#### AGENDA CITY COUNCIL MEETING October 2, 2025 501 Main Street 5:30 P.M.

1	1	C 11		O 1
	١.	Call	to	Order.

- 2. Pledge of Allegiance:
- 3. Roll Call.
- 4. Mayor's Correspondence:
- 5. Citizens' Request.
- 6. Consent Agenda.
  - Minutes of the Regular Council meeting of September 18, 2025;
  - Resolution approving a Liquor License for Los Tapatios Restaurant, 706 Main Street, Class C Retail Alcohol License effective November 1, 2025;
  - Appointment of Nicki Smith-Dochterman to the Keokuk Public Library Board (1<sup>st</sup> term), 6-year term to expire July 1, 2031;
  - Appointment of Sue Olson to the Historic Preservation Commission, fulfilling a term to expire September 1, 2027;
  - Re-appointment of Joyce Sapp & Diane Kearns to the Grand Theatre Commission, term to expire November 5, 2028;
  - Re-appointment of Mackenzie Kohnke & Mike Greenslaugh to the Park & Recreation Advisory Board, term to expire November 2, 2028;
  - Motion to pay bills and transfers listed in Register No.'s 5498-5500;
- 7. Motion to approve the third/final reading of an Ordinance to amend Code of Ordinances, City of Keokuk, Iowa, Section 13.08.060 Concerning Class II Sewer Rates.
- 8. Motion to approve the initial reading of an Ordinance amending Section 9.28.040 dealing with parking regulations.
- 9. Consider resolution suspending the Civil Services Hiring practices for a period of 1-year as allowed by Iowa Code.
- 10. Consider resolution approving the purchase of two new actuated valves for the Water Resource Recovery Facility.
- 11. Consider resolution authorizing the Mayor to sign a demolition contract for a single-family dwelling located at 624 C Street.
- 12. Consider resolution approving officer training reimbursement agreement.
- 13. Council Liaison Reports:
- 14. Staff Reports:
- 15. New Business:
- 16. Adjourn Meeting.

# MINUTES CITY COUNCIL MEETING September 18, 2025 501 Main Street 5:30 P.M.

The City Council of the City of Keokuk met in regular session on September 18, 2025, at 501 Main Street. Mayor Kathie Mahoney called the meeting to order at 5:30 p.m. There were eight council members present, one absent. Carissa Crenshaw, Dorothy Cackley, Jeff Mullin, Devon Dade, Dan Tillman, Tyler Walker, Roger Bryant, and Michael Greenwald were present. Steve Andrews was absent. Staff in attendance: City Clerk Celeste El Anfaoui, Public Works Director Brian Carroll, Community Development Director Pam Broomhall, Chief of Police Zeth Baum, Water Pollution Control Manager Tom Wills, and other city staff.

**MAYOR'S CORRESPONDENCE:** Informed of upcoming area events, updated on election papers and a reminder to vote. Crenshaw informed of Keo-Con at 1<sup>st</sup> Christian Church. Mayor Mahoney swore in patrol officers Trent Rockelman and Orlando Parades.

Motion made by Dade, second by Walker to approve the agenda, including the consent agenda. (8) AYES, (0) NAYS. Motion carried.

- Minutes of the Regular Council meeting & Council Workshop of September 4, 2025;
- Minutes of the Keokuk Civil Service Commission of September 5, 2025;
- Civil Service Commission Promotion Testing for Detective, Sergeant, & Captain;
- Cash Receipts & Treasurer's Report for August 2025;
- Re-appointment of Jay Kruse to the Keokuk Housing Authority, term to expire September 5, 2027;
- Motion to pay bills and transfers listed in Register No.'s 5495-5497;

Motion made by Walker, second by Tillman to approve the second reading of an Ordinance to amend Code of Ordinances, City of Keokuk, Iowa, Section 13.08.060 Concerning Class II Sewer Rates.

Roll Call Vote: (8) AYES - Crenshaw, Walker, Mullin, Cackley, Dade, Tillman, Bryant, and Greenwald; (0) NAYS: NONE. Motion approved.

Motion made by Wallker, second by Tillman to approve the second reading of an Ordinance amending the Code of Ordinances of the City of Keokuk, Iowa, by adding provisions pertaining to public nudity.

Roll Call Vote: (8) AYES - Crenshaw, Walker, Mullin, Cackley, Dade, Tillman, Bryant, and Greenwald; (0) NAYS: NONE. Motion approved.

Motion made by Greenwald, second by Crenshaw to waive the third/final reading of ordinance.

Roll Call Vote: (8) AYES - Crenshaw, Walker, Mullin, Cackley, Dade, Tillman, Bryant, and Greenwald; (0) NAYS: NONE. Motion approved.

Motion made by Tillman, second by Dade to adopt and give final approval of **ORDINANCE NO. 2058** Amending the Code of Ordinances of the City of Keokuk, Iowa, by adding provisions pertaining to public nudity. (8) AYES, (0) NAYS. Motion carried.

Motion made by Walker, second by Tillman to approve the following proposed **RESOLUTION NO. 278-2025:** "A RESOLUTION APPROVING MANHOLE ACCESS AT 3<sup>RD</sup> & DES MOINES STREET." (8) AYES, (0) NAYS. Motion carried.

**STAFF REPORTS:** Wills informed that new roof is complete at WPC; Carroll updated on public works and Lincoln Ave.

NEW BUSINESS: Cackley informed of Military Appreciation Night at the Keokuk High School on Sept 26th.

Motion made by Tillman, second by Dade to adjourn the meeting at 5:47 p.m.

#### **RESOLUTION NO.**

### A RESOLUTION APPROVING A CLASS C RETAIL ALCOHOL LICENSE FOR LOS TAPATIOS RESTAURANT, 706 MAIN STREET

**WHEREAS,** Application has been made by Chaparita LLC, for a Class C Retail Alcohol License for Los Tapatios Restaurant, 706 Main Street; **AND** 

**WHEREAS,** Iowa Code Chapter 123 and Section 4.16.030 of the Keokuk Municipal Code require that the City Council conduct a formal investigation into the good moral character of the applicant; **AND** 

WHEREAS, such an investigation has been conducted.

### NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF KEOKUK, IOWA:

**THAT,** Chaparita LLC has been found to be of good moral character and meets the requirements of Section 123.40 of the Code of Iowa; and that the Class C Retail Alcohol License for Los Tapatios Restaurant, 706 Main Street, effective November 1, 2025, be approved and endorsed to the Iowa Alcoholic Beverage Division.

