

**CITY OF HAWARDEN
REGULAR CITY COUNCIL MEETING AGENDA
Hawarden City Hall – Council Chambers Room
Wednesday, April 27, 2016 at 5:30 p.m.**

Standard Agenda Items

- 1a. Approval of April 13, 2016 Council Meeting Minutes.
- 1b. Approval of April 27, 2016 Claims for Payment
- 1c. Open business from the Community (limited to a maximum of 5 minutes per item).
- 2a. Mayor's Report
- 2b. Council Comments
- 2c. Staff Reports/Discussion

Other Agenda Items

- 3. Hospital Project Update – Jayson Pullman
- 4. Third Reading of Ordinance 695 -An Ordinance Amending the Code of Ordinances of the City of Hawarden, Iowa by Amending Water and Wastewater Rates.
- 5. Review of City of Hawarden Succession Plan for City Administrator, Public Works Director, Finance Officer and Police Chief

Upcoming Council Meetings

May 11, 2016

City of Hawarden

Public Meeting Procedures

These Procedural rules are to provide for the orderly conduct of City business by the City Council, with the objective of providing for full, open and comprehensive debate of issues brought before the body for action in a forum open to the public, and which encourages citizens' awareness of City Council activities. These procedures do not increase or diminish the existing powers or authority of the Mayor or City Council members, but is intended merely to serve as a general set of guidelines to assist the governmental body in conducting City business.

House Rules:

- No food or drink other than bottled water may be brought into the Council Chambers.
- Cell phones and pagers should be silenced in the Council Chambers.
- Signs and placards are not permitted in the Council Chambers.

Citizens' Right To Be Heard:

It is the Council's goal that citizens resolve their complaints for service or regarding employees' performance at the staff level. However, it is recognized that citizens may from time to time believe it is necessary to speak to City Council on matters of concern. Accordingly, City Council expects any citizen to speak in a civil manner, with due respect for the decorum of the meeting, and with respect for all persons attending.

- No member of the public shall be heard until recognized by the presiding officer.
- Public comments will only be heard during the Public Comment portion of the meeting unless the issue is a Public Hearing.
- Speakers must stand at the dais and speak into the microphone, unless unable to do so, and state your name and address for the record.
- Any citizen requesting to speak shall limit himself or herself to matters of fact regarding the issue of concern.
- Comments should be limited to five (5) minutes unless prior approval by the presiding officer.
- If a representative is elected to speak for a group, the presiding officer may approve an increased time allotment.
- Personal attacks made publicly toward any citizen or city employee are not allowed. Citizens are encouraged to bring their complaints regarding employee performance through the supervisory chain of command in accordance with the City's Personnel policies.
- Any member of the public interrupting City Council proceedings, approaching the dais without permission, otherwise creating a disturbance, or failing to abide by these rules of procedure in addressing the City Council, shall be deemed to have disrupted a public meeting and, at the direction of the presiding officer, shall be removed from the Council Chambers by Police Department personnel or other agent designated by the City Council or City Administrator.

**UNAPPROVED MINUTES REGULAR CITY COUNCIL MEETING
HAWARDEN CITY HALL - COUNCIL CHAMBERS ROOM
Wednesday, April 13, 2016 at 5:30 p.m.**

The Council Meeting was called to order at 5:30 p.m.

Present: Council Members: Olson, Kurth, Allen Harvey

Absent: Mayor Porter; Council Member: Feldhacker

Staff Present: Gary W. Tucker, City Administrator/City Clerk; Mike DeBruin, Chief of Police; Jim Pickner, City Attorney; Tom Kane, Public Works Director

Standard Agenda Items

1a. Approval of March 23, 2016 Regular Council Meeting Minutes. Moved by Allen/Kurth to approve March 23, 2016 Regular Council Meeting Minutes. Motion carried 4-0.

1b. Approval of Claims for payment. Moved by Kurth/Allen to approve the Claims for Payment. Motion carried 4-0.

1c. No Open Business from the Community.

2a. No Mayor's Report was given.

2b. Council Comments were given.

2c. Staff Reports were given.

Other Agenda Items

Item 3. Hospital Project Update was given.

Item 4. Second Reading of Ordinance 695 – An Ordinance Amending the Code of Ordinances of the City of Hawarden, Iowa by Amending Water and Wastewater Rates.

Moved by Kurth/Allen to approve the second reading of Ordinance 695 for the City of Hawarden. Aye: Kurth, Olson, Allen. Nay: Harvey. Motion carried 3-1.

