

NOTICE OF MEETING OF THE CARTER LAKE CITY COUNCIL

City Council agendas are available at www.cityofcarterlake.com

You are hereby notified that there is a meeting of the City Council, Carter Lake, Iowa,

will be held on Monday, September 15, 2025, at 7:00 p.m.,

in the City Hall Council Chambers, 950 East Locust Street, Carter Lake, Iowa, for the purpose of taking official action on the agenda items shown hereinafter and for such other business that may properly come before the Council. This is a formal meeting during which the Council may take official action on various items of business. If you wish to speak on an item, please follow the seven participation guidelines adopted by the Council for speakers:

1. Anyone may address the Council on any agenda item.
2. Speakers should approach the microphone one at a time and be recognized by the mayor.
3. Speakers should give their name, spell their name, give their address, and then their statement.
4. Everyone should have an opportunity to speak. Therefore, please limit your remarks to three minutes on any one item.
5. At the beginning of the discussion on any item, the mayor may request statements in favor of an action to be heard first, followed by statements in opposition to the action.
6. Any concerns or questions you may have which do not relate directly to a scheduled item on the agenda will also be heard under "Citizen Concerns".
7. For the benefit of all in attendance, please turn off all cell phones and other communication devices while in the City Council Chambers.

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1. Pledge of allegiance
 2. Roll call
 3. Approval of the agenda
 - a. additions or deletions
 4. CONSENT AGENDA
 - a. Department head reports
 - i. Library, Community Center, Maintenance/Parks, Police, Fire/EMS
 - b. City council minutes – AUGUST
 - c. Planning board minutes – AUGUST
 - d. Overtime and comp time reports – AUGUST
 - e. Abstract of claims – AUGUST
 - f. Receipts – AUGUST
 - g. Financial reports – AUGUST
 - h. Liquor License Renewal – N/A
- END OF CONSENT AGENDA---

NEW BUSINESS

5. Communications from:
 - a. OVERLAND PROPERTY GROUP – "The Residence"
 - i. Final Approval of the plat
 - ii. A decision / path forward on TIF and the stormwater system they'd like us to pursue
 1. Option 1 - Plan as submitted
 2. Option 2 - Modify plan to shallow the basin, add landscaping, and redirect flows to the Avenue K system - \$200-\$300K TIF
 3. Option 3 - Modify plan to take detention underground and redirect flows to Avenue K - \$800K TIF.
 - iii. A vote to authorize the building official to issue a permit once all plan review items have been adequately addressed.

- b. City Motors Salvage license
 - c. Department Supervisors
 - i. Dave Huey – Fire Department
 - 1. Volunteer Fire Department retirement program
 - d. Mayor Ronald Cumberledge
 - i. Assignments and Updates
 - e. Jason Gundersen
 - i. Valve Project update
 - f. Clint Fichter, City Attorney
 - i. Update on dog nuisance case
 - ii. Update on 122 Carter Lake Club
6. ORDINANCES AND RESOLUTIONS:
- a. Consider motion to approve pay application #04-final for trail project
 - b. Consider motion to approve pay application #01 for the water valve project
 - c. Consider motion to amend ordinances
 - d. Consider motion to amend signature card for banking
 - e. Consider motion to approve 24/25 FYE budget transfers
 - f. Consider motion to approve wage resolution for Brandon Tapia
 - g. Consider motion to approve wage resolution for Cindy Huey
 - h. Consider motion to approve wage resolution for Jacob Huscroft
 - i. Consider motion to approve wage resolution for Jeremiah Poole
 - j. Consider motion to approve wage resolution for Julie Urich
 - k. Consider motion to approve wage resolution for Mark Parson
 - l. Consider motion to approve wage resolution for Phillip Newton
7. Communications from the public
- a. None received
8. CITIZEN CONCERNS (3 minutes per resident)
9. COUNCIL CONCERNS (3 minutes per member)
10. ADJOURNMENT

ADA AND INCLUSIVE LANGUAGE NOTICE

The City of Carter Lake does not discriminate based on disability in admission to, access to, or operations of its programs, services, or activities. Individuals who need auxiliary aid for effective communication in programs and services of the City of Carter Lake are invited to make their needs and preferences known to the ADA Compliance Officer, City Hall, 950 East Locust Street, (712) 347-6320. This notice is provided as required by Title II of the Americans with Disabilities Act of 1990. The City of Carter Lake promotes equity and inclusion of protected classes including sex, ethnicity, color, familial status, gender identity, age, marital status, national origin, geographic background, race, creed, religious and spiritual beliefs, sexual orientation, socioeconomic status, mental and physical disability, or veteran status in admission to, access to, or operations of its programs, services, or activities. This notice applies to all departments, employees, commissions, boards, and volunteers that work with the City of Carter Lake.

CARTER LAKE CITY COUNCIL MEETING

Monday, August 18, 2025

Mayor Ronald Cumberledge called the regular meeting to order at 7:00 p.m. Roll call of the council, present: Mayor Ronald Cumberledge, Jacob Hanika, Jackie Wahl, Aaron Grell, Victor Skinner and Jason Gundersen; City Attorney Clint Fichter and Clerk Jackie Carl.

Gundersen moved to approve the agenda, seconded by Hanika; unanimously approved. Wahl moved to approve the consent agenda, by Gundersen, unanimously approved. Consent agenda includes the following: Department head reports from Parks, Library, Community Center, Senior Services, Maintenance, Police, Fire/EMS; City council minutes; overtime and comp-time reports, abstract of claims, receipts and financial reports for July 2025.

At the workshop on Wednesday, the council received a detailed update regarding the wastewater monitoring manhole project from Engineer Elizabeth Hunter. Based on the estimated cost of the project it qualified for the competitive bid process for procurement of contract. Gundersen moved to proceed, seconded by Hanika; No-Grell Yes-Gundersen, Hanika, Skinner, Wahl.

Grell moved to table approving the salvage license for City Motor's for another 30 days to allow for the management to clean up the rest of the property to meet council approval, seconded by Skinner; unanimously approved.

Fire Chief Dave Huey new members proposed, Gundersen moved to approve Patrick Knudsen for fire department membership, seconded by Grell; unanimously approved. Gundersen moved to approve Tia Frison for fire department membership, seconded by Grell; unanimously approved.

Skinner moved to approve the pay scales for fire and EMS volunteers seconded by Grell; unanimously approved. Roll Call: No-Gundersen Yes-Hanika, Wahl, Skinner, Grell. Skinner moved to table the proposed retirement program seconded by Wahl; unanimously approved.

Mayor questioned why the Fire Department does not qualify for the Safer Grant from the Iowa West Foundation that has a program that all departments in Pottawattamie County received grants for gear. Phil and City Attorney will draft a letter to push back on this decision.

City Attorney summarized updates on several ongoing matters. 122 Carter Lake Club; dogs at large

VA transportation, retirement benefit for volunteers and seeking members to join committee to discuss the renovation or new construction for the volunteer fire station.

Mayor asked Gundersen and Grell to bring names of contractors to proceed with repairing water stop boxes. Council agreed to engage a contractor to do 3-4 at a time.

Gundersen moved to approve moving the GIS mapping contract to Snyder and Associates, Hanika seconded the motion; Roll call: no-Grell yes-Gundersen, Hanika, Wahl, Skinner.

Skinner moved to cancel grant writer contract, seconded by Grell; unanimously approved.

Gundersen updated that T-Mobile is providing new equipment to the pump station call system

Street repairs that Jason met with Lem to discuss accepting bid for concrete repairs, seconded by Grell; unanimously approved.

Grell moved to approve resolution for wage increases for longevity pay, Gundersen seconded; unanimously approved. Skinner moved to approve policy regarding distribution of minutes, seconded by Grell, Roll Call: Yes-Skinner, Wahl, Hanika, Grell, Gundersen.