Passed this 2<sup>nd</sup> day of October 2025.

CITY OF KEOKUK, LEE COUNTY, IOWA

	By:	
	K. A. Mahoney, Mayor	
A TETTE CITE		
ATTEST:		
Celeste El Anfac	oui, City Clerk	

PAYMENT OF THE FOLLOWING CLAIMS FOR THE CITY ARE APPROVED AND CLAIMS FOR THE LIBRARY AND AIRPORT ARE ACKNOWLEDGED FOR THE PURPOSE OF PAYING THE SEMI-MONTHLY BILLS FOR THE COUNCIL MEETING OF OCTOBER 2, 2025.

#### **REGISTER NO. 5498**

ALTORFER INC.	PARTS	\$ 123.70
BEARING HEADQUARTERS CO.	PARTS	\$ 288.68
KEOKUK TERMITE & PEST CONTROL	PEST CONTROL FOR AUGUST 2025	\$ 150.00
RIVER CITY PARTS, INC.	PARTS	\$ 22.50
SHERWIN-WILLIAMS CO.	SUPPLIES/PARTS	\$ 134.75
ACCESS SYSTEMS	SERVICE	\$ 53.04
S. J. SMITH WELDING SUPPLY	RENTAL	\$ 10.50
MICROBAC LABORATORIES, INC	WPC TEST SAMPLES	\$ 1,963.75
TASKE FORCE, INC.	SERVICE	\$ 12,648.00
BAKER & TAYLOR BOOKS	BOOKS KEOKUK PUBLIC LIBRARY	\$ 24.49
ALLIANT	SERVICE	\$ 20,136.49
PETTY CASH-KEOKUK LIBRARY	COOKING CLASS SUPPLIES	\$ 18.86
THE CARDBOARD BOX	UPS CHARGES	\$ 49.82
ENVIRONMENT RESOURCE ASSOCIATE	LAB SUPPLIES-WPC	\$ 403.82
CENTURY LINK	SERVICE	\$ 899.76
GREAT RIVER REGIONAL WASTE	SERVICE	\$ 21,861.94
LEE COUNTY RECORDER/REGISTRAR	SERVICE	\$ 22.00
MIDLAND SCIENTIFIC, INC	LAB SUPPLIES WPC	\$ 1,753.74
SAFETY-KLEEN	CLEAN REFILL TANKS	\$ 100.00
TRUCK REPAIR, INC	PARTS	\$ 101.45
IOWA DEPT. OF PUBLIC SAFETY	FY26 1ST QTR JLY-SEPT.2026 KPD	\$ 376.50
SHOEMAKER & HAALAND	ENG.RIVERFRNT TRAIL CONST.MANG	\$ 22,049.79
MODJESKI & MASTERS, INC.	BRIDGE INSPEC. JLY28-AUG31,25	\$ 1,160.00
VAN METER INDUSTRIAL	2-VAC MONITOR SEWER DEPT.	\$ 183.93
HUFFMAN MACHINE & WELDING, INC	SUPPLIES/PARTS	\$ 1,264.59
ENDERLE HEATING & A/C COMPANY	PARTS/LABOR @ KPD A/C WORK	\$ 246.19
HY-VEE, INC.	SUPPLIES	\$ 47.39
FISHER SCIENTIFIC	LAB SUPPLIES-WPC	\$ 645.69
PER MAR SECURITY SERVICES	SERVICE	\$ 3,096.47
RAIRDEN'S AUTO SALVAGE &	SERVICE	\$ 100.00
NIEMANN FOODS, INC./ACE	PARTS/SUPPLIES	\$ 481.80
ELLIOTT EQUIPMENT CO.	PARTS SANITATION DEPT.	\$ 655.06
FERGUSON ENTERPRISES LLC #1657	CREDIT ON ACCOUNT	\$ (470.20)
DOUBLE A" GLASS L.L.C. "	2 ELEC.STRIKE KITS RPARK RR	\$ 366.24
PETE BENSON	TOOL ALLOWANCE FY2025-2026	\$ 243.69
SEIRPC	PER CAPITA DUES FY26	\$ 9,513.00
MENARD INC.	SUPPLIES AIRPORT	\$ 51.29
DISCOUNT TIRE & SERVICE	TRAILER TIRE SEWER DEPT.	\$ 210.00
MEDIACOM	SERVICE	\$ 221.14
HILL'S PET NUTRITION SALES,INC	ANIMAL CONTROL SUPPLIES	\$ 8.45

