



COUNCIL WORK SESSION AGENDA MONDAY, AUGUST 29, 2022 – 4:00 P.M. COMMUNITY CENTER – 503 ELM AVENUE

- I. CALL TO ORDER AND ROLL CALL, 4:00 P.M.

- II. APPROVE/AMEND THE AGENDA

- III. DISCUSSION ITEMS:
 - A) Update on Financing for Ritland Property Purchase
 - B) Wastewater Treatment Plant Project
 - C) Sump Pump Inspection Program
 - D) Compensation Study
 - E) Library Expansion Project
 - F) GCC Survey Results
 - G) Ballfield(s) Project
 - H) Possible Asphalt Overlay Streets Project
 - I) Land North of American Packaging Corp
 - J) Review Unaudited Financials for FY 2021-22
 - K) Logo
 - L)

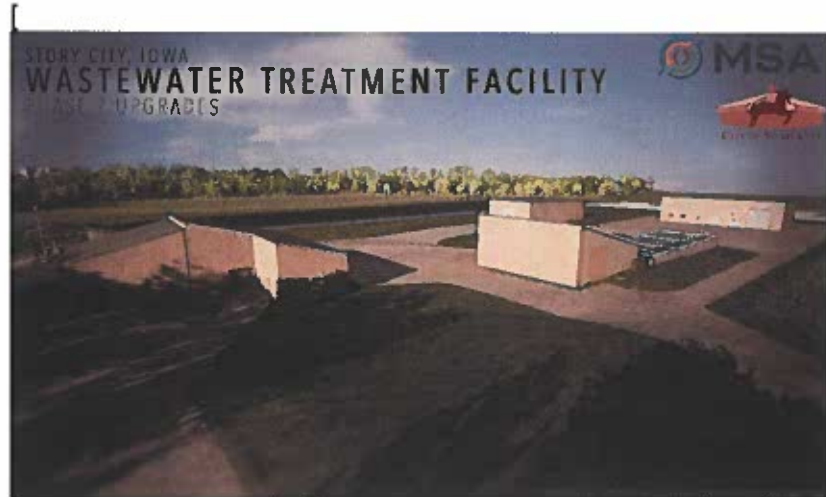
- IV. ADJOURNMENT

City of Story City, Iowa
CLIENT LIAISON:

Jason Miller, PE
 Phone: (515) 964-1920
 JMiller@msa-ps.com

DATE:

August 26, 2022

**WASTEWATER
 TREATMENT
 PLANT UPGRADES**


The existing wastewater treatment plant is being upgraded to both comply with new regulations and address aging infrastructure within the Wastewater plant. The proposed design includes improvements to the Screening, Grit removal, new activated sludge wastewater treatment, Sludge dewatering and associated structures.

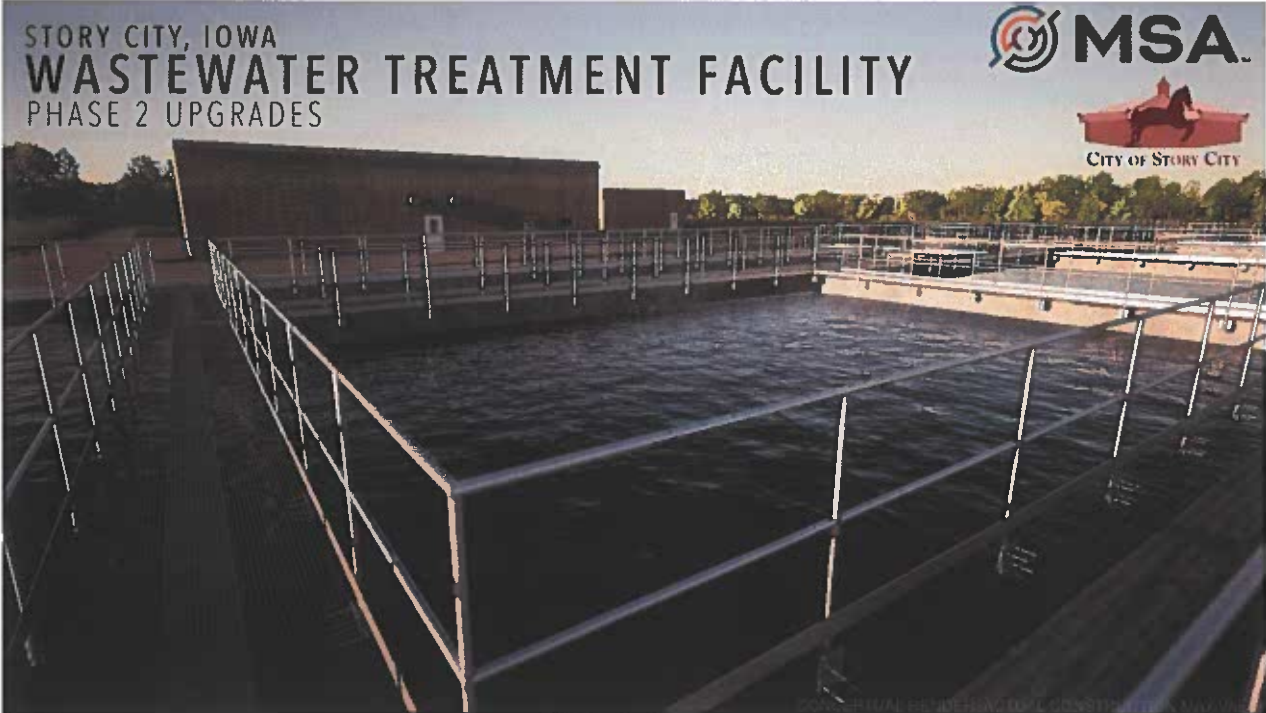
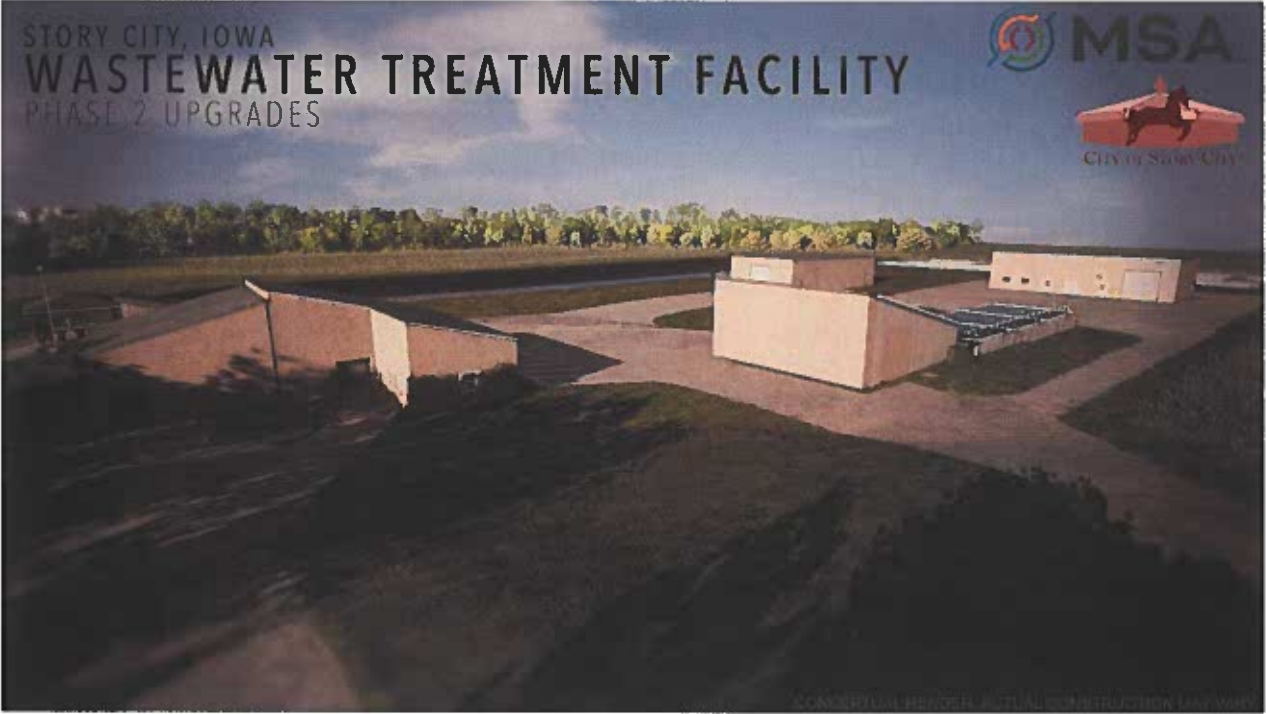
As of Today, concept design has been completed as well as equipment evaluation for the proposed new wastewater equipment. Applications for SRF Funding have been made to help finance the proposed improvements.

Schedule:

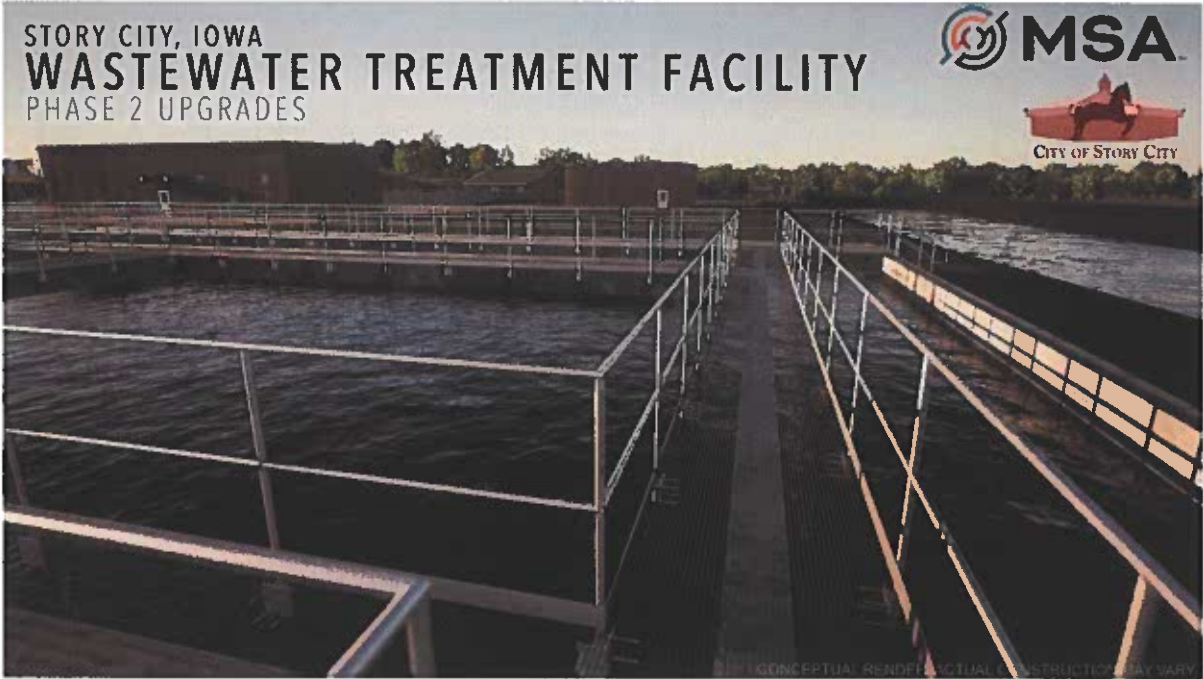
- | | |
|------------------------------------|----------------|
| • Project Kick Off | Complete |
| • Soil Borings and investigation | Complete |
| • Preliminary equipment evaluation | Complete |
| • 30% Design review meeting | Complete |
| • 60% Design Review meeting | November 2022 |
| • DNR Submittal | May 2023 |
| • Permit Issuance | September 2023 |
| • Bidding | January 2024 |
| • Construction Start | April 2024 |
| • Construction Complete | January 2026 |

