

**CITY OF SIGOURNEY, IOWA**  
**MINUTES OF REGULAR CITY COUNCIL MEETING OF**  
**WEDNESDAY, DECEMBER 16, 2020**

The Sigourney City Council met in regular session in the Council Chambers at City Hall on Wednesday, December 16, 2020 with Mayor Glandon presiding and the following Council members answering roll call: Morlan, Schröder, Bender, Conrad (*via phone*) and McLaughlin. Others present were: Brent Gilliland, Director of Public Works II; and Angie Alderson, City Clerk.

The meeting was called to order at 6:00 p.m. Council member McLaughlin moved, seconded by Council member Morlan, to approve the tentative agenda. Upon the roll being called, the following voted Ayes: Morlan, Schröder, Bender, Conrad, and McLaughlin. Nays: None. Motion approved.

Council member Morlan moved, seconded by Council member McLaughlin, to approve the following items on the consent agenda: Council accounts payable claims in the amount of \$62,404.28; City Clerk financial reports for November 2020; payroll expenses, miscellaneous expenses, ACH and monthly transfers for November 2020; Resolution No. 2020-12-02 re: Mayor's Annual Appointments for Calendar Year 2021; Resolution No. 2020-12-03 re: Official City Holidays and Regular Council Meetings for Calendar Year 2021; Resolution No. 2020-12-04 re: Planning and Zoning Commission Board of Adjustments Reappointment; Resolution No. 2020-12-05 re: Memorial Hall Reappointment; Community Betterment Project; the credit card report; and to set the time and place for the January 6, 2021 Council meeting for 6:00 p.m. at City Hall. Upon the roll being called, the following voted Ayes: Morlan, Schröder, Bender, Conrad, and McLaughlin. Nays: None. Motion approved.

Council member McLaughlin moved, seconded by Council member Morlan, to approve the remaining item on the consent agenda: Minutes for the regular Council meeting on December 2, 2020. Upon the roll being called, the following voted Ayes: Morlan, Bender, Conrad, and McLaughlin. Nays: None. Abstain: Schröder. Motion approved. (*Council member Schröder abstained as he was unable to attend the regular Council meeting on December 2, 2020.*)

**Additional City Business:** Mayor Glandon discussed the possibility of doing a second Catalyst Grant. This is a \$100,000.00 grant and there is a person interested in applying. There would have to be some details worked out, but Brad Grefe with Area 15 is willing to help with the application process. This could be open to other businesses. Council member Morlan moved, seconded by Council member Bender, to approve a pre-application for the City of Sigourney Community Catalyst Building Remediation Program Grant through the Iowa Economic Development Authority. Upon the roll being called, the following voted Ayes: Morlan, Schroeder, Bender, Conrad, and McLaughlin. Nays: None. Motion approved.

There was no report for Sigourney Area Development Corporation (SADC).

**Park and Recreation:** The City Council discussed whether to have a soccer program in the Spring of 2021. The Council discussed paying out fees for a soccer season and then not have a program. There is a lot of work that has to be done before the season can start. There is organizing the teams, getting coaches, etc. He also takes care of the fields. The Council decided to table this discussion and put it on the January 6<sup>th</sup> agenda. *The contract for a soccer director would be tabled as well.*

Page -2- Minutes of the Regular City Council Meeting of Wednesday, December 16, 2020

**Water and Wastewater:** Director of Public Works II Gilliland stated the water connections are done up to South Street on both sides of Main Street.

Council member McLaughlin moved, seconded by Council member Morlan, to approve Pay Estimate No. 5 request from KLC Construction LLC for Proposed Water Main Improvements – CDBG #19-WS-016 – Sigourney, IA (Project #18-113/20-057). Upon the roll being called, the following voted Ayes: Morlan, Schröder, Bender, Conrad, and McLaughlin. Nays: None. Motion approved.

