

OFFICIAL NOTICE

The Des Moines County Board of Supervisors will hold a regular session on **Tuesday, June 30th, 2026**, at **9:00 A.M.** in the public meeting room at the Des Moines County Courthouse.

8:30 AM -Work Session: Board of Supervisors: Review of Weekly Business

PUBLIC NOTICE – the meeting can be viewed by live stream at <https://desmoinescounty.iowa.gov/live/> Anyone with questions during the meeting may email the Board of Supervisors at board@dmcounty.com OR call 319-753-8282

TENTATIVE AGENDA:

1. Pledge of Allegiance
2. Changes to Tentative Agenda
3. Meet with Department Heads / Elected Officials
4. Discussion / Vote:
 - A. Public Hearing – Request for Floodplain Development Variance, 400 Edgewater Beach Road (Ben Brueck)
 - B. Resolution 2026-041 – Floodplain Development Variance, 400 Edgewater Beach Road
 - C. Accounts Payable Claims
 - D. Resolution 2026-042 A Resolution of the Des Moines County Board of Supervisors Authorizing the Des Moines County Emergency Management Agency to apply for and administer a Rural Business Development Grant (RBDG) and designating the Emergency Management Coordinator as the Authorized Representative
 - E. Employment Contract for County Engineer
 - F. Amended Appointment Letters for Attorney, Treasurer, and Conservation
 - G. Resolution 2026-043 to dispose of property at 1804 Douglas Ave., Burlington
 - H. Personnel Actions:
 1. Recorder (1)
 2. Treasurer (1)
 3. Local Health (1)
 4. Attorney (2)
 - I. Minutes for Regular Meeting on June 23rd, 2026
5. Future Agenda Items
6. Committee Reports
7. Public Input
8. Adjournment

Work Sessions Following the Meeting:

BOS / Veterans Affairs

RE: Mileage Reimbursement Request

**DES MOINES COUNTY
BOARD OF SUPERVISORS
RESOLUTION #2026-041**

WHEREAS Article V, Section C of the Des Moines County Floodplain Development Ordinance states that the Board of Supervisors may authorize a variance from the terms of this ordinance, provided that certain conditions are met, and

WHEREAS Ben Brueck has requested a variance from Article IV, Section B(6) of the Floodplain Development Ordinance, which would allow him to occupy a newly constructed building within the floodway as a residential dwelling, on a property he owns at 400 Edgewater Beach Road, and

WHEREAS The County Land Use Administrator has confirmed that the proposed development would comply with all other applicable provisions of the ordinance, apart from the use of the new building for human habitation.

NOW THEREFORE, BE IT RESOLVED: That the Board of Supervisors hereby grants a variance from Article IV, Section B(6) of the Floodplain Development Ordinance for the property at 400 Edgewater Beach Road, based on a finding of the following:

- The applicant has demonstrated good and sufficient cause that a variance is necessary for his development as proposed.
- Failure to grant the variance would result in exceptional hardship to the applicant.
- The applicant's proposed development within the floodway will not result in any increase in flood heights during the occurrence of a base (100-year) flood.
- It has been determined that the granting of the variance will not result in additional threats to public safety or extraordinary public expense, and it will not create nuisances, or cause fraud on or victimization of the public.
- The requested variance has obtained written concurrence from the Iowa Department of Natural Resources.

Approved and adopted this 30th day of June, 2026.

DES MOINES COUNTY BOARD OF SUPERVISORS

Shane McCampbell, Chair

Tom L. Broeker, Vice Chair

Jim Cary, Member

ATTEST: _____

Sara Doty, County Auditor

Accounts Payable Claims

06/30/2026 MEETING

\$886,460.71

Checks

\$169,583.03

Wire Transfer Pmnt

\$1,056,043.74

GRAND TOTAL

RESOLUTION NO. 2026-042

A RESOLUTION OF THE DES MOINES COUNTY BOARD OF SUPERVISORS AUTHORIZING THE DES MOINES COUNTY EMERGENCY MANAGEMENT AGENCY TO APPLY FOR AND ADMINISTER A RURAL BUSINESS DEVELOPMENT GRANT (RBDG) AND DESIGNATING THE EMERGENCY MANAGEMENT COORDINATOR AS THE AUTHORIZED REPRESENTATIVE

WHEREAS, the Des Moines County Board of Supervisors recognizes the importance of enhancing emergency management capabilities, equipment, facilities, and services to better serve the residents of Des Moines County; and

WHEREAS, the United States Department of Agriculture (USDA) Rural Development administers the Rural Business Development Grant (RBDG) program to support projects that promote economic development and community resilience; and

WHEREAS, the Des Moines County Emergency Management Agency desires to apply for funding through the Rural Business Development Grant program to support eligible emergency management initiatives; and

WHEREAS, the Des Moines County Board of Supervisors finds it to be in the best interest of the citizens of Des Moines County to pursue available grant funding opportunities.

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

1. The Des Moines County Emergency Management Agency is hereby authorized to prepare and submit an application for funding through the USDA Rural Business Development Grant (RBDG) program and to undertake all activities necessary to complete the application process.
2. Upon award of grant funds, the Des Moines County Emergency Management Agency is authorized to administer the grant in accordance with all applicable federal, state, and local laws, regulations, and grant requirements.
3. Shannon Prado, Coordinator, is hereby designated as the Authorized Representative of the Des Moines County Emergency Management Agency and is authorized to execute and submit all applications, agreements, certifications, assurances, reimbursement requests, reports, and other documents necessary to apply for, receive, administer, and close out the Rural Business Development Grant on behalf of the Des Moines County Emergency Management Agency.
4. This resolution shall remain in effect until rescinded or superseded by subsequent action of the Des Moines County Emergency Management Commission.

PASSED AND APPROVED this 30th day of June, 2026.

DES MOINES COUNTY BOARD OF SUPERVISORS

Shane McCampbell, Chairman

Tom Broeker, Vice-Chairman

Jim Cary, Member

Attest: Sara Doty, Auditor

AGENDA ITEMS - COUNTY ENGINEER

Tuesday, June 30, 2026

❖ Employment Contract for County Engineer



Office of the Des Moines County Attorney

100 Valley Street - Burlington, Iowa 52601

Phone: (319) 753-8209 Fax: (319) 753-8219

Email: dmca@dmccounty.com

Lisa K. Schaefer
County Attorney

Date: June 24, 2026
Department: Des Moines County Attorney
To: Board of Supervisors
RE: FY2027 Salaries and Annual Appointments *Amended*

Employee/Position	Hours in Pay Period	FY27 Hourly Rate	FY27 Salary
Lisa Schaefer 0001-04-1100-000-10010	75	\$78.02	\$152,723.00
Blake Vierra *1 st Assistant* 0001-04-1100-000-10020	75	\$52.09	\$129,815.00
Erin Stensvaag 0001-04-1100-000-10020	75	\$55.46	\$108,559.00
Trent Henkelvig 0001-04-1100-000-10020	75	\$52.09	\$101,969.00
Cassandra Kilby 0001-04-1100-000-10020	75	\$41.59	\$81,418.00
Benjamin Toal 0001-04-1100-000-10020	75	\$38.68	\$75,718.00
Mandi Spencer 0001-04-1100-000-10050	75	\$28.39	\$55,565.00
Hayley Hamelton 0001-04-1100-000-10050	75	\$25.54	\$49,990.02
Danielle Cassiday 0001-04-1100-000-10050	75	\$22.53	\$44,105.10
Tammy Taylor 0001-04-1100-000-10030	75	\$22.32	\$43,701.87
Kay Hagen 0001-04-1100-000-10050	75	\$21.89	\$42,844.93
Sara Rouse 0001-04-1100-000-10050	75	\$20.82	\$40,746.89
Unoccupied- Victim Witness 0001-04-1100-000-10050	75	\$20.21	\$39,560.09

Des Moines County Treasurer's Office

Janelle Nalley-Londquist, Treasurer
513 N. Main Street, Suite 13; P.O. Box 248
Burlington, IA 52601

Motor Vehicle Department

Michelle Reynolds, Deputy
Gina Beckman, Deputy
dmcmv@dmcounty.com
Phone: (319) 753-8273



Property Tax Department

Debra Moore, Deputy
Julie Howe, Deputy
dmctax@dmcounty.com
Phone: (319) 753-8252

www.iowatreasurers.org

June 25, 2026

Dear Board Members,

For the Fiscal Year 2026-2027, please honor the following appointments in the Treasurer's Office. Clerk wages are per union contract.