#### **REGISTER NO. 5499**

IMI EQUIPMENT, LLC	JD PARTS	\$ 208.03
STACEY J. HAWKINS	SERVICE TREE REMOVAL/CLEANUP	\$ 3,500.00
LEE COUNTY TREASURER	72LIENS NUISANCE HOUS.ABATEMNT	\$ 730.00
BRITE-WAY WINDOW SERVICE	SERVICE CITY HALL & LIBRARY	\$ 215.00
CARD SERVICES	SUPPLIES KEOKUK PUBLIC LIBRARY	\$ 272.90
KEOKUK VETERINARY HOSPITAL	ANIMAL SERVICES	\$ 18.00
MIDWAY FREIGHTLINER, INC. QUINCY	PARTS FIRE DEPT.	\$ 4,458.76
ANC PEST SOLUTIONS INC.	SERVICE KEOKUK PUBLIC LIBRARY	\$ 150.00
ASKEW SCIENTIFIC CONSULTING	PROFESSIONAL SERVICES	\$ 16,108.12
IDEXX DISTRIBUTION, INC.	LAB SUPPLIES	\$ 562.18
OVERDRIVE, INC.	SUPPLIES KEOKUK PUBLIC LIBRARY	\$ 2,107.45
LIBERTY UTILITY IOWA	SERVICE	\$ 2,701.64
LYNCH DALLAS, PC.	PROFESSIONAL SERVICES	\$ 589.50
CELESTE EL ANFAOUI	REIMB. MILEAGE TO AUDITOR	\$ 41.30
GRAPHIC EQUIPMENT CORPORATION	PARTS/FREIGHT WWTP	\$ 1,117.10
COMMERCIAL CONTRACTING	CONTRACT WORK	\$ 91,788.42
QUINCY MEDICAL GROUP	SERVICE	\$ 45.00
RICOH USA, INC.	SUPPLIES KEOKUK PUBLIC LIBRARY	\$ 126.00
DOUG EWING PHOTO	KPD HEADSHOTS	\$ 200.00
MATT MURPHY	REIMB.DAMAGED UNIFORM PANTS	\$ 107.00
STEVEN R LONG	CITY HALL JANITORIAL SERVICE	\$ 600.00
AC CONTRACTING LLC	REMOVE 2 TREES FROM RAND PARK	\$ 2,500.00
IOWA ONE CALL	SERVICE	\$ 317.30
PET WASTE ELIMINATOR	ELIMINATOR BASIC KIT	\$ 263.99
NEWBERRY LANDSCAPING LLC	NUISANCE PROPERTIES	\$ 1,500.00
MATT MAERZ	REIMB. CDL LICENSE	\$ 20.00
WALZ LABEL AND MAILING SYSTEMS	POSTAGE INK CARTRIDGE	\$ 329.35
NORRIS ASPHALT PAVING	1/2' SURFACE COLD PATCH-ST.DPT	\$ 1,542.72
SHARED IT INC	IT SERVICES KEOKUK FIRE DEPT.	\$ 237.50
SCOTT'S ULTRA CLEAN LLC	LIBRARY JANITOR SERVICE OCT.25	\$ 1,375.00
QUINCY AXE COMPANY	MOBILE UNIT EVENT OCT.18,2025	\$ 900.00
BENJAMIN SPARROW	GRAND THEATER JANITORIAL	\$ 315.00
ELITE LAWN AND LANDSCAPE LLC	NUISANCE PROPERTIES	\$ 2,380.00
ACCESS SYSTEMS LEASING	SERVICE	\$ 182.35
HEY BRUCE INC.	MOWING & EQUIPT.MAINT.AIRPORT	\$ 1,020.00
JONES CONTRACTING CORP.	GRAND AVE 25 RECON N17TH-BOULV	\$ 260,784.04
CENGAGE LEARNING INC./GALE	SUPPLIES KEOKUK PUBLIC LIBRARY	\$ 173.63
EOCENE ENVIRONMENTAL GROUP,INC	EPA BROWNFIELD CLEANUP GRANT	\$ 5,633.00
MCCLOUD SERVICES	SERVICE	\$ 119.32
SOUTHEASTERN COMMUNITY COLLEGE	TUITION DYLAN JEFFERS FIRE DPT	\$ 1,564.00
LEE COUNTY FLORAL LLC	CRAFT & CHAT W LEE CO.FLORAL	\$ 300.00
TRACIE JONES	REIMB.GRAND THEATRE SUPPLIES	\$ 62.48
MICHELLE MORTIMER	GRAND THEATRE MANAGER FEE	\$ 400.00

#### **REGISTER NO. 5500**

POINTE PEST CONTROL-IL, LLC	SERVICE KEOKUK PUBLIC LIBRARY	\$ 14.90
THE KEOKUK WALLDOGS	POLYTAB CANVAS, PAINT, VARN. SHIP	\$ 347.89
DYNALENE, INC.	DYNALENE PG 50%/FREIGHT WWTP	\$ 14,999.88
		\$ 524,147.06



**COUNCIL ACTION FORM** Date: 10/02/2025 Presented By: Ferneau Subject: Sewer Rate Amendment Ordinance \_\_\_\_ Agenda Item: 7\_\_\_\_ Description: This is the third reading for the Sewer Rate Amendment Ordinance. The Rate ordinance will implement three 7% rate increases followed by annual 3% rate increases

with rate reviews to occur every two years for residential customers. Large industrial customers have been and will continue to be subject to annual 10% rate increases. The reason for the residential rate increase is two-fold. One is a need to keep up with annual inflation costs. The other is to adjust revenue to allow debt service payments currently being paid by the property tax debt service levy with sewer revenue.

The goal in this area is to allow the overall property tax levy to be reduced by approximately \$4.50/\$1,000 valuation, specifically for debt service. The current debt service levy is approximately \$7.50/\$1,000 valuation. The intended result is to reduce the debt service levy to approximately \$3.00/\$1,000 valuation.

The Finance Committee has discussed this proposal.

#### **FINANCIAL**

this a budgeted item? YES NO V	
ine Item #: Title:	-
mount Budgeted:	
ctual Cost:	
nder/Over:	
anding Sources:	
epartments:	
this item in the CIP? YES NO CIP Project Number:	-

Any previous Council actions:	
Action	Date
Finance Committee reviewed the ordinance	August 21, 2025
Initial reading & second reading	September 4, and September 18, 2025
Recommendation:	
Staff recommends approval.	
Required Action	
ORDINANCE RESOLUTION MOT	TION NO ACTION REQUIRED
Additional Comments:	
MOTION BY: S	ECONDED BY:
TO	
	ICIL VOTES
VOTES Ward 1 Ward 2 Ward 3 At La	arge 1 At Large 2 Ward 4 Ward 5 Ward 6 Ward 7
YES	
NO L L	
ABSENT	

#### ORDINANCE NO.

### AN ORDINANCE TO AMEND CODE OF ORDINANCES, CITY OF KEOKUK, IOWA, SECTION 13.08.060 CONCERNING CLASS II SEWER RATES

#### BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF KEOKUK, IOWA:

**Section 1.** The Code of Ordinances, City of Keokuk, Iowa is hereby amended by amending Chapter 13.08, Sewer Rates, Subchapter 13.08.060, Class II Rates, to read as follows:

13.08.060 - Class II rates.

Rates for class II users shall reflect a Volume Charge per one unit or seven hundred fifty gallons above the minimum monthly rate, or Basic Service Charge, for the first one thousand five hundred gallons of usage. Volume usage shall be based on actual or estimated monthly water meter readings. For this section, units shall be considered seven hundred fifty gallons of water.

Rates for Class II users are as follows:

		January		July	July
		2026	July 2026	2027	2028
		Blended			
	Rate Increase	7%	7%	7%	3%
	Class II Rates				
Basic Service Charge (per bill,		\$ 34.00	\$ 36.38	\$ 38.93	\$41.65
first 1,500 gallons included)					
Volume Charge (per one unit or		\$5.70	\$6.10	\$ 6.53	\$6.72
750 gallons after first 1,500 gallons)					

Effective July 1 of each year, beginning in 2029, the customer base service charges and volume charges as set forth in this section shall be increased 3 percent (3%) from the prior year, except as amended by ordinance of the City Council. The City shall review said charges and rates every two (2) years to ensure that the system generates adequate revenues to pay the full costs of operation, maintenance, capital projects, and any debt service and to maintain adequate fund balances.