City Clerk Alderson explained that effective January 1<sup>st</sup>, 2009 there will not be interest paid out on any new water customer deposits. There are still twenty-nine accounts that are earning interest. The City Clerk's office would like to pay out this interest by adding what is needed to bring the deposit up to the current deposit amount and/or put the interest on the utility account in the form of a payment. Council member Bender moved, seconded by Council member Morlan, to approve Resolution No. 2020-12-06 re: Refunding Interest on Utility Deposits. Upon the roll being called, the following voted Ayes: Morlan, Schröder, Bender, Conrad, and McLaughlin. Nays: None. Motion approved.

There are no updates for the Wastewater Lagoon Improvement Projects.

Mayor Glandon stated there has been updated language to the contracts with Area 15 for the CDBG administration assistance services. This does not change the fees for the contracts.

Council member McLaughlin moved, seconded by Council member Morlan, to approve the CDBG (Community Development Block Grant) Administration Assistance Services Contract Amendment No. 1 for the Water System Improvements Dated July 1, 2019. Upon the roll being called, the following voted Ayes: Morlan, Schröder, Bender, Conrad, and McLaughlin. Nays: None. Motion approved.

Council member McLaughlin moved, seconded by Council member Bender, to approve the CDBG (Community Development Block Grant) Administration Assistance Services Contract Amendment No. 1 for the Wastewater System Improvements Dated April 18, 2019. Upon the roll being called, the following voted Ayes: Morlan, Schröder, Bender, Conrad, and McLaughlin. Nays: None. Motion approved.

**Finance:** Council member McLaughlin moved, seconded by Council member Conrad, to approve the annual Council members remuneration for calendar year 2020. Upon the roll being called, the following voted Ayes: Morlan, Schröder, Bender, Conrad, and McLaughlin. Nays: None. Motion approved.

**Human Resources:** City Clerk Alderson stated the Office Assistant would like to reduce her hours to thirty-two hours per week. The benefits would be prorated the thirty-two hours per week as well. She would like to keep her insurance and is willing to pay more towards her share. Currently the City pays eighty percent of each employee's health insurance and the employee pays twenty percent. The proposal is to have the City pay seventy percent of her health insurance and she would pay thirty percent. Council member Conrad moved, seconded by Council member McLaughlin, to reduce Ashley Fry's hours and benefits to thirty-two hours per week and to increase her percentage of the health insurance to thirty percent. Upon the roll being called, the following voted Ayes: Morlan, Schröder, Bender, Conrad, and McLaughlin. Nays: None. Motion approved.

Mayor Glandon explained the current City's COVID 19 Policy. The question is once the eighty hours have been paid out and the employee is out of options, would the Council consider letting the employee borrow against future sick leave. There has not been a new policy put in place with guidelines and our current policy will expire on December 31, 2020. Council member Conrad stated that COVID is eating up some of employee's sick leave and if something happens later and the employee must be gone but does not have any benefits is there something that can be done. The Human Resources Committee discussed allowing vacation donations but would rather keep this all with the employee. There should be a cap set on the amount that can be borrowed. There would need to be some sort of contract for pay back for borrowing on future benefits. The Council discussed several options and asked a lot of questions. Mayor Glandon suggested going to PTO (Paid Time Off) and maybe looking at some short-term and long-term disability policies. Council member Schröder stated that he thinks public employees are underpaid and the City should do what they can to help. Council member Conrad stated that the City is trying to do something for the employees that may or may not ever be used. Just trying to make sure there is something out there because COVID has lasted unfortunately longer than anyone probably expected. Council member Conrad thinks that if there is an employee that has used up all their benefits and has a health issue, we should try to have something in place to help. Council member Schroeder suggested we have Ahlers and Cooney can draw up something stating either borrowing six months or up to one year with a repayment obligation agreement signed by the employee upon the exercise of the borrowing. The Council would like to have the attorneys move forward with a policy for consideration. This will be tabled until the January 6<sup>th</sup>, 2021 Council meeting.

**Public Input:** There was no public input.

The meeting was adjourned by acclamation at 6:15 p.m.

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Douglas L. Glandon, Mayor

ATTEST: \_\_\_\_\_  
Angela K. Alderson, City Clerk