Approximate Cost Estimate if Bid Today: \$13,300,000.00

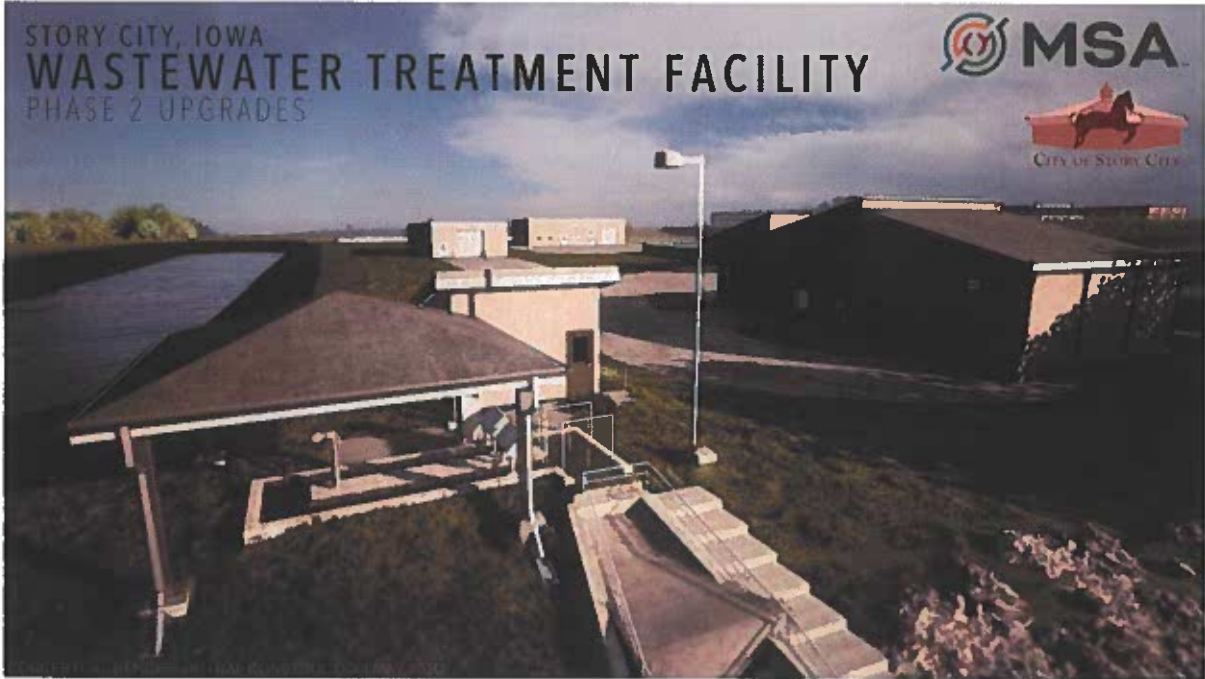
PROJECT UPDATE



PROJECT UPDATE



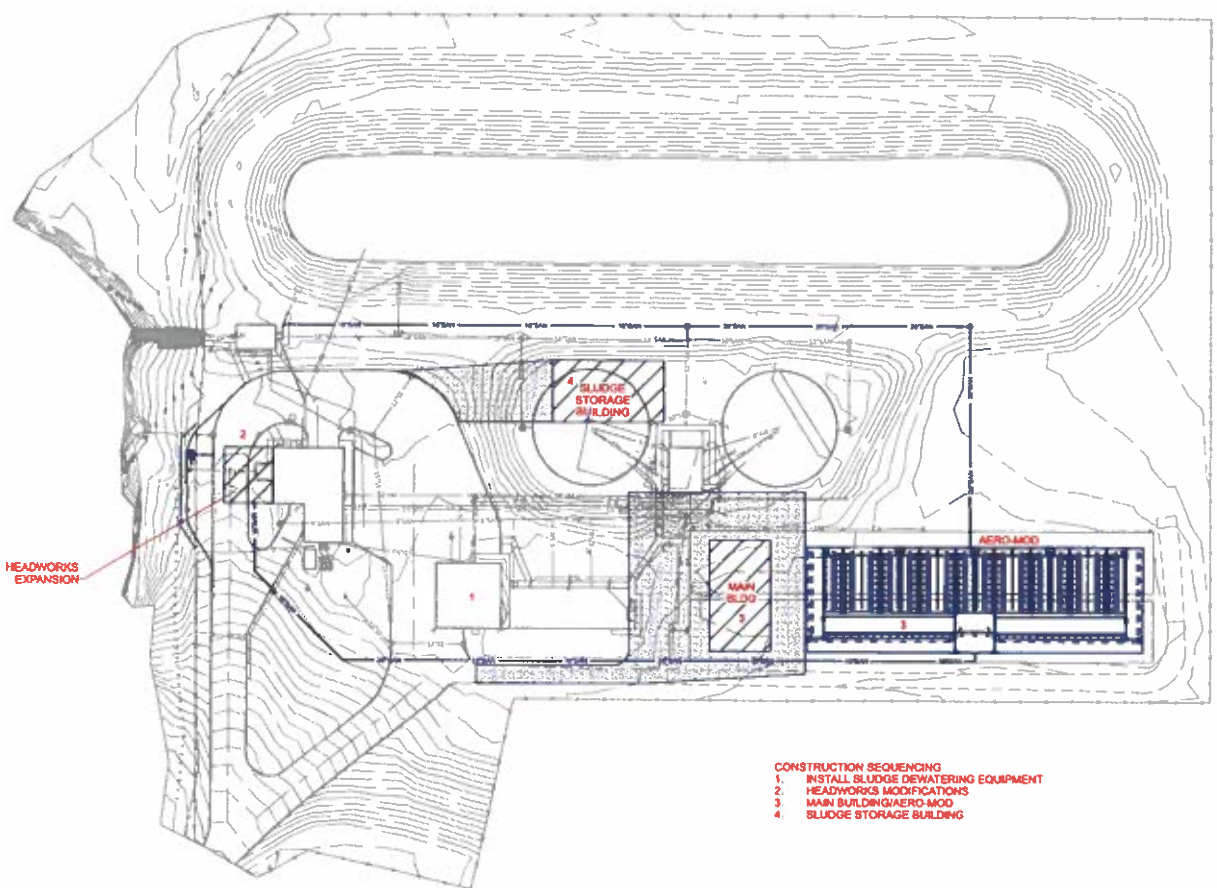
PROJECT UPDATE



AEROMOD
ESTIMATE OF PROBABLE COSTS
CITY OF STORY CITY
Phase 2

CONSTRUCTION YEAR: **2024**

ITEM NO.	DESCRIPTION	QTY.	UNIT	UNIT PRICE	TOTAL PRICE
GENERAL					
1	Mobilization, Bonds & Insurance	1	LS	\$ 2,028,310	\$ 2,028,310
2	Plant Piping	1	LS	\$ 292,500	\$ 292,500
3	Existing Access Driveway, 6" Breaker Run, 6" CABC, 3" ACC	3,000	SY	\$ 35	\$ 105,000
4	Extension Access Driveway, 6" Breaker Run, 6" CABC, 3" ACC (760'x15')	3,500	SY	\$ 35	\$ 122,500
5	Dewatering	30	day	\$ 3,500	\$ 105,000
6	Miscellaneous Concrete, Sidewalks, Etc	1	LS	\$ 37,500	\$ 37,500
7	Miscellaneous Metals	1	LS	\$ 100,000	\$ 100,000
STRUCTURE DEMOLITION					
8	Reed Bed Abandonment and Removal	1	LS	\$ 45,000	\$ 45,000
9	SBR Removal/Demo	1	LS	\$ 75,000	\$ 75,000
10	Existing Blower Building Demolition	1	LS	\$ 45,000	\$ 45,000
11	Existing Laboratory Area	1	LS	\$ 52,500	\$ 52,500
12	Existing Sludge press Building Demolition	1	LS	\$ 55,000	\$ 55,000
EXISTING HEADWORKS AREA/INFLUENT LIFT STATION					
12	Influent Pumping equipment replacement	1	LS	\$ 150,000	\$ 150,000
13	Influent Valves equipment replacement	1	LS	\$ 28,000	\$ 28,000
14	Screening, Washing Press	1	LS	\$ 450,000	\$ 450,000
15	Screening installation and connection	1	LS	\$ 112,500	\$ 112,500
16	Headworks Building Construction	1152	SF	\$ 400	\$ 460,800
17	HVAC Improvements	1	LS	\$ 750,000	\$ 750,000
	Grit Removal, washing and pumping	1	LS	\$ 400,000	\$ 400,000
ELECTRICAL					
14	Electrical Equipment and Control	1	LS	\$ 625,000	\$ 625,000
15	Standby Generator and Transfer Switch	1	LS	\$ 85,000	\$ 85,000
16	Electrical Installation	1	LS	\$ 187,500	\$ 187,500
SEPTIC RECEIVING STATION					
15	Septic Receiving Station	1	LS	\$ 150,000	\$ 150,000
16	Concrete and Associated Appurtenances	1	LS	\$ 37,500	\$ 37,500
HEADWORKS BUILDING					
17	Main Building (80' x 40')	3200	SF	\$ 400	\$ 1,280,000
18	HVAC and Plumbing	1	LS	\$ 150,000	\$ 150,000
19	Laboratory Furnishing	1	LS	\$ 60,000	\$ 60,000
20	Laboratory Equipment	1	LS	\$ 30,000	\$ 30,000
21	Belt Filter Press	1	LS	\$ 260,000	\$ 260,000
22	Belt Filter Press Installation	1	LS	\$ 52,000	\$ 52,000
FLOW SPLIT / RETURN STRUCTURE					
22	Structure	1	LS	\$ 32,500	\$ 32,500
23	Valves, piping and controls	1	LS	\$ 18,750	\$ 18,750
AEROMOD EXTEND AIR PACKAGE PLANT					
24	Aeromod Extended Air Package Plant Equipment	1	LS	\$ 1,787,000	\$ 1,787,000
25	Aeromod Concrete Construction	1	LS	\$ 1,600,000	\$ 1,600,000
26	Aeromod Equipment Install	1	LS	\$ 400,000	\$ 400,000
CONSTRUCTION SUBTOTAL (2024)					\$ 12,169,860
Contingency 10%					\$ 1,217,000
TOTAL COST:					\$ 13,387,000



- CONSTRUCTION SEQUENCING**
1. INSTALL SLUDGE DEWATERING EQUIPMENT
 2. HEADWORKS MODIFICATIONS
 3. MAIN BUILDING/AERO-MOD
 4. SLUDGE STORAGE BUILDING

NO.	DESCRIPTION	DATE	BY	CHECKED



STORY CITY WWTF IMPROVEMENTS
 STORY CITY
 STORY COUNTY, IOWA

DESIGN OPTION #1

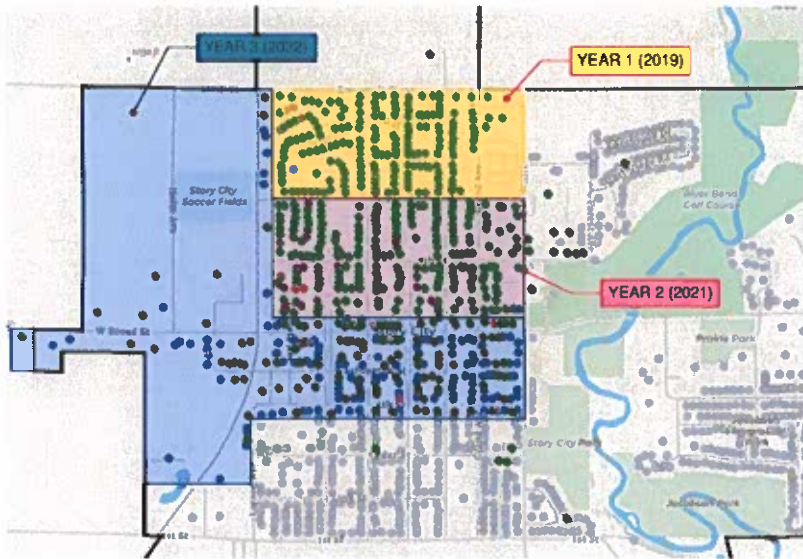
DATE: 08/08/2018
 SHEET: 1

City of Story City, IA

SUMP PUMP INSPECTIONS – YEAR 1, 2, & 3 SUMMARIES

PROJECT DESCRIPTION: This project is for sump pump inspections of approximately 193 during 2019; 258 during 2021; and 255 in 2022. This is year three of a seven-year project that coincides with the City's sewer televising program. Public outreach, education, and notifications are included as part of this project.

Inspection Locations:



Status to Date



STATUS TO DATE:

Year 1 (2019): 183 of 193 inspections completed (95%) – 10 remaining initial inspections, 4 properties requiring corrective action and 3 requiring dye testing.

Year 2 (2021): 236 of 258 inspections completed (92%) – 22 remaining initial inspections, 5 properties requiring corrective action and 1 requiring dye testing.

Year 3 (2022): 130 of 255 inspections completed (51%) – 125 remaining initial inspections, 10 properties requiring corrective action and 2 requiring dye testing.

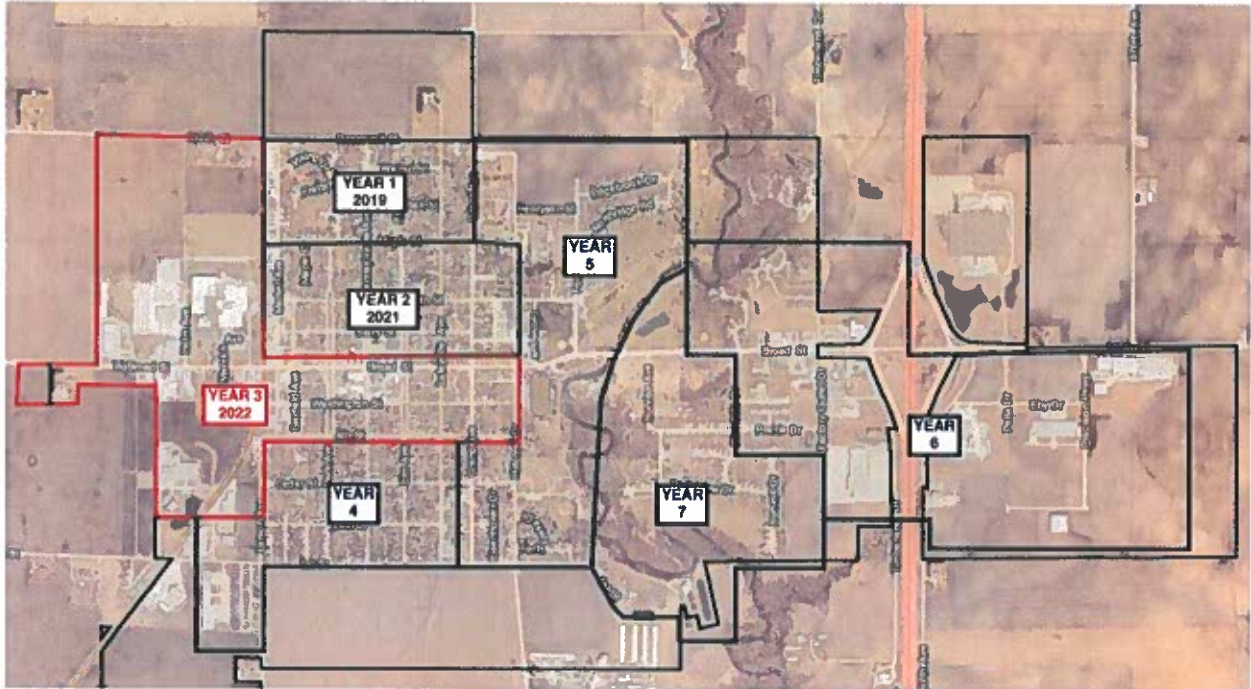
Running Total: 549 of 706 inspections completed (78%) – 157 remaining initial inspections, 19 properties requiring corrective action and 5 requiring dye testing.

All initial inspection blocks have been performed for the main body of Year 1, 2, & 3.

We have scheduled a “Last Chance” inspection date for Years 1 & Years 2 on September 29th, 2022. As of 8/25/2022 there are 10 properties signed up.

After September 29th, individual inspections for Year 1 or Year 2 due to homeowner not scheduling during the allotted inspection periods will be \$250 per inspection.

Year 3 has until June 30, 2023 to have inspection completed and corrections made to system if needed. We will most likely want to have another round of dates for inspections for Year 3 in the late Fall 2022 or Spring of 2023.

City of Story City, IA**FUTURE PHASES:**



1913 Herschell-Spillman Carousel

CITY OF STORY CITY

504 Broad Street
Story City, IA 50248
515.733.2121
www.cityofstorycity.org

FINAL NOTICE **SUMP PUMP OBSERVATION REQUIRED**

SUMP PUMP OBSERVATION PROGRAM

City of Story City, Iowa
504 Broad Street
Story City, IA 50248

For questions: Randy Martindale (Water & Wastewater Superintendent): 515.203.0224

For questions: Andrew Inhelder (MSA Professional Services) 515.964.1920

Final Inspections will be held on September 29th
Please go to <https://bit.ly/3ed1hAJ> to sign up.

Sump Pump Observations Required

This property was found to have not scheduled an inspection during the planned inspection period available. **All properties within the City are required to be inspected, regardless of the presence of a sump pump.**

Sump Pump Connection Fees

Pursuant to section 97.09(1.E) of the City Code of Ordinances, the City will issue municipal infractions for sump pumps remaining out of compliance **or uninspected**. This includes property owners who have yet to schedule an initial observation. **All properties are required to be observed regardless of the presence of a sump pump.**

Sump pump connection fees for out of compliance or un-observed sump pumps will be at the rate of **\$90.00 per month placed on your utility bill beginning in November** and continuing until it is brought into compliance or an observation is completed. In addition, the property owner will be responsible for paying a **\$250 inspection fee** for any sump pump observation or dye test scheduled after September 29, 2022. This fee will be due at City Hall prior to inspection taking place, if after September 29, 2022.

Final Inspections will be held on September 29th
Please go to <https://bit.ly/3ed1hAJ> to sign up.

August 11, 2022



CITY OF STORY CITY, IOWA

504 BROAD STREET • STORY CITY, IOWA 50236

OFFICE (515) 733-2121

WEBSITE: CITYOFSTORYCITY.ORG

PUBLIC NOTICE (REVISED)

SUMP PUMP OBSERVATION PROGRAM

The State of Iowa has adopted rules which impact the City's wastewater treatment system. These rules impose strict limits on the allowable discharge from the wastewater treatment plant. Compliance with these rules will be costly. The City is proactively working to minimize the future impacts these new rules will have on your Sewer Utility bill. The most cost effective way to comply with the new discharge mandate is to prevent rainwater & groundwater from entering the sanitary sewer system. This way the treatment plant will only have to treat sewage and not the combined sewage and clear water.

The City recently developed a plan to comply with these mandates. This first phase of this plan involves observations at each residence/business in your area to confirm that rainwater & groundwater are not entering the sanitary sewer system. Future phases will identify and address deficiencies within the sewer system itself. The observations will check for illegal sump pump and gutter connections to the sanitary sewer. At the same time, the observers will verify that illegal connections to the water system are not present in your residence/business. **If you are receiving this notice, you have been identified as a having inspections completed this fall, 2019.** See the attached brochure for additional information on the locations included in this year's inspections.

A **Public Informational Meeting** will be held at the **Recreation Center at 826 Elm Ave on Thursday August 8th** at 6:00PM to go over this information in detail. The meeting will consist of an open-house format and you may attend anytime between **6:00PM and 8:00PM**. The purpose of this meeting is to discuss the process and answer any questions. Additional information is available at <https://arcg.is/04qrXW> and in the included brochure.

The observations have been scheduled with the City's Engineering Consultant, MSA Professional Services, Inc., to occur in August. The available dates for observations are three Saturdays (Aug 10th, 17th & 24th) or two weekdays (Tuesday Aug 13th or Thursday Aug 15th). Appropriate arrangements should be made to be present at your residence/business during one of these times. You may **schedule your observation** through an online website at <https://bit.ly/2Y2v20h> or by contacting MSA Professional Services at (800) 844-4122 no later than **Wednesday, August 21, 2019**.

You are hereby notified that the City shall issue Sump Pump Connection Fees for sump pumps remaining out of compliance after June 30, 2020. It shall be the responsibility of the owner of the property to schedule an inspection of their property after it is brought into compliance. After June 30, 2020, a Sump Pump Connection Fee for out of compliance sump pumps shall be \$90.00 per month, until brought into compliance.



CITY OF STORY CITY, IOWA

504 BROAD STREET • STORY CITY, IOWA 50236

OFFICE (515) 733-2121

WEBSITE: CITYOFSTORYCITY.ORG

PUBLIC NOTICE

SUMP PUMP OBSERVATION PROGRAM

The State of Iowa has adopted rules which impact the City's wastewater treatment system. These rules impose strict limits on the allowable discharge from the wastewater treatment plant. Compliance with these rules will be costly. The City is proactively working to minimize the future impacts these new rules will have on your Sewer Utility bill. The most cost-effective way to comply with the new discharge mandate is to prevent rainwater & groundwater from entering the sanitary sewer system. This way the treatment plant will only have to treat sewage and not the combined sewage and clear water.

The City recently developed a plan to comply with these mandates. This first phase of this plan involves observations at each residence/business in your area to confirm that rainwater & groundwater are not entering the sanitary sewer system. Future phases will identify and address deficiencies within the sewer system itself. The observations will check for illegal sump pump and gutter connections to the sanitary sewer. At the same time, the observers will verify that illegal connections to the water system are not present in your residence/business. **If you are receiving this notice, you have been identified as having inspections completed this fall, 2021.** See the attached brochure for additional information on the locations included in this year's inspections.