Employee/Position	Hours in Pay		FY26 Salary
	Period	FY26 Hourly Rate	
TBD /New hire, Clerk II-MV 0001-03-8100-000-10030	75	\$16.72	\$32,734.99
Michelle Reynolds, 1st Deputy-MV 0001-03-8100-000-10020	75	\$37.61	\$73,627.06
Gina Beckman, 2nd Deputy-MV 0001-03-8100-000-10020	75	\$34.36	\$67,264.22
Christine Hay, Clerk II-MV 0001-03-8100-000-10030	75	\$19.83	\$38,820.18
Jennifer Phillips, Clerk I-Tax/MV 0001-03-8100-000-10030	75	\$22.07	\$43,200.86
Jillian Allen, Clerk II-MV 0001-03-8100-000-10030	75	\$21.89	\$42,844.93
Alana Capps, Clerk II-MV 0001-03-8100-000-10030	75	\$22.33	\$43,701.87
Debra Moore, 1st Deputy-Tax 0001-03-9020-000-10020	75	\$37.61	\$73,627.06
Julie Howe, 2nd Deputy-Tax 0001-03-9020-000-10020	75	\$33.43	\$65,446.27
Jodie Johnson, 2nd Deputy-Tax 0001-03-9020-000-10030	75	\$26.93	\$52,720.61
Janelle Nalley-Londquist, Treasurer 0001-03-9020-000-10010	75	\$46.44	\$90,897.60

Sincerely,



Janelle Nalley-Londquist
Des Moines County Treasurer



Des Moines County
513 N Main St
PO Box 784
Burlington, IA 52601

Date: Amended: June 26 2026
Department: Des Moines County Conservation
To: Board of Supervisors
RE: FY2027 Salaries and Annual Appointments

Employee/Position	Hours in Pay Period	FY27 Hourly Rate	FY26 Salary
Chris Lee-Director 0027-22-6100-000-10010	80	\$36.53	\$76,280.00
Jeff Breuer-Admin Asst 0027-22-6100-000-10050	80	\$27.08	\$56,536.74
Tanner Grimm-Ops Supervisor 0027-22-6110-000-10020	80	\$29.23	\$61,033.98
Tanner Gebhardt-Nat Resource Mgr 0027-22-6110-000-10030	80	\$26.26	\$54,840.63
Brian Havener-Conservation Tech 0027-22-6110-000-10070	80	\$23.56	\$49,186.96
Brandon Roland-Conservation Tech 0027-22-6110-000-10070	80	\$25.72	\$53,709.90
Marcus Nack-EE Manager 0027-22-6120-000-10070	80	\$30.77	\$64,246.00
Shania Hansen-Naturalist 0027-22-6120-000-10090	80	\$23.02	\$48,056.23
Jacklyn Goodman - PT Cons Tech 0027-22-6110-000-10100	29	\$24.37	

RESOLUTION #2026-043

WHEREAS Des Moines County desires to dispose of interest in real property; and

WHEREAS the County, after consultation with the Assistant County Attorney, has the authority to dispose of real property pursuant to Iowa Code Section 331.361; and

WHEREAS the County has received an offer of \$150,000 dollars and

WHEREAS the County has received no other offers

WHEREAS the County intends to sell the following property to Jeremy Dameron in accordance with the terms in the attached offer:

Des Moines County Parcel:

1804 Douglas Avenue, Burlington, Iowa

THEREFORE, BE IT RESOLVED BY THE BOARD OF SUPERVISORS OF DES MOINES COUNTY that this real property will be disposed of with a sale price of \$150,000, and Meadows and Main and all County personnel are directed to move forward with the actions required to facilitate said transactions

ADOPTED this 30th day of June 2026.

DES MOINES COUNTY BOARD OF SUPERVISORS

Shane McCampbell, Chair

Jim Cary, Vice Chair

Thomas L. Broeker, Member

ATTEST:

Sara Doty, Auditor



REALTOR®

IOWA OFFER TO PURCHASE REAL ESTATE



Page 1 of 6

BUYER: Jeremy DameronSELLER: Des Moines CountyADDRESS: 1804 Douglas Ave Burlington IA 52601LEGAL DESCRIPTION: Lenox Park Lots 19-25 Blk 7

When Computing Time and Providing Notices Under This Agreement: "Day(s)" means calendar days (Sunday-Saturday). A day begins at 12:00 AM and ends at 11:59 PM.

Notice: Any notice that is required under the provisions of this Agreement shall be deemed given when it is received in writing either by hand delivery, fax, return receipt requested mail, or electronic mail. Persons designated for receipt of any notice for the purpose of fulfilling the terms of this Agreement shall be the SELLER or BUYER or their respective agents.

This offer shall automatically expire on (Date/Time) ~~5-26-26~~ 6-24-26 6:00 pm JD without any additional notice that the offer has expired being required. Buyer has the right to withdraw this offer anytime prior to expiration of the offer, so long as not yet accepted by Seller, by communicating the same to SELLER or SELLER'S Agent/Broker. If this offer is not accepted or is properly withdrawn prior to acceptance, earnest money shall be returned to BUYER.

1. PURCHASE PRICE. \$ 150,000 with **Earnest Money** of \$ 2,000

2. ESCROW. Earnest monies shall be delivered within 5 days (no later than five banking days) upon acceptance of this offer, to be held in trust by Meadow Main Trust hereafter called "Escrow Agent," with the understanding that such individual or entity holding the funds do not assume or have any liability for performance or nonperformance of any party, and that they have the right to require the receipt, release and authorization in writing of all parties before paying the deposit to any party. If any party fails to agree in writing to an appropriate release of earnest money, then funds shall be released based on Iowa Law. Earnest money shall be applied to the purchase price and any other costs related to the purchase at closing.

If earnest money is not delivered to the individual or entity holding trust funds in this transaction within the above agreed upon time period, SELLERS may void this offer by providing written notice to the BUYER prior to the delivery of the earnest money.

Interest on trust account shall be forwarded to the State of Iowa, Iowa Association of REALTORS® Foundation, a charitable non-profit entity, or as directed and mutually agreed in writing by both BUYER and SELLER.

3. COMPENSATION.

☒ Seller agrees to pay the Buyer's Brokerage who has a signed Buyer Agreement with the Buyer of the property, compensation of \$ _____ or 3.25 % of sales price at settlement.