**SECTION 2. 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 3. WHEN EFFECTIVE**. This Ordinance shall be in effect from and after its final passage, approval and publication as provided by law.

**Initial reading** by the Council on this 4<sup>th</sup> day of September 2025.

AYES - 8

K. A. Mahoney, Mayor  Attest:  Celeste El Anfaoui  ROLL CALL: CRENSHAW – AYE WALKER – AYE MULLIN – AYE CACKLEY DADE – AYE ANDREWS – AYE TILLMAN – AYE BRYANT – AYE  GREENWALD – AYE  AYES – 9 NAYS – 0 ABSENT – 0  Second reading by the Council on this 18 <sup>th</sup> day of September 2025.  CITY OF KEOKUK, LEE COUNTY, IOWA  K. A. Mahoney, Mayor  Attest:  Celeste El Anfaoui  ROLL CALL: CRENSHAW – AYE WALKER – AYE MULLIN – AYE CACKLEY DADE – AYE ANDREWS – ABSENT TILLMAN – AYE BRYANT – AYE GREENWALD – AYE		CITY	Y OF KEOKUK, LEE COUNTY, IOWA
Celeste El Anfaoui  ROLL CALL: CRENSHAW – AYE WALKER – AYE MULLIN – AYE CACKLEY DADE – AYE ANDREWS – AYE TILLMAN – AYE BRYANT – AYE  GREENWALD – AYE  AYES – 9 NAYS – 0 ABSENT – 0  Second reading by the Council on this 18 <sup>th</sup> day of September 2025.  CITY OF KEOKUK, LEE COUNTY, IOWA  K. A. Mahoney, Mayor  Attest:  Celeste El Anfaoui  ROLL CALL: CRENSHAW – AYE WALKER – AYE MULLIN – AYE CACKLEY DADE – AYE ANDREWS – ABSENT TILLMAN – AYE BRYANT – AYE			K. A. Mahoney, Mayor
ROLL CALL: CRENSHAW – AYE WALKER – AYE MULLIN – AYE CACKLEY DADE – AYE ANDREWS – AYE TILLMAN – AYE BRYANT – AYE  GREENWALD – AYE  AYES – 9 NAYS – 0 ABSENT – 0  Second reading by the Council on this 18 <sup>th</sup> day of September 2025.  CITY OF KEOKUK, LEE COUNTY, IOWA  K. A. Mahoney, Mayor  Attest:  Celeste El Anfaoui  ROLL CALL: CRENSHAW – AYE WALKER – AYE MULLIN – AYE CACKLEY DADE – AYE ANDREWS – ABSENT TILLMAN – AYE BRYANT – AYE	Attest:		
DADE – AYE ANDREWS – AYE TILLMAN – AYE BRYANT – AYE GREENWALD – AYE  AYES – 9 NAYS – 0 ABSENT – 0  Second reading by the Council on this 18 <sup>th</sup> day of September 2025.  CITY OF KEOKUK, LEE COUNTY, IOWA  K. A. Mahoney, Mayor  Attest:  Celeste El Anfaoui  ROLL CALL: CRENSHAW – AYE WALKER – AYE MULLIN – AYE CACKLEY DADE – AYE ANDREWS – ABSENT TILLMAN – AYE BRYANT – AYE	Celeste El Anfaoui		
Second reading by the Council on this 18 <sup>th</sup> day of September 2025.  CITY OF KEOKUK, LEE COUNTY, IOWA  K. A. Mahoney, Mayor  Attest:  Celeste El Anfaoui  ROLL CALL: CRENSHAW – AYE WALKER – AYE MULLIN – AYE CACKLEY DADE – AYE ANDREWS – ABSENT TILLMAN – AYE BRYANT – AYE	DADE – AYE A	NDREWS – AYE TILLMA	
CITY OF KEOKUK, LEE COUNTY, IOWA  K. A. Mahoney, Mayor  Attest:  Celeste El Anfaoui  ROLL CALL: CRENSHAW – AYE WALKER – AYE MULLIN – AYE CACKLEY DADE – AYE ANDREWS – ABSENT TILLMAN – AYE BRYANT – AYE	AYES – 9	NAYS - 0	ABSENT-0
K. A. Mahoney, Mayor  Attest:  Celeste El Anfaoui  ROLL CALL: CRENSHAW – AYE WALKER – AYE MULLIN – AYE CACKLEY DADE – AYE ANDREWS – ABSENT TILLMAN – AYE BRYANT – AYE	Second reading by	the Council on this 18 <sup>th</sup> day o	f September 2025.
Attest:  Celeste El Anfaoui  ROLL CALL: CRENSHAW – AYE WALKER – AYE MULLIN – AYE CACKLEY DADE – AYE ANDREWS – ABSENT TILLMAN – AYE BRYANT – AYE		CITY OF K	EOKUK, LEE COUNTY, IOWA
Celeste El Anfaoui ROLL CALL: CRENSHAW – AYE WALKER – AYE MULLIN – AYE CACKLEY DADE – AYE ANDREWS – ABSENT TILLMAN – AYE BRYANT – AYE		K. A.	Mahoney, Mayor
ROLL CALL: CRENSHAW – AYE WALKER – AYE MULLIN – AYE CACKLEY DADE – AYE ANDREWS – ABSENT TILLMAN – AYE BRYANT – AYE	Attest:		
DADE – AYE ANDREWS – ABSENT TILLMAN – AYE BRYANT – AYE	Celeste El Ai	nfaoui	
	DADE – AYE A	NDREWS – ABSENT TILI	

NAYS - 0

ABSENT - 1

**Third/final reading** by the Council on this 2<sup>nd</sup> day of October 2025.

		CITY OF KE	OKUK, LEE COUNTY, IOV	VA	
		K. A. N	Iahoney, Mayor		
Attest:					
Celeste El Anf	aoui				
ROLL CALL: CRENS ANDREWS –			MULLIN – CACKLEY – GREENWALD –	DADE	-
AYES –	NA	YS –	ABSENT –		



Date: October 2, 2025 Presented By: Brian Carroll, P.W. Director BL Subject: No Parking North 5th Street From - Concert - High on South Side Agenda Item: Description: The public works department is requesting that no parking be allowed on the southerly side of North 5th Street from Concert Street to High Street, across the street from the Keokuk Public Library. I would therefore recommend that no parking be allowed on the southerly side of North 5th Street between Concert Street and High Street. **FINANCIAL** Is this a budgeted item? YES NO L Line Item #: \_\_\_\_\_ Title: \_\_\_\_\_ Amount Budgeted: Actual Cost: Under/Over: **Funding Sources:** Departments: YES NO L CIP Project Number: Is this item in the CIP?

