BOARD OF SUPERVISORS MEETING

Meeting Notice

Tama County Board of Supervisors

Mon., Jul. 21, 2025

Meetings may also be available online for viewing and/or participating in by clicking the below link barring no power, internet, or equipment failure or other unforeseen circumstances. Meetings will still be held if there is no electronic availability.

Click here to join meeting

Agenda Schedule

** Agenda is not printed in any particular order, only time specific items will be addressed at certain times

8:30 AM	Call to Order, Pledge of Allegiance											
	Approve agenda											
	Public comments-This time is set aside for public comments on County business topics. To be											
	recognized raise your hand or stand. After recognition by the Chair, state your name and address. You may											
	speak one time per issue. If the comment is for an item not on the agenda, please understand the Board of											
	Supervisors will not act on your comments at this meeting due to the Open Meetings Law requirements but											
	may do so at a future board meeting by placing it on the agenda. The Chair and Board members welcome comments from the public; however, all comments must be directed to the board and not others in											
	attendance; keep your comments germane; it is not appropriate to use profane, obscene, or slanderous											
	language. No personal attacks will be allowed. The Chair may limit each speaker to three minutes.											
	Discussion/Approve 7/14/25 regular minutes											
	Engineer-road projects report											
	Discussion/possible action on 3 Utility Permits for Interstate Power & Light Co. (Alliant Energy)											
	Discussion/possible action on Utility Permit for Grundy Co. REC											
	Discussion/possible action to approve certified levies/tax rates for publication											
	Discussion/possible action to approve Treasurer's Semi-Annual Report											
	Discussion/possible action to approve Veteran Affair's Quarterly Report											
	Discussion/possible action to approve entering into a settlement agreement with Rubris											
	for Opioid Litigation											
	Discussion/possible action to approve entering into a settlement agreement with Sandoz											
	for Opioid Litigation											
	Discussion/possible action to approve Equal Employment Opportunity/Harassment Policy											
	Discussion/possible action to approve Joint Defense Agreement regarding											
	Wise v. Tama County et al											
	Discussion/approve claims											
	Discussion/possible action to go into closed session pursuant to Iowa Code 21.5.1 (c)											
	Salt Creek v. Tama County											
	Discussion/possible action items from closed session pursuant to lowa Code 21.5.1 (c)											
	Discussion/possible action to approve Resolution 7-21-2025A											
	Public comments											
	Adjourn											
	*The Deard of Comprisers will be helding a Department Head Meeting fellowing											
	*The Board of Supervisors will be holding a Department Head Meeting following											
	the adjournment of their regular meeting*											
	- 											
												

Board of Supervisors Minutes July 14, 2025

The Tama County Board of Supervisors met at 8:30 a.m. July 14, 2025. Present: 1st District Supervisor, Curt Hilmer; 2nd District Supervisor, David Turner; 3rd District Supervisor, Heather Knebel; 4th District Supervisor, Mark Doland and 5th District Supervisor, Curt Kupka. Also, Tama County Auditor, Karen Rohrs, members of the public, Deputy Dallas Dvorak, and Sheriff Schmidt.

The Pledge of Allegiance was recited.

Motion by Turner, seconded by Kupka to approve the agenda. Turner made a motion to amend the agenda to add 09-0264 as a tax sale reassignment for John Jacoby and under discussion/possible action to enter into negotiations with NextEra Energy that needs to be reworded to say Salt Creek Wind for a development agreement, seconded by Doland. Discussion: None. All voted aye. Motion carried. All voted aye to approve the agenda. Motion carried.

Public Comments: Public comments were heard from Bob Vokoun, Andrea Dvorak, Karen Murty, Doug Dvorak, Jim Smith, Carolyn Adolphs, Marcia Livingston, Linda Reardon-Lowry, Patrick Cornwell, Cole Langenbau, Richard Arp, and Michelle Schroeder. Public comment time closed at 9:40 am.

Motion by Knebel, seconded by Turner to approve the minutes of the July 7th regular meeting. Discussion: None. All voted aye. Motion carried.

Motion by Turner, seconded by Kupka to approve the minutes of the July 9th special meeting. Discussion: None. All voted aye. Motion carried.

The Board met with Ben Daleske, Tama County Engineer, to get a road projects report. He also had a utility permit for the board chairman to sign. The permit is for Interstate Power and Light Co. along 200th St. and H Ave in Crystal Township. Motion by Knebel, seconded by Turner to approve the board chairman to sign the utility permit. Discussion: None. All voted aye. Motion carried.

Daleske also presented a resolution for a street closure in Chelsea for their annual car show. Motion by Kupka, seconded by Turner to approve the following resolution. Discussion: None.

RESOLUTION 7-14-2025A

Tama County Highway/Street Closure

WHEREAS, the Chelsea Fire Department is hosting a benefit including a car show on Saturday July 26^{th} , 2025

WHEREAS, they have requested a temporary closure of Highway V18 south of the railroad to facilitate the event, and

WHEREAS, the City of Chelsea will provide a detour for traffic,

THEREFORE, BE IT RESOLVED that the Tama County Board of Supervisors directs Highway V18 between 1st Street and Iowana Street will be closed on July 26th, 2025 from 6:00 AM to 6:00 PM.

Roll Call Vote: Hilmer, aye. Turner, aye. Knebel, aye. Doland, aye. Kupka, aye. Resolution passed and adopted this 14th day of July, 2025. Mark Doland, Chairman, Board of Supervisors. Karen Rohrs, County Auditor.

Jim Roan was present to ask the Board for their approval to remodel the bandstand on the county courthouse lawn. The bandstand was built by the City of Toledo in 1938 on the county courthouse lawn. The remodel of the bandstand will be funded by the City of Toledo. Motion by Hilmer, seconded by Turner to approve the City of Toledo to remodel the bandstand on the county courthouse lawn. Discussion: Doland stated it is refreshing to see civic pride. All voted aye. Motion carried.

The Board took a short recess at 10:01 am. The Board came out of recess at 10:09 am.

Marty Wymore from Region 6 was present to ask the Supervisors for their support of the Region 6 Housing Trust Fund in Tama County. The County's share for this year would be \$21,017.00. Motion by Turner, seconded by Hilmer to approve the following resolution as presented by Region 6 Planning Commission. Discussion: None.

RESOLUTION 7-14-2025B A RESOLUTION TO APPROVE THE REGION 6 HOUSING TRUST FUND 2026 APPLICATION CASH CONTRIBUTION

Whereas the Region 6 Housing Trust Fund can apply for \$455,199 of Iowa Finance Authority (IFA) State Housing Trust Funds if the trust fund secures \$113,800 of local contributions, and Whereas the per capita state share for Tama County is \$84,068 if \$21,017 of local assistance is secured, and

Whereas there are currently 28 households on the waiting list for Tama County, and Whereas the IFA expects that 30% of the state funds be expended for households under 30% of the County median which is \$136,560 and it can be difficult some years to find projects under these income values, and

Whereas the Housing Trust Fund directly supports at least 8-10 construction jobs annually, and Whereas all the applicants must have annual incomes under 80% of the county median as determined by HUD.

NOW, THEREFORE, BE IT RESOLVED BY THE TAMA COUNTY BOARD OF SUPERVISORS:

Section 1: Tama County will provide \$21,017 of cash assistance for the 2026 Region 6 Housing Trust Fund application. This assistance will be provided in FY 26/27.

Roll Call Vote: Hilmer, aye. Turner, aye. Knebel, aye. Doland, aye. Kupka, aye. Resolution passed and adopted this 14th day of July, 2025. Mark Doland, Chairman, Board of Supervisors. Karen Rohrs, County Auditor.

Motion by Turner, seconded by Knebel to reassign Tax Sale Certificate #25-0002 to Pedro Enrique Saldina for \$452.00, Tax Sale Certificates #25-00003, 25-00004, and 25-00005 to Niavaris Morales for \$938.00, and Tax Sale Certificate #92-0264 to John Jacoby for \$332.00. Discussion: None. All voted aye. Motion carried.

Motion by Turner, seconded by Kupka to approve Law Enforcement Contracts as presented by Sheriff Schmidt with the following cities: Clutier and Elberon. Discussion: None. All voted aye. Motion carried.

Knebel gave an update on the South-Central Iowa Workforce Region that she is a representative for with Tama County and explained how our region will need to merge with a larger region due to federal cuts. Motion by Hilmer, seconded by Turner to explore merging with other regions. Discussion: None. All voted aye. Motion carried.

Motion by Knebel, seconded by Kupka to approve the Auditor's Quarterly Report. Discussion: None. All voted aye. Motion carried.

Motion by Kupka, seconded by Turner to approve the Recorder's Quarterly Report. Discussion: None. All voted aye. Motion carried.

Motion by Doland, seconded by Turner to approve the following resolution. Discussion: Turner stated there is tension between us and the Meskwaki Tribe. They are their own nation, and they do a lot of good things for us and with us. Reach out and meet them, they are good people.

RESOLUTION 7-14-2025C MESKWAKI NATION PROCLAMATION DAY

Tama County Board of Supervisors

Resolution Recognizing Meskwaki Nation Proclamation Day

WHEREAS, the Meskwaki Nation, formally known as the Sac & Fox Tribe of the Mississippi in Iowa, is

Iowa's only federally recognized Indian tribe and has a long-standing and resilient presence in Tama County; and

WHEREAS, on July 13, 1857, the Meskwaki people made history by purchasing land in Tama County, becoming the only Native American tribe in the United States to buy back a portion of their ancestral homeland, establishing what is now known as the Meskwaki Settlement; and

WHEREAS, the Meskwaki Tribal Council officially proclaimed July 13th as Meskwaki Nation Proclamation Day in 1992, to honor the foresight, courage, and determination of the original tribal leaders and families who secured a permanent home for future generations; and

WHEREAS, the Meskwaki Nation has since grown into a vibrant and self-sustaining community, contributing significantly to the cultural, economic, and social fabric of Tama County, and remains the county's largest employer; and

WHEREAS, the legacy of Chief Taimah, a prominent 19th-century Meskwaki leader known for his diplomacy, leadership, and efforts to protect his people's sovereignty and land, continues to inspire the Meskwaki Nation and the broader community. Chief Taimah's leadership during a time of great upheaval helped preserve the Meskwaki identity and laid the groundwork for future generations to reclaim and thrive on their ancestral lands; and

WHEREAS, the annual celebration of Meskwaki Nation Proclamation Day provides an opportunity for all residents of Tama County to reflect on the shared history, honor the resilience of the Meskwaki people, and celebrate the enduring partnership between the Meskwaki Nation and the surrounding communities;

NOW, THEREFORE, BE IT RESOLVED, that the Tama County Board of Supervisors hereby recognizes July 13th as Meskwaki Nation Proclamation Day in Tama County, Iowa, and encourages

all residents to join in honoring the Meskwaki Nation's rich heritage, cultural contributions, and continued commitment to community and sovereignty.

Roll Call Vote: Hilmer, aye. Turner, aye. Knebel, aye. Doland, aye. Kupka, aye. Resolution passed and adopted this 14th day of July, 2025. Mark Doland, Chairman, Board of Supervisors. Karen Rohrs, County Auditor.