Planning Board Member Jay Gundersen approached to discuss right of way permits and stormwater retention at the planned apartment complex. Encouraged the council to consider making changes to eliminate above ground retention.

Adjourn at 8:00 p.m.

Jackie Carl, City Clerk

Ronald Cumberledge, Mayor

PLANNING BOARD MEETING
Monday, September 8, 2025

At 7:00 p.m. Board Chair Ed Palandri called the meeting to order. Roll Call: Present: Ed Palandri, Jay Gundersen, Ray Pauly, Drew Evers, Kathryn Dueling Robert Horan and Tim Podraza are all present along with City Clerk Jackie Carl.

Pauly moved to approve the agenda seconded by Gundersen with the changes; unanimously approved. Dueling moved to approve the consent agenda consisting of building permit listing for August, planning board and city council minutes, seconded by Evers; unanimously approved.

New Business: The Residence - Overland Property Group presented the final site plan with proposed stormwater retention solutions based on board comments from previous meeting. Dueling moved for approval and seconded by Pauly. Roll Call: Yes-Podraza, Dueling, Palandri and Pauly. No-Gundersen, Evers, Horan. The developers request to make a recommendation on the plan review for permitting was not addressed.

Omaha Indian Tribe of Nebraska has submitted stormwater prevention plan, there was a discussion on the permits and demolition occurring at the property located at 13th and Locust Street.

Lakeside Mobile Home Park contractor submitted plans for fence and the application was returned for more complete information.

Planning Board rezoning workshop for Monday, September 22 at 6:30 p.m.

Pauly, moved to adjourn seconded by Dueling. Adjourn at 8:25 p.m.

Community Center Monthly Report-August 2025

1120 Willow Dr

712-847-8565 ext 310

clccdirector@carterlake-ia.gov

<u>ITEM</u>	<u>STATS</u>		
Reservations	Res/Prev Mo/Prev Yr 3/0/3		Revenue/Prev Mo/Prev Yr \$202.50/\$332.50/\$180
Memberships	Total/Prev Mo/Prev Yr 936/912/916	Sales/Prev Mo/Prev Yr 35/21/12	Revenue/Prev Mo/Prev Yr \$2,773.42/\$4,610.92/ \$2,739.50
Fitness	Attendance/Prev Mo/Prev Yr 231/237/296		Average Attendance/Prev Mo/Prev Yr 3.2/3.1/2.2
Recreation/Activities	Events/Prev Mo/Prev Yr 7/6/1	Event Attendance/Prev Mo./ Prev Yr. 134/1134/100	Activity Attendance/Prev Mo/Prev Yr. 748/506/462
Admittance/Prev Mo./Year 1733/1629/1570			

Highlights:

- Back to School Event Approx. 90 in attendance
- Senior Ice Cream Social Fundraiser- Good sales and donations
- Summer movie- Extremely Goofy Movie Several families enjoyed.
- Hydrant Parties were a success. Many kids and families came by and enjoyed the water and popsicles!
- Increased signups from Prairie Flower employees
- Youth Volleyball practices started. More registrations this fall than the previous season.
- Youth Flag Football started their season through Iowa West Sports Plex and working together with the YMCA.
- Senior Outing staff added. Immediate impact covering shifts with sick employees and assisting with senior meals, rides, and deliveries.
- Had meetings with Carter Lake Elementary Principal and the new Boys and Girls club Director to increase communication and cohesion between our community buildings.
- Construction of marquee, grill island, and fire pit started. Completion expected by Oct 1.
- Increased interest and participation in youth soccer. Thursday practices and league
- Early out school program "PowerPlay Mondays" kicked off. 16 additional kids attended to play Kickball.
- Launched our online Team Gear store in Collaboration with Champion. Has Carter Lake apparel for the community including: T-shirts, Long-Sleeve Shirts, Jackets, Sweatpants, and more!
- Carter Lake Cheer Team season kicked off. Started a fundraiser with Krispy Kreme donuts to raise funds for the program.

Community Center Monthly Report-August 2025

1120 Willow Dr

712-847-8565 ext 310

clccdirector@carterlake-ia.gov

Lowlights:

- Scheduled Virtual group fitness continues to be zero attendance
- Diane Moncion has submitted her notice for retirement from the Senior Coordinator position. Plans to fully retire in Florida.

Looking Ahead:

- Date is set for Trunk or Treat: Thursday Oct 23rd. Registration opens Oct 1 to hand out candy. Space Limited!
- Carter Lake Craft Fair Nov 15th
- Field 1 scoreboard to be installed this fall
- Winter hours expansion to coincide with daylight savings. Pickup basketball planned to reach adults.
- Adult Rec Volleyball was re-opened and is recruiting teams and free agents.
- Disc Golf Putting League recruiting attendees, registration opens Oct 1st.
- Winter Youth sports planned to start after November: Basketball and Indoor Soccer
- Halloween Cornhole Tournament scheduled for October 25th. A prize for best costume is also included in the tournament.
- Youth Cheer team has scheduled performances with Iowa Western (2 times), Union Omaha Football Club, and the Omaha Lancers.

Carter Lake Fire Department Monthly Report

Proudly Serving since 1956

Department Chief: David Huey
Report done by Coordinator: Phillip Newton
Assistant Coordinator: Cindy Huey

Contact information: Station # 712-347-5900

Email: clfire@carterlake-ia.gov

Check us out on FACEBOOK — Carter Lake Fire & Rescue

Month: August 2025

Continuous Issues/Budget:

Employee and Organization Development:

Pancake Breakfast: Pancake Breakfast is October 5th at the Fire Station - 7:30 to Noon

Monthly Meetings (1 st Tuesday):	6:30-Done	Officers, Members, Smoke Eaters
Fire training (1 st Saturday):	9-noon	Search & Rescue
Fire training (2 nd Tuesday):	7-10pm	Search & Rescue
EMS training (3 rd Tuesday):	7-10pm	Trauma Assessment

Safety Minutes: Please see safety minutes attached to email

Safety Committee: Next Safety Meeting is October 1st - 07:00 am at the Fire Station.

Total Calls for the month: 46
EMS (ambulance) - 37
Fire/Other calls - 9

Other: Additional Information for Mayor, City Council & Citizens:

1. Looking for In Town Volunteers, Call the Fire Station 712-347-5900



Library Board Meeting-Agenda
Monday, September 8th, 2025
4:00 pm

- I. Roll Call of Members**
- II. Disposition of Minutes of Previous Meeting**
 - a. August 2025
- III. City Financial Report**
 - a. July 2025
 - b. August 2025
- IV. Action on Bills**
- V. Progress and Service Report of the Director**
 - a. Director's Report
- VI. Unfinished Business.**
 - a. June 2025
 - b. Employee/Director Evaluations
- VII. New Business**
 - a. Kaitlyn's Wages
 - b. CIP \$
 - i. LIBRARY signage on building
 - c. Library Board Vacancy
 - d. Family Literacy Night- Volunteers Needed
 - e. Policies to Review
 - i. Personnel Policy
 - ii. Inclement Weather Policy
 - f. Board Training- Literacy Kits
- VIII. Public Comments from the Library Director, Library Board, and/ or Carter Lake citizens (3 - 5 minutes each)**
- IX. Next Board Meeting Date: Monday, October 13th 4:00 pm**
- X. Adjourn**



**Carter Lake Public Library Board Meeting CLCC Meeting Room
August 11, 2025 4:00 PM**

Roll Call

Present: Patti Midkiff-President, Bonnie Freeman-Vice-President, Delbert Settles, Linda Wetherby, Pam Christensen, Mary Allen

Staff Present: Tiffany Zuerlein

I. Roll Call of Members

- a. Patti called the meeting to order at 4:02 p.m.

II. Disposition of Minutes of Previous Meeting

- a. Bonnie made a motion to accept the July minutes. Pam seconded. All in favor.