A **Public Informational Meeting** will be held at the **Community Center at 503 Elm Ave** on **Tuesday August 24th at 6:00PM** to go over this information in detail. The meeting will consist of an **open-house** format and you may attend anytime between **6:00PM and 8:00PM**. The purpose of this meeting is to discuss the process and answer any questions. Additional information is available at <https://arcg.is/1Ce0C4> and in the included brochure.

The observations have been scheduled with the City's Engineering Consultant, MSA Professional Services, Inc., to occur in August and September. The available dates for observations are two Saturdays (August 28th or September 11th) or four weekdays (Wednesday August 25th, Wednesday September 1st, Tuesday September 7th, Thursday September 16th). Appropriate arrangements should be made to be present at your residence/business during one of these times. You may **schedule your observation** through an online website at <https://bit.ly/3ed1hAJ> or by contacting MSA Professional Services at (800) 844-4122 no later than **Wednesday, September 1, 2021**.

You are hereby notified that the City shall issue Sump Pump Connection Fees for sump pumps remaining out of compliance **after June 30, 2022**. It shall be the responsibility of the owner of the property to schedule an inspection of their property after it is brought into compliance. **After June 30, 2022, a Sump Pump Connection Fee for out of compliance sump pumps shall be \$90.00 per month, until brought into compliance.**

NOTICE OF SUMP PUMP OBSERVATION REQUIRED

SUMP PUMP OBSERVATION PROGRAM

City of Story City, Iowa

504 Broad Street

Story City, IA 50248

For questions: Randy Martindale (Public Works): 515.203.0224 or Cheryl Murken (Utility Clerk) 515.733.2121

For questions: Andrew Inhelder (MSA Professional Services) 515.964.1920

To schedule an inspection, please go to <https://bit.ly/3ed1hAJ> see a list of available dates and to sign up.

Sump Pump Observations Required

This property was found to have not scheduled an inspection during the planned inspection period available. **All properties within the City are required to be inspected, regardless of the presence of a sump pump.**

Sump Pump Connection Fees

The City will issue municipal infractions for sump pumps remaining out of compliance or uninspected past June 30, 2022 pursuant to 97.09(1.E) of the municipal code. This includes property owners who have yet to schedule an initial observation. **All properties are required to be observed regardless of the presence of a sump pump.** Sump pump connection fees for out of compliance or un-observed sump pumps will be at the rate of **\$90.00 per month placed on your utility bill**, until brought into compliance or an observation is completed. In addition, the property owner will be responsible for paying a **\$250 inspection fee** for any sump pump observation or dye test scheduled after July 1, 2022. This fee will be due at City Hall prior to inspection taking place, if after July 1, 2022.

To schedule an inspection, please go to <https://bit.ly/3ed1hAJ> see a list of available dates and to sign up.

August 5, 2022

Re: Sump pump observation program sign up

Dear Resident:

The State of Iowa has adopted rules which impact the City's wastewater treatment system. These rules impose strict limits on the allowable discharge from the wastewater treatment plant. Compliance with these rules will be costly. The City is proactively working to minimize the future impacts these new rules will have on your Sewer Utility bill. The most cost effective way to comply with the new discharge mandate is to prevent rainwater & groundwater from entering the sanitary sewer system. This way the treatment plant will only have to treat sewage and not the combined sewage and clear water.

The City of Story City has hired MSA Professional Services Inc. to perform these quick, 10 minute, observations. MSA Professional Services, Inc. staff will have passed a 5 year background check, be wearing photo ID and will be wearing an MSA shirt with logo.

MSA is **currently performing observations** for the first phase. Your property has been identified as a household that has not yet signed up for a timeslot. We still have available time slots on **Saturday, August 24th** and are opening up a couple more available days. One on **Wednesday, September 18th** and one on **Saturday, September 21st**. Please sign up by **calling MSA at 515-964-1920** or by visiting <https://bit.ly/2Y2v20h> for an available timeslot during one of the above dates so we can verify that your sump pump is in compliance.

Out of compliance sump pumps will be charged a sump pump connection fee of \$90.00 per month after June 30, 2020 until the sump pump is brought into compliance.

I understand how intrusive this can may be and thank you in advance for your cooperation as we strive to meet the rules the State of Iowa has adopted.

Sincerely,

Mayor Mike Jensen
mikeljensen_50248@yahoo.com | (515) 733-2343



1913 Herschell-Spillman Carousel

CITY OF STORY CITY

504 Broad Street
Story City, IA 50248
515.733.2121
www.cityofstorycity.org

August 10, 2021

Re: Sump pump observation program

Dear Resident:

The State of Iowa has adopted rules which impact the City's wastewater treatment system. These rules impose strict limits on the allowable discharge from the wastewater treatment plant. Compliance with these rules will be costly. The City is proactively working to minimize the future impacts these new rules will have on your Sewer Utility bill. The most cost effective way to comply with the new discharge mandate is to prevent rainwater & groundwater from entering the sanitary sewer system. This way the treatment plant will only have to treat sewage and not the combined sewage and clear water.

The City of Story City has hired MSA Professional Services Inc. to perform these observations. MSA Professional Services, Inc. staff will have passed a 5 year background check, be wearing photo ID and will be wearing an MSA shirt with logo.

I understand how intrusive this can be and thank you in advance for your cooperation as we strive to meet the rules the State of Iowa has adopted.

Sincerely,

A handwritten signature in blue ink that reads "Mike Jensen". The signature is stylized and cursive.

Mayor Mike Jensen
mjensen@cityofstorycity.org | (515) 733-2343



1913 Herschell-Spillman Carousel

CITY OF STORY CITY

504 Broad Street
Story City, IA 50248
515.733.2121
www.cityofstorycity.org

October 11, 2021

Re: Sump pump observation program sign up

This observation is required even if you do not have a sump pump.

Dear Resident:

Please disregard this letter if you have already completed your sump pump observation.

The State of Iowa has adopted rules which impact the City's wastewater treatment system. These rules impose strict limits on the allowable discharge from the wastewater treatment plant. Compliance with these rules will be costly. The City is proactively working to minimize the future impacts these new rules will have on your Sewer Utility bill. The most cost effective way to comply with the new discharge mandate is to prevent rainwater & groundwater from entering the sanitary sewer system. This way the treatment plant will only have to treat sewage and not the combined sewage and clear water.

The City of Story City has hired MSA Professional Services Inc. to perform these quick, 10 minute, observations. MSA Professional Services, Inc. staff will have passed a 5 year background check, be wearing photo ID and will be wearing an MSA shirt with logo.

MSA is **currently performing observations** for the second phase. Your property has been identified as a household that has not yet signed up for a timeslot. We have opened additional time slots on Tuesday October 26th, Wednesday October 27th, Thursday October 28st, Monday November 1st, and Saturday November 6th. Please sign up by **calling MSA at 515-964-1920** or by visiting **<https://bit.ly/3ed1hA1>** for an available timeslot during one of the above dates so we can verify that your sump pump is in compliance.

Out of compliance sump pumps will be **charged a sump pump connection fee of \$90.00 per month** after June 30, 2022 until the sump pump is brought into compliance.

I understand how intrusive this can may be and thank you in advance for your cooperation as we strive to meet the rules the State of Iowa has adopted.

Sincerely,

Mayor Mike Jensen
mjensen@cityofstorycity.org | (515) 733-2343

NOTICE OF VIOLATION

SUMP PUMP OBSERVATION PROGRAM

City of Story City, Iowa
504 Broad Street
Story City, IA 50248

For questions: Randy Martindale (Public Works): 515.203.0224 or Cheryl Murken (Utility Clerk) 515.733.2121
For questions & to schedule follow up inspection: Andrew Inhelder (MSA Professional Services) 515.964.1920

To schedule an inspection, please go to <https://bit.ly/3ed1hAJ> see a list of available dates and to sign up

YOUR SUMP PUMP SYSTEM AND/OR ROOF DRAIN SYSTEM HAS BEEN FOUND TO BE CONNECTED TO THE MUNICIPAL SANITARY SEWER SYSTEM.

1. The disconnection must be completed, inspected, and approved by a representative from the City of Story City Water Department **prior to June 30, 2022**. (please see fees section below).
2. It is the property owner's responsibility to disconnect and reroute the discharge line to the outside of the building, to the lawn area. (please see discharge areas below).
3. The disconnection can be done by either the property owner or a licensed plumber. **In all cases, a sump pump permit is required.** You or your plumber can complete this form and deliver to the City. The permit fee has been waived for this program.
4. It is the property owner's responsibility to notify the City of Story City for a confirmation of removal of violations when they have been corrected. Please go to <https://bit.ly/3ed1hAJ> to see a list of available dates and sign up.
5. The final plumbing inspection and approval of the repairs may only be made by a representative from the City of Story City Water Department.

Sump Pump Connection Fees

The City will issue municipal infractions for sump pumps remaining out of compliance **past June 30, 2022** pursuant to section 97.09(1.E) of the municipal code. Sump pump connection fees for out of compliance sump pumps will be at the rate of **\$90.00 per month placed on your utility bill**, until brought into compliance. In addition, the property owner will be responsible for paying a **\$250 inspection fee** for any sump pump observation or dye test scheduled after July 1, 2022. This fee will be due at City Hall prior to inspection taking place, if after July 1, 2022.

Recommended Discharge Areas

Pick the discharge area that works best for you and your neighbors. Some sump pumps run continually, others run only during spring melt or heavy rains. Soil type and the plants in your yard effect how well the water is able to infiltrate into the ground. The preferred discharge area is the lawn but may not be possible at all sites.

- **Yard** – discharges to the lawn should be far enough from the building to prevent groundwater from recycling back into your basement (anywhere from a few feet to about ten feet depending on soil type). Wet yard areas make great spots to build rain gardens. The roots of plants in rain gardens act like a sponge and absorb almost all the water. Yard grass has short root structure and typically only absorbs 25% of the water flowing over it. Further information about rain gardens may be obtained at the following links:

www.extension.iastate.edu/Publications/RG605.pdf

<https://www.iowaagriculture.gov/press/pdfs/RainGardenManual.pdf>

- **Underground or above ground storage** – part or all of the discharges can be directed to various types of storage devices (cisterns, rain barrels, underground vaults) with overflows directed to your yard. The collected water can then be used for lawn irrigation. To limit mosquito habitat, use tight screens or close the outside access when not in use for these devices.
- **Street, driveways, curb or sidewalk** – discharges to paved surfaces increase storm water pollution, runoff, and stream bank erosion. They also present potential hazards due to ice formation in the winter months. Paved surface runoff is routed to streams which eventually flow to the Skunk River. The water moves out of our local watershed area and does not replenish the groundwater. **Sump pumps should be not be discharged to Paved Surfaces such as streets or sidewalks and are NOT a permitted discharge point.**

City of Story City
Sump Pump Permit Application
 (Sump Pump Disconnection from Sanitary Sewer System)

Please mail or bring completed permit form to City Hall: **City of Story City**
504 Broad Street
Story City, Iowa 50248
515.733.2121

Job Site Address: _____

The Applicant is: Owner Occupant Contractor

Property Owner

Name _____
 Address (new) _____ Unit _____
 City _____ State _____ ZIP _____
 Phone _____

Contractor

Name _____
 Address _____ Unit _____
 City _____ State _____ ZIP _____
 Phone _____ License # _____

Property Use	Type of Structure	Type of Work	FEES
<input checked="" type="checkbox"/> Residential	<input checked="" type="checkbox"/> Principal Bldg	<input type="checkbox"/> New Bldg	<input type="checkbox"/> Permit Fee: <u>-0-</u>
<input type="checkbox"/> Commercial	<input type="checkbox"/> Garage	<input type="checkbox"/> Existing Bldg	<input type="checkbox"/> Admin Fee: <u>-0-</u>
<input type="checkbox"/> Industrial	<input type="checkbox"/> Temporary Bldg	<input type="checkbox"/> Addition	<input type="checkbox"/> Plan Review Fee
<input type="checkbox"/> Public	<input type="checkbox"/> Accessory Bldg	<input checked="" type="checkbox"/> Remodel	<input type="checkbox"/> Other: _____
	<input type="checkbox"/> Pool/Spa	<input type="checkbox"/> Repair/Replace	<input type="checkbox"/> State Surcharge: <u>-0-</u>
	<input type="checkbox"/> Other	<input type="checkbox"/> R.P.Z. Overhaul/ Replacement	<input type="checkbox"/> Investigation Fee: <u>-0-</u>
			<input checked="" type="checkbox"/> TOTAL DUE: <u>WAIVED</u>

Plumbing Item(s) (indicate quantity for each)

___ Bathtub w/out Shower	___ Floor Drain	___ Sewage Ejector	___ Water Pipe
___ Coffeemaker	___ Garbage Disposal	___ Shower	___ Water Softener
___ Dishwasher	___ Grease Interceptor	___ Sillcock/Hose Bib	___ Whirlpool
___ Drinking Fountain	___ Ice Maker	___ Sink - Bar	___ <input checked="" type="checkbox"/> Other

Specific Description of Work to be Completed

Disconnect existing sump pump from the municipal sanitary sewer system.

Permit will become void 180 days from date of issuance. Permits issued and inspections made by the City are a public service and do not constitute any representation, guarantee or warranty, either implied or expressed, to any person as to the condition of the building or conformance to applicable construction codes. The Undersigned acknowledges that this application has been read and that the above is correct and agrees to comply with all the ordinances and laws of the City of Story City regulating building construction.

Applicant's Signature _____ Date _____

For Office Use Only

Permit # _____ Project # _____ Entered _____ Approved _____ Issued _____

NOTICE OF DYE TEST

SUMP PUMP OBSERVATION PROGRAM

City of Story City, Iowa

504 Broad Street

Story City, IA 50248

For questions: Randy Martindale (Public Works): 515.203.0224 or Cheryl Murken (Utility Clerk) 515.733.2121

For questions & to schedule dye testing: Andrew Inhelder (MSA Professional Services) 515.964.1920

To schedule your dye test, please go to <https://bit.ly/3ed1hAJ> see a list of available dates and to sign up

<p>THE OBSERVER WAS UNABLE TO DETERMINE THE OUTLET LOCATION OF YOUR SUMP PUMP SYSTEM AND/OR ROOF DRAIN.</p>
--

What does this mean?

The City is committed to verifying that clean water is not piped to the municipal sanitary sewer system. The observer was not able to determine the outlet location of your sump pump. A follow up test will be required to verify the location of the outlet. A representative from the City of Story City will be contacting you to schedule a follow up observation for the dye test. This test includes the following steps:

1. A liquid dye will be placed in your sump pump or roof drain. The dye is approved by the EPA and is both biodegradable and non-staining.
2. Water will be introduced to the system (via 5-gallon buckets). Use of the property owner's water will be required.
3. The observer will look for evidence of the dye in the adjacent municipal storm sewer and sanitary sewer.

Sump Pump Connection Fees

The City will issue municipal infractions for sump pumps remaining out of compliance **past June 30, 2022** pursuant to section 97.09(1.E) of the municipal code. Sump pump connection fees for out of compliance sump pumps will be at the rate of **\$90.00 per month placed on your utility bill**, until brought into compliance. In addition, the property owner will be responsible for paying a **\$250 inspection fee** for any sump pump observation or dye test scheduled after July 1, 2022. This fee will be due at City Hall prior to inspection taking place, if after July 1, 2022.

To schedule your dye test, please go to <https://bit.ly/3ed1hAJ> see a list of available dates and to sign up

CITY OF STORY CITY

COMPENSATION STUDY

August of 2022



Table of Contents

Engagement Details	2
Compensation Considerations	3
Compensation Background	3
Compensation Considerations	3
Compensation Best Practices & Definitions	5
Establishing Pay Ranges	5
Establishing Market Strategy	5
Consistent Range Placement	6
Range Spread	6
Definitions	6
City of Story City Study Overview	8
Data Selection Strategy	8
Data Analysis Strategy	9
City of Story City Compensation Recommendations	10
The Nine (9) City of Story City Compensation & Benefit Recommendations	10
City of Story City Benefits Review & Recommendations	14
Percent of Health Insurance Paid by Employer	14
Benefit Cost-Sharing Recommendations	15
Vacation Plan Recommendations	16
Appendix A	17
Base Salary Comparables	17
Data Used in Calculating Medians	18
Appendix B	19
Summary of Survey Participants	19
Cost of Living Review	20
2022/2023 Municipal Compensation Survey	21

Engagement Details

Key Elements Consulting engaged with the City of Story City to perform a compensation study to ensure that the municipality is competitively compensating employees. The goals of the study included an analysis of market data as it relates to the selected roles for the City of Story City and provided recommendations relative to potential compensation adjustments. Details of the engagement with Key Elements Consulting included the following:

- **Compensation Study:** Review the 14 (fourteen) identified positions as follows:
 - Conduct survey of compensation for equivalent roles in similarly sized municipalities in Iowa using current job descriptions;
 - Perform analysis of wage data and develop a compensation report for the City of Story City officials.
 - Final presentation to council.