Motion by Turner, seconded by Doland to approve entering into negotiations with Salt Creek Wind for a development agreement. Discussion: There was a lot of discussion between the Board. Hilmer and Knebel does not want to drop litigation but see what Salt Creek has to say. Turner stated this opens the board up to discuss an agreement, but the final agreement would be brought before the Board and a lawyer before being cemented.

Roll Call Vote: Hilmer, aye. Turner, aye. Knebel, aye. Doland, aye. Kupka, aye. Motion carried.

Doland stated the Board will not end litigation until they have an agreement. Motion by Turner, seconded by Knebel to table terminating litigation in the Salt Creek Wind Project. Discussion: Knebel agreed 100% and didn't want to lose leverage. Doland stated he wanted a cease fire and if the Board is willing to come to the table, filings need to stop. All voted aye. Motion carried.

Motion by Kupka to appoint Doland and Turner as the two supervisors to negotiate with Salt Creek Wind. Discussion: It was discussed that it was better to have 2 supervisors negotiate instead of the full board to avoid a quorum. The votes were Kupka, aye. Turner, aye. Doland, aye. Knebel, nay. Hilmer abstained. Motion carried.

Motion by Turner, seconded by Kupka to approve the claims for payment as presented in the amount of \$913,920.85. Discussion: The higher amount in claims is due to property insurance premiums that are due. All voted aye. Motion carried.

Public Comments: Public comments were heard from Bob Vokoun, Richard Arp, Patrick Cornwell, Karen Murty, and Roger Wacha. Public comment time closed at 11:24 am.

Chairman Doland adjourned the meeting at 11:24 am.

These minutes are intended to provide a summary of the discussions and decisions made during the Board of Supervisor meeting. For the most accurate and comprehensive record, please refer to the audio recording of the meeting that can be provided upon request at the auditor's office.

Tama County Board of Supervisors - Weekly Engineer's Office Report

July 21st, 2025

We have working on the intersection of F Avenue and 280th St. doing some culvert and ditch work. Weather depending this week will get this rocked and opened.

We are working on a bridge on H Ave just north of E69. We will be placing back the beams and decking this week weather depending. We have all the decking for the project.

Have been rocking roads and out grading. We rocked 290th St. last week west of Hwy 63.

This week we will have a truck to take care of some edge ruts on paved roads.

We had 11 applicants for the Motor grader position in Dinsdale. We had some interviews on Friday and will have the rest of the interviews this week.

TAMA COUNTY UTILITY PERMIT APPLICATION

This is a Utility Permit Application for telecommunications, electric, gas, water and sewer utilities. The applicant agrees to comply with the following permit requirements. Compliance shall be determined by the sole discretion of the County Engineer as deemed necessary to promote public health, safety and the general welfare. These requirements shall apply unless waived in writing by the County Engineer prior to installation.

Applicant Name: Interstate Power and Light Co.
Street Address: 1911 E. Anson St.
City, State & Zip Code: Marshalltown, IA 50158
Telephone Number: 641-754-5811
Contact Person: Bill Farrington

- 1. <u>Location Plan</u>. An applicant shall file a completed location plan as an attachment to this Utility Permit Application. The location plan shall set forth the location of the proposed line on the secondary road system and include a description of the proposed installation.
- 2. <u>Written or Verbal Notice</u>. At least two working days prior to the proposed installation, an applicant shall file with the County Engineer a notice stating the time, date, location and nature of the proposed installation.
- 3. <u>Inspection</u>. The County Engineer shall provide a full-time inspector during all permitted work done by a third party contractor. The inspector shall have the right, during reasonable hours and after showing proper identification, to enter any installation site in the discharge of the inspector's official duties, and to make any inspection or test that is reasonably necessary to protect the public health, safety and welfare. The cost of providing this inspection service shall be paid by the permit holder upon submission by Tama County of a bill for such services. All requirements listed in <u>4</u>. <u>Requirements</u> shall be met (less written exemptions) regardless of whom actually performs the work.
- 4. Requirements. The installation inspector shall assure that the following requirements have been met:
 - A) Construction signing shall comply with the Manual on Uniform Traffic Control Devices.
 - B) Depth The minimum depth of cover shall be as follows:

 Telecommunications...36" Electric.......48"

 Gas.......48" Water......60" Sewer......60"

 If the utility is installed in the road ditch and if the ditch has silted in above the original flowline, add the depth of silting to the "minimum depth" to obtain the required depth in a particular location.
 - C) The applicant shall use reference markers in the right of way ("R.O.W.") boundary to locate line and changes in alignment as required by the County Engineer. A permanent warning tape shall be placed one (1) foot above all underground utility lines.
 - D) All tile line locations shall be marked with references located in the R.O.W. line.
 - E) No underground utility lines shall cross over a crossroad drainage structure.
 - F) Residents along the utility route shall have uninterrupted access to the public roads. An all-weather access shall be maintained for residents adjacent to the project.
 - G) A joint assessment of the road surfacing shall be made by the applicant and the County Engineer both before and after construction. After construction, granular surfacing shall be added to the road by the applicant to restore the road to its original condition. After surfacing has been applied, the road surface shall be reviewed by the County Engineer (after the road has been saturated), to determine if additional surfacing on the roadway by the applicant is necessary.

- H) All damaged areas within the R.O.W. shall be repaired and restored to at least its former condition by the applicant or the cost of any repair work caused to be performed by the County will be assessed against the applicant.
- I) Areas disturbed during construction which present an erosion problem shall be solved by the applicant in a manner approved by the County Engineer.
- J) All trenches, excavations, and utilities that are knifed shall be properly tamped.
- K) All utilities shall be located between the bottom of the backslope and the bottom of the foreslope, unless otherwise approved in writing by the County Engineer prior to installation.
- L) Road crossings shall be bored. The minimum depth below the road surface shall match the minimum depth of cover for the respective utility. All entrances with culverts shall either be bored or, the utility shall be placed at least 24" below the bottom elevation of the culvert.
- 5. <u>Non-Conforming Work</u>. The County Engineer may halt the installation at any time if the applicant's work does not meet the requirements set forth in this Utility Permit.
- 6. <u>Emergency Work</u>. In emergency situations, work may be initiated by an applicant without first obtaining a Utility Permit. However, a Utility Permit must be obtained within fourteen (14) days of initiation of the work. All emergency work shall be done in conformity with the provisions of this ordinance and shall be inspected for full compliance.
- 7. <u>County Infraction</u>. Violation of this permit is a county infraction under Iowa Code section 331.307, punishable by a civil penalty of \$100 for each violation or if the infraction is a repeat offense a civil penalty not to exceed two hundred dollars for each repeat offense. Each day that a violation occurs or is permitted to exist by the applicant constitutes a separate offense.
- 8. <u>Hold Harmless</u>. The utility company shall save this County harmless of any damages resulting from the applicant's operations. A copy of a certificate of insurance naming this county as an additional named insured for the permit work shall be filed in the County Engineer's office prior to installation. The minimum limits of liability under the insurance policy shall be \$1,000,000.
- 9. <u>Permit Required</u>. No applicant shall install any lines unless such applicant has obtained a Utility Permit fro the county Engineer and has agreed in writing that said installation will comply with all ordinances and requirements of the County for such work. Applicants agree to hold the County free from liability for all damage to applicant's property which occurs proximately as a result of the applicant's failure to comply with said ordinances or requirements.
- 10. <u>Relocation</u>. The applicant shall, at any time subsequent to installation of utility lines, at the applicant's own expense, relocate or remove such lines as may become necessary to conform to new grades, alignment or widening of R.O.W. resulting from maintenance or construction operations for highway improvements.

DATE	7-14-25	Interstate Powe	r and Light Co.	BY	Bill Farrington
_		NAME OF COM	PANY		
RECON	MENDED FO	OR APPROVAL:		* F	
DATE_				····	
APPRO	VAL:	÷	TAMA C	OUNTY E	NGINEER
DATE_			GILLIBRED GOV	T IDABEL (OLD WILL BOARD OF GLIDED LING OF G
			CHAIRPERSON	N, TAMA (COUNTY BOARD OF SUPERVISORS

Adopted by Resolution 9-22-92A

Interstate Power and Light Company (IPL) and Wisconsin Power and Light Company (WPL) both Alliant Energy utility companies and hereafter referred to as the accuracy or completeness of the information contained on this map. Any data provided is for general information contained on this map and any use of this data is at your own risk. Any intention to excavation requires completeness of the uniformation contained on this map and stripe in the uniformation contained on the Utilities. By one of the Utilities is using you a copy of this map, you are deemed to have agreed to the excavation as confidential and to use and discloses it only for the specific project identified in your request for the map and that You will not further use, sopying or discloses such information need to disclose such information restricted from full project identified in the request for the map and to treat this map as the Utilities of confidential and proprietary information restricted from further use, copying or reproduction is strictly forbidden.









[TLS] Tama Co Permit - Hwy E43

From Farrington, Bill <BillFarrington@alliantenergy.com>

Date Mon 7/14/2025 1:28 PM

To Ben Daleske

bdaleske@tamacounty.org>

1 attachment (2 MB)

Tama Co Permit Packet.pdf;

Hello Ben,

Thank you for the call. We need to install a pole, 16' from an existing pole to install a regulator bank. This is all overhead, no underground. We have an outage scheduled for this Saturday to repair some bad underground at Pioneer.

If you have any questions, please let me know.

Thank you

Bill Farrington | Senior Field Designer

Alliant Energy

1911 E. Anson St., Marshalltown, IA 50158

Office: (641) 754-5811

alliantenergy.com | billfarrington@alliantenergy.com

This e-mail message is intended only for the personal use of the recipient(s) named above. This message may be an attorney-client communication and as such privileged and confidential. If you are not an intended recipient, you may not review, copy or distribute this message. If you have received this communication in error, please notify us immediately by e-mail and delete the original message.



www.alliantenergy.com/servicemanuals

TAMA COUNTY UTILITY PERMIT APPLICATION

This is a Utility Permit Application for telecommunications, electric, gas, water and sewer utilities. The applicant agrees to comply with the following permit requirements. Compliance shall be determined by the sole discretion of the County Engineer as deemed necessary to promote public health, safety and the general welfare. These requirements shall apply unless waived in writing by the County Engineer prior to installation.