III. City Financial Report

- a. Linda motioned to accept the May financials. Delbert seconded. All in Favor.
- b. Tiffany is questioning several entries on the June financials and will work with the City on getting them resolved. Linda motioned to table the June financials until next month. Bonnie seconded. All in favor.

IV. Action on Bills

- a. Tiffany will talk to the City about the window tinting charge for the broken Window.
- b. Mary approved all other bills. Delbert seconded. All in favor.

V. Progress and Service Report of the Director

- a. Bonnie motioned to accept the report. Linda seconded. All in favor.

VI. Unfinished Business

- a. Fall/Winter Planning Day – closing at Noon on Friday, August 22.
- b. Employee Evaluation Sheets – Tiffany has completed the City's evaluations for the other employees. She will contact Misty Gray regarding her evaluation: is the entire board required to evaluate her, or only Patti and Bonnie?

c. Bookmobile and Outreach Conference – Tiffany requested to table these items for now and focus more on a partnership with the school.

VII. New Business

- a. Jodie Sams has resigned from the Library Board due to a scheduling Conflict.



b. Expanding Wednesday's Hours – Starting the first week of September, the Library will be open an extra hour on Wednesdays. This will be on a trial basis to evaluate participation. Mary motioned to accept this change in hours. Bonnie seconded. All in favor.

c. Literacy Initiative – The language proficiency scores for the Carter Lake K-5 School is 43%, the state average is 68%. The science proficiency for Carter Lake is 29%. Beginning the first week of October, the Library is planning a Family Literacy Night, focusing on outreach to kids, parents and family.

d. ARSL (American Small Rural Libraries) Conference – Planning for all employees to attend virtually; the fee is \$55 per person. Tiffany will check with the City regarding a training budget.

VIII. Public Comments from the Library Director, Library Board, and/or Carter Lake Citizens (3-5 minutes each)

IX. Next Board Meeting: September 8, 2025, 4:00 p.m.

X. Adjourn

a. Pam motioned to adjourn the meeting at 4:53 p.m. Delbert seconded. All in favor.



Month in Review

- ★ Our Summer Reading Program ended on July 31st and we had over 100 people complete their reading log to be entered into our raffle prizes!
- ★ Back to School Night on Thursday, August 21st. The library had a booth at Carter Lake Elementary and we brought our button maker to the event. It was a successful event and we interacted with numerous families.
- ★ Just Craftin' Around's craft for the month were mosaic candle holders.
- ★ Meggie brought the bubble fun to the Hydrant Party that was held on August 13th.
- ★ On Friday, August 22 we closed the library early and had a planning meeting. It was incredibly productive and we have our events figured out through the end of December.

What's to Come

- ★ September is National Library Card Sign-Up Month! The library is celebrating by holding a raffle for one of two prizes. Anyone who signs up for a library card can enter a raffle. For those who already have a library card, they can still participate by referring friends, family or neighbors to get a library card. For each referral, they receive a raffle entry.
- ★ 21st Century Club will be visiting the library each week beginning September 10th.
- ★ The library is back to school year programming- Monday Mayhem returns September 8th and AAA Club (Awesome Afternoon Activities) kick off on Wednesdays beginning September 3rd.
- ★ Meggie's new storytime, Wiggle and Read, will kick off on Friday, September 5th.
- ★ STEM Buffet will be held on September 11th. Here kids can build some awesome STEM kits!
- ★ The library now has a Storywalk! The signs are near the parking lot that is between the library and the elementary school.
- ★ This month's Just Craftin' Around on Saturday, September 20th will be making charm bracelets.
- ★ Mr. K will be back for storytime on September 11th at 10:30!
- ★ Sharon will be hosting an adult paint and sip for Friday, September 12th at 5:30.
- ★ Music Bingo returns on Friday, September 26th from 6-7!
- ★ September 3rd is the first Wednesday to be open until 7pm.
- ★ Early Literacy kits are now assembled and waiting to be catalogued. We plan to start circulating them the second week of September.
- ★ Family Literacy Night will be Wednesday, October 1st at 5pm. We are still needing volunteers to help man the stations.
- ★ The library is going to have a Little Free Costume Closet. People can donate new or gently used costumes September 15-30. Then people can come and select a costume during the month of October. If you have any Halloween costumes that you would like to donate, please let me know!



**Library Director's Report
September 8th, 2025
4:00 pm**

<u>August Patron Data</u>	
Monthly Network Usage	1433
Unique Wi-Fi Visitors	273
Computer Usage	365
New Library Cards	12
Renewed Cards	0
Patron Count	1083
Program (Services)	38
Programming (Participants)	685
Circulation	873
E-Audiobooks/Ebooks	289

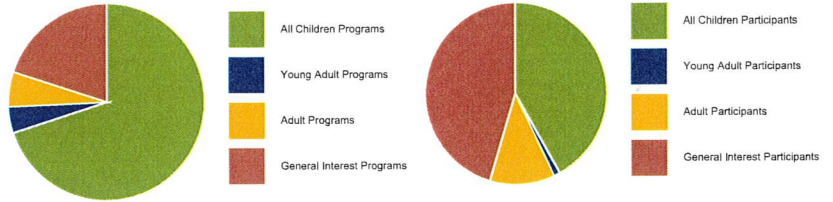
Community Members who checked out materials from the library in Month saved a total of **\$11,761.96!**

<u>August Library Revenue</u>	
Black and White Copies	\$38.64
Color Copies	\$18.45
Fax	\$22.25
Donations	\$.85
Sales (Books)	\$19.50
Fines (Damaged Books)	\$2.00
Lamination	\$.25
Library Card (NR)	0
Shirt Sales	\$80.00
Tote Bag Sales	\$10.00
Monthly Total	\$191.94

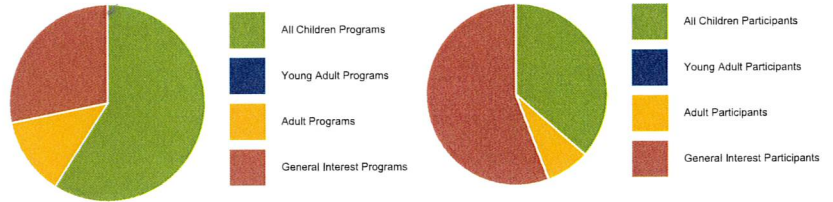
Carter Lake Public Library

July, 2025 - August, 2025

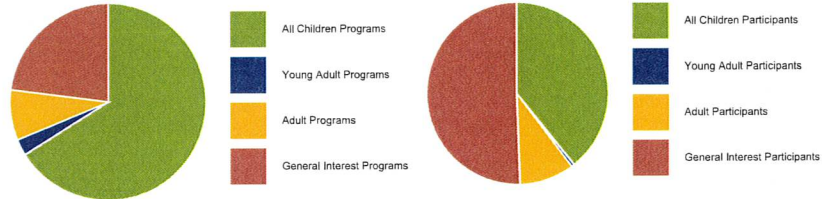
July					
Overview					
All Children Programs	49	70%	All Children Participants	295	41.9%
Young Adult Programs	3	4.29%	Young Adult Participants	8	1.14%
Adult Programs	4	5.71%	Adult Participants	81	11.51%
General Interest Programs	14	20%	General Interest Participants	320	45.45%
Total Programs	70		Total Participants	704	



August					
Overview					
All Children Programs	23	58.97%	All Children Participants	250	36.5%
Young Adult Programs	0	0%	Young Adult Participants	0	0%
Adult Programs	5	12.82%	Adult Participants	53	7.74%
General Interest Programs	11	28.21%	General Interest Participants	382	55.77%
Total Programs	39		Total Participants	685	



Year in Review					
Overview					
All Children Programs	72	66.06%	All Children Participants	545	39.24%
Young Adult Programs	3	2.75%	Young Adult Participants	8	0.58%
Adult Programs	9	8.26%	Adult Participants	134	9.65%
General Interest Programs	25	22.94%	General Interest Participants	702	50.54%
Total Programs	109		Total Participants	1389	



Carter Lake Public Library

August-2025

In August, 273 unique patrons used your library WiFi. On average, these patrons visited to use the WiFi on just under 5 individual days.