JD

☐ Seller is not being asked to provide compensation to the Buyer's brokerage.

Seller's agreement to allow Buyer's Broker to be compensated at time of settlement does not create any type of exclusive duty, agency agreement or any other type of relationship between Seller and Buyer's brokerage or agent.

Compensation is negotiable between the parties of a transaction and is not set by law.

4. CLOSING AND POSSESSION. Closing shall be on or before ~~June 18th 2026~~ Aug 4th 2026 and be made upon delivery of an instrument of title. A closing representative may be appointed to provide settlement services, closing services and title services. Parties in a transaction are not required to use the same service provider. They may choose

BUYERS JD, _____ SELLERS _____, _____ have read this page.

47 their own settlement, closing and title services provider and be charged for the services they provide. Possession to be
 48 given immediately upon closing of the property, unless otherwise mutually agreed by the parties.

49

50 **5. PAYMENT.**

51 ☒ **NEW MORTGAGE**--This offer is contingent upon BUYER obtaining a written mortgage commitment
 52 based on the following terms:

53 Loan Type: ☒ CONVENTIONAL ☐ ARM ☐ FHA ☐ RD ☐ VA
 54 ☐ OTHER

55 Loan amount not to exceed ____% of the purchase price with an interest rate not to exceed ____% for a term of ____
 56 years. **If the property does not appraise at or above the purchase price, BUYER shall have the right to declare**
 57 **this Agreement null and void with return of earnest money to the BUYER.**

58 *BUYER agrees upon acceptance of this offer to immediately make application with a lender for such mortgage and to*
 59 *make their best good faith effort to obtain such mortgage. BUYER to provide to SELLER a written preliminary*
 60 *approval within ____ days from acceptance this offer. The written preliminary approval from the lender must evidence*
 61 *BUYER'S ability to qualify for the loan amount per terms set forth above, subject only to reasonable and customary*
 62 *conditions as the lender typically imposes upon preliminary approval letters. After delivery of the written preliminary*
 63 *approval, a written final loan commitment, with ALL lender contingencies met, must be delivered to SELLER on or*
 64 *before ____ days prior to closing. If a written final loan commitment has not been provided within this time, then*
 65 *SELLER may rescind this Agreement by giving written notice to the BUYER stating that if a loan commitment has not*
 66 *been obtained within ____ days of delivery of such notice, then this Agreement shall be null and void with earnest*
 67 *money returned to BUYER. If SELLER does not give such written notice, then this Agreement shall remain valid until*
 68 *the BUYER has obtained a loan commitment or a denial. The balance of the purchase price less the proceeds of such*
 69 *mortgage shall be paid by BUYER in cash at closing.*

70 ☐ **INSTALLMENT CONTRACT:** See attached addendum or other provisions.

71 ☐ **ASSUMPTION of MORTGAGE or CONTRACT:** See attached addendum or other provisions.

72 ☐ **CASH:** This is a CASH offer. This offer, once accepted is not contingent upon BUYER obtaining
 73 financing. BUYER shall provide proof of funds to SELLER within 3 calendar days of final acceptance. If
 74 BUYER fails to provide said proof, SELLER may notify the BUYER in writing that this Agreement is
 75 void.

76 ☐ This cash offer is subject to an appraisal. If property does not appraise at or above purchase price,
 77 BUYER shall have the right to void this contract with return of earnest money to the BUYER.

78 ☐ This cash offer is NOT subject to an appraisal.

79 ☐ **SUBJECT TO SALE/CLOSING:** This offer is subject to the sale and/or closing of the BUYER'S
 80 property: See Subject to Sale addendum.

81 ☐ **OTHER:** _____
 82 _____

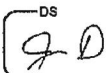
83

84 **6. INCLUDED PROPERTY.** All property, including keys, alarms and garage door remotes, opener, and control(s),
 85 shall be delivered to BUYER at possession or closing, whichever occurs first. All fixtures presently installed including,
 86 but not limited to: wall-to-wall carpeting and vinyl, light fixtures and bulbs, ceiling fan(s), mirrors (including
 87 bathroom), shelving, shades, rods, blinds, awnings, storm windows, storm doors, screens, plumbing fixtures, sump
 88 pump, water heater, water softener, automatic heating equipment, fireplace equipment including screens and grates,
 89 fuel/propane tank (if owned), air conditioning equipment (including window), door chimes, alarm devices, built-in
 90 items and electrical service, cable/fencing (including underground), other attached fixtures, radio and/or attached TV
 91 receiving equipment (including tv mounts), whole house speakers (including surface mounted), trees, bushes, shrubs,
 92 plants, appurtenant structures or equipment and storage buildings are included in this Agreement.

93

94 **7. EXCLUDED ITEMS.** _____

95

BUYERS  , _____ SELLERS _____ , _____ have read this page.

8. PERSONAL PROPERTY AND DEBRIS. SELLER agrees to remove all personal property and debris that is not included herein from the premises by date of closing, unless otherwise agreed in writing. This offer is for real estate and does not include the transfer of interests in any personal property. If personal property is being transferred, SELLER and BUYER shall complete a separate bill of sale for said items.

9. REAL ESTATE TAXES, SPECIAL ASSESSMENTS, PRORATIONS.

TAXES: All regular taxes due and payable in the fiscal year in which possession is given are to be paid by Seller as well as all unpaid taxes that are liens for prior years. All regular taxes for the fiscal year in which possession is given (due and payable in the following fiscal year) are to be pro-rated between Buyer and Seller as of the date of possession. The basis of such proration shall be the taxes that were certified and payable in the prior fiscal year. If such taxes are not based upon a full assessment of the present property improvements the proration shall be based on the current millage rate and the assessed value for the tax period to date of possession shown on the assessor's records, less tax abatement, if any. Buyer should verify any potential future tax liabilities. If Buyer is purchasing under an installment contract see attached addendum made a part of this contract.

SPECIAL ASSESSMENTS: SELLER shall pay in full all Special Assessments whether levied or pending and all certified liens of record as of the date of closing. Any preliminary or deficiency assessments which cannot be discharged by payment at closing shall be paid through a written escrow account with sufficient funds to pay such liens when payable, with any unused funds to be returned to the SELLER. All charges for solid waste, trash removal, sewage, utility bills, and assessments for maintenance that are attributable to the SELLER'S ownership shall be paid by the SELLER.

PRORATIONS: Adjustments for interest, insurance, HOA dues, unused fuels (calculated at current market value), land leases, rents, etc. shall be prorated to the date of possession.

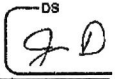
10. INSURANCE. SELLER shall bear the risk of loss or damage to property until closing. SELLER agrees to maintain existing insurance until closing, and it is BUYER'S responsibility to determine insurability of Property. In the event of substantial damage or destruction prior to closing, this Agreement may be null and void if BUYER desires. BUYER, however, shall have the right to complete the closing and receive insurance proceeds regardless of the extent of the damage plus a credit towards the purchase price equal to the amount of the SELLER'S deductible on such policy. The property shall be deemed substantially damaged or destroyed if it cannot be restored to its present condition on or before the closing date.

11. SELLER'S DISCLOSURE. If a Seller Disclosure of Property Condition form required by Iowa Code Chapter 558A was provided in this transaction, it is incorporated herein as if fully and completely set forth in this paragraph, and this paragraph shall survive closing.