Applicant Name: Interstate Power and Light Co.
Street Address: 1911 E. Anson St.
City, State & Zip Code: Marshalltown, IA 50158
Telephone Number: 641-754-5811
Contact Person: Bill Farrington

- 1. <u>Location Plan</u>. An applicant shall file a completed location plan as an attachment to this Utility Permit Application. The location plan shall set forth the location of the proposed line on the secondary road system and include a description of the proposed installation.
- 2. <u>Written or Verbal Notice</u>. At least two working days prior to the proposed installation, an applicant shall file with the County Engineer a notice stating the time, date, location and nature of the proposed installation.
- 3. <u>Inspection</u>. The County Engineer shall provide a full-time inspector during all permitted work done by a third party contractor. The inspector shall have the right, during reasonable hours and after showing proper identification, to enter any installation site in the discharge of the inspector's official duties, and to make any inspection or test that is reasonably necessary to protect the public health, safety and welfare. The cost of providing this inspection service shall be paid by the permit holder upon submission by Tama County of a bill for such services. All requirements listed in <u>4</u>. <u>Requirements</u> shall be met (less written exemptions) regardless of whom actually performs the work.
- 4. Requirements. The installation inspector shall assure that the following requirements have been met:
 - A) Construction signing shall comply with the Manual on Uniform Traffic Control Devices.
 - B) Depth The minimum depth of cover shall be as follows:

 Telecommunications...36" Electric.......48"

 Gas.......48" Water......60" Sewer......60"

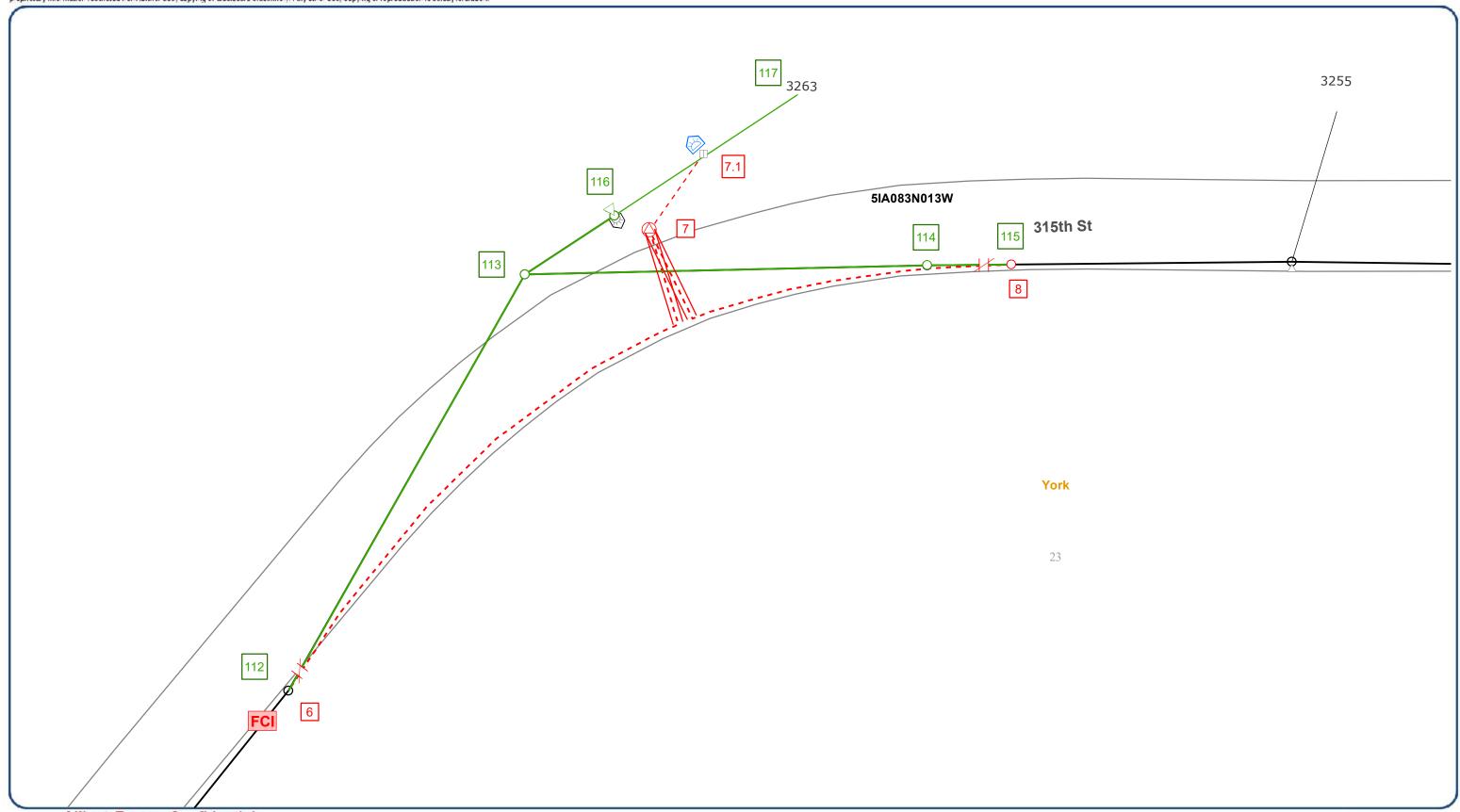
 If the utility is installed in the road ditch and if the ditch has silted in above the original flowline, add the depth of silting to the "minimum depth" to obtain the required depth in a particular location.
 - C) The applicant shall use reference markers in the right of way ("R.O.W.") boundary to locate line and changes in alignment as required by the County Engineer. A permanent warning tape shall be placed one (1) foot above all underground utility lines.
 - D) All tile line locations shall be marked with references located in the R.O.W. line.
 - E) No underground utility lines shall cross over a crossroad drainage structure.
 - F) Residents along the utility route shall have uninterrupted access to the public roads. An all-weather access shall be maintained for residents adjacent to the project.
 - G) A joint assessment of the road surfacing shall be made by the applicant and the County Engineer both before and after construction. After construction, granular surfacing shall be added to the road by the applicant to restore the road to its original condition. After surfacing has been applied, the road surface shall be reviewed by the County Engineer (after the road has been saturated), to determine if additional surfacing on the roadway by the applicant is necessary.

- H) All damaged areas within the R.O.W. shall be repaired and restored to at least its former condition by the applicant or the cost of any repair work caused to be performed by the County will be assessed against the applicant.
- I) Areas disturbed during construction which present an erosion problem shall be solved by the applicant in a manner approved by the County Engineer.
- J) All trenches, excavations, and utilities that are knifed shall be properly tamped.
- K) All utilities shall be located between the bottom of the backslope and the bottom of the foreslope, unless otherwise approved in writing by the County Engineer prior to installation.
- L) Road crossings shall be bored. The minimum depth below the road surface shall match the minimum depth of cover for the respective utility. All entrances with culverts shall either be bored or, the utility shall be placed at least 24" below the bottom elevation of the culvert.
- 5. <u>Non-Conforming Work</u>. The County Engineer may halt the installation at any time if the applicant's work does not meet the requirements set forth in this Utility Permit.
- 6. <u>Emergency Work</u>. In emergency situations, work may be initiated by an applicant without first obtaining a Utility Permit. However, a Utility Permit must be obtained within fourteen (14) days of initiation of the work. All emergency work shall be done in conformity with the provisions of this ordinance and shall be inspected for full compliance.
- 7. <u>County Infraction</u>. Violation of this permit is a county infraction under Iowa Code section 331.307, punishable by a civil penalty of \$100 for each violation or if the infraction is a repeat offense a civil penalty not to exceed two hundred dollars for each repeat offense. Each day that a violation occurs or is permitted to exist by the applicant constitutes a separate offense.
- 8. <u>Hold Harmless</u>. The utility company shall save this County harmless of any damages resulting from the applicant's operations. A copy of a certificate of insurance naming this county as an additional named insured for the permit work shall be filed in the County Engineer's office prior to installation. The minimum limits of liability under the insurance policy shall be \$1,000,000.
- 9. <u>Permit Required</u>. No applicant shall install any lines unless such applicant has obtained a Utility Permit fro the county Engineer and has agreed in writing that said installation will comply with all ordinances and requirements of the County for such work. Applicants agree to hold the County free from liability for all damage to applicant's property which occurs proximately as a result of the applicant's failure to comply with said ordinances or requirements.
- 10. <u>Relocation</u>. The applicant shall, at any time subsequent to installation of utility lines, at the applicant's own expense, relocate or remove such lines as may become necessary to conform to new grades, alignment or widening of R.O.W. resulting from maintenance or construction operations for highway improvements.

DATE	7-14-25	Interstate Powe	r and Light Co.	BY	Bill Farrington
_		NAME OF COM	PANY		
RECON	MENDED FO	OR APPROVAL:		* F	
DATE_				····	
APPRO	VAL:	÷	TAMA C	OUNTY E	NGINEER
DATE_			GILLIBRED GOV	T IDABEL (OLD WILL BOARD OF GLIDED LING OF G
			CHAIRPERSON	N, TAMA (COUNTY BOARD OF SUPERVISORS

Adopted by Resolution 9-22-92A

Interstate Power and Light Company (IPL) and Wisconsin Power and Light Company (WPL) both Alliant Energy utility companies and hereafter referred to as the decuracy or completeness of the information contained on this map. Any data provided is for general information can be accuracy or completeness of the information contained on this map are set to the accuracy or completeness of the information contained on this map are set to the accuracy or completeness of the information contained on the utilities. By one of the Utilities is using you a copy of this map, You are deemed to have agreed to treat this information as confidential and proprietary to the Utilities is using you a copy of this map, You are deemed to have agreed to treat this information as confidential and to use and disclose it only for the specific project identified in your request for the map and information that You subject to the terms of a nondisclosure or confidential recipients agree to use this map only for the specific project identified in the request for the map and to treat this map as the Utilities' confidential and proprietary information restricted from further use, copying or reproduction is strictly forbidden.







ITC Midwest will be constructing a new 345kV line starting in 2026. They have requested that Alliant convert their facilities from overhead to underground in the areas where the new ITC line will cross Alliant.

Install marked in Red

Retire marked in Green

Pt 6 – Existing pole, install a guy 15' NE and install 1PH UG cable NE along S side of road to padmounted transformer at #7 in private property at 3263 315th St. The road crossing will be in 2" duct.

Pt 7 – Install padmounted transformer on private property. Install UG cable to #8. The road crossing will be in 2" duct.

Pt 8 – Install a new pole and guy 15' W, on the S side of the road.

The new cable will be installed to the back of the ROW and a minimum of 48" deep.

TAMA COUNTY UTILITY PERMIT APPLICATION

This is a Utility Permit Application for telecommunications, electric, gas, water and sewer utilities. The applicant agrees to comply with the following permit requirements. Compliance shall be determined by the sole discretion of the County Engineer as deemed necessary to promote public health, safety and the general welfare. These requirements shall apply unless waived in writing by the County Engineer prior to installation.