Change from prior month



1433 ↑ 7.18%

Monthly Sessions



1245 ↑ 7.05%

Total Visits



273 ↑ 6.64%

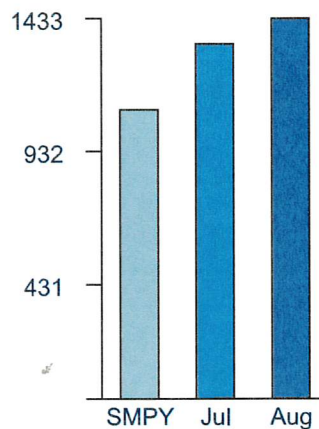
Unique Visitors



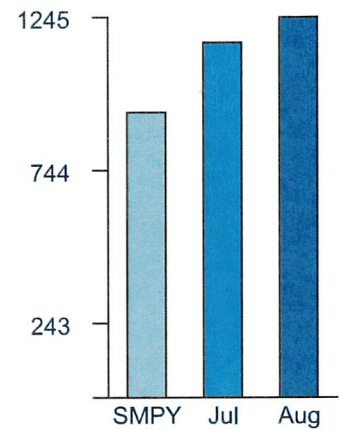
4.56 ↑ 0.44%

Average Return Rate

Total Monthly Session Count

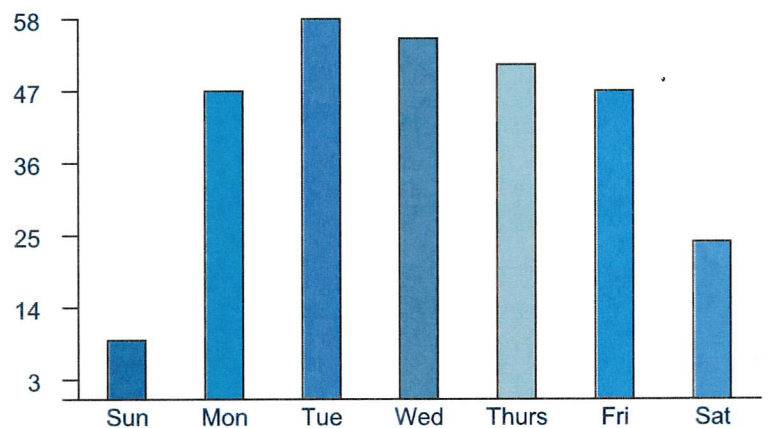


Total Monthly Visits

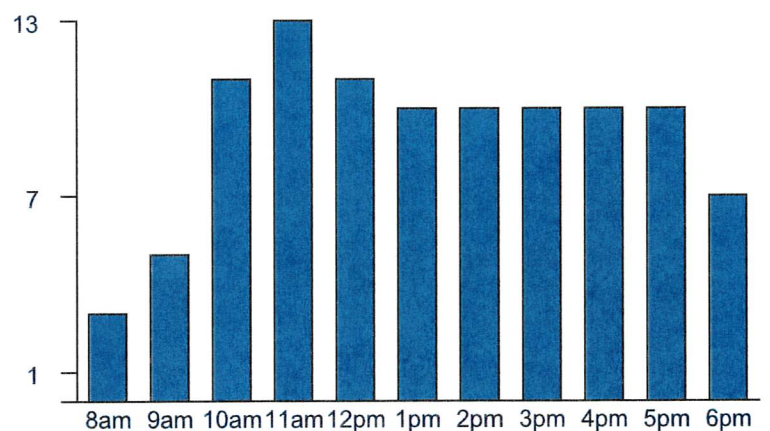


*SMPY: Same Month Prior Year

Average Daily Visits



Average Peak Hourly



SAFETY ACTION PLAN

Assignment Number	Assignment
Person Responsible	
Estimated Completion Date	
Completion Date	
Assignment Number	Assignment
Person Responsible	
Estimated Completion Date	
Completion Date	
Assignment Number	Assignment
Person Responsible	
Estimated Completion Date	
Completion Date	
Assignment Number	Assignment
Person Responsible	
Estimated Completion Date	
Completion Date	
Assignment Number	Assignment
Person Responsible	
Estimated Completion Date	
Completion Date	

CC ANALYSIS, 22 OVERTIME REPORT
8/08/2025 THRU 8/08/2025

COST CENTER	OVERTIME HOURS	OVERTIME PAY	COMP TIME HRS
11013 NATHANIEL A BEN			
11010 POLICE WAGES			5.00
11042 OT TO COMP TIME	7.00		
	-----		-----
EMP TOT 11013	7.00		5.00
41009 SHARON N CARR			
41040 OT WAGES/LIBRAR	.75	25.62	
	-----	-----	
EMP TOT 41009	.75	25.62	
43005 ETHAN G CHAMBER			
81040 OT WAGES/WATER	6.00	186.30	
	-----	-----	
EMP TOT 43005	6.00	186.30	
11002 GARY D CHAMBERS			
11010 POLICE WAGES			12.00
11040 OT POLICE WAGES	3.25	209.24	
	-----	-----	-----
EMP TOT 11002	3.25	209.24	12.00
11012 NICHOLAS R DARG			
11010 POLICE WAGES			6.00

EMP TOT 11012			6.00
11003 JOSHUA J DRISCO			
11010 POLICE WAGES			3.00

EMP TOT 11003			3.00
46004 NICHOLAS R HOLM			
46040 OT/COMM CENT	1.00	34.94	
	-----	-----	
EMP TOT 46004	1.00	34.94	
11010 JACOB S HUSCROF			
11010 POLICE WAGES			25.00

EMP TOT 11010			25.00
62001 LISA M RUEHLE			
62040 OT WAGES/ADMIN	.25	13.81	
81040 OT WAGES/WATER	.25	13.80	
	-----	-----	
EMP TOT 62001	.50	27.61	
11015 ELIZABETH A SAN			
11040 OT POLICE WAGES	5.50	243.25	
	-----	-----	
EMP TOT 11015	5.50	243.25	

CC ANALYSIS, 22 OVERTIME REPORT
8/08/2025 THRU 8/08/2025

COST CENTER	OVERTIME HOURS	OVERTIME PAY	COMP TIME HRS
11008 ADAM W SWINARSK 11042 OT TO COMP TIME	7.50		
EMP TOT 11008	7.50		
46014 BRANDO TAPIA 46040 OT/COMM CENT	13.75	371.25	
EMP TOT 46014	13.75	371.25	
62005 LAURINE K WILHI 46020 PT/COMM CENT	17.75	415.62	
62010 ADMIN WAGES			10.50
62040 OT WAGES/ADMIN	1.50	52.70	
EMP TOT 62005	19.25	468.32	10.50
Report Total	64.50	1566.53	61.50
Employee Count	13		