12. CONDITION OF PROPERTY. The property as of the date of this Agreement including buildings, grounds, and all improvements will be preserved by SELLER in its present condition until possession or closing, whichever takes place first, with the exception of ordinary wear and tear that would reasonably be expected. SELLER further represents plumbing, heating, cooling and electrical systems and appliances included in this Agreement to be in working order and functioning in the manner in which it was intended at the time of possession and closing, whichever occurs first, with the exception of:

BUYER shall be permitted to make a walk-through inspection of the property prior to possession or closing, whichever is sooner, in order to determine that there has been no material change in the condition of the property.

☒ **AS-IS:** BUYER is purchasing property As-Is. See attached addendum or other provisions.

BUYERS , _____ SELLERS _____, _____ have read this page.

13. **INSPECTIONS.** BUYER is advised to have property inspected by a professional inspector(s). BUYER may choose from the following alternatives relative to the condition and quality of the property:

- ☐ Within ____ calendar days after the final acceptance date, BUYER may, at BUYER'S sole expense, have the property inspected by a qualified person(s) of BUYER'S choice to determine if there are any structural, mechanical, plumbing, electrical, environmental concerns and other deficiencies or hazards. These inspections are not to be construed as inspections to bring a home into compliance with the current building code unless property was built when current codes were in effect. SELLER is responsible for connection fees, if any, for purposes of conducting these inspections. Within this same period, BUYER shall notify SELLER in writing of any such deficiency(s). In the event of any claim or demand by BUYER as a result of inspections, SELLER may not automatically void this contract. SELLER shall have the right to view parts of the inspection report that pertains to BUYER'S claims/demands, and SELLER shall within 3 days, in writing, notify the BUYER with one of the following options:
1. Make said items operational or functional or otherwise curing the deficiency prior to closing; OR
 2. Shall negotiate, in good faith, a modification of the Agreement; OR
 3. Shall respond that such steps are unacceptable, and that the Seller wishes to do nothing in response to Buyer's request(s).

Then, within 2 days of Sellers response, Buyer shall either:

1. Accept the Seller's response regarding the above demands and claims and agree to purchase the property referenced in this offer, OR
2. If the Seller has not accepted all of the Buyer's requests, the Buyer may reject the Seller's response, declare the contract void and shall receive a full refund of the earnest money.

- ☐ BUYER has been advised by REALTOR® to have an inspection done but has waived that option.

BUYER waived inspection. JD initial(s)

14. **SEPTIC INSPECTION.** Conveyance may require a septic inspection. Any terms relating to such inspections should be addressed by a separate addendum. *See addendum.*

15. **WOOD PEST INSPECTION.** BUYER may request a pest control inspection by a licensed inspector within ____ days after acceptance of this Offer or, if a deadline is not marked in this paragraph, will be the same time period of inspections addressed in paragraph eleven. The Wood Pest inspection shall be done at ____ **BUYER'S expense** ____ **SELLER'S expense**. Should evidence of termites or wood destroying insects be found, the property and structure(s) may be treated by a licensed pest exterminator in an appropriate manner at SELLER'S option, and shall include all treatment and repair reasonably required by BUYER. BUYER agrees to accept treated and repaired property; or prior to the commencement of treatment and repairs, shall have the option of declaring this Agreement null and void and be entitled to full return of earnest money. If property is sold in its "AS-IS" condition, this wood pest inspection paragraph is not applicable to this Agreement. This provision does not apply to fences, trees, shrubs or outbuildings.

BUYER waived pest inspection. JD initial(s)

16. **SURVEY.** BUYER may, within 10 or ____ days of acceptance, have the property surveyed at BUYER'S expense. If the survey, certified by a Registered Land Surveyor, shows any encroachment on property, or if any improvements located on the subject property encroach on lands of others, such encroachments shall be treated as a title defect. All lot and exterior dwelling measurements are approximate. Only a survey will determine exact dimensions. The brokers and agents do not guarantee any lot lines or building measurements.

BUYER waived survey. JD initial(s)

BUYERS JD, _____ SELLERS _____, _____ have read this page.

17. NEW CONSTRUCTION. If this property is for the purchase of new construction, there may be other issues or documents that need to be addressed that may not be addressed in this Agreement. You should use additional addendums to address such issues. *See addendum.*

18. ABSTRACT AND TITLE. SELLER shall promptly provide an abstract of title continued until within 30 days of closing. Such abstract shall be delivered to an attorney for a title opinion for the BUYER; such attorney to be selected by the BUYER or their mortgagee. SELLER agrees to make every reasonable effort to promptly perfect the title in accordance with such opinion so that upon conveyance, title shall be deemed marketable in compliance with this Agreement, the land title laws of the State of Iowa, and the Iowa Title Standards of the Iowa Bar Association. If closing is delayed due to SELLER's inability to provide marketable title, this Agreement continues in force and effect until either party rescinds this Agreement with written notice to the other party and the Brokers. The SELLER shall not be entitled to rescind unless they have made a reasonable effort to produce marketable title. Municipal building codes and zoning ordinances shall not be construed as title encumbrances. SELLER agrees to convey Title by Warranty Deed or other instrument of title agreed upon by both parties. Usual restrictive covenants and utility easements common to platted subdivisions of which the property is a part or any other reservations or exceptions acceptable to BUYER shall not be considered a valid title objection.

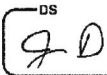
19. JOINT TENANCY IN PROCEEDS AND IN SECURITY RIGHTS IN REAL ESTATE. If SELLERS' title is held in joint tenancy, this Agreement shall not sever such joint tenancy. If SELLERS, immediately preceding this offer, hold title to the property in joint tenancy, and such joint tenancy is not later destroyed by operation of law or by acts of SELLERS, then, (1) the proceeds of this sale, and any continuing and/or recaptured rights of SELLERS in real estate shall be and continue with SELLERS as joint tenants with rights of survivorship and not as tenants in common; and (2) BUYER in the event of the death of either SELLERS agree to pay any balance of the proceeds of this sale to the surviving SELLER and to accept deed from such surviving SELLER unless otherwise specified in writing or unless otherwise required by court order.

20. APPROVAL OF COURT. If the property is an asset of any estate, trust, conservatorship, or receivership, this contract shall be subject to Court approval, unless declared unnecessary by BUYER'S attorney. If necessary, the appropriate fiduciary shall promptly obtain court approval and conveyance shall be made by Court Officer's Deed. If this Agreement is not so approved this Agreement shall then be null and void with return of earnest money to the BUYER.

21. REMEDIES OF THE PARTIES. If SELLER fails to fulfill this Agreement, BUYER shall have the right to have all payments returned or to proceed by an action or actions at law or in equity. If BUYER fails to fulfill this Agreement, all payments by BUYER may be forfeited and retained by SELLER as provided in law. In addition to the foregoing remedies, BUYER and SELLER each shall be entitled to any and all other remedies, or action at law or in equity, including foreclosure, and the party at fault shall pay court costs and reasonable attorney fees, and a receiver may be appointed.

22. FLOOD HAZARD ZONE. BUYER has been advised that the property may be in an area found to have special flood hazards. If the property is in a flood hazard area it may be necessary to purchase Flood Insurance in order to obtain financing. For further information, BUYER should consult a lender and insurance carrier.

23. GENERAL PROVISIONS. In the performance of each part of this Agreement, time shall be of the essence. This Agreement shall be binding on and inure to the benefit of the heirs, executors, administrators, assigns and successors in interest of the respective parties. This Agreement shall survive the closing. Paragraph headings are for the convenience of reference and shall not limit nor affect the meaning of this Agreement. Words and phrases herein, including any acknowledgement hereof, shall be construed as in the singular or plural number, and as masculine, feminine or neuter gender, according to the context.