Item 5. Review of proposal to fund crosswalk lighting on Highway 10.

Moved by Kurth/Allen to approve crosswalk lighting on Highway 10. Motion carried 4-0.

Item 6. Approval to purchase Police Vehicle.

Moved by Kurth/Allen to purchase the Tahoe for the police department's 2nd vehicle. Motion carried 4-0.

Item 7. Approval of Resolution 2016-06 authorizing the execution of DOT Agreement for Maintenance and Repair of Primary Roads in Municipalities

Moved by Kurth/Allen to approve Resolution 2016-05. Aye: Harvey, Allen, Olson, Kurth. Nay: None. Motion carried 4-0.

Item 8. Approval of fiscal sponsorship for Hawarden Community Supper Hawarden Community Foundation grant request.

Moved by Allen/Kurth to approve. Motion carried 4-0.

Item 9. Approval of fiscal sponsorship for Hawarden Associated Church in Hawarden Community Foundation grant request.

Moved by Allen/Kurth to approve. Motion carried 4-0.

Item 10. Consent Agenda:

a. Request from Quick Corner, Inc. for Renewal of Class B Beer License for off-premise sales of Beer with Sunday Sales.

b. Request from Brian Engleman dba Sportsman's Lanes & Lounge for Liquor License Transfer to Hawarden Community Center for Saturday, April 16, 2016.

c. Request from Maria Curiel dba Paradise Bar for a new 8 month Liquor License for on-premise sales of liquor, beer and wine.

Moved by Allen/Kurth to approve. Motion carried 4-0.

Moved by Allen/Kurth to move into closed session at 5:42pm. Aye: Kurth, Olson, Allen, Harvey. Nay: None. Motion carried 4-0.

Item 11. Close Session Pursuant to Chapter 20.17(3) which exempts negotiation sessions and strategy meetings of public employers in the collective bargaining process.

Moved by Harvey/Allen to return to open session at 6:08pm. Motion carried 4-0.

The next regular City Council Meeting will be Wednesday, April 27, 2016. Moved by Olson/Allen to adjourn the meeting. Motion carried 4-0. Meeting adjourned at 6:09 p.m.

Travis Olson, Mayor Pro Tem

ATTEST:

Gary W. Tucker, City Administrator/City Clerk

**CITY OF HAWARDEN
COUNCIL MEETING
APRIL 27, 2016**

CHECK NO	VENDOR NAME	REFERENCE	VENDOR TOTAL
ACH	CITY OF HAWARDEN	PAYROLL	\$ 64,734.50
11140337	CLAYTON ENERGY	GAS PURCHASE	\$ 25,930.17
11140338	MISSOURI RIVER ENERGY SVCS	ELECTRIC PURCHASE	\$ 75,467.13
11140339	TREASURER STATE OF IOWA	SALES TAX	\$ 10,066.00
47365	CASEYS GENERAL STORE INC	FUEL	\$ 2,234.03
47366	HAWARDEN CHAMBER AND	QUARTERLY PAYMENT	\$ 7,500.00
47367	HAWARDEN SENIOR CITIZEN CENTER	RENT	\$ 250.00
47368	SHELL	FUEL	\$ 410.36
47369	LIGHT AND SIREN	SUPPLIES	\$ 338.00
47370	UNITED PARCEL SERVICE	SHIPPING	\$ 10.28
47371	PRINTING ERROR	VOID	\$ -
47372	ADAPCO INC	MOSQUITO BRIQUETS	\$ 1,659.82
47373	AIRGAS USA LLC	OXYGEN	\$ 413.55
47374	AMERICAN LUTHERAN CHURCH	REBATE	\$ 2,368.73
47375	AUREON NETWORK SERVICES	CALEA FEES	\$ 104.00
47376	AW RENTALS	STORAGE UNIT	\$ 60.75
47377	RANDY BALLARD	REBATE	\$ 50.00
47378	BORDER STATES ELEC SUPPLY	SUPPLIES	\$ 611.95
47379	BSG CLEARING SOLUTIONS	BILLING/COLLECTION FEE	\$ 22.44
47380	CATALYST SOLUTIONS	SERVICES	\$ 1,000.00
47381	CDW GOVERNMENT INC	SUPPLIES	\$ 546.63
47382	CONSOLIDATED COMMUNICATIONS	SERVICES	\$ 106.83
47383	CONSORTIA CONSULTING	SERVICES	\$ 900.00
47384	DGR ENGINEERING	HWY 10 ST LIGHT	\$ 9,080.00
47385	DIGI-KEY CORP 758681	SUPPLIES	\$ 33.64
47386	EF RECOVERY	SERVICES	\$ 69.52
47387	ENERGY ECONOMICS	SUPPLIES	\$ 5,459.41
47388	ERICSON OIL LC	FUEL	\$ 1,911.10
47389	ESPN INC AFFILIATE	TV PROGRAMMING COST	\$ 137.34
47390	FELD FIRE	SUPPLIES	\$ 125.30
47391	FLOWERS BY JAN	PLANT	\$ 40.00
47392	GRAINGER INC	SUPPLIES	\$ 342.80
47393	GRAYBAR	SUPPLIES	\$ 1,510.38
47394	HAWARDEN CRC	REBATE	\$ 50.00
47395	HAWARDEN GOLF CLUB INC	REFUND LIQ LICENSE	\$ 463.13
47396	BRAD HOFLAND	CLEAN CC	\$ 75.00
47397	IMFOA	DUES	\$ 50.00
47398	INTOXIMETERS INC	DRY GAS TANK	\$ 115.00
47399	IOWA ONE CALL	EMAIL LOCATES	\$ 37.90
47400	IOWA STATE UNIVERSITY	TRAINING BOOKS	\$ 808.00
47401	KOOI FARM INC	HAULING	\$ 4,555.20