Any previous Council actions:	
Action	Date
Recommendation:	
Staff recommends approval.	
Required Action	
-	MOTION NO ACTION REQUIRED
OKDINANCE RESOLUTION	
Additional Comments:	
MOTION BY:	SECONDED BY:
TO	
. •	
CITY	
	COUNCIL VOTES
VOTES Ward 1 Ward 2 Ward 3	COUNCIL VOTES
	COUNCIL VOTES

#### Ordinance No.

### An Ordinance Amending Section 9.28.040 Dealing with Parking Regulations

### BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF KEOKUK, LEE COUNTY, IOWA THAT:

**Section 1:** The Municipal Code be amended by adding the following subsection to section 9.28.040, Prohibited parking on certain streets, to read as follows:

#### 9.28.040 Prohibited parking on certain streets.

- (65) The southerly side of North 5<sup>th</sup> Street from Concert Street to High Street.
- **Section 2:** All other ordinances or parts of ordinances in conflict with the provisions of this ordinance are hereby repealed.
- Section 3: After second reading and passage of this ordinance the same shall remain on file with the City Clerk for ten (10) days before it shall come on for final adoption and thereafter upon such final adoption as evidenced by resolution to that effect this Ordinance shall be published once in the Daily Gate City, a newspaper of general circulation and after such final adoption take effect from the date of publication.

CITY OF KEOKUK, LEE COUNTY, IOWA

ABSENT -

**Initial reading** by the Council on this 2<sup>nd</sup> day of October 2025.

AYES –

	K. A. Mahoney, Mayor
Attest:Celeste El Anfaoui	
ROLL CALL: CRENSHAW – WALKE DADE – ANDREWS – TILLMAN -	

NAYS -



Date: \_10/2/25 Presented By: Chief Z. Baum Subject: Civil Service Suspension Agenda Item: 9 Description: In September of 2025, the city suspended certain portions of the civil service hiring practices for 1 year as allowed by state code. Doing so provided additional flexibility in the hiring process that has proven to be a successful part of our hiring strategy. This resolution would suspend the civil service hiring practices for an additional year, from October 2, 2025 to October 2, 2026. All state mandated requirements still must be met by the applicants prior to an offer of employment. This resolution is for the police department solely and will not have any bearing on other civil service positions in the city. There is no budget consideration for this change. FINANCIAL Is this a budgeted item? YES NO L Line Item #: \_\_\_\_\_ Title: \_\_\_\_ Amount Budgeted: Actual Cost: Under/Over: **Funding Sources:** Departments: Police YES CIP Project Number: \_\_\_\_ NO Is this item in the CIP?

Any previous Council actions:	
Action	Date
Recommendation:	
Required Action	
ORDINANCE RESOLUTION	□ MOTION □ NO ACTION REQUIRED □
Additional Comments:	
MOTION BY:	SECONDED BY:
O'O'	
	TY COUNCIL VOTES
VOTES Ward 1 Ward 2 W YES	Vard 3 At Large 1 At Large 2 Ward 4 Ward 5 Ward 6 Ward 7
NO [	
ABSENT [ [	

#### **RESOLUTION NO.**

#### A RESOLUTION SUSPENDING THE CIVIL SERVICE HIRING PRACTICES FOR A PERIOD OF 1 YEAR AS ALLOWED BY IOWA CODE

**WHEREAS,** pursuant to newly enacted Iowa Code, city council may suspend civil service hiring practices by majority vote; and

WHEREAS, said suspension shall not be in effect for more than one year, but city council may immediately vote to implement a new suspension of the required hiring practices upon the expiration of the prior suspension; and

WHEREAS, anyone hired during the suspension will retain all rights, benefits, and privileges afforded by Chapter 400 (Civil Service) of the Iowa Code; and

WHEREAS, city staff is recommending suspension of the civil service hiring practices for the position of police officer; and

WHEREAS, said suspension does not apply to promotional examinations within the Police Department or entrance and promotional examinations within the Fire Department; and

WHEREAS, the effective date of the suspension of hiring practices for police officer shall commence on October 2, 2025, and expire on October 2, 2026.

**NOW, THEREFORE, BE IT RESOLVED,** by the Council of the City of Keokuk, Iowa that the suspension of civil service hiring practices for the position of Police Officer are hereby approved and shall commence October 2, 2025, and expire on October 2, 2026, and the Mayor, City Clerk, City Attorney, and Police Chief are hereby authorized to take any action necessary in furtherance thereof.

PASSED, APPROVED, AND ADOPTED this 2nd day of October 2025.

	K.A. Mahoney, Mayor
Attest:	
Celeste El Anfaoui, City Clerk	



Date: \_\_\_\_ Presented By: Tom Wills Subject: Return Pump Valves and Actuators Agenda Item: 10 Description: Return Pump valves and actuators to replace two valves that are no longer functioning correctly. We currently can not rotate between the return pumps causing more wear on them. We have received two bids one from AMI Pipe and Supply and the other is from Dorner Company The prices are listed below AMI Pipe and Supply \$23,890.00 Dorner Company \$18,426

#### **FINANCIAL**

Is this a budgeted iter	m? YES	NO L	
Line Item #: 611-815	5-6750	Title: Specia	al Projects
Amount Budgeted:	N/A		
Actual Cost:	18,426		
Under/Over:	N/A		
Funding Sources: 611-815-6750		_	
Departments: Water Resource Reco	overy Facility		
Is this item in the CII	P? YES N		CIP Project Number:

Any previous Council actions:	
Action	Date
Recommendation:	
Our recommendation is that we choose t	the quote from Dorner Company as it is the lowest.
Required Action	
<u></u>	MOTION □NO ACTION REQUIRED □
Additional Comments:	
MOTION BY:	SECONDED BY:
TO	
CI	TY COUNCIL VOTES
VOTES Ward 1 Ward 2 W	Vard 3 At Large 1 At Large 2 Ward 4 Ward 5 Ward 6 Ward 7
YES [	
NO	
ABSTAIN	

#### **RESOLUTION NO.**

### A RESOLUTION APPROVING THE PURCHASE OF TWO NEW ACTUATED VALVES

WHEREAS Water Resource Recovery Facility solicited bids for two actuated valves and received responses from AMI Pipe and Supply as well as Dorner Company of Sussex, WI;

**WHEREAS** the lowest bid for the actuated valves was from Dorner Company for \$18,426.00, or \$9,213.00 per valve;

NOW, THEREFORE, BE IT HEREBY RESOLVED BY THE CITY COUNCIL OF THE CITY OF KEOKUK, IOWA: that the purchase of two actuated valves from Dorner Company for \$18,426.00 is approved.