- **Positions Under Review**

● City Administrator	● Water/WWTP
● City Clerk & Treasurer	● Chief of Police
● Utility/Deputy Clerk	● Police Officer Sergeant
● Street Superintendent	● Police Officer (Patrol)
● Street Maintenance	● Parks & Recreation Specialist
● Water/WWTP Superintendent	● Park & Recreation Superintendent
● Recreation/Aquatics Supervisor	● Accountant (part-time)

Compensation Considerations

Compensation Background

Municipalities, like organizations of all sizes and in all sectors, must compete in an increasingly tight labor market for the knowledge, skills and abilities necessary to successfully operate a municipality. Therefore, how a municipality determines to compensate, reward and recognize their team will be of utmost importance to attract, retain, engage and motivate top talent.

Compensation Considerations

The City of Story City has chosen to proactively engage in the review process, solicit external input and give careful consideration to developing a compensation plan that equitably rewards the City's workforce.

There are; however, several elements that must be considered when designing a compensation system and setting pay levels. These include items such as talent market, organizational hierarchy, and internal equity.

- **Talent Market** - The external labor market is clearly a contributing factor to how a job is valued relative to other similarly situated roles as well as disparate roles. When there is a relatively lower level of actively available individuals with the knowledge, skills and abilities needed to complete a job, the "price," or equivalent compensation rate, is higher and needs to be accounted for by the employer in their compensation strategy.
- **Organizational Hierarchy** - Within a hierarchy, an ingrained concept is that those at higher levels would have higher compensation than those at lower levels, particularly relative to a supervisor and their own direct reports. When this is overlooked or disregarded, it can cause reduced motivation and engagement which also can lead to lower productivity and effectiveness in roles.
- **Internal Equity** - The perception and reality of fairness can both be very strong drivers in whether a compensation system is equitable to those individuals to whom it applies. It is crucial that roles with similar level skill, tasks of similar complexity and/or responsibilities of similar consequence, receive equitable compensation. When there is unfairness, real or perceived, related to the value an individual feels in their role, it can lead to decreased engagement and increased turnover.

Mitigating High Inflation

Currently, the US is experiencing record levels of inflation (highest in 13 years) which negatively impacts employee pay increases and earnings. The Society for Human Resource Management (SHRM) reports that the Consumer Price Index (inflation) rose over 9.0% over the last 12-months. In essence the continued increase in inflation decreases the employee's purchasing power; therefore, the standard employer budgeted increase of 3% as shown in table on page 4 will significantly trail inflation.

We recommend giving additional consideration (if needed) to other types of incentive pay such as spot bonuses, one-time higher employer contributions towards employee's FSA/HSA or a health insurance premium "holiday" to offset some of these temporary costs without permanently increasing wages.

The World at Work published the table below showing what employers budgeted in 2021 for 2022 wage increases vs what they actually spent according to a pulse survey conducted in February 2022. The table below provides a summary of the survey findings. Click on this link to learn more about [World at Work 2022 Salary Budget Follow-Up](#)

2022 Projected vs Actual Merit Increases		
2022 World at Work Salary Budget Follow-Up	Projected 2022 Based on Survey Results	Actual 2022 Salary Budget Follow-Up Pulse Poll
Mean	2.9%	3.7%
25% Percentile	3.0%	3.0%
Median/50th Percentile	3.0%	3.5%
75% Percentile	3.0%	4.0%

A World at Work study and reported on in [2022 Salary Increases Look to Trail Inflation \(shrm.org\)](#) on bonuses found organizations were offering bonuses to help offset inflation based on short-term performance goals as follows:

- **Annual performance bonuses** this year, based on 2020 performance, were awarded by 91 percent of responding companies, up from 76 percent of companies that awarded them last year.
- **For management and professional employees**, bonuses averaged 16 percent of salary.
- **For support staff**, bonuses averaged 8 percent of salary.
- **For production and manual-labor employees**, bonuses averaged 5.5 percent of salary.

Note: for non-discretionary bonus programs such as those based on performance indicators, we recommend having a formalized performance management program in place. This will ensure that your bonus program is consistent, equitable and appropriately drives the behaviors and performance desired.

Keeping Compensation Data Relevant

Once a wage study is complete, one of the challenges employers face is keeping the data relevant for more than one annual pay cycle. However, organizations can keep this information relevant for up to twenty-four months by aging the data (salary structure). When it comes to aging data, we recommend using several sources (especially considering the unprecedented times we are in now) such as:

- The annual Consumer Price Index (CPI-U)
- The Cost-of-Living Adjustment (COLA)
- Sources such as the Bureau of Labor Statistics, Society for Human Resource Management, BLR, World at Work or a combination.
- The [Proposed Aged Ranges Table](#) on page 13 of this document, provides proposed compensation ranges aged at 3% per year for the plan years of 2023/2024 and 2024/2025 for the City of Story City based on the 2022 Proposed Compensation Ranges.

Compensation Best Practices & Definitions

Establishing Pay Ranges

Pay ranges include minimum, midpoint and maximum pay rates for a given role. The minimum and maximum pay rates denote the acceptable lower and upper bounds of pay for incumbents within that particular position. The midpoint value is the halfway mark between the range minimum and maximum ranges and represents the competitive market rate. If current incumbent wages are continually going outside the minimum and maximum of these ranges, additional review of the role and associated compensation range may need to be performed.

Establishing Market Strategy

There are three main compensation strategies: lead-the-market, lag-the-market and meet-the-market. Meet-the-market compensation strategy revolves around doing market research and averaging your workforce's pay so that it essentially matches the middle of the market.

- **Lead-the-Market Strategy** - companies target the 75th percentile of a pay range for a particular role.
- **Meet-the-Market Strategy** - companies meet the 50th (midpoint) percentile.
- **Lag-the-Market Strategy** - companies aim for the 25th percentile for a particular role.

Meet-the-Market Strategy - organizations may have certain roles that need to lead the market (highly specialized skills, certification/licensure requirements, small talent pool, large competitors, etc.) and other roles that can lag the market (larger talent pools, non-specialized skills and entry level positions). Generally, organizations can successfully offer a meet-the-market strategy with some customization if the following criteria applies:

- **Benefits** - the organization offers "average" benefit options and cost-sharing arrangements comparable to others in their industry. The benefit packages do not need to be extra rich resulting in budgetary concerns; conversely, they shouldn't be subpar resulting in employees paying excessive out-of-pocket healthcare expenses or offering minimal paid leave plans;
- **Talent Attraction** - if the organization is moderately successful attracting talent and applicants aren't consistently turning down roles based on the compensation and/or benefit package offerings;
- **Employee Turnover** - the organization isn't experiencing high turnover with compensation and/or benefits being cited as reasons for leaving the organization.

A survey of 1,700 organizations across the United States by World at Work shows that a majority of employers have a stated compensation strategy of paying at or above the labor market (midpoint) for employees who meet essential responsibilities, are independent, and are fully competent in their respective roles.

Employee Classification	Pay Below Market Rate (Midpoint)	Pay Equal to Market Rate (Midpoint)	Pay Above Market Rate (Midpoint)	Other or No Strategy
Non-Exempt (Hourly)	2.9%	86.7%	2.8%	7.6%
Exempt (Salaried)	1.8%	87.0%	3.1%	8.1%
Management/Executive	1.8%	77.8%	8.3%	12.1%

World at Work 2020/2021 Salary Budget Survey

Consistent Range Placement

It is a good business practice to follow consistent pay practice guidelines in determining and implementing compensation market strategies to avoid issues with internal and external pay inequity. Generally, when determining where to place new or existing team members in the compensation range, employers use information outlined in the table below to determine where employees fit in the compensation range.

Salary Range Placement:	Incumbents Will Typically
Maximum	Exceed essential responsibilities over time. Ready for promotion. Highly experienced.
Midpoint	Meet essential responsibilities over time. Fully competent. Experienced. Independent.
Minimum	Needs guidance and training to learn essential responsibilities. Entry Level. Learner. Needs guidance/supervision.

Range Spread

Most common pay spreads involve progressively higher range spreads for roles that contain more complex duties and higher levels of responsibility. Smaller ranges generally characterize roles that contain more narrowly defined jobs that require fewer complex duties and lower responsibility. Below are examples of range spreads generally used by organizations - they are not specific to the City of Story City.

- 50% and above - senior management and/or executive level
- 40% to 50% - professional, administrative, and middle management
- 30% to 40% - clerical, technical and paraprofessional
- 20% to 30% - service, production and maintenance

A range spread is expressed as a percentage of the difference between the minimum and maximum divided by the minimum.

Definitions

Below are general definitions to common terms you will find throughout the compensation study and are provided for reader clarity purposes.

Average - A number expressing the central or typical value in a set of data, also called the mean, which is calculated by dividing the sum of the values in the set by their number. As it refers to an organization's wages, it can carry a bias that wages may be impacted by external factors.

Compa-ratio - A compa-ratio is computed by dividing the current incumbent earnings by the market rate, which is typically the midpoint of a range or grade. A compa-ratio of 1.0 means that the employee is paid at the exact midpoint of the range whereas less than 1.0 means the employee is paid under the midpoint and over 1.0 means the employee is paid higher than the midpoint.

Incumbent Earnings - The base compensation incumbents are currently being paid on either an hourly or annual basis as applicable.

Median - As the median salary represents a specific point in the distribution, it cannot be pulled higher or lower by salaries at the extreme ends of the distribution. It is therefore considered a more neutral measure of central tendency, especially in a small group of salaries where one extreme value can disproportionately affect the calculation of an average.

Midpoint - This is a professionally accepted data point used to construct a pay range. It reflects a range of skill sets within a particular role and is utilized as a valid data point in the construction of pay ranges. This amount is generally composed of the Median or averaged data points.

Pay Range - A set boundary for compensation which identifies the minimum, midpoint and maximum amount for specific jobs and/or pay grades.

Survey Respondents - specific municipalities who were sent a request for information for this particular compensation study and provided information.

City of Story City Study Overview

The City of Story City is positioned relatively close to larger metropolitan cities including Ames and Des Moines. This close proximity to larger cities can create challenges for organizations to recruit and retain top talent. This requires organizations to consider their compensation philosophy as it relates to lagging, meeting or leading the market as it relates to compensation and benefit strategies. Information in this section provides details regarding the data selection, analysis that were then incorporated into the compensation recommendations later in this report.

Data Selection Strategy

Our philosophy regarding market pricing municipality roles is to gather information from multiple sources and filter the data using organization-specific criteria as outlined below. Our process initially aims for a large pool of participants and then applies the customized filters to select the best organizations to include in the data analysis. The Table titled [2022 Compensation Survey Participants](#) in Appendix B provides a list of survey participants.

- **Detailed Data Analysis**

Factors included in the development of the Proposed Compensation Table and recommendations outlined below are:

- Population size
- Location as it relates to other metropolitan areas
- Incumbent wages
- Compensation ranges including minimum, midpoint and maximum amounts
- Job descriptions and the associated duties
- Years in role and years with organization
- Employer provided benefit cost-sharing
- Organizational hierarchy (reporting structure and # of employees)

- **Professional Organizations** - We utilize additional information from trusted sources such as the Bureau of Labor Statistics: Iowa Region; ThinkHR/Salary.Com Compensation Survey Tool; Iowa Municipal municipalities; World at Work, Kaiser Family Foundation (KFF), Society for Human Resource Management and Sperling's Best Places.

- **Study-Specific Participant Selection Criteria**

- **Customized Preferred Participants** - With guidance from Mark Jackson, a core group of 11 municipalities were identified as key survey participants. This information is noted on [2022 Compensation Survey Participants](#) in Appendix B.
- **Customized Iowa-Based Municipal Survey** - the initial request for information went out to 11 Iowa-based municipalities ranging in population size from 2,860 to 5,543.
- **Education, licensing and certification requirements** - educational, licensing and certifications were identified by the City of Story City as key requirements for several of the positions. This information was found in the job descriptions.
- **Services Provided** - Services they offer such as water, sewer, police services and aquatic centers/pools.

- **Methods of Collecting Data**

- We used a variety of approaches in the data collection process including emailing data collection documents and phoning utility personnel directly. Please refer to the [Municipal Salary Survey Questionnaire](#) in Appendix B for a copy of the questionnaire distributed to the various municipalities.

Data Analysis Strategy

Our process gathers and compiles data at four levels (when provided) to include current incumbent wage; and minimum, median, and maximum amounts in a pay range for a given role. Ranges are typically established relative to experience individuals can bring into a role ranging from meeting minimum knowledge, skills and abilities (KSA) requirements to advanced levels of KSAs. We use median data points (and averages for some data points) in performing data analysis work and ultimately making compensation recommendations.

- **Note:**

- The City of Story City's data is *NOT included* in any of the calculations in this report. Their data is provided only as a reference point.
- Data collected and analyzed is current as of July 2022 for the 2022/2023 Compensation Plan Year.
- [Data Used in Calculating Medians Table](#) provides the details per position received from survey respondents regarding incumbent pay and min/mid/max ranges.

City of Story City Compensation Recommendations

Pay structures assign different pay ranges for jobs of varied worth and provide the framework for recognizing individual employee contributions. No two employees possess identical credentials, nor do they perform the same jobs equally well. Organizations recognize these differences by paying individuals according to their credentials, experience, knowledge, skills, abilities and job performance. When developed and implemented, pay structures should define the boundaries for recognizing employee contributions.

The information on the following pages provides details for the 2022/2023 City of Story City Proposed Compensation Structure along with recommendations based on that data. This new structure identifies midpoints based on survey data along with the associated range spreads used to create ranges for each role.

The Nine (9) City of Story City Compensation & Benefit Recommendations

- Proposed Compensation Table** - Based on the data analysis from the study results and factors relevant to the City of Story City outlined in the [Data Selection & Strategy](#) section of this report, we propose the following 2022/2023 compensation structure as shown in the table below, 2022/2023 Proposed Compensation Ranges.
- Adopt Range Spreads** - Utilize pay range spreads (20% up to 40%) as shown in the last column of the 2022/2023 Proposed Compensation Ranges table below. Additional information regarding developing and defining pay range spreads can be found under the [Establishing Pay Ranges](#) section of this report.

2022/2023 Proposed Ranges w/Range Spread					
2022/2023 Story City Incumbent Wages	Story City	Min	Survey Midpoint Ranges	Max	Range Spread
Population - 2020 Census	3,254				
City Administrator	105,209.00	94,674.10	113,608.93	132,543.75	40%
City Clerk & Treasurer	69,620.00	62,545.34	75,054.41	87,563.48	40%
Utility/Deputy Clerk	57,828.00	43,025.02	50,554.40	58,083.78	35%
Accountant (part-time)	40,601.60	42,205.09	46,425.60	50,646.11	20%
Chief of Police	84,999.00	76,381.17	91,657.40	106,933.63	40%
Police Officer Sergeant	66,126.00	57,962.31	68,105.72	78,249.13	35%
*Police Officer (Patrol)	64,112.00	50,433.36	59,259.20	68,085.04	35%
Water/WW Treatment Superintendent	69,755.00	59,592.00	71,510.40	83,428.80	40%
Water/WW Treatment Assistant Super	65,742.00	50,652.50	60,783.00	70,913.50	40%
*Water/WW Treatment Operator	62,348.00	45,760.00	53,768.00	61,776.00	35%
Street Superintendent	71,842.00	52,106.60	62,527.92	72,949.24	40%
*Public Works Maintenance (Streets)	57,828.00	43,193.19	50,752.00	58,310.81	35%
Park & Recreation Superintendent	74,064.00	56,686.94	68,024.33	79,361.72	40%
Recreation/Aquatics Supervisor	59,415.00	51,884.94	60,964.80	70,044.66	35%
**Park & Recreation Specialist	57,828.00	43,193.19	50,752.00	58,310.81	35%

**Park & Recreation Specialist - Manually adjusted mid-point / *Used City provided max for 2022/2023

3. **Compensation Strategy** - adopt a [meet-the-market compensation strategy](#) for the roles under review for this compensation study. This approach may require additional review and consideration to each role and the City of Story City's benefits as outlined in the [Benefits Review & Recommendation](#) section of this document.
4. **Recreation Specialist** - the market pricing median range for this position came in at \$41,200/annually (\$19.81/hr). Giving additional consideration to the current incumbent wage, responsibilities, required certifications and challenges organizations are currently experiencing in hiring qualified staff, I recommend changing the median to \$50,752.00/Annually (\$24.40/hr), which is in alignment with median wages for similar positions for the City of Story City.
5. **City Clerk & Treasurer FLSA Status** - based on roles and responsibilities for this position, consider moving the City Clerk & Treasurer FLSA status to exempt. This means this role will no longer be eligible for overtime compensation, so additional consideration may need to be given to compensation. This link provides additional information regarding the determination of FLSA exemption status: [IAC 7/2/08 Labor Services\[875\] Ch 218. p.1 CHAPTER 218 EMPLOYEES EMPLOYED IN A BONA FIDE EXECUTIVE, ADMINISTRATIVE, OR PROFESSIONAL](#)
6. **Salary Range Placement ([Proposed Compensation Ranges w/Compa Ratios Table](#))** - Decisions to adjust current incumbents' wages to appropriately reflect their placement in the salary range need to be based on job performance, longevity with the organization, and levels of responsibility, required certifications/licensure and other factors deemed appropriate to the City of Story City. For additional information regarding salary placement within a range, please refer to the [Consistent Range Placement](#) section in this report.