CHECK NO	VENDOR NAME	REFERENCE	VENDOR TOTAL
47402	KRIZ-DAVIS COMPANY	SUPPLIES	\$ 437.10
47403	KTIV	RETRANSMISSION	\$ 3,747.94
47404	L.G. EVERIST INC	SUPPLIES	\$ 1,604.95
47405	MAIL FINANCE	LEASE	\$ 1,344.00
47406	MANGOLD ENVIRONMENTAL	LAB FEES	\$ 740.00
47407	WILLIAM MINOR	COURT TIME	\$ 172.88
47408	MOW & GLOW LAWN & FLOOR CARE	CLEAN CC	\$ 75.00
47409	MUNICIPAL UTILITIES	UTILITIES	\$ 8,466.11
47410	NATIONAL CABLE TELEVISION	SUPPLIES	\$ 775.45
47411	NEXSTAR BROADCASTING INC	RETRANSMISSION	\$ 1,936.00
47412	NORTHWEST IOWA DEVELOPMENT	MEMBERSHIP DUES	\$ 1,890.00
47413	ONE OFFICE SOLUTION	SUPPLIES	\$ 183.45
47414	R.S. STOVER COMPANY	SUPPLIES	\$ 1,113.78
47415	RFD TV	TV PROGRAMMING COST	\$ 110.53
47416	DON SCHNEIDER	REFUND	\$ 24.59
47417	SERVICES UNLIMITED INC	SCADA ELEC/CONTROL PROJ	\$ 112.50
47418	SIOUX COUNTY EXTENSION SERVICE	PEST LICENSE	\$ 45.00
47419	SIOUXLAND DISTRICT HEALTH DEPT	LAB FEES	\$ 104.00
47420	SIOUXLAND OUTDOOR POWER CO	VEHICLE MAINTENANCE	\$ 464.26
47421	SIOUXLAND PARAMEDICS INC	PARAMEDIC INTERCEPT	\$ 200.00
47422	SUBSCRIBER TECHNOLOGIES INC	TV PROGRAMMING COST	\$ 200.00
47423	SUNSHINE FOODS	SUPPLIES	\$ 135.77
47424	TERRY-DURIN CO	SUPPLIES	\$ 9,199.86
47425	TULSAT-NEBRASKA	SUPPLIES	\$ 71.16
47426	USA BLUEBOOK	SUPPLIES	\$ 127.30
47427	VISA	SERVICES	\$ 344.47
47428	WATERMAN BACKHOE INC	SERVICES	\$ 338.40
47429	WESCO RECEIVABLES CORP	SUPPLIES	\$ 671.25
		REPORT TOTAL	\$ 254,284.64

ORDINANCE NO. 695

AN ORDINANCE AMENDING THE CODE OF ORDINANCES OF THE CITY OF HAWARDEN IOWA BY AMENDING PROVISIONS PERTAINING TO WATER AND WASTEWATER UTILITY RATES

BE IT ENACTED by the City Council of the City of Hawarden, Iowa:

SECTION 1. SECTION MODIFIED. Section 113.04 of the Code of Ordinances of the City of Hawarden, Iowa is repealed and the following adopted in lieu thereof:

113.04 RATES FOR ALL CLASSES OF WATER SERVICE. The following rates apply to all classes of water service:

1. Minimum System Support Charge Per Unit: \$10.80 per month (this includes no usage);
2. \$1.89 per 100 cubic feet of water used;
3. Water Supplies. The City shall sell supplies it stores to electricians and owners at the City's cost plus 25%.