Applicant Name: Interstate Power and Light Co.
Street Address: 1911 E. Anson St.
City, State & Zip Code: Marshalltown, IA 50158
Telephone Number: 641-754-5811
Contact Person: Bill Farrington

- 1. <u>Location Plan</u>. An applicant shall file a completed location plan as an attachment to this Utility Permit Application. The location plan shall set forth the location of the proposed line on the secondary road system and include a description of the proposed installation.
- 2. <u>Written or Verbal Notice</u>. At least two working days prior to the proposed installation, an applicant shall file with the County Engineer a notice stating the time, date, location and nature of the proposed installation.
- 3. <u>Inspection</u>. The County Engineer shall provide a full-time inspector during all permitted work done by a third party contractor. The inspector shall have the right, during reasonable hours and after showing proper identification, to enter any installation site in the discharge of the inspector's official duties, and to make any inspection or test that is reasonably necessary to protect the public health, safety and welfare. The cost of providing this inspection service shall be paid by the permit holder upon submission by Tama County of a bill for such services. All requirements listed in <u>4</u>. <u>Requirements</u> shall be met (less written exemptions) regardless of whom actually performs the work.
- 4. Requirements. The installation inspector shall assure that the following requirements have been met:
 - A) Construction signing shall comply with the Manual on Uniform Traffic Control Devices.
 - B) Depth The minimum depth of cover shall be as follows:

 Telecommunications...36" Electric.......48"

 Gas.......48" Water......60" Sewer......60"

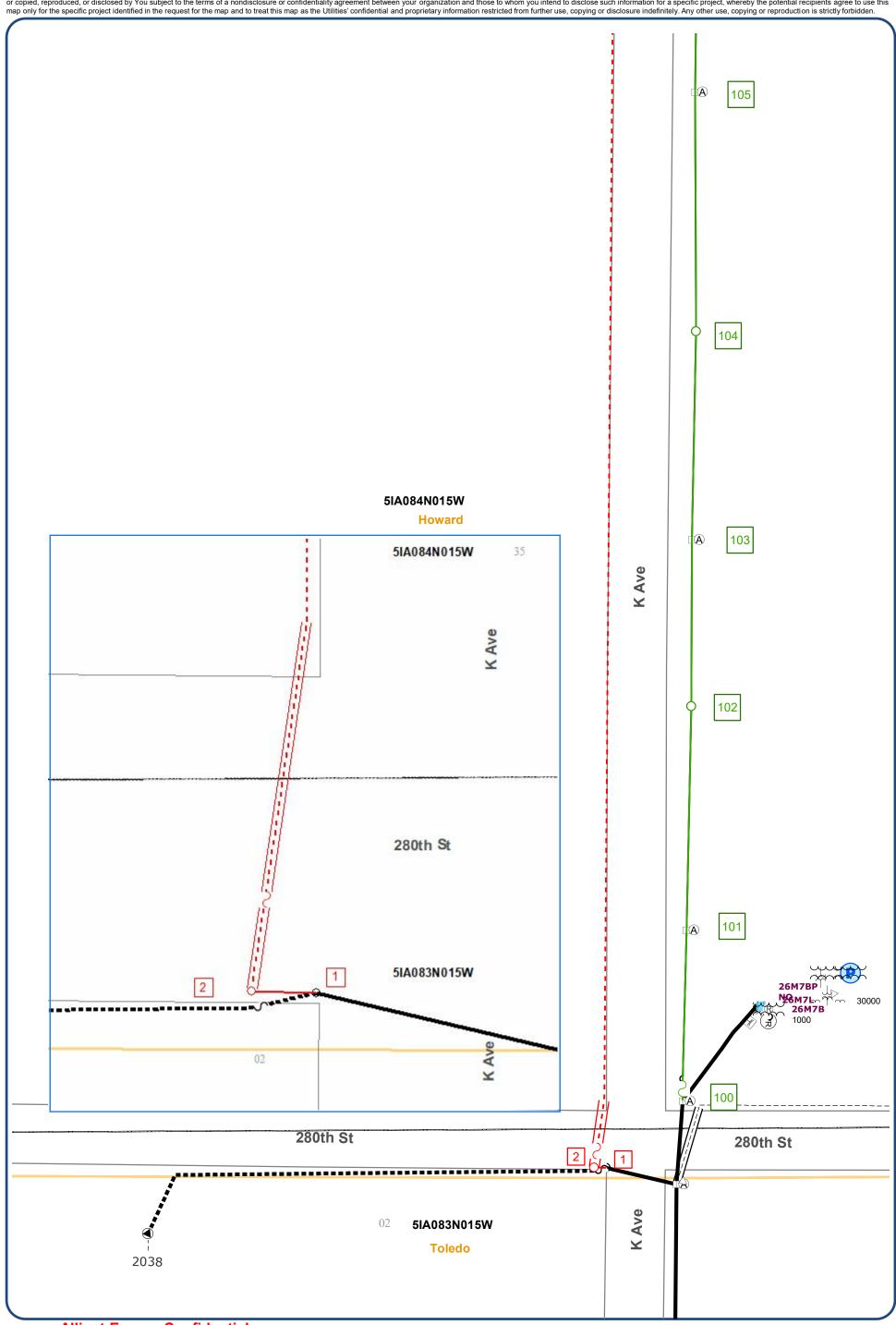
 If the utility is installed in the road ditch and if the ditch has silted in above the original flowline, add the depth of silting to the "minimum depth" to obtain the required depth in a particular location.
 - C) The applicant shall use reference markers in the right of way ("R.O.W.") boundary to locate line and changes in alignment as required by the County Engineer. A permanent warning tape shall be placed one (1) foot above all underground utility lines.
 - D) All tile line locations shall be marked with references located in the R.O.W. line.
 - E) No underground utility lines shall cross over a crossroad drainage structure.
 - F) Residents along the utility route shall have uninterrupted access to the public roads. An all-weather access shall be maintained for residents adjacent to the project.
 - G) A joint assessment of the road surfacing shall be made by the applicant and the County Engineer both before and after construction. After construction, granular surfacing shall be added to the road by the applicant to restore the road to its original condition. After surfacing has been applied, the road surface shall be reviewed by the County Engineer (after the road has been saturated), to determine if additional surfacing on the roadway by the applicant is necessary.

- H) All damaged areas within the R.O.W. shall be repaired and restored to at least its former condition by the applicant or the cost of any repair work caused to be performed by the County will be assessed against the applicant.
- I) Areas disturbed during construction which present an erosion problem shall be solved by the applicant in a manner approved by the County Engineer.
- J) All trenches, excavations, and utilities that are knifed shall be properly tamped.
- K) All utilities shall be located between the bottom of the backslope and the bottom of the foreslope, unless otherwise approved in writing by the County Engineer prior to installation.
- L) Road crossings shall be bored. The minimum depth below the road surface shall match the minimum depth of cover for the respective utility. All entrances with culverts shall either be bored or, the utility shall be placed at least 24" below the bottom elevation of the culvert.
- 5. <u>Non-Conforming Work</u>. The County Engineer may halt the installation at any time if the applicant's work does not meet the requirements set forth in this Utility Permit.
- 6. <u>Emergency Work</u>. In emergency situations, work may be initiated by an applicant without first obtaining a Utility Permit. However, a Utility Permit must be obtained within fourteen (14) days of initiation of the work. All emergency work shall be done in conformity with the provisions of this ordinance and shall be inspected for full compliance.
- 7. <u>County Infraction</u>. Violation of this permit is a county infraction under Iowa Code section 331.307, punishable by a civil penalty of \$100 for each violation or if the infraction is a repeat offense a civil penalty not to exceed two hundred dollars for each repeat offense. Each day that a violation occurs or is permitted to exist by the applicant constitutes a separate offense.
- 8. <u>Hold Harmless</u>. The utility company shall save this County harmless of any damages resulting from the applicant's operations. A copy of a certificate of insurance naming this county as an additional named insured for the permit work shall be filed in the County Engineer's office prior to installation. The minimum limits of liability under the insurance policy shall be \$1,000,000.
- 9. <u>Permit Required</u>. No applicant shall install any lines unless such applicant has obtained a Utility Permit fro the county Engineer and has agreed in writing that said installation will comply with all ordinances and requirements of the County for such work. Applicants agree to hold the County free from liability for all damage to applicant's property which occurs proximately as a result of the applicant's failure to comply with said ordinances or requirements.
- 10. <u>Relocation</u>. The applicant shall, at any time subsequent to installation of utility lines, at the applicant's own expense, relocate or remove such lines as may become necessary to conform to new grades, alignment or widening of R.O.W. resulting from maintenance or construction operations for highway improvements.

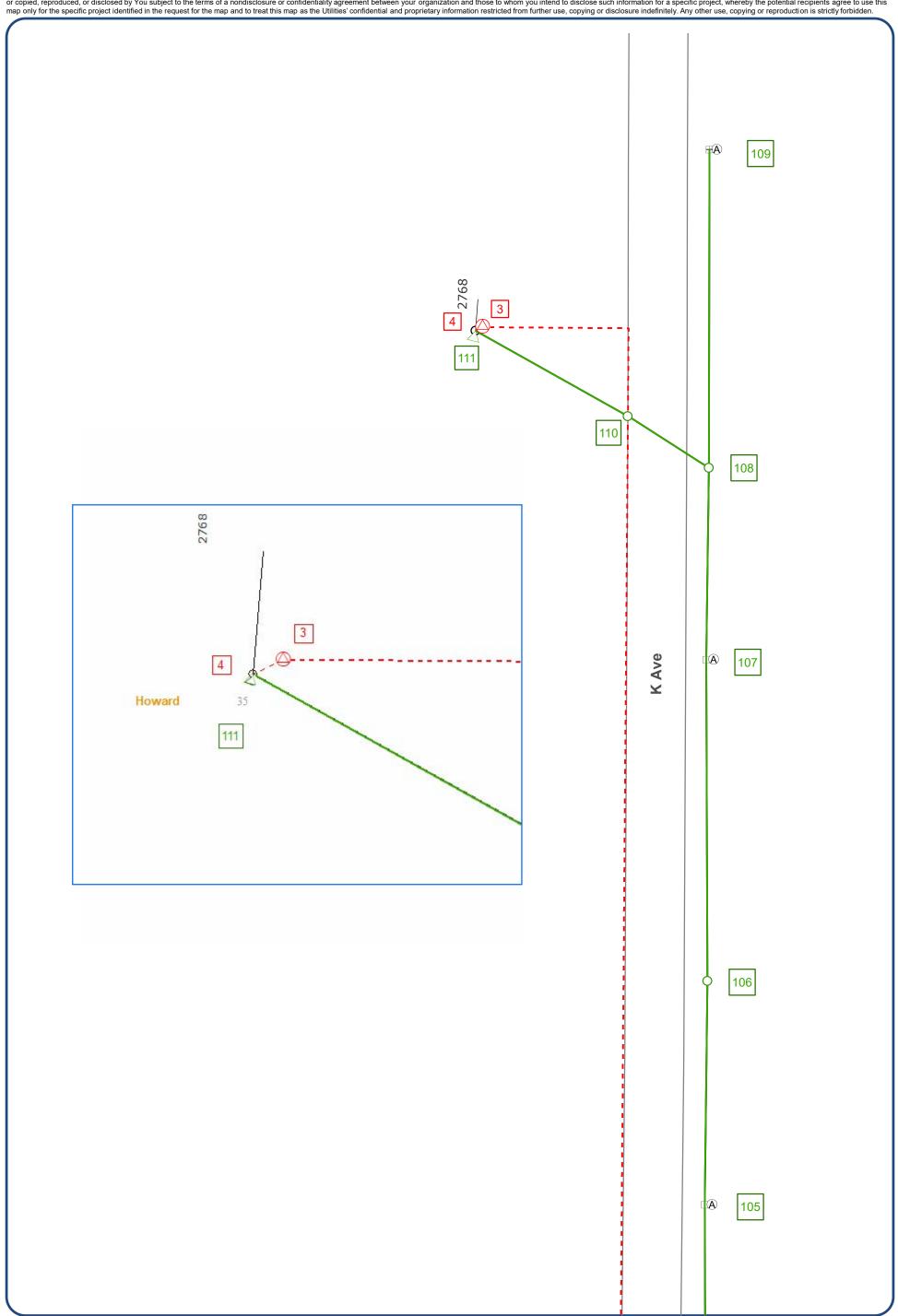
DATE	7-14-25	Interstate Powe	r and Light Co.	BY	Bill Farrington
_		NAME OF COM	PANY		
RECON	MENDED FO	OR APPROVAL:		* F	
DATE_				····	
APPRO	VAL:	÷	TAMA C	OUNTY E	NGINEER
DATE_			GILLIBRED GOV	T IDABEL (OLD WILL BOARD OF GLIDED LING OF G
			CHAIRPERSON	N, TAMA (COUNTY BOARD OF SUPERVISORS

Adopted by Resolution 9-22-92A

Interstate Power and Light Company (IPL) and Wisconsin Power and Light Company (WPL) both Alliant Energy utility companies and hereafter referred to as the Utilities) assume no liability and make no warranty or representation whatsoever as to the accuracy or completeness of the information contained on this map. Any data provided is for general information only and any use of this data is at your own risk. Any intention to excavate requires compliance with state law including contacting the appropriate one call notification center. Prior to excavation, the actual physical location of buried facilities must be determined pursuant to the requirements of applicable law. This map constitutes limited protected nonpublic data that is confidential and proprietary to the Utilities. By one of the Utilities and inform the Alliant Energy representative that sent it to You that You cannot comply, that your copy has been removed from all storage mechanisms, and that You will not further use this map.) This map may only be copied or reproduced for internal use by the Utilities or copied, reproduced, or disclosed by You subject to the terms of a nondisclosure or confidentiality agreement between your organization and those to whom you intend to disclose such information for a specific project, whereby the potential recipients agree to use this map only for the specific project identified in the request for the map and to treat this map as the Utilities' confidential and proprietary information restricted from further use, copying or disclosure indefinitely. Any other use, copying or reproduction is strictly forbidden.