PASSED, APPROVED, AND ADO	<b>PTED</b> this 2 <sup>nd</sup> day of October 2025
Mayor – K. A. Mahoney	_

Attest – Celeste El Anfaoui

#### Quote

AMI PIPE & SUPPLY 410 JOHNSON STREET P.O. BOX 697 KEOKUK IA 52632 (319) 524-8231

Order Number: 0143861 Order Date: 9/10/2025

**Customer Number** 

00-0001535

Sold To:

KEOKUK, CITY OF 501 MAIN ST KEOKUK, IA 52632 Ship To:

CPU -- WPC / WWTP KEOKUK, IA 52632

Confirm To: RYAN BELL

Job Name:

Customer P.O.	Ship VIA CPU	Ship Date	F.O.B. PREPA	AY & ADD	<b>Terms</b> NET 30 DAYS	
Item Code	Unit	Ordered	Shipped	Back Order	Price	Amount
***_***	EACH	2.00	0.00	0.00	11,945.00	23,890.00

DEZURIK 10 PEC CI FLG PLUG ACT

STYLE: PEC - ECCENTRIC PLUG VALVE; RECTANGULAR PORT

SST BEARINGS; WELDED-IN NICKEL SEAT

END CONNECTION: FLANGED DRILLING; ASME CLASS 125/150

BODY MATERIAL: CAST IRON

ACTUATOR: AUMA SQ14.2/AM01.1 ELECTRIC ACTUATOR

120VAC, ON/OFF, NEMA 4, LOCAL CONTROLS

LEAD TIME: UP TO 24 WEEKS ARO

THANKS !! TAYLOR, AMI

23,890.00 Net Order: Freight: Sales Tax:

Order Total:

23,890.00

0.00

0.00

### DORNER QUOTATION

Date: 8/4/2025

To: Keokuk Proposal No. Q1924auke

Attn:

**Ref: Automated Valves** 

Make Order To: Dorner Company

Terms: N30 N61 W23043 Silver Spring Dr.

Delivery: 4-5 Weeks ARO Sussex, WI 53089

Sales Contact: Gabe Walker

Prepared By: Stenz

		1 7		
Item	Quan.	Description	Unit Price	Total
1	2	10" DeZURIK PEC PLUG VALVE (P/N: PEC,10,F1,CI,NBR,CR), CAST IRON BODY, WELDED IN NICKEL SEAT, STAINLESS BEARINGS, NBR PACKING, CHLOROPRENE SEAT, FLANGED CONNECTIONS, ACTUATED BY AN AUMA SQR14.2/AC01.2 QUARTER TURN ACTUATOR, 1,800 FT-LB OUTPUT TORQUE, ON/OFF DUTY, 120 VAC MAIN POWER, 15 MINUTE DUTY MOTOR, 60 SECOND OPERATING SPEED, FA14 MOUNTING FLANGE, AC01.2 CONTROL HEAD, MWG CONTROL WITH 4-20 mA INPUT AND OUTPUT, (6) OUTPUT RELAYS (RATED FOR 250VAC), 115VAC AUX INTERNALLY SUPPLIED OUTPUT VOLTAGE, INTERNAL HEATER, DOUBLE SEAL ON ELECTRICAL CONNECTION	\$ 9,213	\$ 18,426
		Total		\$ 18,426

Notes: Prices quoted are FOB Factory with pre-pay & add. Quote valid for 30 days. Any applicable taxes are not included in the above pricing. Delivery times are estimated and are not guaranteed.



Date: 9-29-25

Presented By: Pam Broomhall/Casey Barnes

Subject:	Nuisance	Demolition -	624 C Street	Agenda Item: 11
Description	on:			
624 C Str	eet was post	ed unsafe to occ	upy in 2023. The	City has mowed and removed junk from erty owners have abandoned the property.
Two bids v	were received	d, low bidder was	CCS in the amou	unt of \$7,200.46.
	d the propert on the prope		oilled for the demo	litions, if not paid within 30 days, a lien will
FINANCI	IAL			
Is this a b	oudgeted iter	n? YES <u>[</u>	NO NO	
Line Item	n #:		Title:	
Amount I	Budgeted:			
Actual Co	ost:			
Under/Ov	ver:			
Funding S	Sources:			
Departme	ents:			
Is this ite	m in the CIP	? YES	NO 🔽 (	CIP Project Number:

Any previous Council actions:	
Action	Date
Recommendation:	
Approve demolition contract.	
Required Action	
	✓ MOTION □NO ACTION REQUIRED □
ORDINANCE RESOLUTION	
Additional Comments:	
MOTION BY:	SECONDED BY:
TO	
CIT	TY COUNCIL VOTES
	ard 3 At Large 1 At Large 2 Ward 4 Ward 5 Ward 6 Ward 7
	The State of the Large 2 ward 4 ward 5 ward 6 ward 7
YES L L	
ABSENT [	
ARSTAIN	

#### RESOLUTION NO.

## A RESOLUTION AUTHORIZING MAYOR TO SIGN DEMOLITION CONTRACT FOR A SINGLE-FAMILY DWELLING LOCATED AT 624 C STREET

**WHEREAS** the City solicited bids for the demolition of a single-family dwelling located at 624 C Street; and

WHEREAS, the property is unsafe due to general long-term neglect; and

WHEREAS, two bids were received, the low bid was \$7,200.46, submitted by Commercial Contracting Services of Keokuk.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF KEOKUK, LEE COUNTY, IOWA,

**That**, the City Council hereby accepts the bid submitted by Commercial Contracting Services of Keokuk in the amount of Seven thousand two hundred dollars and forty-six cents (\$7,200.46) and authorizes the Mayor to sign a contract for said demolition.

