officials, social organizations, other public agencies and schools may be required to take unique measures to help slow the spread of the illness including closing down by order of local public offices.
- Other public health measures may include limiting or cancelling social and public gatherings, requiring quarantines and/or other social distancing measures.
- Recovery from this type of emergency may be slow, as compared to other disasters or some other physical crisis.
- It is important to ensure that core public service activities of the City can be maintained for several weeks or more with limited staff and reduced hours, if necessary, due to the emergency.

Policy

This policy is only active by emergency declaration of the City Council of the City of Missouri Valley that there is a need to activate and will at that time supersede any conflicting policies already in place. The City Clerk is authorized to make any and all changes to the Emergency Procedures and Contagious Disease Policy in order to protect staffing and the delivery of essential services during the time of an emergency. Furthermore, it will remain active until directed by City Council to deactivate this policy.

All employees of the City of Missouri Valley shall adhere to the following guidance in an attempt to protect themselves and other employees from exposure to the infectious disease.

1. If possible, maintain a distance of 6 feet between themselves and the public they are dealing with.
2. Practice proper hand hygiene, washing hands with soap and water for at least 20 seconds. If soap and water is not available, utilize hand sanitizer with at least 60% alcohol.
3. Do not touch your face with unwashed hands.
4. Sanitize shared phones with a disinfecting wipe.

5. Sanitize all work areas before and after use with a disinfecting wipe.
6. Utilize proper cough and sneeze etiquette – coughing or sneezing into tissue or when no tissue available into elbow.

In addition, for the safety of all staff, Council, and citizens, self-isolation is required for the following:

1. Employees who have traveled internationally for business or vacations.
2. Recommended by a medical professional,
3. Tested positive for the disease.
4. This is a non-encompassing list and can be changed by the recommendation of the City Clerk.

City Hall

1. Adopt safety procedures for the facility to open and remain open to the public. City Hall will tentatively open to the public on a date discussed and approved by Council.
2. If needed, adopt a work schedule with staff rotating. All staff that are currently on rotation will be available by phone when not working. When not working, staff will need to self-isolate. Staff that is working and not on leave will receive regular pay and will not be required to use vacation, comp, or sick time while on the rotating schedule.
3. To ensure the health and well being of our Council members and Citizens, all City Council meetings will be held electronically for the public and Council members. The electronic format shall be shared prior to each Council meeting with the posting of the agenda. This will change as the State lessens restrictions.
4. Effective July 1st, utility shut off for non-payment will resume. Utility customers will be required to have a payment arrangement in place prior to the end of the emergency to ensure their utilities are not disconnected at the end of the emergency.
5. All meetings will schedule by appointment only.
6. Employees shall ensure all areas are sanitized throughout the day; this includes common areas, trucks, other vehicles and/or equipment used by the department.

Street Department

1. Adopt safety procedures for the facility to open and remain open to the public.
2. If needed, adopt a work schedule with staff rotating. All staff that are currently on rotation will be available by phone when not working. When not working, staff will need to self-isolate. Staff that is working and not on leave will receive regular pay and will not be required to use vacation, comp, or sick time while on the rotating schedule.
3. Employees shall ensure all areas are sanitized throughout the day; this includes common areas, trucks, other vehicles and/or equipment used by the department.

Police Department

1. Adopt safety procedures for the facility to open and remain open to the public.
2. When responding to a call at a residence, officers are expected to wear safety glasses, masks and any other Personal Protective Equipment deemed valid for the emergency, when the Chief of Police or Assistant Chief deems it necessary in a situation.
3. Employees shall ensure all areas are sanitized throughout the day; this includes common areas, vehicles and/or equipment used by the department.

Water/Wastewater Department

1. Effective July 1st, utility shut off for non-payment will resume. Utility customers will be required to have a payment arrangement in place prior to the end of the emergency to ensure their utilities are not disconnected at the end of the emergency.
2. Employees shall ensure all areas are sanitized throughout the day; this includes common areas, trucks, and other vehicles and/or equipment used by the department.

EMT's

1. Due to the nature of this department, all EMT's shall follow guidelines set forth by the Missouri Valley Fire Department.
2. Adopt safety procedures for the facility to open and remain open to the public.

Fire Department

1. Due to the nature of this department, all Fire Fighters shall follow guidelines set forth by the Missouri Valley Fire Department.
2. Adopt safety procedures for the facility to open and remain open to the public.

Library

1. Adopt safety procedures recommended by the State Library Board for the facility.
2. If needed, adopt a work schedule with staff rotating. All staff that are currently on rotation will be available by phone when not working. When not working, staff will need to self-isolate. Staff that is working and not on leave will receive regular pay and will not be required to use vacation, comp, or sick time while on the rotating schedule.
3. Employees shall ensure all areas are sanitized throughout the day; this includes common areas, trucks, and other vehicles and/or equipment used by the department.

Parks & Rec

1. Adopt safety procedures for the facility to open and remain open to the public.
2. If needed, adopt a work schedule with staff rotating. All staff that are currently on rotation will be available by phone when not working. When on rotation, staff will need to self-isolate. Staff that is working and not on leave will receive regular pay

and will not be required to use vacation, comp, or sick time while on the rotating schedule.