CC ANALYSIS, 22 OVERTIME REPORT
8/22/2025 THRU 8/22/2025

COST CENTER	OVERTIME HOURS	OVERTIME PAY	COMP TIME HRS
43101 CHARLES R BENNE 43040 OT WAGES/PARKS	2.00	52.98	
EMP TOT 43101	2.00	52.98	
11013 NATHANIEL A BEN 11040 OT POLICE WAGES	.25	13.23	
EMP TOT 11013	.25	13.23	
43005 ETHAN G CHAMBER 43040 OT WAGES/PARKS	2.00	62.10	
EMP TOT 43005	2.00	62.10	
11006 RYAN P GONSIOR 11010 POLICE WAGES			10.00
11042 OT TO COMP TIME	.50		
EMP TOT 11006	.50		10.00
46004 NICHOLAS R HOLM 46010 COMMUNITY CENT			8.75
EMP TOT 46004			8.75
11010 JACOB S HUSCROF 11040 OT POLICE WAGES	8.75	513.32	
EMP TOT 11010	8.75	513.32	
11001 SHAWN M KANNEDY 11010 POLICE WAGES			2.50
EMP TOT 11001			2.50
62001 LISA M RUEHLE 62040 OT WAGES/ADMIN	6.63	365.80	
81040 OT WAGES/WATER	6.62	365.80	
EMP TOT 62001	13.25	731.60	
11015 ELIZABETH A SAN 11010 POLICE WAGES			53.00
EMP TOT 11015			53.00
11008 ADAM W SWINARSK 11040 OT POLICE WAGES	10.50	631.73	
EMP TOT 11008	10.50	631.73	
46014 BRANDO TAPIA			

CC ANALYSIS, 22 OVERTIME REPORT
 8/22/2025 THRU 8/22/2025

COST CENTER	OVERTIME HOURS	OVERTIME PAY	COMP TIME HRS
46040 OT/COMM CENT	2.00	54.00	
EMP TOT 46014	----- 2.00	----- 54.00	
62005 LAURINE K WILHI			
46020 PT/COMM CENT	25.25	591.23	
62040 OT WAGES/ADMIN	4.00	140.52	
62042 OT TO COMP	2.75		
EMP TOT 62005	----- 32.00	----- 731.75	
Report Total	71.25	2790.71	74.25
Employee Count	12		

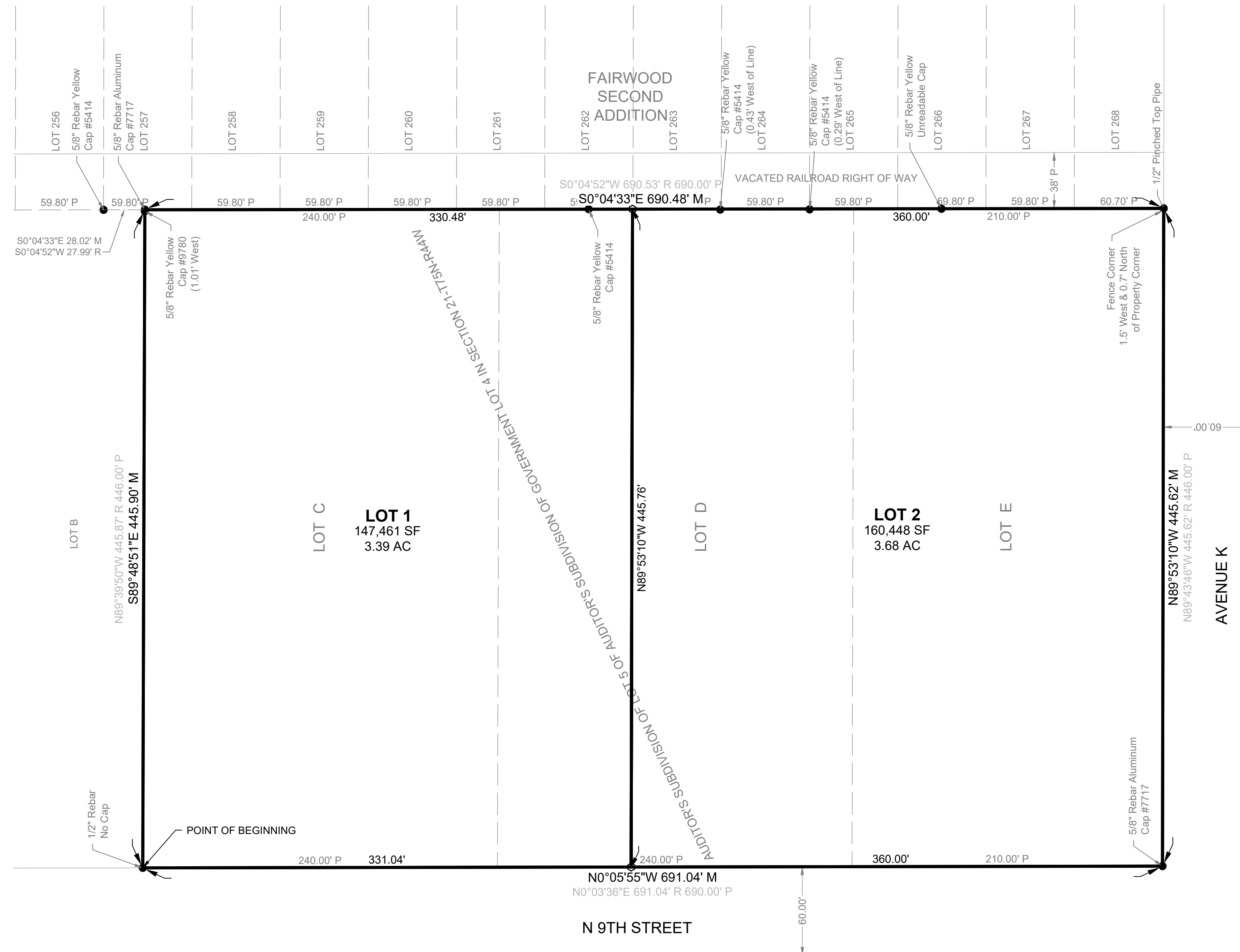
THE RESIDENCE AT CARTER LAKE FINAL PLAT

A REPLAT OF LOTS C, D, AND E, AUDITOR'S SUBDIVISION OF LOT 5 OF AUDITOR'S SUBDIVISION OF LOT 4
IN SECTION 21, TOWNSHIP 75 NORTH, RANGE 44 WEST OF THE 5TH P.M., POTTAWATTAMIE COUNTY, IOWA.

AREA ABOVE RESERVED FOR RECORDER

INDEX LEGEND

SURVEYOR'S NAME / RETURN TO:
TARRON MEAIKE, PLS
SNYDER & ASSOCIATES, INC.
231 BENNETT AVENUE
COUNCIL BLUFFS, IOWA 51503
712-322-3202
TMEAIKE@SNYDER-ASSOCIATES.COM
SERVICE PROVIDED BY:
SNYDER & ASSOCIATES, INC.
SURVEY LOCATED:
LOTS C, D & E
AUDITOR'S SUBDIVISION OF LOT 5 OF
AUDITOR'S SUBDIVISION OF GOVERNMENT LOT 4
SEC. 21-75N-R44W
REQUESTED BY:
JONES GILLIAM RENZ ARCHITECTS



PROPRIETOR'S DEDICATION

1. NO PRIVATE RESTRICTIONS AND/OR COVENANTS WILL BE RECORDED WITH THE SUBDIVISION.

KNOW ALL PERSONS BY THESE PRESENTS THAT MIKEL USA INC. BEING THE SOLE OWNER OF THE PROPERTY DESCRIBED IN THE PLAT DESCRIPTION AND EMBRACED WITHIN THIS PLAT, HAVE CAUSED THE SAME TO BE SUBDIVIDED AS LOT 1 AND LOT 2 TO BE KNOWN AS THE RESIDENCE AT CARTER LAKE.

IN WITNESS THEROF, I DO HEREBY RATIFY AND APPROVE OF THE DISPOSITION OF THE PROPERTY AS CONTAINED HEREIN ON THIS ____ DAY OF _____, 20____

BY: _____ DATE
MIKE LEVELL, PRESIDENT, MIKEL USA INC

STATE OF _____

COUNTY OF _____

ON THIS ____ DAY OF _____, 20____, BEFORE ME A NOTARY PUBLIC IN AND FOR THE STATE OF _____ PERSONALLY APPEARED MIKE LEVELL, TO ME PERSONALLY KNOWN, WHO BEING BY ME DULY SWORN, AND THAT SAID INSTRUMENT WAS SIGNED ON BEHALF OF MIKEL USA INC AND MIKE LEVELL ACKNOWLEDGED THE EXECUTION OF THE INSTRUMENT TO BE THE VOLUNTARY ACT AND DEED OF SAID MIKEL USA INC BY IT VOLUNTARILY EXECUTED.