SECTION 2. SUB-SECTION MODIFIED. Sub Sections 113.05(2) of the Code of Ordinances of the City of Hawarden, Iowa are repealed and the following adopted in lieu thereof:

113.05 WASTEWATER UTILITY DEFINITIONS AND RATES.

2. Normal Wastewater Contributor Rates Per Unit/User. Each contributor of normal wastewater to the City's wastewater treatment system shall pay per unit/user for services provided by the City by payment of a minimum system support charge and additional charges based on water use as measured by water meters acceptable to the City according to the following schedule:

- A. Minimum System Support Charge: \$15.40 per month (this includes no usage);
- B. \$.76 per 100 cubic feet, or fraction thereof, of water used.

A contributor to the City wastewater system whose use of the wastewater system is not accurately reflected by metered water usage may, at the request of either the City or the contributor, be billed based upon usage adjusted by measurements of wastewater meter(s) or separate water meter(s) installed and maintained at the contributor's expense.

SECTION THREE. SEVERABILITY CLAUSE. If any section, provision of part of this ordinance shall be adjudged invalid or unconstitutional, such adjudication shall not affect the validity of the ordinance as a whole or any section, provision or part thereof not adjudged invalid or unconstitutional.

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

Passed by the Council on the 27th day of April, 2016 and approved this 27th day of April, 2016.

Ricard R. Porter, Mayor

ATTEST:

Gary W. Tucker, City Administrator/Clerk

First Reading: March 23, 2016
Second Reading: April 13, 2016
Third Reading: April 27, 2016

I certify that the foregoing was published as Ordinance No. 695 on the _____
day of _____, 2016.

Gary W. Tucker, City Administrator/Clerk

WATER RATES

Usage	Existing	Proposed 10% Increase	Proposed 20% Increase	Proposed 25% Increase	Typical Household Size
200 CF (1500 gals)	\$11.66	\$12.83	\$13.99	\$14.58	Single Person
500 CF (3750 gals)	\$16.19	\$17.81	\$19.43	\$20.24	Two Person
1000 CF (7,500 gals)	\$23.74	\$26.11	\$28.49	\$29.68	Four Person

Increase both Base Rate and Usage Rates for Water by Percentages Shown

WASTEWATER RATES

Usage	Existing	Proposed 10% Increase Rate Only	Proposed 20% Increase Rate Only	Proposed 25% Increase Rate Only	Option of Rate at \$1.00/100 cf	Typical Household Size
200 CF (1500 gals)	\$16.66	\$16.79	\$16.91	\$16.98	\$17.40	Single Person
500 CF (3750 gals)	\$18.55	\$18.87	\$19.18	\$19.34	\$20.40	Two Person
1000 CF (7,500 gals)	\$21.70	\$22.33	\$22.96	\$23.28	\$25.40	Four Person

Leave Base Rate at \$15.40 and Increase Usage Rates by Percentages Shown

Shaded areas are the Staff Recommendations - Please note that the monthly increase in Water for an average family of two is \$3.24 and Wastewater \$1.85 for a total monthly increase of \$5.09.

The monthly Water increase for an average family of four is \$4.75 and Wastewater \$3.70 for a total increase of \$8.45/mo.