**BE IT FURTHER RESOLVED** that special assessment be filed with the Lee County Treasurers Office against the properties for the total amount expended for demolition and related expenses if invoice is not paid within thirty (30) days of billing the property owner.

Passed & Approved this 2<sup>nd</sup> day of October 2025.

	K. A. Mahoney, Mayor	
Attest:		
Celeste El Anfaoui, City Clerk		





Date: \_10/2/25 Presented By: Chief Baum Training Agreement-Riddle \_\_\_\_\_ Agenda Item: 12 Description: The hiring of Nolan Riddle as a police officer will require his attendance of the Iowa Basic Law Enforcement Academy tentatively scheduled for January 2, 2026 with graduation scheduled for April 24th, 2026. The tuition cost of the academy is \$6,750. The total investment into Riddle's training will be approximately \$30,400.52 which will come out of various line items, all of which are budgeted expenditures (salary, hiring process, etc). \$30,400.52 is the recoup-able amount should Riddle violate the terms of the agreement. It should be noted that the amount to be recouped is prorated per lowa Code, dependent on the length of service completed post certification. The proration is: less than 1 year-100%, more than 1 year but less than 2 years-75%, more than 2 years but less than 3 years-50%, more than 3 years but less than 4 years-25%. The employment agreement is complete at 4 years of service post certification. \*This employment agreement is contingent on passing the medical requirements set forth by the state of lowa FINANCIAL YES 🗸 NO Is this a budgeted item? Line Item #: 001-110-6413 Title: Agencies \$20,250.00 Amount Budgeted: \$6,750.00 Actual Cost: \$13,500.00 Under/Over: **Funding Sources:** Departments: Police NO 🗹 Is this item in the CIP? YES CIP Project Number:

Any previous Council actions:	
Action	Date
Recommendation:	
Required Action	
ORDINANCE RESOLUTION	□ MOTION □ NO ACTION REQUIRED □
Additional Comments:	
MOTION BY:	SECONDED BY:
O'O'	
	TY COUNCIL VOTES
VOTES Ward 1 Ward 2 W YES	Vard 3 At Large 1 At Large 2 Ward 4 Ward 5 Ward 6 Ward 7
NO [	
ABSENT [ [	

#### **RESOLUTION NO.**

### RESOLUTION APPROVING OFFICER TRAINING REIMBURSEMENT AGREEMENT

**WHEREAS**, the City of Keokuk, Iowa has approved employment of Nolan Riddle as a Police Officer; and

**WHEREAS**, the City of Keokuk, Iowa will invest considerable time and funds in Nolan Riddle's training.

NOW THEREFORE, BE IT RESOLVED, BY THE CITY COUNCIL OF THE CITY OF KEOKUK, STATE OF IOWA: that approves the Officer Training Reimbursement Agreement with Nolan Riddle.

PASSED, APPROVED, AND ADOPTED this 2nd day of October 2025.

	K.A. Mahoney, Mayor	
ATTEST:		
Celeste El Anfaoui, City Clerk		

### CITY OF KEOKUK OFFICER TRAINING REIMBURSEMENT AGREEMENT

This agreement is entered into by the City of Keekuk, Jowa, hereinafter referred to as

This agreeme		to by the City of Neol	Nuk, iowa, neremani	ci iciciica to as
"City" and	Nolan Riddle		_, hereinafter referre	ed to as
"Employee".				
THE INTENT	OF THIS AGRE	EEMENT IS TO PRO	VIDE FOR THE TR	RAINING OF
Nolan Riddle		AS A POLICE	OFFICER, AND TO	O SPECIFY THE
CONSIDERA <sup>2</sup>	TION THAT	Nolan Riddle		PROVIDES THE
CITY IN RETU	JRN FOR THE	TRAINING. IT SHAL	L NOT BE CONST	RUED IN ANY
WAY AS AN E	<b>EMPLOYMENT</b>	<b>AGREEMENT WHIC</b>	CH WOULD PROFF	FER A PROPERTY
RIGHT OR IN	TEREST ON	Nolan Riddle		
				_

- The City and the Employee agree that the Employee will attend the Iowa Law Enforcement Academy at the expense of the City to receive certification as a Law Enforcement Officer in accordance with the Academy's training requirements. The training at the academy is scheduled to begin as soon as the Employee is accepted for the training class. The City shall pay the expense of training and shall pay the Employee's regular wages during this training. The Employee agrees that he/she will be responsible for reimbursing the City in accordance with the rules for reimbursement as stated hereinafter in this Agreement. The expenses which the Employee agrees to reimburse include the City's expenditure for the Employee's pre-employment physical MMPI, Hepatitis B series shots, new bulletproof vest, mileage, food, lodging and tuition while attending the Academy. All of these reimbursable costs are referred to as "total training expenses." The Employee will not be responsible for reimbursing the City for any time spent by the Employee performing services such as dispatching, filing, patrol work, or other work assigned by the City. An estimate of the "total training expenses" mentioned above are listed hereafter in Paragraph No. 21. "Total training expenses" will be based on the actual cost incurred by the City. as these costs become known.
- 2. Employee may, at the City's option, be required to work for the Keokuk Police Department while attending the training program, and may be required to patrol, dispatch, operate computer system, perform clerical tasks, or do other duties as assigned by the Chief of Police or the Chief's designee. The hours expended by. Employee in attendance at the training course and service to the police department, other than drive time to and from the training course, shall be subject to the same limitations and compensatory time policies as apply to all police officers of the City.
- 3. Employee shall have a probationary period consistent with the Personnel Policy and State Law.
- 4. Employee shall serve as a full-time police officer of the City, after graduation from the lowa Law Enforcement Academy and meeting all criteria needed to receive proper certification.