NOTARY PUBLIC IN AND FOR SAID STATE _____

MY COMMISSION EXPIRES _____

CITY COUNCIL

APPROVED BY MAYOR: _____ DATE
THE HONORABLE RON CUMBERLEDGE

ATTESTED TO BY: _____

CITY CLERK: JACKIE CARL _____ DATE

PLANNING BOARD CHAIRMAN _____ DATE

CERTIFICATE OF TREASURER OF POTTAWATTAMIE COUNTY, IOWA

I, THE TREASURER OF POTTAWATTAMIE COUNTY, IOWA HEREBY CERTIFY THAT THE PROPERTY INCLUDED IN THE RESIDENCE AT CARTER LAKE, IS FREE FROM CERTIFIED TAXES AND CERTIFIED SPECIAL ASSESSMENTS.

TREASURER OF POTTAWATTAMIE COUNTY, IOWA: LEA VOSS _____

PLAT DESCRIPTION

ALL OF LOTS C, D AND E, AUDITOR'S SUBDIVISION OF LOT 5 OF AUDITOR'S SUBDIVISION OF GOVERNMENT LOT 4 IN SECTION 21, TOWNSHIP 75 NORTH RANG 44 WEST OF THE 5TH P.M. IN THE TOWN OF CARTER LAKE, POTTAWATTAMIE COUNTY, IOWA AND DESCRIBED AS FOLLOWS:

BEGINNING AT THE NORTHWEST CORNER OF SAID LOT C; THENCE SOUTH 89°48'51" EAST ALONG THE NORTH LINE OF SAID LOT C, 445.90 FEET TO THE NORTHEAST CORNER OF SAID LOT C; THENCE SOUTH 0°04'33" EAST ALONG THE EAST LINE OF SAID LOTS C, D AND E, 690.48 FEET TO THE SOUTHEAST CORNER OF SAID LOT E; THENCE NORTH 89°53'10" WEST ALONG THE SOUTH LINE OF SAID LOT E, 445.62 FEET TO THE SOUTHWEST CORNER OF SAID LOT E; THENCE NORTH 0°05'55" WEST ALONG THE WEST LINE OF SAID LOTS C, D AND E, 691.04 FEET TO THE POINT OF BEGINNING AND CONTAINING 7.07 ACRES (307,909 SQUARE FEET) MORE OR LESS.

WARRANTY DEED DESCRIPTION (DOCUMENT #2010-008111)

LOTS C, D, AND E AUDITOR'S SUBDIVISION OF LOT 5 OF AUDITOR'S SUBDIVISION OF GOVERNMENT LOT 4 IN SECTION 21, TOWNSHIP 75, RANGE 44 IN THE TOWN OF CARTER LAKE, POTTAWATTAMIE COUNTY, IOWA.

LEGEND

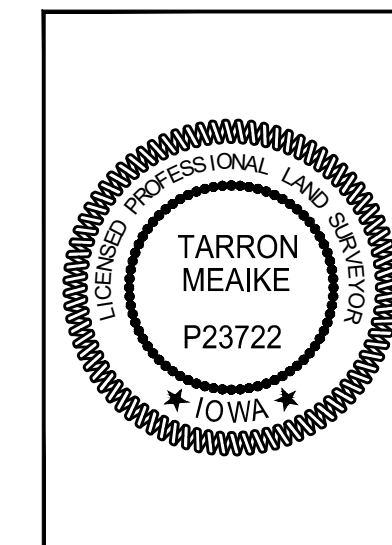
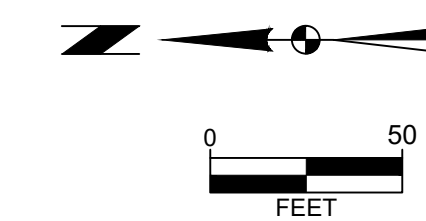
FEATURES	FOUND	SET
Section Corner	▲	△
1/2" Rebar, Yellow Cap # 23722 (Unless Otherwise Noted)	●	○
ROW Marker	■	□
ROW Rail	○	○
Control Point	○	○
Bench Mark	○	○
Platted Distance	P	P
Measured Bearing & Distance	M	M
Recorded As	R	R
Deed Distance	D	D
Calculated Distance	C	C
Centerline	---	---
Section Line	---	---
1/4 Section Line	---	---
1/4 1/4 Section Line	---	---
Easement Line	---	---

DATE OF SURVEY
JUNE 23, 2025

OWNER
MIKEL USA INC

DEVELOPER
OVERLAND PROPERTY GROUP
5345 W. 151ST TERRACE
LEAWOOD, KANSAS 66224
785-201-4046

BASIS OF BEARING
IA REGIONAL CS ZONE 6
US SURVEY FEET;
IA RTN DERIVED
NAD83(2011) (EPOCH 2010.00)



I hereby certify that this land surveying document was prepared by me or under my direct personal supervision and that I am a duly licensed Professional Land Surveyor under the laws of the State of Iowa.
Tarron Meaiko 09-02-2025
Tarron Meaiko, PLS Date
License Number P23722
My License Renewal Date is December 31, 2025
Pages or sheets covered by this seal:
SHEET 1 OF 1

THE RESIDENCE AT CARTER LAKE

FINAL PLAT

CARTER LAKE, IOWA

SNYDER & ASSOCIATES, INC. I



Project No: 125.0711.10

Sheet 1 OF 1

MARK	REVISION	DATE	BY
Engineer:	Checked By: TEM	Scale: 1" = 50'	
Technician: RMD	Date: 08/01/2025	T-R-S: 75N-44W-21	
Project No: 125-0711.10			Sheet 1 OF 1

I:\Projects\2025\125.0711.10\0001\23722\FINAL PLAT.dwg RACHEE DUCKEY, FINAL PLAT, 20250802, 11:14 AM, ANSI FULL BLEED, 34.00 X 22.00 INCHES

Doc Express® Document Signing History

Contract: 78-1142-604 Document: Final Voucher

This document is in the process of being signed by all required signatories using the Doc Express® service. Following are the signatures that have occurred so far.


Date	Signed By
07/14/2025	Paul Boyd Bluffs Paving & Utility Company, Inc. Electronic Signature (Approved by Contractor (Optional))
07/14/2025	Zach Wheat HGM Associates Inc. Electronic Signature (Recommended by Engineer)
08/06/2025	JACKIE Carl CITY OF CARTER LAKE Electronic Signature (Approved by PIRC (when applicable))
	(Approved by District Materials Engineer (Optional))
	(Approved by Administering Bureau (DOT))
	(Approved by FHWA (When applicable))

PERIODIC COST ESTIMATE		Estimate No. 1
Carter Lake Water Improvements Phase 2		Page 1 of 1
The project continued from Phase 1 into Phase 2 without a re-bid for new contract quantities.		S&A Project No. 123.1271.10
Engineer: Snyder & Associates, Inc.		Period Ending 7/31/2025
Owner: City of Carter Lake City Clerk 950 East Locust Street Carter Lake, IA 51510	Contractor: Backlund Plumbing 6215 Grover Street Omaha, NE 68106	Date of Estimate: 8/22/2025 Percentage Completion: 17%
		Current Contract Amount: \$550,000.00 Estimated Completion: 10/31/2025