Interstate Power and Light Company (IPL) and Wisconsin Power and Light Company (WPL) both Alliant Energy utility companies and hereafter referred to as the Utilities) assume no liability and make no warranty or representation whatsoever as to the accuracy or completeness of the information contained on this map. Any data provided is for general information only and any use of this data is at your own risk. Any intention to excavate requires compliance with state law including contacting the appropriate one call notification center. Prior to excavation, the actual physical location of buried facilities must be determined pursuant to the requirements of applicable law. This map constitutes limited protected nonpublic data that is confidential and proprietary to the Utilities. By one of the Utilities issuing you a copy of this map, You are deemed to have agreed to treat this information as confidential and to use and disclose it only for the specific project identified in your request for the map and as further restricted below. (If you disagree, please destroy this map and inform the Alliant Energy representative that sent it to You that You cannot comply, that your copy has been removed from all storage mechanisms, and that You will not further use this map.) This map may only be copied or reproduced for internal use by the Utilities or copied, reproduced, or disclosed by You subject to the terms of a nondisclosure or confidentiality agreement between your organization and those to whom you intend to disclose such information for a specific project, whereby the potential recipients agree to use this map only for the specific project identified in the request for the map and to treat this map as the Utilities' confidential and proprietary information restricted from further use, copying or disclosure indefinitely. Any other use, copying or reproduction is strictly forbidden.



ITC Midwest will be constructing a new 345kV line starting in 2026. They have requested that Alliant convert their facilities from overhead to underground in the areas where the new ITC line will cross Alliant.

Install marked in Red

Retire marked in Green

Pt 1 – Existing pole, will install 1PH overhead (OH) to a new pole at #2.

Pt 2 – Install new pole, guy 12' west. Install new underground (UG) north, on the west side of K Ave to 2768 K Ave. The road crossing will be in 2" duct. The new cable will be at the back of the ROW and a minimum of 48" deep.

Pt's 3 & 4 are on private property.

TAMA COUNTY UTILITY PERMIT APPLICATION

This is a Utility Permit Application for telecommunications, electric, gas, water and sewer utilities. The applicant agrees to comply with the following permit requirements. Compliance shall be determined by the sole discretion of the County Engineer as deemed necessary to promote public health, safety and the general welfare. These requirements shall apply unless waived in writing by the County Engineer prior to installation.

Applicant Name:	
Street Address:	
City, State & Zip Code:	
Telephone Number:	
Contact Person:	

- 1. <u>Location Plan</u>. An applicant shall file a completed location plan as an attachment to this Utility Permit Application. The location plan shall set forth the location of the proposed line on the secondary road system and include a description of the proposed installation.
- 2. <u>Written or Verbal Notice</u>. At least two working days prior to the proposed installation, an applicant shall file with the County Engineer a notice stating the time, date, location and nature of the proposed installation.
- 3. <u>Inspection</u>. The County Engineer shall provide a full-time inspector during all permitted work done by a third party contractor. The inspector shall have the right, during reasonable hours and after showing proper identification, to enter any installation site in the discharge of the inspector's official duties, and to make any inspection or test that is reasonably necessary to protect the public health, safety and welfare. The cost of providing this inspection service shall be paid by the permit holder upon submission by Tama County of a bill for such services. All requirements listed in <u>4</u>. Requirements shall be met (less written exemptions) regardless of whom actually performs the work.
- 4. Requirements. The installation inspector shall assure that the following requirements have been met:
 - A) Construction signing shall comply with the Manual on Uniform Traffic Control Devices.
 - B) Depth The minimum depth of cover shall be as follows:

 Telecommunications...36" Electric.......48"

 Gas.......48" Water......60" Sewer......60"

 If the utility is installed in the road ditch and if the ditch has silted in above the original flowline, add the depth of silting to the "minimum depth" to obtain the required depth in a particular location.
 - C) The applicant shall use reference markers in the right of way ("R.O.W.") boundary to locate line and changes in alignment as required by the County Engineer. A permanent warning tape shall be placed one (1) foot above all underground utility lines.
 - D) All tile line locations shall be marked with references located in the R.O.W. line.
 - E) No underground utility lines shall cross over a crossroad drainage structure.
 - F) Residents along the utility route shall have uninterrupted access to the public roads. An all-weather access shall be maintained for residents adjacent to the project.
 - G) A joint assessment of the road surfacing shall be made by the applicant and the County Engineer both before and after construction. After construction, granular surfacing shall be added to the road by the applicant to restore the road to its original condition. After surfacing has been applied, the road surface shall be reviewed by the County Engineer (after the road has been saturated), to determine if additional surfacing on the roadway by the applicant is necessary.

- H) All damaged areas within the R.O.W. shall be repaired and restored to at least its former condition by the applicant or the cost of any repair work caused to be performed by the County will be assessed against the applicant.
- I) Areas disturbed during construction which present an erosion problem shall be solved by the applicant in a manner approved by the County Engineer.
- J) All trenches, excavations, and utilities that are knifed shall be properly tamped.
- K) All utilities shall be located between the bottom of the backslope and the bottom of the foreslope, unless otherwise approved in writing by the County Engineer prior to installation.
- L) Road crossings shall be bored. The minimum depth below the road surface shall match the minimum depth of cover for the respective utility. All entrances with culverts shall either be bored or, the utility shall be placed at least 24" below the bottom elevation of the culvert.
- 5. <u>Non-Conforming Work</u>. The County Engineer may halt the installation at any time if the applicant's work does not meet the requirements set forth in this Utility Permit.
- 6. <u>Emergency Work</u>. In emergency situations, work may be initiated by an applicant without first obtaining a Utility Permit. However, a Utility Permit must be obtained within fourteen (14) days of initiation of the work. All emergency work shall be done in conformity with the provisions of this ordinance and shall be inspected for full compliance.
- 7. <u>County Infraction</u>. Violation of this permit is a county infraction under Iowa Code section 331.307, punishable by a civil penalty of \$100 for each violation or if the infraction is a repeat offense a civil penalty not to exceed two hundred dollars for each repeat offense. Each day that a violation occurs or is permitted to exist by the applicant constitutes a separate offense.
- 8. <u>Hold Harmless</u>. The utility company shall save this County harmless of any damages resulting from the applicant's operations. A copy of a certificate of insurance naming this county as an additional named insured for the permit work shall be filed in the County Engineer's office prior to installation. The minimum limits of liability under the insurance policy shall be \$1,000,000.
- 9. <u>Permit Required</u>. No applicant shall install any lines unless such applicant has obtained a Utility Permit fro the county Engineer and has agreed in writing that said installation will comply with all ordinances and requirements of the County for such work. Applicants agree to hold the County free from liability for all damage to applicant's property which occurs proximately as a result of the applicant's failure to comply with said ordinances or requirements.
- 10. <u>Relocation</u>. The applicant shall, at any time subsequent to installation of utility lines, at the applicant's own expense, relocate or remove such lines as may become necessary to conform to new grades, alignment or widening of R.O.W. resulting from maintenance or construction operations for highway improvements.

DATE		BY
	NAME OF COM	MPANY
RECOMMENDE	ED FOR APPROVAL:	
DATE		
APPROVAL:		TAMA COUNTY ENGINEER
DATE		
Adopted by Reso	lution 9-22-92A	CHAIRPERSON, TAMA COUNTY BOARD OF SUPERVISORS