BUYERS  SELLERS _____ have read this page.

24. INDEMNITY. If a mutual mistake regarding the rights and obligations of the parties is discovered after closing, that mistake shall be corrected by a mutual agreement. If the error is a monetary mistake, it is to be assessed and immediately collected from the party legally liable.

25. TYPEWRITTEN OR HANDWRITTEN PROVISIONS. Typewritten or handwritten provisions, riders, addendums, and amendments shall supersede printed provisions of this Contract that may be in conflict.

26. SIGNATURE CLAUSE. All parties agree to be bound to this contract even if every party does not sign on 1 original, as long as each copy that is signed is identical to every other signed copy. Electronic signature, fax copy with fax signature, email copy with email signature, shall all be deemed binding on the parties.

27. ENTIRE AGREEMENT. Upon acceptance, this offer becomes a binding Agreement which contains the entire Agreement of the parties and supersedes all prior Offers with respect to the property. Such Agreement may only be modified by a written agreement signed and dated by both parties.

28. OTHER PROVISIONS. All other provisions, if any, shall be by addendum, amendment, or as follows:

Contingent on appraisal and financing

29. ACCEPTANCE. Once accepted, this offer shall become a **LEGALLY BINDING CONTRACT** for the sale and purchase of the above described property. If either party has any questions or concerns, it is highly recommended that they speak with an attorney prior to signing any documents.

The BUYER submits this Offer to Purchase Real Estate at (Date/Time) May 22nd 6:00 pm

Jeremy Daner 5/23/2026

CF9E84E97F18482.
BUYER Sign & Date/Time

BUYER Sign & Date/Time

The SELLER has received the above Offer to Purchase Real Estate and hereby:

____ Accepts ____ Counters ____ Rejects the above offer at (Date/Time) _____

SELLER Sign & Date/Time

SELLER Sign & Date/Time

BUYER AGENT/OFFICE: Adrian Wilson

Thrive Realty

SELLER AGENT/OFFICE:

Updated 9/3/2024

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BUYER BROKERAGE COMPENSATION ADDENDUM



(Addendum to the Purchase Agreement/Offer to Purchase)

The following is an Addendum to the Contract dated 5-22-26 between
Des Moines County (Seller) and
Jeremy Dameron (Buyer) concerning
the property located at: 1804 Douglas Ave Burlington IA 52601

The undersigned parties agree that Buyer Brokerage will be compensated as follows: (select one)

- ☒ Seller agrees to pay the Buyer's Brokerage who has a signed Buyer Agreement with the Buyer of the property, compensation of \$_____ or 3.25 % of sales price at settlement.
50
- ☐ Seller is not being asked to provide compensation to the Buyer's brokerage.
- ☐ Other:

Seller's agreement to allow Buyer's Broker to be compensated at time of settlement does not create any type of exclusive duty, agency agreement or any other type of relationship between Seller and Buyer's brokerage or agent.

The Buyer's Broker or agent shall not receive compensation for brokerage services from any source of any kind that exceeds the amount specifically agreed to in the Buyer Agreement.

This agreement does not interfere with a Seller or Buyer's obligation to pay additional compensation to their respective Brokerage in accordance with any listing or buyer agreement for which they are a party. Seller may pay Buyer Brokerage compensation by any method available to meet the contractual obligation set forth in this Addendum. If there is a difference between what is the offered compensation by the Seller and what is stated in this Addendum, the terms of this Addendum shall supersede and control.

This is a binding agreement between the parties. Compensation is negotiable between the parties of a transaction and is not set by law.

DocuSigned by:
BUYER: *Jimmy Dancer* Date: 5/23/2026
BUYER: _____ Date: _____
CFIDE\IDENT\4182

SELLER: _____ Date: _____
SELLER: _____ Date: _____

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AGENCY/POLICY DISCLOSURE AND ACKNOWLEDGEMENT

REQUIRED TO BE PROVIDED TO EACH PARTY IN A TRANSACTION

(Should be presented at earliest possible convenience - must be signed by Seller or Buyer prior to making or reviewing an offer)



When you enter into a discussion with a Brokerage (and their affiliated real estate licensees) regarding a real estate transaction, you should understand how the Brokerage is representing each party in the transaction. More importantly, you should understand how that agency relationship impacts on your relationship with the licensee. **The term "Broker" or "Brokerage" shall hereinafter refer to: (Brokerage/firm) Thrive Realty**, and Brokerage's affiliated licensees (brokers and salespersons). The term "Seller" shall hereinafter refer to seller, landlord or optionor. The term "Buyer" shall hereinafter refer to buyer, tenant or optionee. A "Client" is a party to a transaction who has a brokerage agreement with a broker for brokerage services. A "Customer" means a consumer who is not being represented by a licensee but for whom the licensee may perform ministerial acts.

A. TYPES OF AGENCY REPRESENTATION AND THE POLICY BROKERAGE MAY ELECT UNDER EACH.

Prior to Buyer or Seller giving confidential information they should understand a variety of representation options exist in real estate transactions. Below is a list of representation options available and the policy Brokerage may elect in regard to each. Brokerage will provide a separate Agreement establishing which agency relationship is offered to Buyer or Seller.

Brokerage has "checked" the appropriate box(es) for the policy that applies to Brokerage:

☐ 1. **SINGLE SELLER AGENCY.** Single Seller Agency exists when Brokerage and Seller enter into a real estate Listing Agreement and the property is sold to a "Customer" or by a different real estate company. Brokerage and Broker's affiliated licensees' policy is to represent the Seller as a "Client" in this case. **In Single Seller Agency, Broker does not also represent the Buyer in the transaction.**

☒ 2. **SINGLE BUYER AGENCY.** Single Buyer Agency exists when Brokerage and Buyer enter into a Buyer Agreement and Brokerage or an affiliated licensee assist Buyer in writing an offer to purchase property and the property is listed with a different real estate company or offered by seller. Brokerage and Broker's affiliated licensees' policy is to represent Buyer as a "Client" in this case. In this type of agency representation Broker may receive compensation for the transaction from the listing real estate company pursuant to a cooperation agreement between the two companies or through agreement between Seller and Buyer. **In Single Buyer Agency, Broker does not also represent the Seller in the transaction.**

☐ 3. **APPOINTED AGENCY.**

- a. **Appointed Seller Agency** exists when Brokerage appoints an affiliated licensee, the listing agent, to act on Seller's (Client's) behalf to the exclusion of all other affiliated licensees of Brokerage.
- b. **Appointed Buyer Agency** exists when Brokerage appoints an affiliated licensee, the selling agent, to act on Buyer's (Client's) behalf to the exclusion of all other affiliated licensees of Brokerage.
- c. **In the event an Appointed Licensee personally represents both Seller and Buyer in the same transaction, that Appointed Agency is considered to be a Consensual Dual Agent (see 4. below).**