Reminder: The minimum and maximum of these ranges provide an agreed upon monetary value these roles provide for the organization. Going forward, we recommend the City of Story City consider implementing other types of incentive programs to keep salaries from exceeding ranges while still rewarding these individuals for performance. If wages are continually going outside the minimum and maximum of these ranges, additional review of the role and associated compensation range may need to be performed.

- a. **Below Minimum** - Based on the proposed pay ranges, there are no incumbents below the minimum. No additional considerations needed.
- b. **Mid-Point Review** - the 2022/2023 Compa Ratio Review Table on page 12, shows there are several employees below the midpoint of their ranges. We encourage you to review these individuals to see if their placement in the new range is appropriate based on job performance, longevity with the organization, certifications/licensure, experience, and levels of responsibility and other factors deemed appropriate to the City of Story City such as their policy 4.02 *Entrance Salaries* in the employee handbook. Make necessary adjustments as needed.
- c. **Above Maximum** - Based on the proposed pay ranges, there are no incumbents over the proposed range maximums. No additional considerations needed.

REMINDER: Compa-ratio - A compa-ratio is computed by dividing the current incumbent earnings by the market rate, which is typically the midpoint of a range or grade. A compa-ratio of 1.0 means that the employee is paid at the exact midpoint of the range whereas less than 1.0 means the employee is paid under the midpoint and over 1.0 means the employee is paid higher than the midpoint.

2022/2023 Proposed Compensation Ranges									
2022/2023 Incumbent Wages	Story City	Min	Survey Midpoint Ranges	Max	Range	Compa Ratio (Current Wage/Midpoint)	SC Wages Below Midpoint	SC Wages Over Max	
Population - 2020 Census	3,254								
City Administrator	105,209.00	94,674.10	113,608.93	132,543.75	40%	0.93	8,399.92		
City Clerk & Treasurer	69,620.00	62,545.34	75,054.41	87,563.48	40%	0.93	5,434.41		
Utility/Deputy Clerk	57,828.00	43,025.02	50,554.40	58,083.78	35%	1.14			
Accountant (part-time)	40,601.60	42,205.09	46,425.60	50,646.11	20%	0.87			
Chief of Police	84,999.00	76,381.17	91,657.40	106,933.63	40%	0.93	6,658.40		
Police Officer Sergeant	66,126.00	57,962.31	68,105.72	78,249.13	35%	0.97	1,979.72		
Police Officer (Patrol) - Sills	64,112.00	50,433.36	59,259.20	68,085.04	35%	1.08			
Police Officer (Patrol) - Edwards	64,112.00	50,433.36	59,259.20	68,085.04	35%	1.08			
Police Officer (Patrol) - Stein	62,188.00	50,433.36	59,259.20	68,085.04	35%	1.05			
Police Officer (Patrol) - Shreffler	56,418.00	50,433.36	59,259.20	68,085.04	35%	0.95	2,841.20		
Water/WW Treatment Superintendent	69,755.00	59,592.00	71,510.40	83,428.80	40%	0.98	1,755.40		
Water/WW Treatment Asst Super - Rahto	65,742.00	50,652.50	60,783.00	70,913.50	40%	1.08			
Water/WW Treatment Operator - Johnson	56,736.00	45,760.00	53,768.00	61,776.00	35%	1.06			
Water/WW Treatment Operator - Watts	52,995.00	45,760.00	53,768.00	61,776.00	35%	0.99	773.00		
Street Superintendent	71,842.00	52,106.60	62,527.92	72,949.24	40%	1.15			
Public Works Maintenance (Streets) - Knutson	57,828.00	43,193.19	50,752.00	58,310.81	35%	1.14			
Public Works Maintenance (Streets) - Paysen	50,888.00	43,193.19	50,752.00	58,310.81	35%	1.00			
Park & Recreation Superintendent	74,064.00	56,686.94	68,024.33	79,361.72	40%	1.09			
Recreation/Aquatics Supervisor	59,415.00	51,884.94	60,964.80	70,044.66	35%	0.97	1,549.80		
*Park & Recreation Specialist	57,828.00	43,193.19	50,752.00	58,310.81	35%	1.14			
*Park & Recreation Specialist - Manually adjusted mid-point						Totals	29,391.86	0.00	

Salary Structure Adjustments - We recommended the City of Story City consider updating compensation ranges on an annual basis to keep the salary data relevant. The table below provides an example of the data being aged 3% for 2023/2024 and 2024/2025 compensation plan years starting July 1, 2023 and running a full 12 months. In the current economic climate, we recommend that you consider all factors/sources before fully committing to a flat 3% increase year over year. We can discuss this in more detail as the time gets closer to age the data.

Proposed Aged Ranges 2022 - 2025													
2022/2023 Proposed Ranges				2023/2024 Proposed Aged Ranges Based on 12 Months				2024/2025 Proposed Aged Ranges Based on 12 Months					
2022/2023 Story City Incumbent Wages	Min	Survey Midpoint Ranges	Max	Min	Survey Midpoint Ranges	Max	Min	Survey Midpoint Ranges	Max	Min	Survey Midpoint Ranges	Max	Range Spread
Percent to Age Table				3%			3%						
City Administrator	94,674.11	113,608.93	132,543.75	97,514.33	117,017.20	136,520.06	100,439.76	120,527.71	140,615.67				40%
City Clerk & Treasurer	62,545.34	75,054.41	87,563.48	64,421.70	77,306.04	90,190.38	66,354.35	79,625.22	92,896.09				40%
Utility/Deputy Clerk	43,025.02	50,554.40	58,083.78	44,315.77	52,071.03	59,826.29	45,645.25	53,633.16	61,621.08				35%
Accountant (part-time/FT wages shown)	42,205.09	46,425.60	50,646.11	43,471.24	47,818.37	52,165.49	44,775.38	49,252.92	53,730.46				20%
Chief of Police	76,381.17	91,657.40	106,933.63	78,672.60	94,407.12	110,141.64	81,032.78	97,239.34	113,445.89				40%
Police Officer Sergeant	57,962.31	68,105.72	78,249.13	59,701.18	70,148.89	80,596.60	61,492.22	72,253.36	83,014.50				35%
Police Officer (Patrol)	50,433.36	59,259.20	68,085.04	51,946.36	61,036.98	70,127.59	53,504.75	62,868.09	72,231.42				35%
Water/WW Treatment Superintendent	59,592.00	71,510.40	83,428.80	61,379.76	73,655.71	85,931.66	63,221.15	75,865.38	88,509.61				40%
Water/WW Treatment Asst Super - Rahto	50,652.50	60,783.00	70,913.50	52,172.08	62,606.49	73,040.91	53,737.24	64,484.68	75,232.13				40%
Water/WW Treatment Operator	45,760.00	53,768.00	61,776.00	47,132.80	55,381.04	63,629.28	48,546.78	57,042.47	65,538.16				35%
Street Superintendent	52,106.60	62,527.92	72,949.24	53,669.80	64,403.76	75,137.72	55,279.89	66,335.87	77,391.85				40%
Public Works Maintenance (Streets)	43,193.19	50,752.00	58,310.81	44,488.99	52,274.56	60,060.13	45,823.66	53,842.80	61,861.94				35%
Park & Recreation Superintendent	56,686.94	68,024.33	79,361.72	58,387.55	70,065.06	81,742.57	60,139.18	72,167.01	84,194.85				40%
Recreation/Aquatics Supervisor	51,884.94	60,964.80	70,044.66	53,441.48	62,793.74	72,146.00	55,044.73	64,677.56	74,310.38				35%
*Park & Recreation Specialist	43,193.19	50,752.00	58,310.81	44,488.99	52,274.56	60,060.13	45,823.66	53,842.80	61,861.94				35%

City of Story City Benefits Review & Recommendations

As many organizations increase efforts to attract and retain talent, health insurance continues to remain a deciding factor for many job seekers. In fact, the Society for Human Resource Management (SHRM) states:

- 56% of employees with employer-sponsored health plans stated the benefit plan is a key deciding factor in staying with their current employer.
- While 46% of survey participants stated that the benefit plan played a key role in selecting their current employer.

Percent of Health Insurance Paid by Employer

Since benefits play such a critical role in an organization’s overall compensation strategy, we collected data and conducted a high-level benefit analysis to see how the City of Story City’s current cost-sharing approach compares to other survey participants. This is not intended to be a full-benefits benchmarking survey, but simply a data point for consideration.

- **Percent of Health Insurance Paid by Employers Table** - provides employer (ER) cost-sharing details for health insurance for each of the municipalities that participated in the survey.

Percent of Health Insurance Paid by Employer			
Utility	Population	ER Pays Single Insurance	ER Pays Family Insurance
Story City, City of	3,431		
Carlisle Municipal Utilities	4,320	Police=100% / Other=\$10,750/yr & then 50/50 split	Police=80% / Other=\$10,750/yr & then 50/50 split
Dyersville, City of	4,650	\$47/month	\$190/month
Garner, City of	3,018	85%	85%
Huxley, City of	4,633	100%	75%
Le Claire	4,710	85%	NA
Polk City, City of	5,543	95%	95%
Sergeant Bluff, City of	5,015	100%	80%
Tipton Municipal Utilities	4,149	\$80/month	\$180/month
West Burlington, City of	2,860	NA	NA
West Liberty, City of	3,858	100%	80%
	Average	93%	84%

- **National & Survey Participant Level (Tables 1 & 2)** - Tables 1 and 2 below include a broader review of benefits based on actual plan type (single and family only) for PPO plans. The survey data was pulled from the nationally known benefits survey organization, Kaiser Family Foundation (KFF).

Single Family Coverage Data				
Plan Type	Annual Single Premium	Employer % Contribution	Employer Annual Cost	Employee Annual Cost
Story City - PPO	\$7,700.28	85%	\$6,545.24	\$1,155.04
KFF Data for 2021 PPO				
National Average	\$8,092.00	82%	\$6,635.44	\$1,456.56
State/Local Government	\$7,992.00	83%	\$6,633.36	\$1,358.64
Midwest	\$8,640.00	81%	\$6,998.40	\$1,641.60
Small Firms (3-199 Employees)	\$8,134.00	84%	\$6,832.56	\$1,301.44

Kaiser Family Foundation 2021 Health Benefits Survey

Family Coverage Data				
Plan Type	Annual Family Premium	Employer % Contribution	Employer Annual Cost	Employee Annual Cost
Story City - PPO	\$23,632.08	85.0%	\$20,087.27	\$3,544.81
KFF Data for 2021 PPO				
National Average	\$23,312.00	71%	\$16,551.52	\$6,760.48
State/Local Government	\$21,407.00	73%	\$15,627.11	\$5,779.89
Midwest	\$22,369.00	73%	\$16,329.37	\$6,039.63
Small Firms (3-199 Employees)	\$23,259.00	64%	\$14,885.76	\$8,373.24

Kaiser Family Foundation 2021 Health Benefits Survey

Benefit Cost-Sharing Recommendations

7. **Adjust Health Insurance Cost-Sharing (Single & Family Plans)** - City of Story City's employer cost-sharing arrangement was benchmarked against survey respondents and national plans. Based in the benchmarking against national and local Iowa plans as detailed in the Tables 1 & 2 above, we recommend the City of Story City consider the following changes:
 - a. **Single Plans** - Increasing the percentage paid by the employer to a minimum of 95% with the ultimate goal of 100% for single coverage. This would position the city to be more in line with survey respondents' cost-sharing arrangements.
 - b. **Family Plans** - the current cost sharing arrangement the City of Story City has with employees is generally in alignment with the survey respondents.

Note: prior to making any changes to cost sharing, we recommend working closely with benefits brokers to review plan utilization and determine what the budgetary, if any, impacts would be in making various plan changes.

Vacation Plan Benchmarking - The Vacation Plan Table below summarizes benchmarking done on City of Story City's current vacation plan against various local and national sources - based on full-time employment.

Vacation Plan Comparisons				
City of Story City Vacation Plans	City of Huxley	Estherville Compensation Study - Populations from 5,150 - 7,834. These numbers below are an average of several municipalities	City of Ames - Close Large Employer	*Bureau of Labor Statistics As of March 2021 State & Local Government Vacation Plans
5 Days (0-1 Year)	5 Days (0-1 Years)	5 Days (0-2 Years)	10 Days (0-85 Months)	11 Days (after 1 Year)
10 Days (2-7 Years)	10 Days (2-5 Years)	10 Days (3-6 Years)	15 Days (85-168 Months)	15 Days (after 5 Years)
15 Days (8-20 Years)	15 Days (6-10 Years)	15 Days (7-14 Years)	20 Days (169-276 Months)	18 Days (after 10 Years)
20 Days (15+ Years)	20 Days (11-24 Years)	20 Days (16-19 Years)	25 Days (277+ Months)	23 Days (after 20 Years)
	25 Days (25+ Years)	23 Days (20+ Years)		

*State & Local Government Employers with 1 to 99 Employees (Nationwide)

Vacation Plan Recommendations

- Vacation Plans** - reviewing vacation plans was not part of this engagement. However, a high-level review of the City of Story City's vacation plan against local municipalities, a larger local competitor and national data of organizations w/less than 99 employees was completed.

An initial review of your vacation schedule generally lags slightly in the rate in which higher PTO rates start accruing. I would recommend shortening up the accrual spans to something similar to the City of Huxley's or the spans from the Estherville survey. These decisions will need to be made based on impacts to budgets and employee recruiting/retention challenges which may include:

- The maximum amount employees are allowed to accrue and carry over year-over-year. If it's a lower amount, then the City of Story City may not want to increase accrual rates without additional plan design considerations.
- If the City already has several employees maxing out their vacation accruals they can roll over to the following year, then determine if there is really a need to adjust accrual amounts and spans. Or if it's just a few employee's maxing out then it may make sense to consider other plan design options such as partial vacation buy-back options.
- If the City of Story City is continually needing to negotiate accrual rates for new hires, then in order to maintain parity amongst new and existing employees it may be appropriate to consider changing accrual spans.

Note - Detailed plan design information was not gathered or analyzed in this survey; thus, making exact plan comparisons was not plausible.

Appendix A

Base Salary Comparables

The table below provides information regarding the comparison of City of Story City's survey current Incumbents' 2022/2023 wages as it compares to the Median Incumbent Wages provided by the survey respondents.

2022/2023 Incumbent Wages	Story City 2022/2023 Incumbent Wage	2022/2023 Average Incumbent Wage by Survey Respondent	% Difference of Utility Compared to Market Average Rate
Population - 2020 Census	3,254		
City Administrator	105,209.00	113,608.93	-7.98%
City Clerk & Treasurer	69,620.00	75,054.41	-7.81%
Utility/Deputy Clerk	57,828.00	50,554.40	12.58%
Accountant (part-time)	40,601.60	46,425.60	-14.34%
Chief of Police	84,999.00	91,657.40	-7.83%
Police Officer Sergeant	66,126.00	68,105.72	-2.99%
Police Officer (Patrol) - Sills	64,112.00	59,259.20	7.57%
Police Officer (Patrol) - Edwards	64,112.00	59,259.20	7.57%
Police Officer (Patrol) - Stein	62,188.00	59,259.20	4.71%
Police Officer (Patrol) - Shreffler	56,418.00	59,259.20	-5.04%
Water/WW Treatment Superintendent	69,755.00	71,510.40	-2.52%
Water/WW Treatment Asst Super - Rahto	65,742.00	60,783.00	7.54%
Water/WW Treatment Operator - Johnson	56,736.00	53,768.00	5.23%
Water/WW Treatment Operator - Watts	52,995.00	53,768.00	-1.46%
Street Superintendent	71,842.00	62,527.92	12.96%
Public Works Maintenance (Streets) - Knutson	57,828.00	50,752.00	12.24%
Public Works Maintenance (Streets) - Paysen	50,888.00	50,752.00	0.27%
Park & Recreation Superintendent	74,064.00	68,024.33	8.15%
Recreation/Aquatics Supervisor	59,415.00	60,964.80	-2.61%
*Park & Recreation Specialist	57,828.00	50,752.00	12.24%
*Park & Recreation Specialist - Manually adjusted mid-point			

Data Used in Calculating Medians

The following table summarizes compensation data provided by survey respondents and utilized in the calculation of midpoint ranges. The column at the far right titled "Median" provides the figures used as the midpoint value for the min and max values in the proposed compensation ranges.