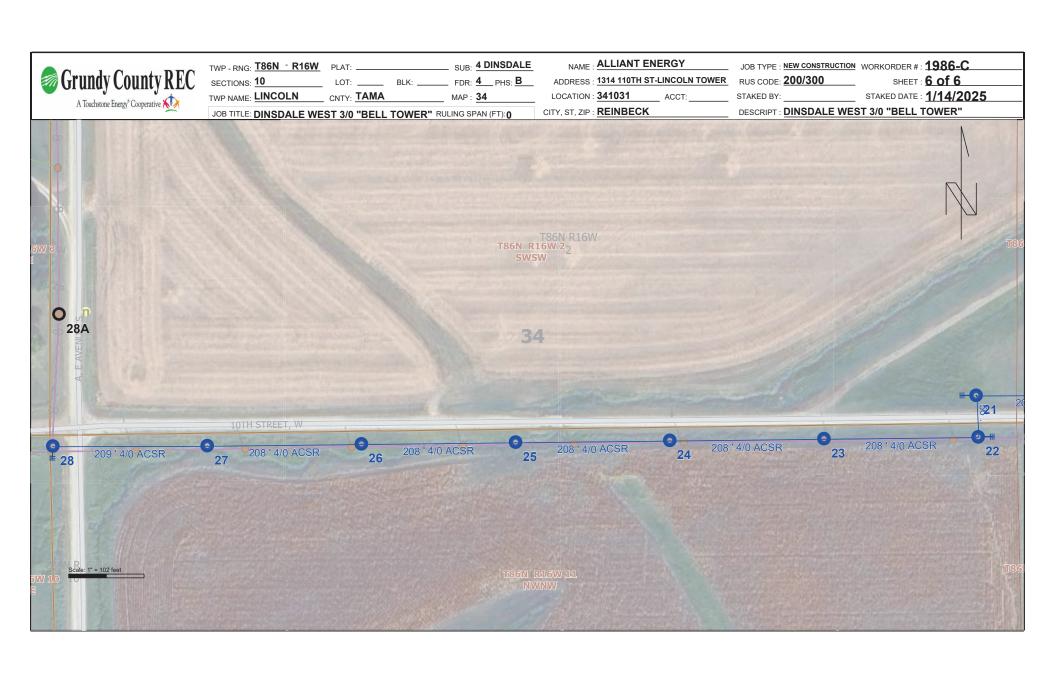
	~	1.6		TWP - RNG: T86N	SUB: 4 DINSDALE			NAME : ALLIAN	NAME : ALLIANT ENERGY				RUCTION WORK	ORDER # : 19	86-C			
Grundy County REC SECTIONS: 10				SECTIONS: 10	LOT:	BLK:	FDR: 4 PHS: B		S: B	ADDRESS : 1314 110T	TH ST-LINCOLN TOWER		RUS CODE: 200/300			_ SHEET: 1 of 6		
	A Touchstone Energy Cooperative TWP NAME: LINCOLN CNTY: TAMA				A	MAP :	34		LOCATION : 341031 ACCT:			STAKED BY: ST			TAKED DATE : 1/14/2025			
					ALE WEST 3/0 "BEI	LL TOWER"R	ULING SF	PAN (FT):	0	CITY, ST, ZIP : REINBE	CK		DESCRIPT : DINSDALE WEST 3/0 "BELL TOWER"					
STATION	POLE	BACK SPAN		RIMARY		0001010		UY		SECONDARY/SERVICE UNITS	SEC/SERV	SECONDARY/	SERVICE					_
NO.	H/C 35-4		C6.52FG DE	WIRE	TRANSFORMERS	GROUND H5.1	E1.1		ANCHOR F2.14	UNITS	SPAN	WIRE		MISCELLANE	EOUS UNITS	-	REMARKS	5
	35-4	U	C0.52FG DE	(4)4/0 ACSK		По. 1	E1.1		F2.14									
							E1.1		F2.14									
								04	1 2.14									
2	35-4	220	C1.11P FG	(4)4/0 ACSR		H5.1												
3	35-4	220	C1.11P FG	(4)4/0 ACSR		H5.1												
4	35-4	220	C1.11P FG	(4)4/0 ACSR														
5	35-4	220	C1.11P FG	(4)4/0 ACSR		H5.1												
6	35-4	220	C1.11P FG	(4)4/0 ACSR		H5.1												
-	0.7.4	000	04.449.50	(4) 4/0 A COD														
1	35-4	220	C1.11P FG	(4)4/0 ACSR														
Q	35.4	215	C1.11P FG	(4)4/0 ACSR		H5.1												
•	55-4	210	01.111 10	(4)4/0 AOOK		110.1												
9	35-4	215	C1.11P FG	(4)4/0 ACSR		H5.1												
				()														
10	35-4	215	C1.11P FG	(4)4/0 ACSR		H5.1												
				1							DESIGN CO	MMENTS:			CONDUCTOR 1	WIR TYPE FEE	E NC	
															4/0 ACSR	21092	4	5273
															1/0 ACSR	200	2	100
															1/0 ACSR	808	4	202
(a)	Scale	1" = 257 feet	5140 ACSR 215'	DIAVER Q 2014T ADER	e zarrionesii e 5	201240 ASSR 9	2201410 AGS	_ 	220 ' 4/0 ACSR	9 201 ASR 9	:							
10		9.001	8	1	5	4		3										
											ELECTRICI	ANI						
											LECTRICI	MIN:						
		HEIT			THE REON RIGHT		100			Charles and the same of the								

			TWP - RNG: T86N	SUB: 4 DINSDALE			NAME : ALLIANT ENERGY				JOB TYPE: NEW CONSTRUCTION WORKORDER #: 1986-C					
	Gru	ndy C	ounty REC					ADDRESS : 1314 110TH ST-LINCOLN TOWER			NCOLN TOWER	RUS CODE: 200/300 SHEET: 2 of 6				
_	OI U	iiuj C	gy® Cooperative	TWP NAME: LINCOLN CNTY: TAMA										STAKED BY: STAKED DATE :		
	Al	ouchsione Energ	gy Cooperative				R" RULING SPAN (FT): 0			-	REINBECK					
STATIO	POLE	BACK SPAN	PRIMA	ARY			GUY		SECONDARY/S	SERVICE	SEC/SERV	SECONDARY/SER	ERVICE			
_	_		UNITS	WIRE	TRANSFORMERS	GROUND	UNIT	LEAD	ANCHOR	UNITS		SPAN	WIRE		MISCELLANEOUS UNITS	REMARKS
11	35-4	215	C1.11P FG	(4)4/0 ACSR		H5.1										
12	35-4	215	C1.11P FG	(4)4/0 ACSR		H5.1										
		2.0		(-1)-1/0 / (-0)-1		11011										
13	35-4	188	C1.11P FG	(4)4/0 ACSR		H5.1										
14	35-4	188	C1.11P FG	(4)4/0 ACSR		H5.1										
15	35-4	188	C1.11P FG	(4)4/0 ACSR		H5.1										
10		400	04.449.50	(4) 4/2 4 000		110.4										
16	35-4	188	C1.11P FG	(4)4/0 ACSR		H5.1										
17	35.4	188	C1.11P FG	(4)4/0 ACSR		H5.1										
	33-4	188	CI.TIFTG	(4)4/0 ACSR		113.1										
		100		(4)4/0 AGGR												
18	35-4	188	(2)C5.21FG DE	(4)4/0 ACSR		H5.1	E1.1	20	F2.14						(2)SMALL ALU SHOE	
							E1.1	25	F2.14						· /	
							E1.1	6	F2.14							
							E1.1	30	F2.14							
							E1.1	6	F2.14							
18A	35-4				15 KVA CONV 15 AØ		E1.1	15	F2.14	J2.1						
		100	A5.1	(2)1/0 ACSR												
100						114.4	-	45	F0.44	10.4		407				
18B	35-4					H1.1	E1.1	15	F2.14	J2.1		137	1/0 SEC TPX-Pri (No	Neut)		
19	40-3	55	(2)C5.21FG DE	(4)4/0 ACSR		H5.1	E1.1	6	F2.14							
	1.00		(2)00:2:: 0 52	(-1)-1/0 / (-1)		11011	E1.1	_	F2.14							
	1						E1.1		F2.14							
							E1.1	30	F2.14							
							E1.1	35	F2.14							

		TWP - RNG: T86N	SUB: 4 DINSDALE			NAME : ALLIANT ENERGY				JOB TYPE: NEW CONSTRUCTION WORKORDER #: 1986-C					
	Gru	ndy C	ounty REC	SECTIONS: 10 LOT: BLK:						ADDRESS : 1314 11	OTH ST-LI	NCOLN TOWER	RUS CODE: 200/300 SHEET: 3 of 6		
•	OI U	iiuj C	gy [®] Cooperative		OLN CNTY: TA								STAKED BY: STAKED DATE : 1/14/2025		
	AIG	oucnstone Ener	gy Cooperative		DALE WEST 3/0 "BE								DESCRIPT : DINSDALE WEST 3		
STATION	I POLE	BACK	PRIMA				GUY			SECONDARY/SERVICE	SEC/SERV	SECONDARY/SE	ED/I/CE		
	H/C	BACK SPAN	UNITS	WIRE	TRANSFORMERS	GROUND	UNIT	LEAD	ANCHOR	UNITS	SPAN	WIRE	IVIOL	MISCELLANEOUS UNITS	REMARKS
20	35-4	202		(4)1/0 ACSR											
21	40-3	202	(2)C5.21FG DE	(4)4/0 ACSR		H5.1	E1.1	6	F2.14						
							E1.1	6	F2.14						
							E1.1	25	F2.14						
							E1.1	30	F2.14						
							E1.1	35	F2.14						
22	40-3	56	(2)C5.21FG DE	(4)4/0 ACSR		H5.1	E1.1	6	F2.14						
							E1.1	6	F2.14						
							E1.1	25	F2.14						
							E1.1	30	F2.14						
							E1.1	35	F2.14						
							1								
23	40-3	208	C1.11P FG	(4)4/0 ACSR		H5.1									
				(1) 110 710 011											
24	40-3	208	C1.11P FG	(4)4/0 ACSR		H5.1									
	100	200	0	(4)470710011		11011									
25	40-3	208	C1.11P FG	(4)4/0 ACSR		H5.1									
	400	200	01.111 10	(4)470 AGGIC		110.1									
26	40-3	208	C1.11P FG	(4)4/0 ACSR		H5.1									
20	40-0	200	01.111 10	(4)4/0 AOOK		110.1									
27	40-3	208	C1.11P FG	(4)4/0 ACSR		H5.1									
	400	200	01.111 10	(4)4/0 AGGIX		110.1									
28	40-3	209	C6.21 FG	(4)4/0 ACSR			E1.1	20	F2.14						
20	40-3	203	00.2110	(4)4/0 ACSIX		-	E1.1	25	F2.14						
							E1.1		F2.14						
	-					-	E1.1	30	1-2.14						
28A	40-3		06.04			111 1								C2 22	
28A	40-3		C6.21			H1.1								S2.32	
	-														







TAX RATES - TAMA COUNTY, IOWA 2024 Assessment for July 2024 - June 2025 Taxes

Taxes Payable during Fiscal Year 2025-2026
Rates Expressed in Dollars & Cents per Thousand Dollars of Valuation _____, Maureen S Kratoska, Tama County Asst. Auditor

	Belle	Benton	Union	Green Mt.	Gladbrook-	Grundy	East	North	South
School Levy Rates	Plaine	Comm.	Comm.	-Garwin	Reinbeck	Center	Marshall	Tama	Tama
General Fund	9.60393	8.00345	8.81647	8.71782	8.37274	8.77311	7.54828	9.69021	10.20478
Management	3.35221	1.16928	1.41839	1.41075	1.25775	1.65274	1.15918	.37849	2.27673
Voted Phys Plant/Equipment	1.19453	.76328	1.20204	1.34000	1.22551	1.34000	.67000	.00000	.00000
Reg. Phys Plant/Equipment	.33000	.33000	.33000	.33000	.33000	.33000	.33000	.33000	.33000
Schoolhouse Levy	.00000	.00000	.00000	.00000	.00000	.00000	.00000	.00000	.00000
Playground	.00000	.00000	.00000	.00000	.00000	.00000	.13500	.00000	.00000
Debt Service	1.44822	.00000	.00000	4.05000	.00000	2.69831	.00000	4.05000	2.03555
SCHOOL TOTAL	15.92889	10.26601	11.76690	15.84857	11.18600	14.79416	9.84246	14.44870	14.84706

City Levy Rates	Chelsea	Clutier	Dysart	Elberon	Garwin	Gladbrook	Le Grand	Lincoln	Montour
Combined Total City Rate	45.83902	37.81110	39.97359	30.41817	39.44796	35.36300	30.19303	28.54559	40.49846
General Fund (\$8.10 Limit)	8.34559	8.37000	8.10000	8.10000	8.50500	8.40441	8.01983	6.78658	8.50500
Insurance	9.53906	2.91574	.99010	.87264	3.62309	2.71877	.69584	.00000	6.57339
Civic Center/Planning/Landfill	.00000	.00000	.00000	.00000	.00000	.00000	.00000	.00000	.00000
Emergency	00000	.00000	.00000	,00000	.00000	.00000	.10818	.00000	.00000
Employee Benefits	2,53430	1.91411	2,31023	,87264	.89829	2.48081	.95371	.00000	.00000
Debt Service	.00000	.00000	6.64381	.00000	.00000	.00000	.00000	.00000	.00000
TOTAL REGULAR CITY RATE	20,41895	13,19985	18.04414	9,84528	13.02638	13.60399	9,77756	6.78658	15.07839
Ag Land Levy (Street Levy Rate)	3,00375	3,00293	3.00375	3.00375	3.00375	3.00375	3,00375	3.00368	3.00375
Combined City Ag Land Rate	28.42382	27,61418	24,93320	23.57664	29,42533	24,76276	23.41922	24.76269	28 42382