☐ 4. **CONSENSUAL DUAL AGENCY.**

- a. When Brokerage (or an Appointed Seller or Buyer Agent, as defined in 3a. and 3b. above) both lists and sells the property, it is the policy of Brokerage and Brokerage's affiliated salespersons to represent both Seller and Buyer as a Consensual Dual Agency. Under this circumstance, before signing an offer to buy or accepting an offer to buy, please see the "Dual Agency Consent Agreement" for detailed information as to the duties of Brokerage to both Seller and Buyer, as well as procedures to be followed.
- b. When Brokerage and Buyer enter into a "Buyer Agreement", whether exclusive or non-exclusive, and Brokerage or an affiliated salesperson assist Buyer in writing an offer to purchase property and the property is also listed with Brokerage, it is the policy of Brokerage to represent both the Seller and Buyer as a Consensual Dual Agency. Under this circumstance, before signing an offer to buy or accepting an offer to buy, please see the "Dual Agency Consent Agreement" for detailed information as to the duties of Brokerage to both Seller and Buyer, as well as procedures to be followed.
- c. Representing more than one party to a transaction can create a conflict of interest since both "Clients" may rely on the Licensee's advice. **Buyer and Seller are not required to consent to dual agency.**

AGENCY/POLICY DISCLOSURE AND ACKNOWLEDGEMENT (Continued) Page 2 of 3

- ☐ **5. SELF REPRESENTATION.** If not already in a written Brokerage Agreement with a brokerage, a person(s), partnership, or company (buying or selling) may represent themselves in a transaction. If a Buyer or Seller elect to represent themselves in a transaction, it is the policy of Brokerage to treat that Buyer or Seller as a "Customer" and not as a "Client".

B. DUTIES OF A REAL ESTATE LICENSEE TO ALL PARTIES TO A TRANSACTION.

In providing brokerage services to a client to a transaction, "Client" and "Customer" alike, a licensee (the Brokerage and its broker associates and salespersons), regardless of the type of agency representation agreed to, shall do all of the following:

1. Treat all parties to the transaction honestly and in good faith.
2. Disclose to each party all **material adverse facts** (i.e., significant defects or negative circumstances) that the licensee knows except:
 - a. Material adverse facts known by the party.
 - b. Material adverse facts the party could discover through a reasonably diligent inspection and which would be discovered by a reasonably prudent person under like or similar circumstances.
 - c. Material adverse facts the disclosure of which is prohibited by law.
 - d. Material adverse facts that are known to a person who conducts an inspection on behalf of the party.
3. Account for all property coming into the possession of a licensee that belongs to any party within a reasonable time of receiving the property.

C. DUTIES OF A REAL ESTATE LICENSEE TO A CLIENT.

A licensee providing brokerage services to a client, regardless of the type of agency representation agreed to, shall do all of the following:

1. Place the client's interests ahead of the interests of any other party, unless loyalty to a client violates the licensee's duties under provisions of the Iowa Code (such as with Appointed Agency or Consensual Dual Agency) or any other applicable law.
2. Disclose to the client all information known by the licensee that is material to the transaction and that is not known by the client or could not be discovered by the client through a reasonably diligent inspection.
3. Fulfill any obligation that is within the scope of this Agency Disclosure, except those obligations that are inconsistent with other duties that the licensee has under the Real Estate Brokers and Salespersons provisions of the Iowa Code or any other law.
4. Keep their client's confidential information confidential unless they have written permission to reveal.
5. Diligently exercise reasonable skill and care in providing brokerage services.
6. Disclose to a client any financial interests the licensee or the brokerage has in any company or business entity to which the licensee or brokerage refers a client for any service or product related to the transaction. The client is not obligated to use any such recommended company, and may select a different company. **NOTE: Broker or Licensee has a financial interest in or an affiliate relationship with the following companies or business entities:**

D. DESCRIPTION OF BROKER'S SERVICES.

Broker may do the following for Sellers and Buyers:

1. Assist Buyer with financing qualification guidelines;
2. Provide helpful information about the property and area;
3. Respond accurately to questions about the property;
4. Disclose all material facts about the property that are known to Broker;
5. Disclose financial qualifications of the Buyer to the Seller;
6. Explain real estate terms and procedures;
7. Explain to Seller and Buyer the benefits of having the property inspected;
8. Explain closing costs and procedures;
9. Help the Seller and Buyer compare financing alternatives;
10. Provide information about comparable properties so Seller and Buyer may make an informed decision on what price to accept and/or offer;

AGENCY /POLICY DISCLOSURE AND ACKNOWLEDGEMENT (Continued) Page 3 of 3

11. Assist with all standard forms, including those that include the necessary protection and disclosures for the Seller and Buyer;
12. Work diligently to facilitate the sale and closing; and
13. Keep their client's confidential information confidential unless they have written permission to reveal. The preceding list of services is not intended to be all inclusive, nor will all services listed be necessary in every case. Licensees are not required to answer questions outside of the scope of their real estate license.

E. GUIDELINES FOR SELLER AND BUYER.

If you are the "Customer" in the transaction, you are advised not to disclose your negotiating position about such things as whether you as Seller would take less than the asking price, or you as Buyer are willing to pay more than the price you offer. Except for information required to be disclosed, if you as either a "Client" or a "Customer", have reason to believe any confidential information, such as your financial status, motivation to sell or buy, as well as other personal information will adversely affect your negotiating position, this should not be disclosed to anyone. **Each party to the transaction has the responsibility to protect their own interests.**

ACKNOWLEDGEMENT

The undersigned have read this disclosure and understand the type of representation which may be provided by Broker. The undersigned acknowledge receipt of a copy of this agency disclosure. **This is not a contract; rather it is intended to be only a disclosure notice.**

If you do not understand this document, please seek the advice of an attorney of your choice before signing.

Print name of Seller

Signature of Seller Date

Print name of Seller

Signature of Seller Date

For Sellers Brokerage

Jeremy Dameron

Print name of Prospective Buyer

DocuSigned by:

Jeremy Dameron

5/23/2026

Signature of Prospective Buyer

Date

Print name of Prospective Buyer

Signature of Prospective Buyer

Date

Signed by:

Adrian Wilson

5/22/2026

For Buyers Brokerage

NOTICE OF DES MOINES COUNTY PERSONNEL ACTION

Name: Renae Koehler Employee # : 00787
Title: 2nd Deputy Department: Recorder

STATUS CHANGES

TERMINATION

☐ Resignation ☐ Unsatisfactory Probation
☐ Discharge ☐ Death
☐ Retirement ☐ Other, Explain

Last Day Worked _____
Add Vacation Days _____ to _____
Add Sick Days _____ to _____
Add Other Days _____ to _____
Last Day Paid _____
Unpaid Days _____ to _____

Final Termination Date _____
Final Rate of Pay _____
Permanent Address _____
City, State, Zip _____

LEAVE OF ABSENCE

☐ Maternity ☐ Educational
☐ Medical ☐ Military
☐ Other, Explain _____

Dates of Absence _____ to _____

Does the employee Want
Health Insurance Continued ☐ Yes ☐ No
Does Employee Want Life
Insurance Continued ☐ Yes ☐ No

TRANSFER

☐ Permanent ☐ Voluntary
☐ Temporary ☐ Involuntary

Previous Title _____
Previous Dept _____
New Job Title _____
New Dept _____
Previous Rate _____ New Rate _____
Effective Transfer Date _____

LAY OFF

Does the employee Want
Health Insurance Continued ☐ Yes ☐ No
Does Employee Want Life
Insurance Continued ☐ Yes ☐ No
Last Day Worked _____

SALARY ADJUSTMENT

☐ New Hire ☐ Demotion
☐ Anniversary ☐ Reduction
☐ Promotion ☐ Suspension
☐ Probationary ☒ Other, Explain

61.25 hours unpaid leave June 9 - 19th

Previous Rate _____ New Rate _____
Previous Job Title: (if changed) _____
Effective Date: _____