- Please note the median totals of each table throughout this study does **not** include City of Story City's data in the totals. The City's data is provided as a convenient reference point only.

2022/2023 Data Used in Calculating Median for Compensation Ranges												
2022/2023 Incumbent Wages	Story City	Carlisle	Dyersville	Garner	Huxley	Le Claire	Polk City	Sergeant Bluff	Tipton	West Burlington	West Liberty	Median
Population - 2020 Census	3,254	4,320	4,650	3,018	4,633	4,710	5,543	5,015	4,149	2,860	3,858	4,477
City Administrator	105,209.00	92,452.00	131,999.92	87,000.00	115,277.22	112,750.04	129,000.00	121,020.17	114,467.81	NA	110,000.00	113,608.93
*City Clerk & Treasurer	69,620.00	64,376.11	76,752.00	58,025.00	75,054.41	59,290.92	75,600.00	NA	NA	NA	80,000.00	75,054.41
Utility/Deputy Clerk	57,828.00	43,788.69	52,062.40	NA	59,274.07	52,457.60	49,046.40	46,051.00	NA	42,182.40	62,000.00	50,554.40
Accountant (part-time)	40,601.60	NA	NA	NA	NA	44,761.60	52,748.80	NA	46,425.60	NA	NA	46,425.60
Chief of Police	84,999.00	92,058.54	98,839.00	93,500.00	82,556.84	86,300.76	100,255.00	92,614.29	91,256.26	79,547.78	73,000.00	91,657.40
Police Officer Sergeant	66,126.00	NA	NA	62,400.00	70,314.82	NA	NA	70,844.80	70,835.86	65,896.74	65,600.00	68,105.78
**Police Officer (Patrol)	64,112.00	60,427.36	57,824.00	51,937.60	61,225.04	59,259.20	NA	NA	62,760.30	NA	55,500.00	59,259.20
Water/WW Treatment Super	69,755.00	73,183.19	NA	68,577.60	80,557.78	NA	86,994.00	71,510.40	71,510.40	65,062.40	70,258.00	71,510.40
**Water/WW Treatment Operator	62,348.00	50,128.00	NA	51,937.60	56,128.80	NA	55,598.40	NA	NA	NA	NA	53,768.00
Street Superintendent	71,842.00	NA	NA	60,694.40	62,527.92	60,548.80	NA	NA	73,172.74	NA	65,600.00	62,527.92
**Public Works Maintenance (Streets)	57,828.00	40,900.49	54,828.80	50,752.00	NA	54,620.80	55,598.40	NA	46,776.91	NA	48,103.00	50,752.00
Park & Recreation Superintendent	74,064.00	NA	60,299.20	NA	68,024.33	NA	71,391.00	NA	NA	NA	NA	68,024.33
Recreation/Aquatics Supervisor	59,415.00	NA	NA	47,475.00	NA	NA	NA	61,047.75	60,964.80	NA	NA	60,964.80
Park & Recreation Specialist	57,828.00	NA	NA	37,440.00	52,738.82	NA	NA	41,200.00	NA	NA	NA	41,200.00

*City Clerk & Treasurer - recommend move to Exempt/ ** Multiple in Story City's role - used City provided 2022/2023 max

Appendix B

Summary of Survey Participants

The table below represents the list of survey respondents who were selected by the City of Story City as participants in the 2022/2023 compensation study.

2022/2023 Story City's Survey Participants				
Municipality	Governing Body	Population Based on 2020 Census	Pre-Selected Survey Recipients (Mark)	Data Used in Survey
Story City, City of	City Council	3,431		
Carlisle Municipal Utilities	City Council	4,320	Yes	Yes
Dyersville, City of	City Council	4,650	Yes	Yes
Garner, City of	City Council	3,018	Yes	Yes
Huxley, City of	City Council	4,633	Yes	Yes
Le Claire	City Council	4,710	Yes	Yes
Polk City, City of	City Council	5,543	Yes	Yes
Sergeant Bluff, City of	City Council	5,015	Yes	Yes
Tipton Municipal Utilities	City Council	4,149	Yes	Yes
West Burlington, City of	City Council	2,860	Yes	Yes
West Liberty, City of	City Council	3,858	Yes	Yes

Cost of Living Review

Cost of Living scores and indexes are a way to compare the overall price of goods and services between different areas of the United States all the way down to different zip codes. One of the biggest factors that influence cost of living rates is housing costs – buying a house or apartment, or renting. Other factors considered in Sperling’s Best Places data also include food, daycare, medical, transportation costs.

Due to the close proximity of the survey participants to larger cities (giving employees multiple living/shopping, healthcare and transportation options) along with specialized licensure and certification requirements that are applicable to cities of all sizes, we opted to not factor geo differentials in the range calculations. The information below is not intended to be a key factor in determining compensation ranges, but taken into consideration as part of the overall review and not to be included in calculations.

2022 Sperling's Best Places				
Survey Respondents	Population	Median Home Price	Median Income	COL Index as Compared to City of Story City
Story City, City of	3,431	194,300	52,750	
Carlisle Municipal Utilities	4,320	198,400	58,431	1.90%
Dyersville, City of	4,650	198,400	49,442	Same
Garner, City of	3,018	149,400	60,116	-9.50%
Huxley, City of	4,633	252,000	64,395	9.50%
Le Claire	4,710	280,500	76,083	11.20%
Polk City, City of	5,543	326,300	90,257	15.10%
Sergeant Bluff, City of	5,015	276,400	72,614	7.10%
Tipton Municipal Utilities	4,149	169,300	47,727	-3.90%
West Burlington, City of	2,860	135,700	39,107	-10.90%
West Liberty, City of	3,858	157,100	50,601	-7.20%
Average of Survey Participants	4,276	214,350	60,877	1.48%

2022/2023 Municipal Compensation Survey

Conducted by:
Key Elements Consulting
(515) 669-1528
KeyElementsConsulting.com

April 28, 2022

Hello,

Key Elements Consulting is working with the *City of Story City* to conduct a 2022/2023 Municipal Compensation Survey for select positions shown below.

We would greatly appreciate your time in completing the attached survey, which includes a listing of municipal positions from various departments. We understand that municipalities are different, and may not have every position listed on the survey or may have hybrid roles or responsibilities assigned differently. Bearing this in mind, please provide as much information as possible. If you do not have the exact job title but have a job that you believe would have similar responsibilities, please share the needed information for the similar job. When available, please attach a copy of your most recent job descriptions for each position.

To complete the attached survey, you will need a copy of your municipality's compensation plan and/or a payroll printout showing your employees' annual salaries. If possible, please ***do not include employee names*** in any of the compensation information - job titles are sufficient. The survey should take no longer than 10-15 minutes to complete. Please return the completed survey to us **by Monday, May 23, 2022**. The survey may be emailed to: Kim@KeyElementsConsulting.com.

Should you have any questions regarding this survey, please do not hesitate to call Kim at 515-669-1528. On behalf of our municipal client, we thank you for your time and effort.

Sincerely,

Key Elements Consulting, LLC

Kim Peterson

Kim Peterson
President

2022/2023 Story City Compensation Study

Conducted by:
 Kim Peterson
 Key Elements Consulting
 (515) 669-1528
KeyElementsConsulting.com

Name of Municipality:

Mailing Address:

Physical Address:

Zip Code:

Phone Number:

Email:

City's Website:

Population:

Number of City Employees (excluding elected officials):

Full-Time: Part-Time:

Do you treat Water/Waste Water In-House or Purchase/Outsource:

What do your pay ranges utilize for min and max?

(E.g. 10%/90% or 25%/75%):

What percent of the employee's health and dental insurance premiums does the City pay?

Single Coverage: % Family Coverage: %

Person completing this survey:

(name and job title, please)

Position	2022 Annual Salary
<p>City Administrator Years in role: _____ Years with City: _____ Pay Range Min: \$_____ Midpoint: \$_____ Max: \$_____ Do they receive a stipend for: <input type="checkbox"/> Phone, <input type="checkbox"/> Vehicle, <input type="checkbox"/> Other If so, please provide amount(s): Click or tap here to enter text. Job Description Attached: _____ <i>If you don't have a job description, please list any: years of experience, education, licensure, certifications or training needed for this position below.</i></p>	\$
<p>Chief of Police Years in role: _____ Years with City: _____ Pay Range Min: \$_____ Midpoint: \$_____ Max: \$_____ Are they also serving as Chief of: <input type="checkbox"/> Police, <input type="checkbox"/> Fire, <input type="checkbox"/> EMS Do they receive a stipend for: <input type="checkbox"/> Phone, <input type="checkbox"/> Vehicle, <input type="checkbox"/> Other If so, please provide amount(s): Click or tap here to enter text. Job Description Attached: _____ <i>*ILEA Certified or Certifiable _____</i></p>	\$

<p><i>If you don't have a job description, please list any: years of experience, education, licensure, certifications or training needed for this position below</i></p>	
<p>Police Sergeant Years in role: _____ Years with City: _____ Pay Range Min: \$ _____ Midpoint: \$ _____ Max: \$ _____ Do they receive a stipend for: <input type="checkbox"/> Phone, <input type="checkbox"/> Vehicle, <input type="checkbox"/> Other If so, please provide amount(s): Click or tap here to enter text. Job Description Attached: _____ *ILEA Certified or Certifiable _____ <i>If you don't have a job description, please list any: years of experience, education, licensure, certifications or training needed for this position below</i></p>	\$
<p>Patrol Officer Years in role: _____ Years with City: _____ Pay Range Min: \$ _____ Midpoint: \$ _____ Max: \$ _____ Do they receive a stipend for: <input type="checkbox"/> Phone, <input type="checkbox"/> Vehicle, <input type="checkbox"/> Other If so, please provide amount(s): Click or tap here to enter text. Job Description Attached: _____ *ILEA Certified or Certifiable _____ <i>If you don't have a job description, please list any: years of experience, education, licensure, certifications or training needed for this position below</i></p>	\$
<p>City Clerk & Treasurer Years in role: _____ Years with City: _____ Pay Range Min: \$ _____ Midpoint: \$ _____ Max: \$ _____ Do they receive a stipend for: <input type="checkbox"/> Phone, <input type="checkbox"/> Vehicle, <input type="checkbox"/> Other If so, please provide amount(s): Click or tap here to enter text. Job Description Attached: _____ *Required to complete Iowa Municipal Clerk Institute (w/in 4 years) _____ <i>If you don't have a job description, please list any: years of experience, education, licensure, certifications or training needed for this position below</i></p>	\$
<p>Utility/Deputy Clerk Years in role: _____ Years with City: _____ Pay Range Min: \$ _____ Midpoint: \$ _____ Max: \$ _____ Do they receive a stipend for: <input type="checkbox"/> Phone, <input type="checkbox"/> Vehicle, <input type="checkbox"/> Other If so, please provide amount(s): Click or tap here to enter text. Job Description Attached: _____ <i>If you don't have a job description, please list any: years of experience, education, licensure, certifications or training needed for this position below</i></p>	\$
<p>Accounting Clerk (Bookkeeper - degree not required) Years in role: _____ Years with City: _____ Pay Range Min: \$ _____ Midpoint: \$ _____ Max: \$ _____ Do they receive a stipend for: <input type="checkbox"/> Phone, <input type="checkbox"/> Vehicle, <input type="checkbox"/> Other If so, please provide amount(s): Click or tap here to enter text. Job Description Attached: _____ <i>If you don't have a job description, please list any: years of experience, education, licensure, certifications or training needed for this position below</i></p>	\$

<p>Water & Wastewater Superintendent</p> <p>Years in role: _____ Years with City: _____</p> <p>Pay Range Min: \$ _____ Midpoint: \$ _____ Max: \$ _____</p> <p>Do they receive a stipend for: <input type="checkbox"/> Phone, <input type="checkbox"/> Vehicle, <input type="checkbox"/> Other</p> <p>If so, please provide amount(s): Click or tap here to enter text.</p> <p>Job Description Attached: _____</p> <p>*Grade _____ (1,2,3,4) Water and Grade _____ (1,2,3,4) Wastewater Certification Required</p> <p><i>If you don't have a job description, please list any: years of experience, education, licensure, certifications or training needed for this position below.</i></p>	\$
<p>Water & Wastewater Operator</p> <p>Years in role: _____ Years with City: _____</p> <p>Pay Range Min: \$ _____ Midpoint: \$ _____ Max: \$ _____</p> <p>Do they receive a stipend for: <input type="checkbox"/> Phone, <input type="checkbox"/> Vehicle, <input type="checkbox"/> Other</p> <p>If so, please provide amount(s): Click or tap here to enter text.</p> <p>Job Description Attached: _____</p> <p>*Grade _____ (1,2,3,4) Water and Grade _____ (1,2,3,4) Wastewater Certification Required</p> <p><i>If you don't have a job description, please list any: years of experience, education, licensure, certifications or training needed for this position below.</i></p>	\$
<p>Streets Superintendent</p> <p>Years in role: _____ Years with City: _____</p> <p>Pay Range Min: \$ _____ Midpoint: \$ _____ Max: \$ _____</p> <p>Do they receive a stipend for: <input type="checkbox"/> Phone, <input type="checkbox"/> Vehicle, <input type="checkbox"/> Other</p> <p>If so, please provide amount(s): Click or tap here to enter text.</p> <p>Job Description Attached: _____</p> <p><i>If you don't have a job description, please list any: years of experience, education, licensure, certifications or training needed for this position below.</i></p>	\$
<p>Public Works Maintenance (Streets)</p> <p>Years in role: _____ Years with City: _____</p> <p>Pay Range Min: \$ _____ Midpoint: \$ _____ Max: \$ _____</p> <p>Do they receive a stipend for: <input type="checkbox"/> Phone, <input type="checkbox"/> Vehicle, <input type="checkbox"/> Other</p> <p>If so, please provide amount(s): Click or tap here to enter text.</p> <p>Job Description Attached: _____</p> <p><i>If you don't have a job description, please list any: years of experience, education, licensure, certifications or training needed for this position below.</i></p>	\$
<p>Parks & Recreation Superintendent</p> <p>Years in role: _____ Years with City: _____</p> <p>Pay Range Min: \$ _____ Midpoint: \$ _____ Max: \$ _____</p> <p>Do they receive a stipend for: <input type="checkbox"/> Phone, <input type="checkbox"/> Vehicle, <input type="checkbox"/> Other</p> <p>If so, please provide amount(s): Click or tap here to enter text.</p> <p>Job Description Attached: _____</p> <p>*IA Pesticide Applicator's Certification _____</p> <p>*Certified Pool Operator's Certification _____</p> <p><i>If you don't have a job description, please list any: years of experience, education, licensure, certifications or training needed for this position below.</i></p>	\$
<p>Recreation/Aquatics Supervisor</p> <p>Years in role: _____ Years with City: _____</p>	\$

<p>Pay Range Min: \$ _____ Midpoint: \$ _____ Max: \$ _____ Do they receive a stipend for: <input type="checkbox"/> Phone, <input type="checkbox"/> Vehicle, <input type="checkbox"/> Other If so, please provide amount(s): <small>Click or tap here to enter text.</small> Job Description Attached: _____ *Lifeguard Certification _____ *Certified Pool Operator Certification _____ *Servsafe Certified Food Protection Manager Certification _____ <i>If you don't have a job description, please list any: years of experience, education, licensure, certifications or training needed for this position below</i></p>	
<p>Parks & Recreation Employee (Full-Time) Years in role: _____ Years with City: _____ Pay Range Min: \$ _____ Midpoint: \$ _____ Max: \$ _____ Do they receive a stipend for: <input type="checkbox"/> Phone, <input type="checkbox"/> Vehicle, <input type="checkbox"/> Other If so, please provide amount(s): <small>Click or tap here to enter text.</small> Job Description Attached: _____ *IA Pesticide Applicator's Certification _____ *Certified Pool Operator's Certification _____ <i>If you don't have a job description, please list any: years of experience, education, licensure, certifications or training needed for this position below</i></p>	\$
<p>Additional comments/clarification you believe would be helpful related to the above responses: <small>Click or tap here to enter text.</small></p>	
<p>If possible, we would greatly appreciate it if you could attach a copy of your most recent compensation study and/or compensation plan to the email response.</p>	

Emailed responses can be sent to: Kim@KeyElementsConsulting.Com

Please return by Monday, May 23, 2022

Thank you for your time and participation!