WATER RATES

Projected Revenue from Existing Rates				10 % Increase		20% Increase		25% Increase	
Residential	Customers / Usage								
Base	999	\$8.64	\$103,576.32	\$9.50	\$113,933.95	\$10.37	\$124,291.58	\$10.80	\$129,470.40
Step 1	8,500,000	\$1.51	\$128,350.00	\$1.66	\$141,185.00	\$1.81	\$154,020.00	\$1.89	\$160,437.50
Step 2	1,000,000	\$1.32	\$13,200.00	\$1.66	\$16,600.00	\$1.81	\$18,100.00	\$1.89	\$18,900.00
TOTALS	9,500,000		\$245,126.32		\$271,718.95		\$296,411.58		\$308,807.90
Commercial									
Base	124	\$8.64	\$12,856.32	\$9.50	\$14,141.95	\$10.37	\$15,427.58	\$10.80	\$16,070.40
Step 1	2,000,000	\$1.51	\$30,200.00	\$1.66	\$33,220.00	\$1.81	\$36,200.00	\$1.89	\$37,750.00
Step 2	750,000	\$1.32	\$9,900.00	\$1.66	\$12,450.00	\$1.81	\$13,575.00	\$1.89	\$14,175.00
Step 3	750,000	\$1.23	\$9,225.00	\$1.66	\$12,450.00	\$1.81	\$13,575.00	\$1.89	\$14,175.00
TOTALS	3,500,000		\$62,181.32		\$72,261.95		\$78,777.58		\$82,170.40
Industrial									
Base	7	\$8.64	\$725.76	\$9.50	\$798.34	\$10.37	\$870.91	\$10.80	\$907.20
Step 1	300,000	\$1.51	\$4,530.00	\$1.66	\$4,980.00	\$1.81	\$5,430.00	\$1.89	\$5,662.50
Step 2	250,000	\$1.32	\$3,300.00	\$1.66	\$4,150.00	\$1.81	\$4,525.00	\$1.89	\$4,725.00
Step 3	200,000	\$1.23	\$2,460.00	\$1.66	\$3,320.00	\$1.81	\$3,620.00	\$1.89	\$3,780.00
TOTALS	750,000		\$11,015.76		\$13,248.34		\$14,445.91		\$15,074.70
Interdepartmental									
Base	15	\$8.64	\$1,555.20	\$9.50	\$1,710.72	\$10.37	\$1,866.24	\$10.80	\$1,944.00
Step 1	325,000	\$1.51	\$4,907.50	\$1.66	\$5,395.00	\$1.81	\$5,882.50	\$1.89	\$6,134.38
Step 2	120,000	\$1.32	\$1,584.00	\$1.66	\$1,992.00	\$1.81	\$2,172.00	\$1.89	\$2,268.00
Step 3									
TOTAL	445,000		\$8,046.70		\$9,097.72		\$9,920.74		\$10,346.38
Public Authority									
Base	5	\$8.64	\$518.40	\$9.50	\$570.24	\$10.37	\$622.08	\$10.80	\$648.00
Step 1	350,000	\$1.51	\$5,285.00	\$1.66	\$5,810.00	\$1.81	\$6,335.00	\$1.89	\$6,606.25
Step 2	75,000	\$1.32	\$990.00	\$1.66	\$1,245.00	\$1.81	\$1,357.50	\$1.89	\$1,417.50
Step 3	75,000	\$1.23	\$922.50	\$1.66	\$1,245.00	\$1.81	\$1,357.50	\$1.89	\$1,417.50
TOTALS	500,000		\$7,715.90		\$8,870.24		\$9,672.08		\$10,089.25
Annual Revenue			\$334,086.00		\$375,197.20		\$409,227.90		\$426,488.63