Authorized by: Natalie Steffen Department: Recorder Date: 6/22/2026
Authorized by: _____ Department: _____ Date: _____

Pay Period Ending: 6/20/2026 Payroll Date: 6/26/2026

NOTICE OF DES MOINES COUNTY PERSONNEL ACTION

Name: Jennifer Phillips Employee # : _____
Title: Clerk I – MV/Tax Department Department: Treasurer

STATUS CHANGES

TERMINATION

☐ Resignation ☐ Unsatisfactory Probation
☐ Discharge ☐ Death
☐ Retirement ☐ Other, Explain _____

Last Day Worked _____
Add Vacation Days _____ to _____
Add Sick Days _____ to _____
Add Other Days _____ to _____
Last Day Paid _____
Unpaid Days _____ to _____

Final Termination Date _____
Final Rate of Pay _____
Permanent Address _____
City, State, Zip _____

LEAVE OF ABSENCE

☐ Maternity ☐ Educational
☐ Medical ☐ Military
☐ Other, Explain _____

Dates of Absence _____ to _____

Does the employee Want
Health Insurance Continued ☐ Yes ☐ No
Does Employee Want Life
Insurance Continued ☐ Yes ☐ No

TRANSFER

☐ Permanent ☐ Voluntary
☐ Temporary ☐ Involuntary
Previous Title _____
Previous Dept _____
New Job Title _____
New Dept _____
Previous Rate _____ New Rate _____
Effective Transfer Date _____

LAY OFF

Does the employee Want
Health Insurance Continued ☐ Yes ☐ No
Does Employee Want Life
Insurance Continued ☐ Yes ☐ No
Last Day Worked _____

SALARY ADJUSTMENT

☐ New Hire ☐ Demotion
☒ Anniversary ☐ Reduction
☐ Promotion ☐ Suspension
☐ Probationary ☐ Other, Explain _____

30-Month Step increase

Previous Rate \$43,200.86/yr New Rate \$44,105.10/yr

Previous Job Title: (if changed) _____

Effective Date: 07/02/2026

Authorized by: Jennifer Phillips Department: _____ Date: 06/25/2026
Authorized by: _____ Department: _____ Date: _____

Pay Period Ending: 07/04/2026 Payroll Date: 07/10/2026

NOTICE OF DES MOINES COUNTY PERSONNEL ACTION

Name: Drew Tucker

Employee #: _____

Title: CNA

Department: _____

Local Health

STATUS CHANGES

TERMINATION

☐ Resignation ☐ Unsatisfactory Probation
☐ Discharge ☐ Death
☐ Retirement ☐ Other, Explain _____

Last Day Worked _____
Add Vacation Days _____ to _____
Add Sick Days _____ to _____
Add Other Days _____ to _____
Unpaid Days _____ to _____

Final Termination Date _____

Final Rate of Pay _____

Permanent Address _____

City, State, Zip _____

LEAVE OF ABSENCE

☐ Maternity ☐ Educational
☐ Medical ☐ Military
☐ Other, Explain _____

Dates of Absence _____ to _____

Does the employee Want

Health Insurance Continued ☐ Yes ☐ No

Does Employee Want Life

Insurance Continued ☐ Yes ☐ No

TRANSFER

☐ Permanent ☐ Voluntary
☐ Temporary ☐ Involuntary

Previous Title _____

Previous Dept _____

New Job Title _____

New Dept _____

Previous Rate _____

Effective Transfer Date _____

LAY OFF

Does the employee Want

Health Insurance Continued ☐ Yes ☐ No

Does Employee Want Life

Insurance Continued ☐ Yes ☐ No

Last Day Worked _____

SALARY ADJUSTMENT

☐ Reclassification ☐ Demotion
☐ Anniversary ☐ Reduction
☐ Promotion ☐ Suspension
☐ Probationary ☒ Other, Explain _____

8 hours unpaid 6/24/26

Previous Rate _____ New Rate _____

Previous Job Title: (if changed) _____

Effective Date: _____

Authorized by: Christa Poggemiller

Department: Local Health

Date: 6/24/26

Authorized by: _____

Department: _____

Date: _____

Pay Period Ending: _____

Payroll Date: _____

NOTICE OF DES MOINES COUNTY PERSONNEL ACTION

Name: Blake Vierra Employee #: 00
Title: Assistant County Attorney Department: County Attorney

STATUS CHANGES

TERMINATION

☐ Resignation ☐ Unsatisfactory Probation
☐ Discharge ☐ Death
☐ Retirement ☐ Other, Explain

Last Day Worked _____
Add Vacation Days 0 to _____
Add Sick Days 0 to _____
Add Other Days 0 to _____
Last Day Paid _____
Unpaid Days _____ Personal hrs _____

Final Termination Date _____
Final Rate of Pay _____
Permanent Address _____
City, State, Zip _____

LEAVE OF ABSENCE

☐ Maternity ☐ Educational
☐ Medical ☐ Military
☐ Other, Explain _____

Dates of Absence _____ to _____

Does the employee Want
Health Insurance Continued ☐ Yes ☐ No
Does Employee Want Life
Insurance Continued ☐ Yes ☐ No

TRANSFER

☐ Permanent ☐ Voluntary
☐ Temporary ☐ Involuntary

Previous Title _____
Previous Dept _____
New Job Title _____
New Dept _____
Previous Rate hourly New Rate _____
Effective Transfer Date _____

LAY OFF

Does the employee Want
Health Insurance Continued ☐ Yes ☐ No
Does Employee Want Life
Insurance Continued ☐ Yes ☐ No
Last Day Worked _____

SALARY ADJUSTMENT

☐ Reclassification ☐ Demotion
☐ Anniversary ☐ Reduction
☒ Promotion ☐ Suspension
☐ Probationary ☐ Other, Explain _____

Promoted to 1st Assistant County Attorney \$129,815.00
0001-04-1100-000-10020 Effective 07/01/2026

Previous Rate \$98,999.00 New Rate \$129,815.00
Previous Job Title: (if changed)
Asst. County Attorney
Effective Date: 07/01/2026

Authorized by: [Signature] Department: Lisa K. Schaefer Date: 6/25/2026
Authorized by: _____ Department: County Attorney Date: _____

Pay Period Ending: _____ Payroll Date: _____

NOTICE OF DES MOINES COUNTY PERSONNEL ACTION

Name: Kay Hagen Employee #: 00
Title: Receptionist/Records Clerk Department: County Attorney

STATUS CHANGES

TERMINATION

☐ Resignation ☐ Unsatisfactory Probation
☐ Discharge ☐ Death
☐ Retirement ☐ Other, Explain

Last Day Worked _____
Add Vacation Days 0 to _____
Add Sick Days 0 to _____
Add Other Days 0 to _____
Last Day Paid _____
Unpaid Days _____ Personal hrs _____

Final Termination Date _____

Final Rate of Pay _____
Permanent Address _____
City, State, Zip _____

LEAVE OF ABSENCE

☐ Maternity ☐ Educational
☐ Medical ☐ Military
☐ Other, Explain _____

Dates of Absence _____ to _____

Does the employee Want
Health Insurance Continued ☐ Yes ☐ No
Does Employee Want Life
Insurance Continued ☐ Yes ☐ No

TRANSFER

☐ Permanent ☐ Voluntary
☐ Temporary ☐ Involuntary

Previous Title _____
Previous Dept _____
New Job Title _____
New Dept _____
Previous Rate hourly New Rate _____
Effective Transfer Date _____