City Levy Rates continued	Tama	Toledo	Traer	Vining
Combined Total City Rate	45,13317	43,62558	44.12387	42,40965
General Fund (\$8.10 Limit)	8.09538	8.50500	8.23500	8.31531
Insurance	1.52184	1.69683	2.34794	3.57144
Civic Center/Planning/Landfill	.00000	.00000	.00000	.00000
Emergency	.00000	.00000	.00000	.00000
Employee Benefits	7.31224	6.57693	3.44349	5.10283
Debt Service	2.78364	1.42675	5.48619	.00000
TOTAL REGULAR CITY RATE	19,71310	18.20551	19.51262	16.98958
Ag Land Levy (Street Levy Rate)	3.00375	3.00375	3.00375	2.92417
Combined City Ag Land Rate	28.42382	28.42382	27.61500	28.34424

County-Wide Services

Tama County Levy Rates	
General Basic Fund	3.50000
General Supplemental	3,64617
Pioneer Cemeteries	.01492
Voted EMS	.75000
Debt Service	.37174
TOTAL GENERAL SERVICES RATE	8.28283
Rural Services Only	3.74618
Total Rural Services	3.74618
TOTAL RURAL SERVICES RATE	12.02901

<u>Agricultural Extension Office</u>	9
Ag Extension Education	.24168
TOTAL AG EXTENSION	.24168
——————————————————————————————————————	

County Assessor's Office	
Assessment Expense	.35237
F.I.C.A	.00000
I.P.E.R.S.	.00000
Unemployment Insurance	.00000
Special Appraisers Fund	.00000
TOTAL ASSESSOR	.35237

County-Wide Services Levy Rate	Total
COUNTY GENERAL SERVICES RATE	8,28283
COUNTY RURAL SERVICES RATE	3.74618
AG EXTENSION RATE	.24168
ASSESSOR'S FUND RATE	.35237
BRUCELLOSIS & TB ERADICATION FUND	.00000
City Area Countywide Services Levy Rate	8.87688
Rural Area Countywide Services Levy Rate	12.62306

Area College Levy Rates			
Community Colleges	Area 6	Area 7	Area 10
All Funds	1.69613	1.28567	1.43000

State of Iowa - annual levy	
Brucellosis & TB Eradication Levy Rate	.00000

TAX RATES - TAMA COUNTY, IOWA

2024 Assessment for July 2024 - June 2025 Taxes

Taxes Payable during Fiscal Year 2025-2026

Rates Expressed in Dollars & Cents per Thousand Dollars of Valuation

Maureen Kratoska, Tama County Asst. Auditor

Township Levy Rates:	Combined	Rural Rate	Area		Elberon	Township	Township	Twp. Hall,	Total
Township Tax Rates	Rural	Countywide	College	Local	Fire	Supported	Fire &	Insurance,	Township
by School & Fire Districts	Tax Rate	Services	District	School	District	Cemetery	Ambulance	& Misc.	Rate
Buckingham-G-R	25.37764	12.62306	1.28567	11.18600		.03656	.24635		28291
Buckingham-NTC	28.64034	12.62306	1.28567	14.44870		.03656	.24635		.28291
Carlton-GMG	30.92077	12.62306	1.69613	15.84857		.32271	.43030	.00000	.75301
Carroll-NTC	28.77314	12.62306	1.28567	14.44870		.00000	.41571		.41571
Carroll-STC	29.58196	12.62306	1,69613	14.84706		.00000	.41571		.41571
Clark-NTC	28.62867	12.62306	1.28567	14,44870		.06749	20375	.00000	27124
Clark-Union	25.94687	12.62306	1.28567	11.76690		.06749	.20375	.00000	.27124
Columbia-STC	29.71029	12 62306	1.69613	14.84706		.11454	.42950	.00000	.54404
Crystal-GMG	30,91596	12,62306	1.69613	15.84857		.37290	.37530	.00000	.74820
Crystal-G-R	26,25339	12.62306	1.69613	11,18600		37290	.37530	.00000	74820
Crystal-NTC	29.10563	12.62306	1.28567	14.44870		.37290	.37530	.00000	.74820
Crystal-STC	29,91445	12.62306	1.69613	14,84706		.37290	.37530	.00000	74820
Geneseo-NTC	28.58055	12.62306	1.28567	14.44870		.13387	.08925	.00000	.22312
Geneseo-Union	25.89875	12.62306	1.28567	11.76690		.13387	.08925	.00000	.22312
Grant-G-R	25.89525	12.62306	1.69613	11.18600		.06500	.32506	.00000	39006
Grant-G-R	25.48479	12.62306	1.28567	11.18600		.06500	.32506	.00000	39006
Grant-NTC	28.74749	12.62306	1.28567	14.44870		.06500	.32506	.00000	.39006
Highland-E. Marshall	24.64528	12.62306	1.69613	9.84246		.00000	.48363	.00000	,48363
Highland-STC	29.64988	12.62306	1.69613	14.84706		.00000	.48363	.00000	48363
Howard-GMG	30.72942	12.62306	1.69613	15.84857		.13946	.41000	.01220	.56166
Howard-NTC	28.91909	12.62306	1.28567	14.44870		.13946	.41000	.01220	.56166
Howard-STC	29.72791	12.62306	1.69613	14.84706		.13946	.41000	.01220	.56166
Indian Village-E. Marshall	24.44008	12.62306	1.69613	9.84246		.14993	.12850	.00000	.27843
Indian Village-GMG	30.44619	12.62306	1.69613	15.84857		.14993	.12850	.00000	.27843
Indian Village-STC	29.44468	12.62306	1.69613	14.84706		.14993	.12850	.00000	.27843
Lincoln-G-R	26.16174	12.62306	1.69613	11.18600		.23297	.42358	.00000	.65655
Lincoln-G-R	25.75128	12.62306	1.28567	11.18600		.23297	.42358	.00000	.65655
Lincoln-Grundy Center	29.35944	12.62306	1.28567	14.79416		.23297	.42358	.00000	65655
Oneida-NTC	28.63036	12.62306	1.28567	14.44870		.06750	.20150	.00393	.27293
Oneida-NTC-EFD	29.03636	12.62306	1.28567	14.44870	.60750	.06750	.00000	.00393	.67893
Oneida-Union	25.94856	12 62306	1.28567	11.76690		.06750	.20150	.00393	.27293
Oneida-Union-EFD	26.35456	12.62306	1,28567	11.76690	.60750	.06750	.00000	.00393	.67893
Otter Creek-STC	29.69676	12,62306	1.69613	14.84706		.13367	.39684		.53051
Perry-NTC	28.83158	12,62306	1,28567	14.44870		.24000	.23415	.00000	.47415
Richland-STC	29.68099	12.62306	1,69613	14,84706		.12869	.38605	.00000	.51474
Salt Creek-BP	30,25200	12.62306	1.43000	15.92889		.00000	27005	.00000	.27005
Salt Creek-BP-EFD	30.58945	12.62306	1.43000	15.92889	.60750	.00000	.00000	.00000	.60750
Salt Creek-BP-FPA	30.25200	12.62306	1.43000	15.92889		.00000	.27005	.00000	.27005
Salt Creek-STC	29.43630	12.62306	1,69613	14.84706		.00000	.27005	.00000	.27005
Spring Creek-GMG	30.63809	12.62306	1.69613	15.84857		.06750	.40283	_00000	.47033
Spring Creek-G-R	25.97552	12 62306	1.69613	11.18600		.06750	.40283	.00000	47033
Tama-STC	29.56625	12.62306	1.69613	14.84706		.00000	40000	.00000	.40000
Toledo-STC	29.59468	12.62306	1.69613	14,84706		.00000	.42843		.42843
York-Benton-EFD	25.21419	12.62306	1.43000	10.26601	,60750	28762	.00000	.00000	.89512
York-BP	30.85520	12.62306	1.43000	15.92889		.28762	.58563	.00000	.87325
York-BP-EFD	30.87707	12.62306	1,43000	15.92889	.60750	.28762	.00000	.00000	.89512
York-NTC	29,23068	12.62306	1.28567	14.44870		.28762	58563	.00000	.87325
York-NTC-EFD	29,25255	12,62306	1,28567	14.44870	.60750	.28762	.00000	,00000	89512
York-STC	30.03950	12.62306	1.69613	14.84706		.28762	.58563	.00000	.87325