ITEM NO.	DESCRIPTION	Unit	Unit Price (\$)	Quantities			Amount (\$)
				Contract	Actual	% To Date	
Project Quantities							
1	Mechanical Joint Gate Valve with Box, 3"	EA	\$6,725.00				\$0.00
2	Mechanical Joint Gate Valve with Box, 4" x 6"	EA	\$6,725.00		2.00		\$13,450.00
3	Mechanical Joint Gate Valve with Box, 6"	EA	\$6,725.00		3.00		\$20,175.00
4	Mechanical Joint Gate Valve with Box, 8"	EA	\$10,200.00				\$0.00
5	Mechanical Joint Gate Valve with Box, 12"	EA	\$10,200.00				\$0.00
6	Fire Hydrant Assembly	EA	\$9,650.00		1.00		\$9,650.00
7	Fire Hydrant Assembly Removal	EA	\$400.00		1.00		\$400.00
8	Valve Box Removal	EA	\$250.00		7.00		\$1,750.00
9~	Removal of Sidewalk	SY	\$45.00				
10~	Sidewalk, PCC, 4"	SY	\$90.00				
11~	Sidewalk, PCC, 6"	SY	\$90.00				
12	Brick/Paver Sidewalk with Pavement Base	SY	\$425.00				\$0.00
13	Detectable Warning	SF	\$50.00		36.00		\$1,800.00
14~	Full Depth Patch, PCC, Pavement 6" (no longer using this line item)	SY	\$105.00				
15	Granular Surfacing (Class A Roadstone)	TON	\$108.00				\$0.00
16	Temporary Traffic Control	LS	\$8,500.00		0.25		\$2,125.00
17	Landscaping Rock	SY	\$100.00				\$0.00
18	Hydraulic Seeding, Seeding, Fertilizing & Mulching, Type 1	AC	\$16,500.00				\$0.00
19	Linear Erosion Control/Curb Inlet Protection	LF	\$5.00				\$0.00
20	Mobilization	LS	\$10,000.00		0.25		\$2,500.00
21*	Deduct for Carter Lake Supplied Fire Hydrant used at 11th & Hiatt	EA	-\$3,750.00		1		-\$3,750.00
22*	Cleaning or Adjustments to Existing Valves	EA	\$2,825.00				\$0.00
23*	Full Depth Patch, 8" PCC Pavement (replacement of Item 14)	SF	\$14.00		2,208		\$30,912.00
24*	Install Ductile Iron Cap on Existing Main at 9th & Fire Station	EA	\$4,875.00		1		\$4,875.00
25*	Install Ductile Iron Cap & Kicker at 11th & Willow Drive	EA	\$4,150.00		1		\$4,150.00
26*	6" PCC Curb Repair/Replacement	LF	\$44.00		42.5		\$1,870.00
27*	Removal of Sidewalk & Street PCC (replacement of Item 9)	SF	\$5.00		200		\$1,000.00
28*	Sidewalk, PCC, 4" (replacement of Item 10)	SF	\$10.00		62		\$620.00
29*	Sidewalk, PCC, 6" (replacement of Item 11)	SF	\$10.10		138		\$1,393.80


~ indicates an Item that will no longer be used in the project
 ~ indicates a change during project for Unit or Unit Price
 * indicates additions to the project

I hereby certify that the work performed and the materials supplied to date, as shown above represent the actual value of completed work under the terms of this contract in conformity with the plans and specifications and are true and correct.

 August 25, 2025
 Contractor: Backlund Plumbing Date

Total Amount Completed Work to Date:	\$92,920.80
Plus Stored Materials:	\$0.00
Total Amount to Date:	\$92,920.80
Less Amount Retained (5%):	\$4,646.04
Less Previous Payments to Contractor:	
Total Amount Now Due Contractor:	\$88,274.76
Breakdown of Materials Delivered:	

I hereby represent that the work has progressed to the point indicated on this application for payment and that to the best of my knowledge the quality of work is in accordance with the Contract Documents based upon on-site observations of the work in progress.

 08/25/2025
 Snyder & Associates, Inc. Date

ORDINANCE NO.

AN ORDINANCE AMENDING THE CODE OF ORDINANCES OF THE CITY OF CARTER LAKE, IOWA,

BE IT ENACTED by the City Council of the City of Carter Lake, Iowa:

SECTION 1. NEW SECTIONS. Chapter 166, 69, 35, 22, 15, 17, and 7 of the Code of Ordinances of the City of Carter Lake, Iowa, is hereby amended as set forth in the following divisions:

DIVISION I. 166.26(5) is amended by replacing the existing use type matrix with the following:

5. Commercial Use Types.

Use Types	R-1	R-2	R-3	R/CC	RM	C/L	C-1	C-2	TC	C/A	BP	M-1	M-2	P-1
Commercial Uses														
Ag Sales/Service*								C				P	P	
Auto Services*						C	C	C				P	P	
Body Repair*								C				P	P	
Equipment Repair*								C				P	P	
Bed and Breakfast						P	P	P	P	P				
Business Support Services						P	P	P	P	P	P	P	P	P
Business/Trade School						C	C	P	P	P	P	P	P	
Campground*														
Cocktail Lounge						C	C	C	C	C	C	C	C	
Commercial Rec* (Indoor)						C	C	P	P	P	P	P	P	
Commercial Rec* (Outdoor)										P		P	P	
Communication Service						P	P	P	P	P	P	P	P	P
Construction Sale/Service							C	C				P	P	C
Consumer Service						P	P	P	P	P	P	P		P
Convenience Storage*												P	P	
Food Sales* (Convenience)						C	C	C		C	C	P	P	C
Food Sales (Limited)						P	P	P	P	P	P	P	P	
Food Sales (General)						P	P	P	C	P	P	P	P	
Food Sales* (Supermarkets)						C	C	C	C	C	C	P	P	
Funeral Service			C			P	P	P		P		P	P	
Gaming Facilities								p***						
Kennels*												P	P	
Laundry Services												P	P	
Liquor Sales						C	C	C	C	C	C	C	C	
Lodging*						P	P	P	P	P	P	C	C	

Use Types	R-1	R-2	R-3	R/CC	RM	C/L	C-1	C-2	TC	C/A	BP	M-1	M-2	P-1
Personal Improvement						P	P	P	P	P	P	P	P	
Personal Services						P	P	P	P	P	P	P	P	
Pet Services						P	P	P	P	P	P	P	P	
Research Services						P	P	P	P	P	P	P	P	P
Restaurant* (Drive-in)						C	C	P		P	C	C	C	
Restaurant* (General)						P	P	P	P	P	P	C	C	

Commercial Use Types (continued).

Use Types	R-1	R-2	R-3	R/CC	RM	C/L	C-1	C-2	TC	C/A	BP	M-1	M-2	P-1
Restricted Business														
Retail Services (Limited)						P	P	P	P	P	C			
Retail Services* (Large)						C	C	C	C	C	C	P	P	
Retail Services* (Mass)						C	C	C		C		P	P	
Stables*														
Surplus Sales*												C	C	
Trade Services						C	C	C				P	P	C
Vehicle Storage* (Short-term)												C	C	
Veterinary Services						C	C	C	C	C	C	C	C	
P Permitted by right or by right subject to supplemental regulations. C Permitted by Conditional Use Permit. * Use permitted after Site Plan Approval. ** Missouri River Corridor. *** Only on property held in trust by the government of the United States Blank - Use not permitted in zoning district, unless established as a lawful nonconforming use.														

DIVISION II. Chapter 69 shall be amended to include the following regulations:

69.08 NO PARKING ZONES.

26. 17th Street, on the west side from Redick Blvd to Willow Drive and north side of Willow Drive from 17th Street to 13th Street.