3. Employees shall ensure all areas are sanitized throughout the day; this includes common areas, trucks, and other vehicles and/or equipment used by the department.

Cemetery

This service will be conducted on a as need basis.

Emergency Paid and Sick Leave (in effect beginning April 1, 2020 through December 31, 2020)

All full-time employees, regardless of the length of time they have worked for the City, are entitled up to eighty (80) hours of paid sick time, available for immediate use starting on April 1, 2020. Part-time employees are entitled to an amount of paid sick time equal to the average number of hours they work over a two-week period. This paid sick time is mandated by federal law and will not result in depletion of an employee's paid leave banks.

Emergency Paid sick time may be taken when the employee:

1. Is subject to a federal, state or local quarantine or isolation order related to COVID-19
2. Has been advised by a health care provider to self-quarantine due to concerns related to COVID-19
3. Is experiencing symptoms of COVID-19 and is seeking a medical diagnosis
4. Is caring for an individual who is subject to a federal, state or local quarantine or isolation order related to COVID-19, or who has been advised by a health care provider to self-quarantine
5. Is caring for his or her minor child if the child's school or place of care has closed, or the child's care provider is unavailable, because of COVID-19 precautions
6. Is experiencing another substantially similar condition specified by the Secretary of Health and Human Services (HHS)

Under federal law, employees who are taking leave for a reason related to their own symptoms of COVID-19 or exposure to the illness (reasons 1-3 in the list above) are to be compensated at their regular rate of pay up to \$511 per day, and \$5,110 total, over the course of the leave. Employees who are taking leave to care for family members or for a substantially similar condition specified by HHS (reasons 4-6 in the list above) are to be compensated at two-thirds (2/3) of their regular rate of pay, based on the number of hours the employee would otherwise normally be scheduled to work in a work week, up to \$200 per day, and \$2,000 total, over the course of the leave. The City will make up the difference between the amount an employee is required to receive for Emergency Sick Leave under federal law and the employee's current rate of pay, so that the employee on such leave will continue to receive a full paycheck.

The Emergency Paid Sick leave granted under this policy will not be carried over from year to year. This leave will not be paid out to an employee who leaves employment with the City for any reason.

If an employee cannot return to work after this leave is exhausted and no other leave provisions apply, an employee may use his or her applicable paid leave banks for continuation of pay and benefits.

Requesting use of Emergency Paid Sick Leave

Employees have the responsibility to report to their supervisor and the City Clerk as far in advance as possible prior to requesting the use of emergency paid sick leave. In the event of an unexpected absence, you must notify your immediate supervisor prior to the start of your work shift. Any request for leave must be accompanied by a specification of the reason for requested COVID-19 Emergency Paid Sick Leave and Emergency Family Medical Leave Expansion. The request and specification of reason must be submitted to the City Clerk as soon as possible either before or following an employee's first absence from work. After receiving the employee's request and specification of reason, the employee will receive a written response from the City Clerk or his/her designee.

If you are deemed to be an essential employee by the City and/or by the State of Iowa, you may be required to continue to work as directed by your Department Head.

Returning to Work

After returning from Emergency Paid Sick leave, employees are entitled to be reinstated to their same job or to an equivalent position with the same pay, benefits and working conditions, as provided by the law.

If an employee is out of work under any City policy due to personal illness, they are not allowed to return to work until:

- They have had no fever for at least 72 hours (that is three full days of no fever without the use of medicine that reduces fevers)
AND
- other symptoms have improved (for example, when your cough or shortness of breath have improved)
AND
- at least 7 days have passed since your symptoms first appeared.

The policy regarding Emergency Paid sick leave is subject to change as additional information and direction is obtained regarding the COVID-19 virus.

Emergency Family and Medical Leave Expansion

The Emergency Family and Medical Leave Expansion Act (FML Expansion) amends the current Family and Medical Leave Act (FMLA), allowing additional job protected and paid leave for eligible employees who can't work (or telework) because their minor child's school or childcare service is closed due to a COVID-19 emergency declared by a federal, state or local authority. To be eligible for the FML Expansion leave, employees must be employed by the City for at least 30 calendar days.

Eligible employees may have up to eighty (80) hours of paid leave under the Emergency Paid Sick Leave outlined above and may take up to an additional 10 weeks of FML Expansion leave if they are unable to work (or telework) because they must care for a son or daughter under 18 years of age. The need for leave must be caused by the closing of the child's elementary school, high school, place of care, or the unavailability of the child's childcare provider, due to a declared COVID-19 public health emergency.

The FML Expansion does not apply to an employee's own serious health condition or the serious health conditions of immediate family members. If leave is needed for an employee's own serious health condition or the serious health conditions of immediate family members, the employee may be eligible for benefits under the City's FMLA policies or the Emergency Paid Sick Leave policies listed above. For more information regarding FMLA, please contact the City Clerk.

- ***FML Expansion Definitions:***

- **Work Week:** One regularly scheduled work week or the equivalent in hours
- **Childcare provider:** a provider who receives compensation for providing childcare services on a regular basis.