Tama County, IA

RECEIVED

TAMA COUNTY AUDITOR TOLEDO, IOWA 52342

2000 - CONSERVATION MACHINERY & EQUIP 8,114.95 624.71 21.00 - DEBT SERVICE FUND 237,561.61 683,777.75 21.00 - AMERICAN RESCUE PLAN 497,989.02 0.00 2500 - SANITARY LANDFILL FUND 329,257.32 658,285.47 2600 - ECONOMIC DEVELOPMENT COMM. 37,091.64 97,030.50 2700 - EARLY CHILDHOOD IOWA FUND 0.00 2700 - EARLY CHILDHOOD IOWA FUND 4,844.97 0.00 2910 - MEDICAID ADMIN. CLAIMING FUND 21,720.31 0.00 2900 - EMERGENCY MANAGEMENT AGENCY 389,211.47 19,188.35	EQUIP 8,114.95 6 237,561.61 683,7 497,989.02 497,989.02 329,257.32 658,2 AIM. 37,091.64 97,0 0.00 ROUP 4,844.97 JND 21,720.31	EQUIP 8,114.95 6 237,561.61 683,7 497,989.02 497,989.02 329,257.32 658,2 4,844.97 800P 4,844.97	EQUIP 8,114.95 6 237,561.61 683,7 497,989.02 497,989.02 329,257.32 658,2 4MM. 37,091.64 97,0	EQUIP 8,114.95 6 237,561.61 683,7 497,989.02 497,989.02 329,257.32 658,2 47,091.64 97,0	8,114.95 6 237,561.61 683,7 497,989.02 329,257.32 658,2	RY & EQUIP 8,114.95 6 237,561.61 683,7 497,989.02 339,257 32 658 2	ERY & EQUIP 8,114.95 6 237,561.61 683,7 497,989.02	CHINERY & EQUIP 8,114.95 237,561.61 683,	8,114.95		3,282.61	1800 - VOTING EQUIPMENT FUND 188.21 (1700 - IT/COMPUTER EQUIPMENT FUND 0.00 (1600 - CAPITAL CONSTRUCTION FUND 145,937.99	1500 - LAW ENFORCEMENT VEHICLE FUND 0.00 (0110 - DRAINAGE 3 859.43 (0037 - OPIOID SETTLEMENT 161,570.18 5,506.41	0036 - SHIELD - MOBILE 19,940.00 (LIANCE FUND 11,464.50	0034 - COUNTY ATTORNEY FORFEITURE FUND 4,964.69 (0033 - TRANSFER ROAD JURISDICTION FUND 0,00 (0032 - SHERIFF'S FORFEITURE FUND 2,282.28 (0031 - TAMA CO NATURE CENTER FUND 31,064.01 2,605.52	0030 - WEAPONS TRAINING FUND 7,148.64 (-		0023 - RESOURCE ENHANCEMENT & PROTECT 107,171.52 1,754.27	0022 - EMS TRUST FUND 0.00 (0020 - SECONDARY ROAD FUND 3,112,772.92 4,712,362.47	0015 - VIENNA TIF FUND 271,548.75 230,493,85	0011 - RURAL SERVICES FUND 721,517.59 1,710,689.48	0010 - MH/DD SERVICES FUND 35,657.68 14	0002 - GENERAL SUPPLEMENTAL FUND 599,090.71 2,921,437.99	0001 - GENERAL BASIC FUND 1,025,547.80 2,980,533.48	Beginning Treasurer's Balance Total Revenues	
40	2		0.00 4,844.97	0.00	134,1		-	0.00 497,989.02	92	624.71 8,739.66	0.00 3,282.61	0.00 188.21	0.00 0.00	0.00 145,937.99	0.00 0.00	0.00 859.43	5.41 167,076.59	0.00 19,940.00	0.00 11,464.50	0.00 4,964.69		_	ш			38		108,9	0.00 0.00	7		2,4	14.96 35,672.64	7.99 3,520,528.70	3.48 4,006,081.28	Beginning Balance + Total Revenues	
13,262.19 67.993.12	13,262.19		0.00	0.00	97,474.44	220,000,77	350 363 77	60,239.18	822,742,50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	180.00	0.00	0.00	0.00	165.07	0.00	0.00	0.00	3,322.67	0.00	0.00	4,429,047.72	461,000.00	1,922,080.77	0.00	1,618,227.62	3,710,030.13	Total Expenses	
1,134./1	T/.+CT/T	1 13/ 71	0.00	0.00	2,066.63	2,12,10	9 729 50	-200,155.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0,00	0.00	0.00	180.00	0.00	0.00	0.00	-104.68	0.00	0.00	0.00	0.00	0.00	0.00	164,876.91	0.00	100,990.86	0.00	811.44	207,725.18	Change in Outstanding Tr	
341.972.49		9,592.83	4,844.97	0.00	38,714,33	20.200.22	646 908 57	237,594.26	98,596,86	8,739.66	3,282.61	188.21	0.00	145,937,99	0.00	859.43	167,076.59	19,940.00	11,464.50	4,964,69	0.00	2,282,28	33,399.78	7,148.64	24,599.75	382,626.02	2,468.62	108,925,79	0.00	3,560,964.58	41,042.60	611,117.16	35,672.64	1,901,489.64	502,250.82	Ending Treasurer's Balance	
1.565.79		1,134.71	0.00	0.00	2,737.25	2 171 20	11 373 38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	180.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	198,214.84	0.00	104,177.55	0.00	1,361.60	291,350.66	Outstanding Bank Items	
	2	0.00	0.00	0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0,00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0,00	0.00	0.00	Outstanding Stamped Warrants	

Iowa County Treasurer's Semi-Annual

For 01/01/2025 - 06/30/2025

Bank Items 5,172.48 0,00 0,00 0,00 0,00 0,00 0,00 0,00 0,
Bank Items 5,172.48 0,00 0,00 0,00 0,00 0,00 0,00 0,00 0,

For 01/01/2025 - 06/30/2025

70 - AGLAND CREDIT		55 - GRAIN HANDLED TAX	50 - MILITARY CREDIT	46 - AUTO/ORGAN FUNDS	45 - US GOVERNMENT IA RIVER	42 - BPTC REPLACEMENT CLAIM	41 - BPTC	40 - HOMESTEAD CREDIT	34 - UR EXCISE TAX	31 - DELINQUENT MOBILE HOME	30 - MOBILE HOME TAXES	09 - BANK INTEREST	08 - MISC RECEIPTS	07 - VIENNA TIF TAX	06 - MISC CHARGES	05 - SPECIAL ASSESSSMENTS REVENUES	04 - INTEREST / DELINQUENT TAX	03 - DELINQUENT TAX	02 - INTEREST / CURRENT TAX	01 - CURRENT TAX	Revenues	Change to Ottobalian	Total Expenses	TR - TRANSFERS	33 - AUTO TO COUNTY	32 - AUTO TO STATE	28 - COUNTY EXTENSION	27 - SPECIAL ASSESSMENTS DISBURSEMENTS	26 - AREA SCHOOLS	25 - FIRE DISTRICT	24 - SCHOOL ORDERS	23 - CITY ORDERS	22 - TOWNSHIP ORDERS	14 - TREASURER WARRANTS	12 - AUDITORS CHECKS ISSUED	10 - OTHER DISBURSEMENTS	Beginning Treasurer's Balance
179,364,69	0.00	3,233.00	0.00	3,450,157.13	0.00	70,571.20	332,022.21	408,572.16	308,563.50	0.00	9,700.00	281,950.63	8,665,429.48	461,000.00	12,479.00	6,346.37	5,820.00	7,526.50	57,938.00	14,766,267.95	315,925.36		31,013,393.08	2,362,959.82	155,214.01	3,377,997.63	123,862.97	4,311.00	793,177.98	5,301.21	6,675,411.31	2,695,465.63	180,364.28	89,825.33	12,583,200.85	1,966,301,06	15,447,349.95

7/15/2025 9:33:32 AM Page 3 of 5

Actual Ending Treasurer's Balance Calculated Ending Treasurer's Balance **Total Revenues** 15,165,359.66 15,166,885.17 30,417,002.94

*** ERROR - Calculated ending balance not equal actual ending balan

7/15/2025 9:33:32 AM

I hereby certify the above report to be a true and Accurate account of transactions during the Period(s) specified.

Amanda Kriegel

7/15/2025 9:33:32 AM

Report of Veterans /	Anairs Commissio				 	-
State of Iowa,		 	-	-	 	0.
						400
Tama County,						
Ma the redecioned as			1 4 %			
We, the undersigned, mareby certify that the fo	embers of the Tama	County Vetera	n's Affairs Cor	nmission,		
amount of assistance gi						- 19
owa, for the quarter end			a Chapter 33t	or the cou	e oi	-
iona, ioi tiio quartei ciio	ing ripin, may, canc	2020				
					 	
11						10
		Members Ve	eteran Affairs	Commission	}	
						-
					 	y la
NAME	ADDRESS			AMQUN'	T OF ASSISTA	NCE
Darrell Niedermann	meeting			50		
Doug Sienknecht	meeting, mileage			146.4		
Kevin Eikamp Visa	meeting, mileage office	1	_	163		
Tyler Technologies	office	+		1091.23 270.63		
Darrell Niedermann	000	+	_	50		
Kevin Eikamp				81.5		
Doug Sienknecht	meeling, mileage			79.4		
Visa Judy Long	school registration			653.1		
ACVSO ACVSO	shirts membership	+ +		25 50		+ -
D & S investments	rent	1 1		350		+
uckingham	grave care			1293		
Crystal cemetery	grave care			381		
Geneseo cemetery Gethmann cemetery	grave care			144 153		
laven cemetery		+		87		_
foly trinty cemetery		1		90		
Maple Grove cemetery			-	117		
Oak Hill cemetery			·	1230		
Oneida cemetery				123		
Rector cemetery St. Joseph's cemetery				252 300		
St. Mary cemetery				631		
St. Pat's cemetery				492		
St. Paul cemetery				123		
ST. Wenceslaus cemetery				165		
Stejkal cemetery Waltham cemetery		<u> </u>		57 93		+
Nest Union cemetery		-	-	93		
Jnion Grove cemetery				27		-
Noodlawn Cemetery				1422		
daple Hill				735		
Pleasant Hill Lincoln Township	+ +	1 -		84		
layes	+ +	+		36		
Darrell Niedermann		 		50	+	_
Doug Sienknecht				79.4	 	
(evin Eikamp				81.5		
/isa i				4.52		
enlec		 		2881.58		-
i i		-		+ + +		+
1			<u> </u>	1	 	
				13882,76		
emized claims for the above					Tama	
ounty, lowa and the Auditor oldiers' and Sailors' Relief Fu				rawn on the		
TOTAL STREET COLORS LIGHT LE	and or some county for the	paginorit or abid t	mantes.	1		+
		<u> </u>				
igned July 16, 2025		!				
				1		
				+ +	-	
		E.A.				
	-	i	İ	1	4	
		4		-		
	1		1		Commissioners	



Nan Shap

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Equal Employment Opportunity

It is the objective of Tama County to encourage employment and advancement of all individuals in a way that will utilize their talents to the maximum and develop their skills most effectively in a work and community environment that is free from discrimination.

Tama County has a policy to provide equal opportunity for all where employment is based upon personal capabilities and qualifications without discrimination because of race, age, color, religion, sex, sexual orientation, national origin, mental or physical disabilities, religious affiliations, genetic information, or any other protected characteristic as established by law.

This policy of equal employment opportunity applies to all policies and procedures relating to recruitment and hiring, compensation, benefits, promotion, termination and all other terms and conditions of employment.

Harassment

It is the policy of Tama County that no employee be harassed by another employee, customer, or supervisor on the basis of race, age, color, religion, sex, sexual orientation, national origin, mental or physical disabilities, religious affiliations, genetic information, veteran status or any other legally protected category.

Illegal harassment, whether verbal or physical, will not be tolerated. All members of management have the explicit responsibility and duty to take corrective action to prevent any illegal harassment of our employees.

If any employee believes that he or she has been subjected to illegal harassment, that employee should bring the matter directly to the immediate attention of an elected official, supervisor, department head, HR representative, a member of the Board of Supervisors or appropriate governing board. All complaints will be investigated, and appropriate disciplinary action taken, up to and including termination. There will be no retaliation against anyone who submits a good faith harassment complaint or participates in an investigation relating to such a complaint.

Sexual Harassment

It is the policy of Tama County that no employee be harassed by another employee or supervisor on the basis of sex.

The policy prohibits any demand for sexual favors that is accompanied by a promise of favorable job treatment or a threat concerning the employee's employment. Also prohibited are subtle

pressures for sexual favors, including implying that an applicant's or employee's cooperation of a sexual nature, or refusal thereof, will have any effect on the person's employment, job assignment, wages, promotion, or any other condition of employment.

In addition, any behavior of a sexual nature not welcomed by the employee or found to be personally offensive is expressly forbidden. This includes but is not limited to:

- a. Repeated sexual flirtations, advances, or propositions.
- b. Continued or repeated verbal abuse of a sexual nature, sexually related comments and joking, graphic or degrading comments about the employee's appearance or the display of sexually suggestive objects or pictures.
- c. Any uninvited physical contact or touching, such as patting, pinching or other contact.
- d. Conduct that has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

Sexual harassment, whether verbal or physical, will not be tolerated. All members of management have the explicit responsibility and duty to take corrective action to prevent any sexual harassment of our employees.

As with other forms of harassment, any employee who believes that he or she has been subjected to sexual harassment should bring the matter directly to the immediate attention of an elected official, supervisor, department head, HR representative, a member of the Board of Supervisors or appropriate governing board. All complaints or reports of sexual harassment will be investigated and appropriate disciplinary action taken, up to and including termination. There will be no retaliation against anyone who submits a good faith sexual harassment complaint or participates in an investigation relating to such a complaint.