27. North side of Redick between 9th Street and 11th Street between school hours of 8 a.m. and 4 p.m.

DIVISION III. Chapter 35 shall be amended to include the following regulations:

35.17 CODE ADOPTED. The 2009 edition of the International Fire Code, as published by the International Code Council, and on file in the office of the city clerk of the city of Carter Lake, Iowa, be and same is hereby adopted as the fire code of the city of Carter Lake, for regulating and governing the safeguarding of life and property from fire and explosion hazards arising from the storage, handling and use of hazardous substances, materials and devices, and from conditions hazardous to life or property in the occupancy of buildings and premises in the city of Carter Lake, and providing for the issuance of permits for hazardous uses or operations. Each

and all of the regulations, provisions, conditions and terms of the International Fire Code, 2009 edition, are hereby referred to, adopted and made apart hereof as if fully set out in this chapter.

35.18 ADMINISTER. The Chief of the Fire Department, Fire Coordinator and Department Officers of the City fire department shall be the administrator of the Fire Code and enforce its regulations within the City.

DIVISION IV. Chapter 22.04(1) will be amended as follows:

1. Term of Office. All appointments to the Board shall be for three years, except to fill vacancies. Each term shall commence on July 1. Appointments shall be made every two years of one-third the total number or as near as possible, to stagger the terms.

DIVISION V. Chapter 15.03(1) of the Code shall be amended to the following:

1. The Mayor shall appoint the following officials:

A. Mayor Pro Tem.

2. The Mayor shall recommend the appointment of the following officials for Council approval:

A. Police Chief.

B. Carter Lake Parks and Recreation Board.

C. Carter Lake Prevention Coalition.

D. Library Board of Trustees.

E. Building Official.

F. Urban Renewal Commission.

G. Weed Official.

H. Zoning Board of Adjustment.

DIVISION VI. Chapter 17.05(1) of the Code shall be amended to the following:

1. The Council shall appoint the following officials and prescribe their powers, duties, compensation, and term of office:

A. Animal Appeal Panel.

B. City Attorney.

C. City Clerk.

D. Planning and Zoning Commission.

2. The Council shall appoint the following officials and board and commission members following a recommendation from the Mayor:

A. Building Official.

B. Carter Lake Parks and Recreation Board.

C. Carter Lake Prevention Coalition.

- D. Library Board of Trustees.
- E. Zoning Board of Adjustment.
- F. Urban Renewal Commission.
- G. Weed Official.

3. The Council shall appoint members of the Police Department other than the Police Chief, subject to the recommendation of the Police Chief.

DIVISION VII. Chapter 7.06(4) shall be amended to the following:

4. Administrative Transfers. The finance officer shall have the authority to adjust, by transfer or otherwise, the appropriations allocated within a specific activity. Adjustments up to \$1,500.00 may be made with the Mayor's approval, and any adjustments in excess of \$1,500.00 require Council approval.

SECTION 2. REPEALER. All ordinances or parts of ordinances in conflict with 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 the ordinance as a whole or any section, provision, or part thereof not adjudged invalid or unconstitutional.

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

First Reading Passed: DATE

Second Reading Passed: DATE/Waived

Third Reading Passed: DATE/Waived

Mayor

ATTEST:

City Clerk

RESOLUTION NO. 2025 - ____

WHEREAS, it is necessary to designate signatures for banking purposes for the City of Carter Lake, Iowa:

NOW, THEREFORE BE IT RESOLVED, by the City Council of the City of Carter Lake, Iowa:

That we do hereby agree to add City Administrator Cameron Gales, as an authorized person for signatures on all banking matters.

Passed and approved this 15th day of September 2025.

Ronald Cumberledge, Mayor

ATTEST:

Jackie Carl – City Clerk

RESOLUTION NO. 2025-

A RESOLUTION TO AUTHORIZE FUND BALANCE TRANSFERS:

BE IT HEREBY RESOLVED BY THE CITY COUNCIL OF THE CITY OF CARTER LAKE, IOWA:

The City Clerk is hereby authorized to transfer the following fund cash balances for the following reasons:

- 1. \$432,486.50 from Local Option Sales Tax to Debt Service as proposed in the budget to cover the City Hall debt payment.**
- 2. \$40,000.00 from Local Option Saled Tax to Debt Service for Community Center payment.**
- 3. \$68,000.00 from Wastewater to Debt Service for USDA Sewer debt payment.**
- 4. \$250,000.00 from Casino Fund to General Fund for Police & Fire services.**
- 5. \$325,000.00 from Casino Fund to General Fund for Property Tax Relief**
- 6. 200,000.00 from Casino Fund to Community Center Operations**
- 7. \$25,000 from General Fund to Community Center Operation (balance of budget.)**
- 8. \$16,925.06 from General Fund to Trail Project fund for required commitment per grant requirement.**
- 9. \$90,000.00 from Casino Fund to General for property tax relief.**
- 10. \$140,000.00 from General Fund to Employee Benefits.**
- 11. \$19,554.96 from General Fund to Library Reserve the balance of budget.**
- 12. 550,000.00 from American Rescue Plan funds to Water Valve Project**

Passed and approved this 15th day of September 2025.

Ron Cumberledge, Mayor

ATTEST:

Jackie Carl, City Clerk

RESOLUTION 2025-

Be it hereby resolved by the City Council of the City of Carter Lake, Iowa that Brando Tapia's wages be set at \$18.00 beginning July 7, 2025. Brando has been hired as the Community Center Recreation & Sports Coordinator.

Recommended by: Community Center Director

Passed and approved this 15th day of September, 2025.

Ron Cumberledge, Mayor

ATTEST:

Jackie Carl, City Clerk

RESOLUTION 2025-

Be it hereby resolved by the City Council of the City of Carter Lake, Iowa that Cindy Huey's wages be set at \$20.00 per hour beginning July 24, 2025. Cindy has been hired as the Fire Department Assistant Coordinator.

Recommended by: Fire Chief

Passed and approved this 15th day of September, 2025.

Ron Cumberledge, Mayor

ATTEST:

Jackie Carl, City Clerk

RESOLUTION 2025-

Be it hereby resolved by the City Council of the City of Carter Lake, Iowa that Jacob Huscroft's wages be set at \$39.11 per hour beginning July 8, 2025. Jacob has been an officer with the Police Department for 7 years.

Recommended by: Union Contract

Passed and approved this 15th day of September, 2025.

Ron Cumberledge, Mayor

ATTEST:

Jackie Carl, City Clerk

RESOLUTION 2025-

Be it hereby resolved by the City Council of the City of Carter Lake, Iowa that Jeremiah Poole's wages be set at \$20.00 beginning August 25, 2025. Jeremiah has been hired as a maintenance worker.

Recommended by: Maintenance Supervisor

Passed and approved this 15th day of September, 2025.

Ron Cumberledge, Mayor

ATTEST:

Jackie Carl, City Clerk

RESOLUTION 2025-

Be it hereby resolved by the City Council of the City of Carter Lake, Iowa that Julie Urich's wages be set at \$15.00 beginning August 14, 2025. Julie has been hired as a part-time Event & Outings Staff Member at the community center.

Recommended by: Community Center Director

Passed and approved this 15th day of September, 2025.

Ron Cumberledge, Mayor

ATTEST:

Jackie Carl, City Clerk

RESOLUTION 2025-

Be it hereby resolved by the City Council of the City of Carter Lake, Iowa that Mark Parson's wages be set at \$16.00 per hour beginning August 21, 2025. Mark has been hired as a full-time parks maintenance worker.

Recommended by: Maintenance Supervisor

Passed and approved this 15th day of September, 2025.

Ron Cumberledge, Mayor

ATTEST:

Jackie Carl, City Clerk

RESOLUTION 2025-

Be it hereby resolved by the City Council of the City of Carter Lake, Iowa that Phillip Newton's wages be set at \$32.46 per hour beginning July 28, 2025. Phil has been employed as the Fire Department Coordinator for 15 years.

Recommended by: Employee handbook – Longevity pay
12¢ per hour / \$240 annually

Passed and approved this 15th day of September, 2025.

Ron Cumberledge, Mayor

ATTEST:

Jackie Carl, City Clerk