OPINION OF PROBABLE COST
STORY CITY BALLFIELD IMPROVEMENTS; CAROUSEL

ISG PROJECT NO. 21-25690



August 26, 2022

Item No.	Item	Unit	Estimated Quantity	Unit Price	Total Amount
1	DEMOLITION WORK	LS	1	\$20,000.00	\$20,000.00
2	TOPSOIL ON-SITE	CY	145	\$25.00	\$3,625.00
3	EXCAVATION, CLASS 10	CY	55	\$50.00	\$2,750.00
4	SUBGRADE PREPARATION	SY	738	\$10.00	\$7,380.00
5	SUBBASE, 6 AND 8", CRUSHED STONE	CY	90	\$100.00	\$9,000.00
6	STORM SEWER, TRENCHED, HDPE 12-INCH	LF	177	\$50.00	\$8,850.00
7	INTAKE, NYLOPLAST, 12-INCH	EACH	2	\$2,000.00	\$4,000.00
8	PAVEMENT, PCC, 7"	SY	109	\$75.00	\$8,175.00
9	REMOVAL OF SIDEWALK	SY	52	\$15.00	\$780.00
10	REMOVAL OF CURB	LF	28	\$20.00	\$560.00
11	PAVEMENT, PCC, 4"	SY	384	\$75.00	\$28,800.00
12	DETECTABLE WARNING	SF	16	\$55.00	\$880.00
13	PAINTED SYMBOLS AND LEGENDS	EACH	2	\$250.00	\$500.00
14	PAINTED PAVEMENT MARKINGS, SOLVENT/WATERBORNE	STA	0.2	\$2,200.00	\$440.00
15	HYDRAULIC SEEDING, SEEDING, FERTILIZING, AND MULCHING, TYPE 1 SEED MIX	SF	4,454	\$0.60	\$2,672.40
16	INLET PROTECTION DEVICE	EACH	3	\$750.00	\$2,250.00
17	SILT FENCE	LF	500	\$7.00	\$3,500.00
18	CHAINLINK FENCE, 4'	LF	255	\$90.00	\$22,950.00
19	CHAINLINK FENCE, 6'	LF	365	\$125.00	\$45,625.00
20	CHAINLINK FENCE, 8'	LF	175	\$125.00	\$21,875.00
21	CHAINLINK FENCE GATE, 4'	LF	20	\$200.00	\$4,000.00
22	REMOVE CHAINLINK FENCE	LF	519	\$15.00	\$7,785.00
23	MOBILIZATION	LS	1	\$65,310.00	\$65,310.00
24	CONCRETE WASHOUT	LS	1	\$2,500.00	\$2,500.00
25	CONSTRUCTION SURVEY	LS	1	\$9,000.00	\$9,000.00
26	REMOVE DUGOUT STRUCTURE	EACH	2	\$10,000.00	\$20,000.00
27	PCC, RIBBON CURB	LF	64	\$40.00	\$2,560.00
28	FOUL POLES INSTALLATION	EACH	2	\$6,000.00	\$12,000.00
29	BACKSTOPS	LF	90	\$675.00	\$60,750.00
30	PREFABRICATED DUGOUTS	EACH	2	\$35,000.00	\$70,000.00
31	SANITARY SEWER CLEANOUT	EACH	2	\$750.00	\$1,500.00
32	SANITARY SEWER SERVICE STUB, 4", SDR 23.5	LF	215	\$60.00	\$12,900.00
33	WATER SERVICE STUB (BY LENGTH), WATER SERVICE PIPE TYPE K COPPER, 3/4"	LF	15	\$400.00	\$6,000.00
34	WATER SERVICE PIPE, TYPE K COPPER, 3/4", TRENCHLESS	LF	65	\$60.00	\$3,900.00
35	CONNECTION TO EXISTING MANHOLE	EACH	1	\$1,500.00	\$1,500.00
36	CONCRETE STEPS, PCC	SF	18	\$100.00	\$1,800.00
37	HANDRAIL STEEL	LF	10	\$200.00	\$2,000.00
38	CONCESSIONS BUILDING & RESTROOMS, CAROUSEL FIELD ONLY	LS	1	\$175,000.00	\$175,000.00

BASE BID OPINION OF PROBABLE CONSTRUCTION COST: \$653,120.00
ENGINEERING FEES (6%): \$39,190.00
TOTAL PROJECT COST: \$692,310.00

Disclaimer: The Opinion of Probable Cost illustrates the estimated costs to construct for the outlined improvements representing the consultant's best judgement as a design professional and is intended for informational purposes only. The Consultant does not have control over the cost of labor and materials or bidding. The Opinion of Probable Cost is based on recent experience and recent bidding data and assumes work to be completed by private contractors and specialists. The unit prices assume 2023 construction. At the request of the Client, portions of the Opinion of Probable cost can be modified to assume work to be completed separately by the Client, volunteer groups, or other entities.



BUILDING LOCATION EXHIBIT



WALL LEGEND

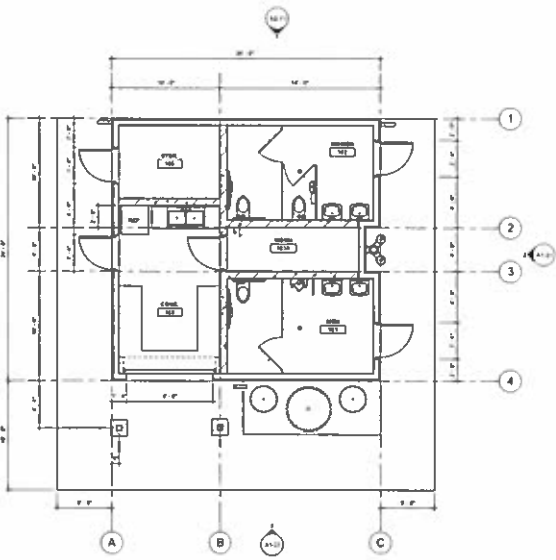
EXISTING CONSTRUCTION TO REMAIN

NEW CONSTRUCTION

SHEET NOTES

A. ALL EXTERIOR PARTITION WALLS SHALL BE BUILT PER U.L.C. 194.1 & 194.2 UNLESS OTHERWISE NOTED

KEYNOTE LEGEND



3 SOUTH ELEVATION



2 EAST ELEVATION

STORY CITY BALLFIELD IMPROVEMENTS

STORY CITY

DATE	REVISION	BY

PROJECT: 21-25860
 FILE NAME:
 DRAWN BY:
 ESTIMATED BY: Engineer
 REVIEWED BY: Designer
 CHECKED: ARCHITECT/ENGINEER
 CLIENT: PROJECT NO.

FIRST FLOOR PLAN

SHEET: **A1-21**

PRELIMINARY NOT FOR CONSTRUCTION

OPINION OF PROBABLE COST
STORY CITY BALLFIELD IMPROVEMENTS; EAST FIELD

ISG PROJECT NO. 21-25690



August 26, 2022

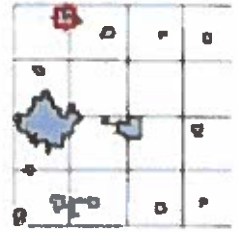
Item No.	Item	Unit	Estimated Quantity	Unit Price	Total Amount
1	DEMOLITION WORK	LS	1	\$20,000.00	\$20,000.00
2	TOPSOIL ON SITE	CY	190	\$25.00	\$4,750.00
3	EXCAVATION, CLASS 10	CY	25	\$50.00	\$1,250.00
4	SUBGRADE PREPARATION	SY	757	\$10.00	\$7,570.00
5	SUBBASE, 6 AND 8", CRUSHED STONE	CY	85	\$100.00	\$8,500.00
8	PAVEMENT, PCC, 7"	SY	48	\$75.00	\$3,600.00
9	REMOVAL OF SIDEWALK	SY	60	\$15.00	\$900.00
11	PAVEMENT, PCC, 4"	SY	443	\$75.00	\$33,225.00
12	DETECTABLE WARNING	SF	20	\$55.00	\$1,100.00
13	PAINTED SYMBOLS AND LEGENDS	EACH	2	\$250.00	\$500.00
15	HYDRAULIC SEEDING, SEEDING, FERTILIZING, AND MULCHING, TYPE 1 SEED MIX	SF	2,520	\$0.60	\$1,512.00
17	SILT FENCE	LF	300	\$8.00	\$2,400.00
22	CHAINLINK FENCE GATE, 6'	LF	20	\$200.00	\$4,000.00
23	REMOVE CHAINLINK FENCE	LF	578	\$12.00	\$6,936.00
24	CONCRETE STEPS, PCC	SF	40	\$100.00	\$4,000.00
25	HANDRAIL STEEL	LF	20	\$200.00	\$4,000.00
26	MOBILIZATION	LS	1	\$49,830.00	\$49,830.00
27	CONCRETE WASHOUT	LS	1	\$2,500.00	\$2,500.00
28	CONSTRUCTION SURVEY	LS	1	\$3,750.00	\$3,750.00
29	REMOVE DUGOUT STRUCTURE	EACH	2	\$10,000.00	\$20,000.00
31	PCC, RIBBON CURB	LF	69	\$40.00	\$2,760.00
32	POST REPLACEMENT, EAST FIELD ONLY	EACH	5	\$2,000.00	\$10,000.00
33	REMOVE AND REPLACE 6' WIRE MESH, EAST FIELD ONLY	LF	365	\$45.00	\$16,425.00
36	FLAG POLE INSTALLATION	EACH	1	\$7,500.00	\$7,500.00
37	FOUL POLES INSTALLATION	EACH	2	\$3,500.00	\$7,000.00
38	BACKSTOPS	LF	110	\$675.00	\$74,250.00
40	DUGOUTS, EAST FIELD ONLY	LS	1	\$200,000.00	\$200,000.00

BASE BID OPINION OF PROBABLE CONSTRUCTION COST: \$498,258.00
ENGINEERING FEES (6%): \$29,900.00
TOTAL PROJECT COST: \$528,158.00

Disclaimer: The Opinion of Probable Cost illustrates the estimated costs to construct for the outlined improvements representing the consultant's best judgement as a design professional and is intended for informational purposes only. The Consultant does not have control over the cost of labor and materials or bidding. The Opinion of Probable Cost is based on recent experience and recent bidding data and assumes work to be completed by private contractors and specialists. The unit prices assume 2023 construction. At the request of the Client, portions of the Opinion of Probable cost can be modified to assume work to be completed separately by the Client, volunteer groups, or other entities.



Overview



Legend

- Parcels
- Lots
- Townships
- Sections
- Quarter Quarters
- Corporate Limits
- Road Centerlines

Concerning Assessment Parcels and Platted Lots Within the City of Ames Jurisdiction:

The solid parcel boundary lines represent the legal description as recorded and are not necessarily the official platted lot lines. Dashed lines are official platted lots. If a parcel contains dashed lines, please contact the Ames Planning & Housing Department (515-239-5400) to determine which lines can be recognized for building permit or zoning purposes. If you have questions regarding the legal description or parcel measurements, please contact the Story County Auditor's office (515-382-7210).

Date created: 8/9/2022

Last Data Uploaded: 8/8/2022 11:41:01 PM

Developed by Schneider GEOSPATIAL

ENGINEER'S OPINION OF PROBABLE COSTS

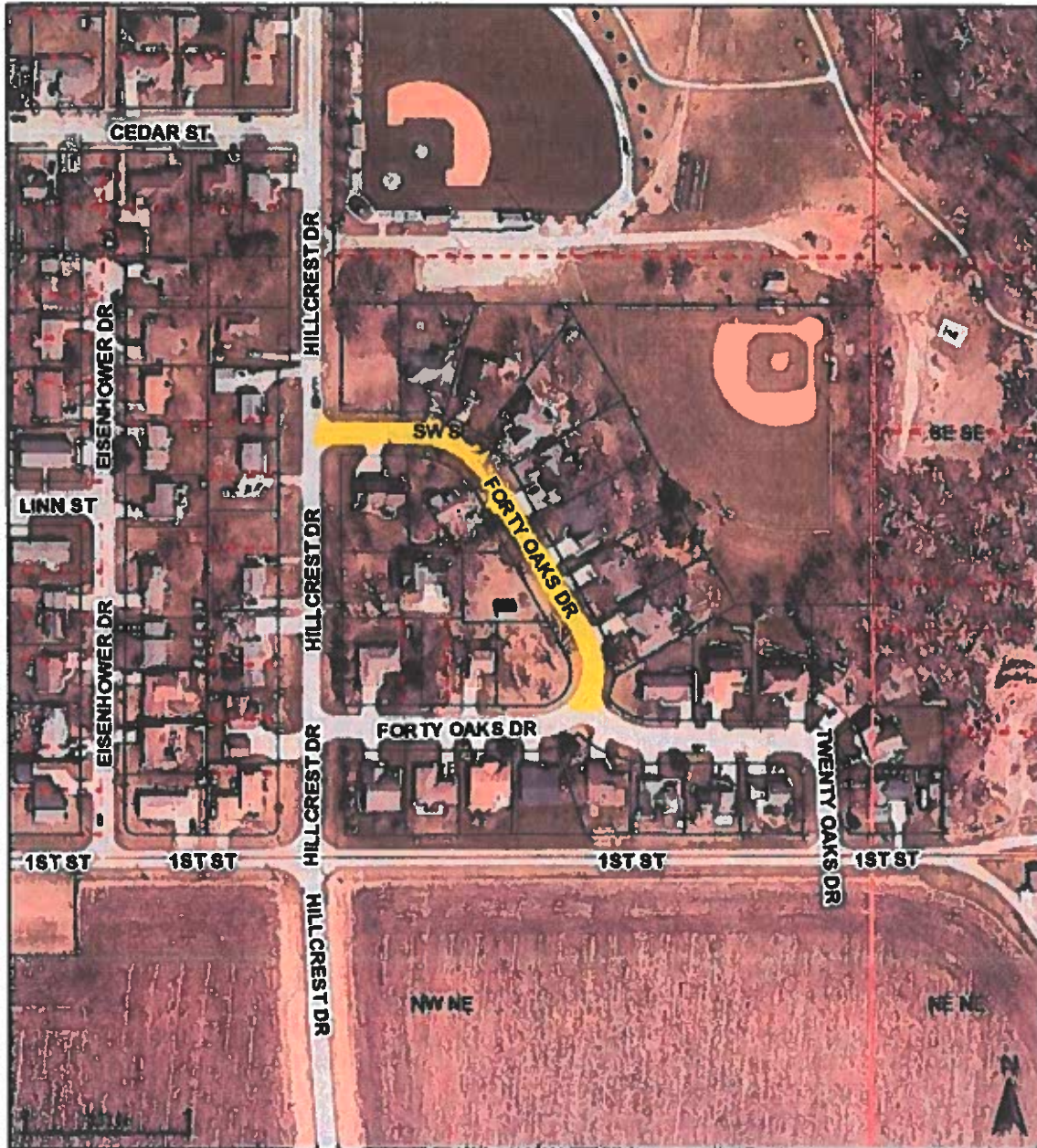
Story Street between Grand Avenue and Grove Avenue

Story City, Iowa

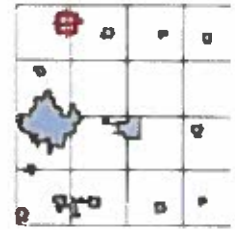
8/25/2022



ITEM NO.	ITEM CODE	DESCRIPTION	QUANTITY	UNIT COST	EXTENSION	
Section 2010 - Earthwork, Subgrade, and Subbase						
Section 7010 - Portland Cement Concrete Pavement						
	7010-E	Curb and Gutter, 30", 6"	450	LF \$31.25	\$14,063	
					TOTAL	\$14,063
Section 7021 - Hot Mix Asphalt Overlays						
	7021-B	HMA Overlay, 2"	3,300	SY \$12.25	\$40,425	
					TOTAL	\$40,425
Section 7030 - Sidewalks, Shared Use Paths, and Driveways						
	7030-A-1	Removal of Sidewalk	90	SY \$15.00	\$1,350	
	7030-E-1	Sidewalk, PCC, 4"	90	SY \$60.00	\$5,400	
	7030-G	Detectable Warnings	54	SF \$55.00	\$2,970	
					TOTAL	\$9,720
Section 7040 - Pavement Rehabilitation						
	7040-A	Full Depth Patches, HMA	300	SY \$75.00	\$22,500	
	7040-G	Milling	3300	SY \$5.00	\$16,500	
	7040-I	Curb and Gutter Removal	450	LF \$15.00	\$6,750	
					TOTAL	\$45,750
Section 8020 - Pavement Markings						
	8020-B	Painted Pavement Markings, Solvent/Waterborne	1	LS \$2,500.00	\$2,500	
					TOTAL	\$2,500
Section 8030 - Temporary Traffic Control						
	8030-A	Temporary Traffic Control	1	LS \$1,750.00	\$1,750	
					TOTAL	\$1,750
Section 11,020 - Mobilization						
	11,020	Mobilization	1	LS \$8,750.00	\$8,750	
					TOTAL	\$8,750
Section 11,050 - Concrete Washout						
	11,050-A	Concrete Washout	1	LS \$500.00	\$500	
					TOTAL	\$500
					15% Contingencies	\$18,520
					17% Engineering Fees	\$20,990
					TOTAL ESTIMATED COST	\$162,968



Overview



Legend

- Parcels
- Lots
- Townships
- Sections
- Quarter Quarters
- Corporate Limits
- Road Center lines

Concerning Assessment Parcels and Platted Lots Within the City of Ames Jurisdiction:

The solid parcel boundary lines represent the legal description as recorded and are not necessarily the official platted lot lines. Dashed lines are official platted lots. If a parcel contains dashed lines, please contact the Ames Planning & Housing Department (515-239-5400) to determine which lines can be recognized for building permit or zoning purposes. If you have questions regarding the legal description or parcel measurements, please contact the Story County Auditor's office (515-382-7210).