- ***FML Expansion Paid/Unpaid Leave***

The first ten days of leave will be paid in accordance with the Emergency Paid Sick Leave policy outlined above. After the first ten days of leave, the City will compensate the remaining FML Expansion leave at a rate of two-thirds (2/3) of the employee's regular rate of pay, based on the number of hours the employee would otherwise normally be scheduled to work in a work week, up to a maximum of \$200 per day, or \$10,000 total. An employee may supplement his/her FML Expanded Leave benefits with any earned but unused time-off hours.

- ***Medical Benefits While on an FML Expansion Leave***

Employee's medical benefits will be maintained during a leave.

- ***Holiday During Leave***

If a holiday falls during a period of paid leave, employees will be paid for that holiday at a rate of two-thirds (2/3) of the employee's regular rate of pay, based on the number of hours the employee would otherwise normally be scheduled to work in a work week, up to a maximum of \$200 per day.

- ***Requesting FML Expansion Leave***

Requests for FML Expansion leave should be made directly to the City Clerk's office as soon as reasonably possible. Any request for leave must be made in writing confirming that the child's daycare or school is closed and the expected closure dates. An employee will receive a written response from the City Clerk or his/her designee approving or denying the leave request.

- ***Returning to Work/Expiration of Leave***

During the 12 workweeks of approved FML Expansion leave, employees are entitled to be reinstated to their same job or to an equivalent position with the same pay, benefits and working conditions, as provided by the law.

If an employee cannot return to work after expiration of the FML Expansion leave, the employee will be entitled to use applicable paid leave banks (personal, vacation, compensatory leave) to continue to be paid. If all applicable leave banks are exhausted, the City shall review the status of employment to determine if any further leave or accommodations can be made.

- ***Emergency Responders***

This policy may not apply to emergency responders. Emergency responders are expected to report for work regardless of their situation unless they themselves exhibit symptoms. In this situation, the employee must immediately report their symptoms to their Department Head and await further instructions. Other leave requests by this group of employees will be handled on a case-by-case basis.

The policy regarding FML Expansion leave is subject to change as additional information and direction is obtained regarding the COVID-19 virus.

RESOLUTION 20-20

A RESOLUTION APPROVING THE TRANSFER OF FUNDS FROM EMERGENCY FUND TO GENERAL FUND

Be It Resolved by the City Council of the City of Missouri Valley, Iowa:

That the City Clerk is hereby authorized to transfer the remaining funds from FY 19/20 in the amount of \$23,861.83 from the Emergency Fund to the General Fund.

Passed and approved this 16th day of June, 2020.

Shawn Kelly, Mayor

ATTEST:

Jodie Flaherty, City Clerk

RESOLUTION 20-21

**RESOLUTION APPROVING THE TRANSFER OF FUNDS
FROM LOST TO CAPITAL PROJECTS**

Be It Resolved by the City Council of the City of Missouri Valley, Iowa:

That the City Clerk is hereby authorized to transfer funds from FY 19/20 in the amount of \$353,604.88 from the LOST to Capital Projects Fund to reimburse expenses incurred from the 2020 Projects.

LOST to 2020 Projects \$251,792.26 (Water Treatment Plant Repairs)
LOST to 2020 Projects \$101,812.62 (Booster Station/Reservoir Repairs)

Passed and approved this 16th day of June, 2020.

Shawn Kelly, Mayor

ATTEST:

Jodie Flaherty, City Clerk

RESOLUTION 20-22

**RESOLUTION SETTING WAGES OF CITY EMPLOYEES
FOR FISCAL YEAR 2021**

WHEREAS, the City Council has approved the following pay schedule for employees for Fiscal Year 2020/2021 as follows:

Jordan DeZeeuw	\$22.81
Jodie Flaherty	\$58,570.00 (Salary)
Mitchell Flaherty	\$22.81
Vonda Ford	\$22.65
Christopher Haken	\$22.81
Kela Hytrek	\$8.47
Tom Jarosz	\$19.92
Bruce Kocher	\$47,383.00 (Salary)
DeAnn Kruempel	\$37,780.00 (Salary)
Lee Lange	\$26.04
Logan Leiber	\$22.81
Justin McMurray	\$22.81

Trever Melby	\$21.35
Keith Monroe	\$21.26
Edward Murray	\$74,232.00 (Salary)
Christopher Myer	\$22.66
Jacob Musfeldt	\$22.81
Kenneth Randeris	\$20.60
James Reynolds	\$22.81
Robert Riesland	\$25.77
Beverly Winans	\$22.65
Fire Chief	\$1,750.00
Assistant Fire Chief	\$1,250.00
Fire Captain	\$650.00
EMS Assistant Chief	\$1,250.00
EMS Captain	\$650.00

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF CITY OF MISSOURI VALLEY, IOWA:

That the employees shall be paid the wage as indicated above effective July 1, 2020.

Passed and approve this 16th of June, 2020.

Shawn Kelly, Mayor

ATTEST:

Jodie Flaherty, City Clerk