LAY OFF

Does the employee Want
Health Insurance Continued ☐ Yes ☐ No
Does Employee Want Life
Insurance Continued ☐ Yes ☐ No
Last Day Worked _____

SALARY ADJUSTMENT

☐ Reclassification ☐ Demotion
☒ Anniversary ☐ Reduction
☐ Promotion ☐ Suspension
☐ Probationary ☐ Other, Explain _____

42-month step increase \$43,701.87

0001-04-1100-000-10050 Effective 7/4/2026

Previous Rate \$41,597.02 New Rate \$43,701.87
Previous Job Title: (if changed) _____
Effective Date: 07/04/2026

Authorized by: _____
Authorized by: _____

Department: _____
Department: _____

Lisa K. Schaefer
County Attorney

Date: 6/24/2026
Date: _____

Pay Period Ending: _____ Payroll Date: _____

June 23, 2026

The Des Moines County Board of Supervisors met in a regular session at the Court House in Burlington at 9:00 AM on Tuesday, June 23rd, 2026, with Chair Shane McCampbell, Vice Chair Tom Broeker and Member Jim Cary present. The meeting was also held electronically via Webex and YouTube live streaming. Public input was available through board email or call in.

Unless otherwise noted, all motions passed unanimously. The Pledge of Allegiance was conducted.

Meeting with Department Heads: Local Health Director Christa Poggemiller stated that they had their Board of Health meeting last week. She gave them an update on the Combat Cancer Grant for cancer in rural communities. They are putting i-pads in local areas so that they can have access to Telehealth. They are also visiting multiple counties for the expanded lead grant. Sarah Leichty, WIC Director, explained that the percentage of use is low in our community compared to those who are eligible. Local Health is doing clinics on July 27th from 10 a.m. to 3 p.m. for Pre-K and Kindergarten and 7th through 12th grades on July 30th from 10 am to 3 pm. There will be additional clinics in August. There are updated trail maps on the Public Health and Conservation websites. Emergency Management Director Shannon Prado reported that there was storm damage in the Sperry, Yarmouth, and Mediapolis areas. If you had damage to report, please send it to her or use the self-reporting portal. There is movement on the Federal grants. There have been two successful tests on the siren system. Yarmouth will transition to the new system. All sirens should be up and running. Safety Director Angie Vaughan has been keeping busy. Veterans Affairs Director Brooke Marland has an agenda item. Maintenance Director Rodney Bliesener stated that the state Jail Inspector was there last week and the inspection went well. He has a couple of agenda items. Conservation Director Chris Lee stated that summer camps are running almost every day at the Nature Center or Big Hollow. Skunk River Paddle has been cancelled twice due to high water. Nighttime Creek Stomp is July 17th at the Nature Center. July 22nd is the Regional REAP meeting at the Nature Center. Burlington River Days was successful despite the rain. They had almost 11,000 attendees. \$36,000 in net proceeds goes to the Partners for Conservation Foundation. Beverage sales were up 22.4%. I.T. Director Brandon Mehmert stated that they're keeping busy with maintenance and projects. Sheriff Kevin Glendenning reported that they are busy with fiscal year end and fiscal year beginning. They are wrapping up contracts and getting new contracts for equipment and such. Today there's a Southeast Iowa Regional Housing Authority meeting. Tomorrow there's a District 7 Mental Health Advisory meeting. The jail was at 100 adults and 29 out-of-county. Budget Director Cheryl McVey stated that Sara and Sue are at a conference the rest of the week. Contact the office if something is needed right away. Assistant Land Use Administrator Jarred Lassiter has an agenda item. There should be another one in a couple weeks. They are working on a flood plain variance. Attorney Lisa Schaefer stated that two employees went to a conference two weeks ago. She attended a conference last week on law changes. They are gearing up for National Night Out on August 4th. Engineer Brian Carter reported that the Pleasant Grove Road project is still going on. There were power lines down last week along that spot. It will get moving again when it dries out. Holes are showing up in roads due to the rain. Call the office and they will look at it. The marking crew is almost done. The ammunition plant contacted them about a temporary speed limit on old Highway 34. There is a possibility that there could be a lane closure and maintain the same speed limit. There has been no response. Assistant County Attorney Trent Henkelvig had an agenda item.

Cary made a motion to table the payroll reimbursement claim for mileage in the amount of \$1990.44 for Brooke Marland and was seconded by Broeker. McCampbell requested a work session.

Approval of Payroll Reimbursement Claims in the amount of \$1,886.76 were presented. Broeker made a motion to approve and was seconded by Cary.

Approval of RFP for Veterans Affairs Coffee and Conversation was presented. Veterans Affairs Director Brooke Marland introduced commission members Tom Rowley and Arne Hausknecht. Marland stated that they received seven RFPs. They recommended All-Star Maidrite. Broeker made a motion to approve and was seconded by Cary.

Approval of IDOT Federal-aid Agreement for CHBP Grant for Bridge D-02 Project Number BRS-CHBP-CO29(99)—GB-29. Carter explained that it's for the bridge on Beavertdale Road. It is bundled with structures in Washington and Muscatine counties. We are getting 80% of the funding for the bridge. Cary made a motion to

approve and was seconded by Broeker.

Approval of FY27 RiverCross Care Facility Lease Agreement for \$20,000. Bliesener stated that it's a 12-month term and there were no changes. Broeker made a motion to approve and was seconded by Cary.

Approval of FY27 Optimae Recovery Center Lease Agreement. Bliesener stated that it's a 12-month term and there were no changes. Cary made a motion to approve and was seconded by Broeker.

Approval of Resolution \$2026-040 and Final Plat for Eberhardt Country Subdivision. Lassiter explained that it's a two-lot minor subdivision. Lot 1 has a house on it that is land locked. This increases the size of lot 1 to include the driveway. Lot 2 is intended for a family member to build a home in the future. Mediapolis City Council waived right for full review. Broeker motioned to approve and was seconded by Cary.

INSERT RESOLUTION 32026-040

Approval of cigarette permit for River Mart. Cary motioned to approve and was seconded by Broeker.

Approval of MOU from Iowa Department of Management referencing security software. Mehmert stated that it is a contract renewal with no changes. Broeker made a motion to approve and was seconded by Cary.

Approval of Personnel Action for Local Health – Drew Tucker, CNA, unpaid time of 2.44 hours for June 18th. Cary made a motion to approve and was seconded by Broeker.

Broeker made a motion to approve June 16th, 2026, regular meeting minutes and was seconded by Cary. McCampbell abstained.

Broeker attended a COBCO meeting. The Board re-elected the same officers. They had a preliminary discussion on changing the Administration of the HRA.

Cary attended the Local Health meeting. He stated that parents were not participating in the SNAP and WIC programs that are available to them. He had an Early Childhood meeting. In August, the Board may dissolve and just be Administrators of a whole group. They do not know how many counties will be in the group.

The meeting was adjourned at 9:40 a.m.

This Board meeting is recorded. The meeting minutes and audio are posted on the county's website www.dmccounty.com

Shane McCampbell, Chair

Attest: Cheryl McVey, Budget Director

There was a work session following the meeting with John Paul Baric, President of AUR Middletown LLC. He gave a presentation regarding the current bitcoin mine and discussed possible future expansion. His presentation focused on water and electricity usage. Following his presentation, he took questions from the floor.