- 5. In consideration for providing for this training, Employee agrees to work for the City as a police officer for at least five (5) years from the date when the Employee graduates from the Iowa Law Enforcement Academy and has met all criteria needed to receive certification.
- 6. In the event the Employee does not successfully complete the training program, Employee shall be released from employment with the City, and Employee shall reimburse the City for its "total training expenses" incurred to that date in accordance with the terms set forth in Paragraph 10.
- 7. In the event the Employee voluntarily resigns from the Keokuk Police Department without having served as a certified police officer for at least five years, the employee shall reimburse the City for total training expenses incurred per the following Schedule:

The amount of reimbursement shall be determined as follows:

- (1.) If a law enforcement officer resigns less than one year following completion of approved training, one hundred percent (100%) of the total training expenses.
- (2.) If a law enforcement officer resigns less than two years but more than one year after the completion of approved training, seventy-five percent (75%). If the officer begins employment with another law enforcement agency in Lee County or in a county adjacent to Lee County, or lowa Highway Patrol, within this time period, one hundred percent (100%).
- (3.) If a law enforcement officer resigns less than three years but more than two years after completion of approved training, fifty percent (50%). If the officer begins employment with another law enforcement agency in Lee County or in a county adjacent to Lee County, or lowa Highway Patrol, within this time period, one hundred percent (100%).
- (4.) If a law enforcement officer resigns less than four years but more than three years after completion of the approved training, twenty-five percent (25%). If the officer begins employment with another law enforcement agency in Lee County or in a county adjacent to Lee County, or lowa Highway Patrol, within this time period, one hundred percent (100%).
- 8. If the Employee is dismissed during the probationary period or properly terminated by the City without having served as a certified officer for at least five years, the employee shall reimburse the City for the "total training expenses" incurred according to the schedule as defined in paragraph 7. If the employee is dismissed for any other reason, such as reduction in force, the employee shall not be required to pay the City for any unpaid training costs owed.

- 9. At the end of four years of service as a certified police officer, the amount owed for training expenses by Employee shall be zero dollars.
- 10. Payment of any training costs owed to the City by Employee shall be made in. consecutive monthly payments in accordance with the following schedule:

Minimum monthly payment Annual Percentage Rate \$250.00 Four (4) %

The first payment shall be due thirty (30) days after the Employee's termination, and on the same date each month thereafter. Interest shall commence with the employee's date of termination and shall be calculated on the unpaid principal balance to the date of each installment paid with payments being credited first to accrued interest and then to the reduction of principal.

- 11. If Employee is killed or permanently and totally disabled as defined by Chapter 85 or Chapter 411 of the Iowa Code, while in the employ of the City, any training expenses shall cease.
- 12. This agreement may be amended or canceled only upon written agreement of both the City and the Employee.
- 13. Employee shall notify City of the employee's place of residence while in the employment of the City and/or until such time as the debt for total training expenses is satisfied in full.
- 14. If reimbursement is not made in accordance with this agreement, the Employee understands that the City at its Option may seek Employee's decertification as an lowa Law Enforcement Officer.
- 15. This agreement is for the purposes of bona fide employment and not for the purpose of achieving certification for the officer by way of "sponsorship" through the academy.
- 16. This Agreement is to be governed by the laws of the State of Iowa. The parties hereto agree that any action, suit, or proceeding based upon any matter, claim, or controversy arising under this Agreement shall be brought solely in the State Courts located in South Lee County, Iowa. The parties hereto irrevocably waive objection to the venue of the above-mentioned Courts, including any claim that such action, suit, or proceeding has been brought in an inconvenient forum. Both parties hereby expressly acknowledge and agree that nothing contained in this Agreement shall be construed to require the parties to submit to mandatory arbitration or mediation in the event of a breach or dispute hereunder.

- 17. If any section, subsection, term, or provision of this Agreement or the application thereof to the Employee, the City, or a particular circumstance shall, at any extent, be invalid or unenforceable, the remainder of said section, subsection, term, or provision of this Agreement or the application of same to the Employee, the City, or particular circumstances other than that for which it was held valid or invalid or enforceable, shall not be affected thereby and each remaining section, subsection, term, or provision of this Agreement shall be valid and enforceable to the fullest extent of the law.
- 18. The persons signing this Agreement warrant and represent that they have the authority to sign as, or on behalf of, the party for whom they are signing.
- 19. This Agreement may be executed in any number of counterparts, each of which when executed and delivered shall constitute a duplicate original, but all counterparts together shall constitute a single agreement.
- 20. Both the Employee and the City hereby expressly acknowledge and agree that this Agreement is intended to set forth the entire agreement between the parties regarding the reimbursement of "total training expenses" by the Employee, that there are no other considerations or monies contingent upon or resulting from the execution of this Agreement, and that no other monies or consideration have been solicited. No waiver, change, modification, or amendment of this Agreement shall be binding upon either party hereto unless in writing and signed by both the Employee and the City. The waiver by either party hereto of a breach of any subsequent breach of that provision or of any other provision or condition in this Agreement.
- 21. This Agreement is contingent upon passing the medical physical as set out in State of lowa Code.

### 21. TRAINING EXPENSE AND REIMBURSEMENT SCHEDULE AND EMPLOYEE ACKNOWLEDGEMENT FORM

The following are the estimated training	ng costs for EMPL	OYEE for training at the				
<u>Iowa Law Enforcement Academy</u>	from	1/2/2026to				
4/24/2026						
Required tuition/training courses cost Required training supplies and duty ge proof Vest Meals Physical CVSA MMPI Wages at ILEA Mileage	ear, PT clothing, l	\$ 6,750.00 soullet \$ 987.00 \$ 1,700.00 \$ 2,000.00 \$ 100.00 \$ 300.00 \$ 15,327.00 \$ 3,236.52				
Pursuant to the Agreement, EMPLOYEE amount:	agrees to reimbur	se CITY in the following				
TOTAL AGREED REIMBURSEMENT AN	\$ <u>30,400.52</u>					
EXECUTION	OF AGREEMEN	<u>T</u>				
Executed this day ofOctober	, 202	26				
MPLOYEE: CITY OF KEOKUK:						
[Signature]	ву: Mayor	<del></del>				
[Printed Name]						

STATE O	,							
COUNTY	) SS OF LEE )							
REIMBUR questions Agreemer understan	I,oath, do depose RSEMENT AGRI about the terms at have been full d the terms of	and state EEMENT, of the Agre y and suffice f the Agre	that I have that I have ement, that ciently answ	read th been my que rered, a	e attach provided estions r and that	ed OFFIC d the opporegarding to I am now	ER TRA ortunity the terms satisfied	NING o ask of the that I
			Employee		I	Date		
			Signatu	re				
			I Print Na		Riddle		_	
Riddle	SUBSCRIBE					,		Nolan
			Notary F County			r said		