WASTEWATER RATES

Projected Revenue from Existing Rates				10 % Increase		20% Increase		Another Option	
Residential	Customers / Usage								
Base	968	\$15.40	\$178,886.40	\$15.40	\$178,886.40	\$15.40	\$178,886.40	\$15.40	\$178,886.40
Step 1	8,500,000	\$0.63	\$53,550.00	\$0.69	\$58,905.00	\$0.76	\$64,260.00	\$1.00	\$85,000.00
Step 2	800,000	\$0.58	\$4,640.00	\$0.69	\$5,520.00	\$0.76	\$6,080.00	\$1.00	\$8,000.00
TOTALS	9,300,000		\$237,076.40		\$243,311.40		\$249,226.40		\$271,886.40
Commercial (Inc. Interdepartmental & Public Authority)									
Base	114	\$15.40	\$21,067.20	\$15.40	\$21,067.20	\$15.40	\$21,067.20	\$15.40	\$21,067.20
Step 1	1,750,000	\$0.63	\$11,025.00	\$0.69	\$12,127.50	\$0.76	\$13,300.00	\$1.00	\$17,500.00
Step 2	500,000	\$0.58	\$2,900.00	\$0.69	\$3,450.00	\$0.76	\$3,800.00	\$1.00	\$5,000.00
Step 3	750,000	\$0.51	\$3,825.00	\$0.69	\$5,175.00	\$0.76	\$5,700.00	\$1.00	\$7,500.00
Step 4	250,000	\$0.32	\$800.00						
TOTALS	3,500,000		\$39,617.20		\$41,819.70		\$43,867.20		\$51,067.20
Industrial									
Base	7	\$15.40	\$1,293.60	\$15.40	\$1,293.60	\$15.40	\$1,293.60	\$15.40	\$1,293.60
Step 1	250,000	\$0.63	\$1,575.00	\$0.69	\$1,725.00	\$0.76	\$1,900.00	\$1.00	\$2,500.00
Step 2	250,000	\$0.63	\$1,575.00	\$0.69	\$1,725.00	\$0.76	\$1,900.00	\$1.00	\$2,500.00
Step 3	200,000	\$0.63	\$1,260.00	\$0.69	\$1,380.00	\$0.76	\$1,520.00	\$1.00	\$2,000.00
TOTALS	750,000		\$5,703.60		\$6,123.60		\$6,613.60		\$8,293.60
Annual Revenue									
			\$282,397.20		\$291,254.70		\$299,707.20		\$331,247.20

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The City of Hawarden has made huge strides in recent times but one of its greatest challenges is going to be the replacement of its entire management team over the next two years. These transitions can have a devastating effect on future successes if not well planned and executed.

Sharole Rens retired at the end of 2014 but continues to work part time until a replacement is found. Public Works Director Tom Kane plans to retire in the next two and one-half years and City Administrator Gary Tucker also plans to retire within the next 1 1/2 to 2 year period. Police Chief Mike DeBruin is able, as a law enforcement officer, to retire at 55 years of age which is approximately 3 years away. That means finding suitable replacements for all of those positions within a fairly short timeframe.

This transition also allows the City of Hawarden to consider other management models and sharing opportunities. It takes some additional effort for all of us to come up with creative solutions but we need to take this opportunity to maximize the taxpayer/utility customer investment as we forge ahead into the future.

The Hawarden City Code empowers the City Council to appoint the City Administrator, the Mayor to appoint the Police Chief and the City Administrator to employ the Public Works Director and Finance Officer. That being said, we are all in this together and need to discuss what the future management team should look like.

Sharole Rens retired in December of 2014. We have begun the process of replacing her position for a second time and hope to have someone hired by June 1st but no later than July 1st so they can work with her for several months prior to Sharole's permanent departure. We have allowed for current employees to apply as well but are of the opinion that only one is qualified at this time unless the job duties change significantly. Sharole has indicated her willingness to come back and assist with audits, TIF reporting, and annual street finance reports, etc. I do think that a full-time replacement is necessary but it also is the time to consider the qualifications when hiring the next City Administrator.

Tom Kane plans to retire in approximately 2 1/2 years. We have begun the process of grooming Travis Waterman as his replacement. He has matured a great deal and is very capable of stepping in admirably as Tom's replacement. By that time our underground electric project will be nearing completion and with it being underground and with new equipment we would not need to replace his lineman position, thus saving an additional \$70,000+ per year in salary and benefits.

Mike DeBruin has indicated that he will be able to retire in approximately 3 years since law enforcement officers are fully vested and can retire at age 55. The police department could be a challenge since other officers will be at retirement age as well. I personally feel that Mike has the ability to fulfill the City Administrator position with some additional training and might be another option for consideration. He has the passion for the Hawarden Community and that is one of the most important elements for the Administrator position. If Mike wants to continue on a career path outside of law enforcement two years from now it might be a good transition for both he and the City, keeping him as an employee for a longer period of time.

Gary Tucker will retire no later than February of 2018. He has worked hard, along with the Mayor, Council and others mentioned above, to transition the City into one having a solid sustainable financial position with greatly improved infrastructure. He would like that to continue into the future and is confident that the Mayor and Council want that as well. In order for a smooth transition it would be helpful to have someone here for a period of time prior to Gary's departure to get acclimated with the many facets of City Administration. That is why we need to consider the options regarding management replacement and Mike DeBruin as a possibility of becoming the next City Administrator.

Please share your thoughts at your earliest convenience. We continue to look at other viable options as we approach these transitions as opportunities to make the City operation more cost effective yet well-managed. Your input is extremely important!

Regards,
Gary Tucker, City Administrator