Date created: 8/9/2022

Last Data Uploaded: 8/8/2022 11:41:01 PM

Developed by Schneider
GEOSPATIAL

ENGINEER'S OPINION OF PROBABLE COSTS

SW Forty Oaks Dr. between Hillcrest Dr. and Twenty Oaks Dr.

Story City, Iowa

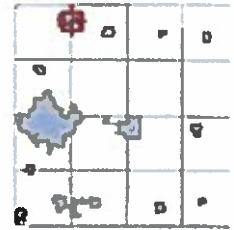
8/25/2022



ITEM NO.	ITEM CODE	DESCRIPTION	QUANTITY	UNIT COST	EXTENSION	
Section 6010 - Structures for Sanitary and Storm Sewers						
	6010-E-1	Manhole Adjustment, Minor	1	EA \$2,300.00	\$2,300	
					TOTAL	\$2,300
Section 7021 - Hot Mix Asphalt Overlays						
	7021-B	HMA Overlay, 2"	1,750	SY \$12.25	\$21,438	
					TOTAL	\$21,438
					TOTAL	\$0
Section 7040 - Pavement Rehabilitation						
	7040-A	Full Depth Patches, HMA	250	SY \$75.00	\$18,750	
	7040-G	Milling	1750	SY \$5.00	\$8,750	
					TOTAL	\$27,500
					TOTAL	\$0
Section 8030 - Temporary Traffic Control						
	8030-A	Temporary Traffic Control	1	LS \$1,500.00	\$1,500	
					TOTAL	\$1,500
Section 11,020 - Mobilization						
	11,020	Mobilization	1	LS \$8,750.00	\$8,750	
					TOTAL	\$8,750
					15% Contingencies	\$9,230
					17% Engineering Fees	\$10,460
					TOTAL ESTIMATED COST	\$81,178



Overview



Legend

-  Parcels
-  Lots
-  Townships
-  Sections
-  Quarter Quarters
-  Corporate Limits
-  Road Centerlines

Concerning Assessment Parcels and Platted Lots Within the City of Ames Jurisdiction:

The solid parcel boundary lines represent the legal description as recorded and are not necessarily the official platted lot lines. Dashed lines are official platted lots. If a parcel contains dashed lines, please contact the Ames Planning & Housing Department (515-239-5400) to determine which lines can be recognized for building permit or zoning purposes. If you have questions regarding the legal description or parcel measurements, please contact the Story County Auditor's office (515-382-7210).

Date created: 8/9/2022

Last Data Uploaded: 8/8/2022 11:41:01 PM

Developed by  Schneider
GEOSPATIAL

ENGINEER'S OPINION OF PROBABLE COSTS

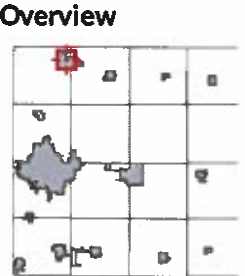
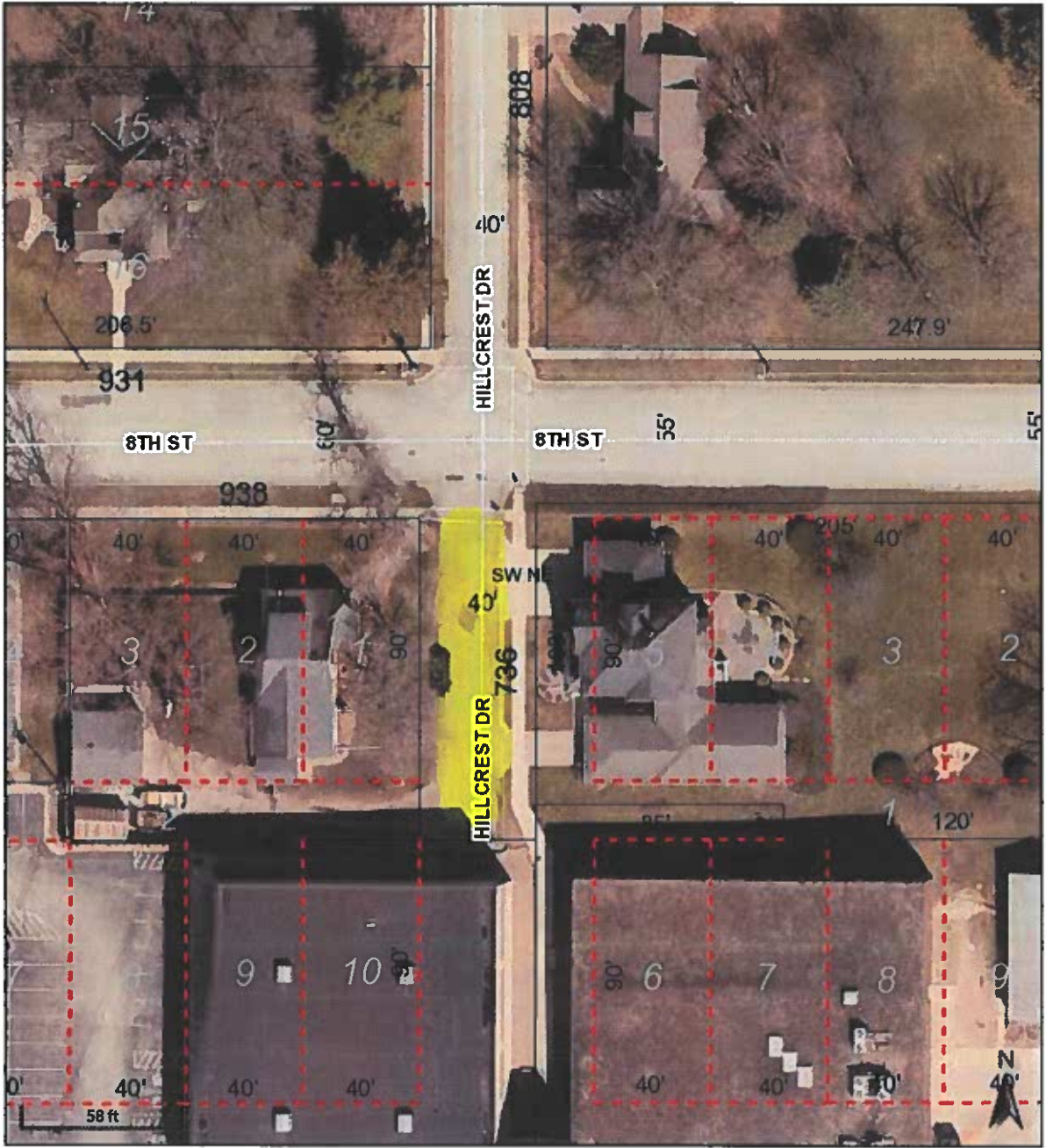
Riverhills Dr between Prairie Dr and Jacobson Dr

Story City, Iowa

8/25/2022



ITEM NO.	ITEM CODE	DESCRIPTION	QUANTITY	UNIT COST	EXTENSION
Section 7021 - Hot Mix Asphalt Overlays					
	7021-B	HMA Overlay, 2"	1,400	SY \$12.25	\$17,150
				TOTAL	\$17,150
Section 7030 - Sidewalks, Shared Use Paths, and Driveways					
	7030-A-1	Removal of Sidewalk	70	SY 15	\$1,050
	7030-E-1	Sidewalk, PCC, 4"	70	SY 60	\$4,200
	7030-G	Detectable Warnings	40	SF 55	\$2,200
				TOTAL	\$7,450
Section 7040 - Pavement Rehabilitation					
	7040-A	Fuilt Depth Patches, HMA	140	SY \$75.00	\$10,500
	7040-G	Milling	1400	SY \$5.00	\$7,000
				TOTAL	\$17,500
Section 8030 - Temporary Traffic Control					
	8030-A	Temporary Traffic Control	1	LS \$1,500.00	\$1,500
				TOTAL	\$1,500
Section 11,020 - Mobilization					
	11,020	Mobilization	1	LS \$8,750.00	\$8,750
				TOTAL	\$8,750
Section 11,050 - Concrete Washout					
	11,050-A	Concrete Washout	1	LS \$500.00	\$500
				TOTAL	\$500
				15% Contingencies	\$7,930
				17% Engineering Fees	\$8,990
TOTAL ESTIMATED CONSTRUCTION COST					\$69,770



- Legend**
- Parcels
 - Lots
 - Townships
 - Corporate Limits
 - Road Centerlines

Concerning Assessment Parcels and Platted Lots Within the City of Ames Jurisdiction:

The solid parcel boundary lines represent the legal description as recorded and are not necessarily the official platted lot lines. Dashed lines are official platted lots. If a parcel contains dashed lines, please contact the Ames Planning & Housing Department (515-239-5400) to determine which lines can be recognized for building permit or zoning purposes. If you have questions regarding the legal description or parcel measurements, please contact the Story County Auditor's office (515-382-7210).

Date created: 8/25/2022
 Last Data Uploaded: 8/24/2022 11:36:24 PM

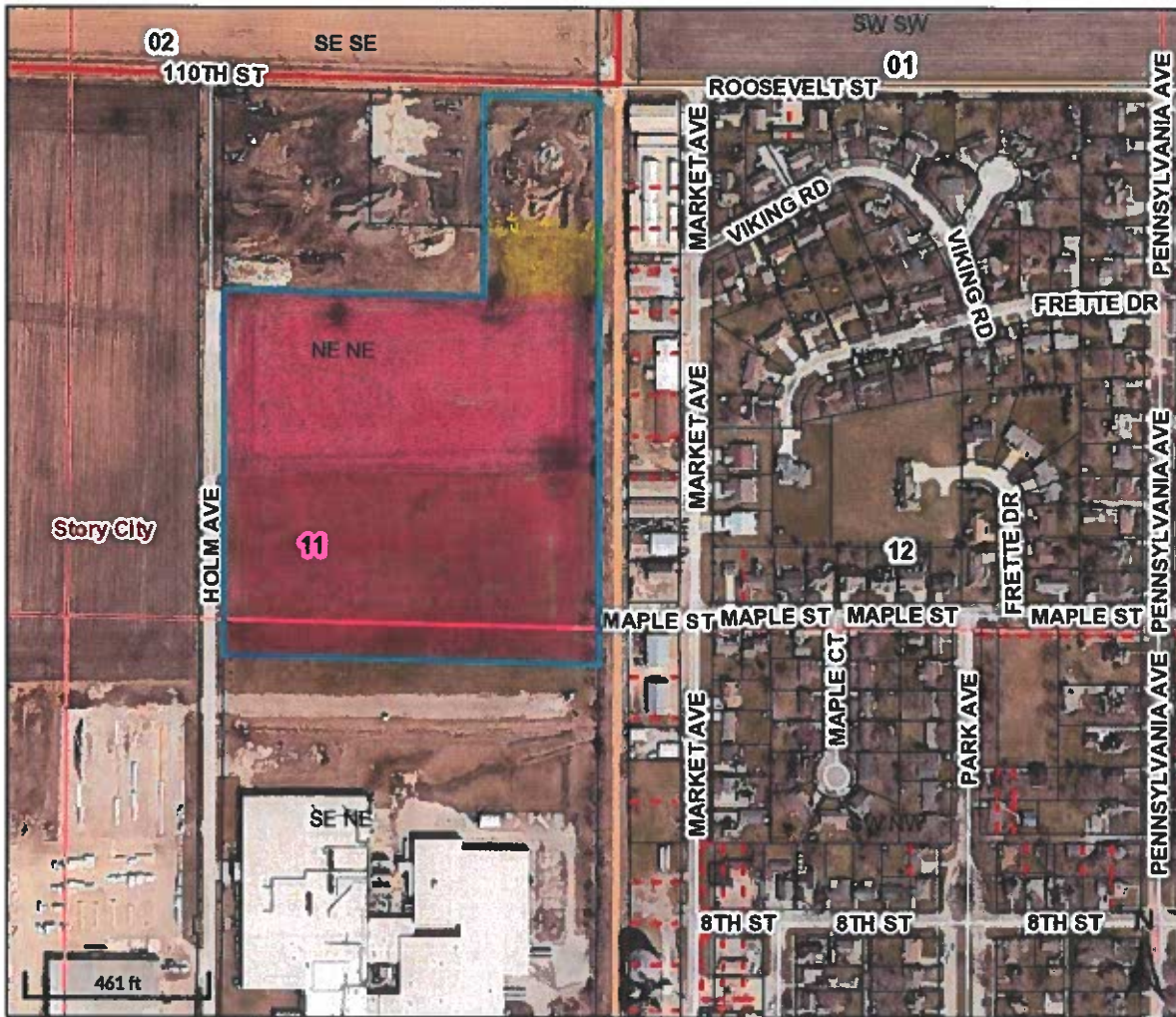
ENGINEER'S OPINION OF PROBABLE COSTS

Hillcrest Drive South of 8th St

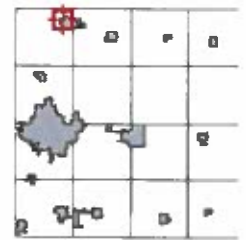
Story City, Iowa
8/25/2022



ITEM NO.	ITEM CODE	DESCRIPTION	QUANTITY	UNIT COST	EXTENSION	
Section 6010 - Structures for Sanitary and Storm Sewers						
	6010-E-2	Intake Adjustment, Minor	1	EA \$2,300.00	\$2,300	
					TOTAL	\$2,300
Section 7010 - Portland Cement Concrete Pavement						
	7010-E	Curb and Gutter, 30", 6"	50	LF \$31.25	\$1,563	
					TOTAL	\$1,563
Section 7021 - Hot Mix Asphalt Overlays						
	7021-B	HMA Overlay, 2" average (3" at CL, 1" at curb)	135	SY \$12.25	\$1,654	
					TOTAL	\$3,304
Section 7030 - Sidewalks, Shared Use Paths, and Driveways						
	7030-A-1	Removal of Sidewalk	75	SY \$15.00	\$1,125	
	7030-E-1	Sidewalk, PCC, 4"	70	SY \$60.00	\$4,200	
	7030-G	Detectable Warnings	25	SF \$55.00	\$1,375	
					TOTAL	\$6,700
Section 7040 - Pavement Rehabilitation						
	7040-A	Full Depth Patches, HMA	160	SY \$75.00	\$12,000	
	7040-G	Milling	300	SY \$5.00	\$1,500	
					TOTAL	\$13,500
Section 8020 - Pavement Markings						
	8020-B	Painted Pavement Markings, Solvent/Waterborne	1	LS \$2,500.00	\$2,500	
					TOTAL	\$2,500
Section 8030 - Temporary Traffic Control						
	8030-A	Temporary Traffic Control	1	LS \$500.00	\$500	
					TOTAL	\$500
Section 11,020 - Mobilization						
	11,020	Mobilization		LS	\$0	
					TOTAL	\$0
					15% Contingencies	\$4,560
					17% Engineering Fees	\$5,170
					TOTAL ESTIMATED COST	\$40,096



Overview



Legend

-  Parcels
-  Lots
-  Townships
-  Sections
-  Quarter Quarters
-  Corporate Limits
-  Road Centerlines

Parcel ID	0111226001	Alternate ID	0111226001	Owner Address	STORY CITY, CITY OF
Sec/Twp/Rng	11-85-24	Class	C - COMMERCIAL		504 BROAD ST
Property Address		Acreage	21.35		STORY CITY, IA 50248-1134
District	14090 - STORY CITY CITY/ROLAND-STORY SCH				
Brief Tax Description	JENSEN SD OUTLOT A STORY CITY				
	<i>(Note: Not to be used on legal documents)</i>				

Concerning Assessment Parcels and Platted Lots Within the City of Ames Jurisdiction:

The solid parcel boundary lines represent the legal description as recorded and are not necessarily the official platted lot lines. Dashed lines are official platted lots. If a parcel contains dashed lines, please contact the Ames Planning & Housing Department (515-239-5400) to determine which lines can be recognized for building permit or zoning purposes. If you have questions regarding the legal description or parcel measurements, please contact the Story County Auditor's office (515-382-7210).

Date created: 8/25/2022

Last Data Uploaded: 8/24/2022 11:36:24 PM

Developed by  **Schneider**
GEOSPATIAL

Fiscal Year 2021-22
Highlights
(unaudited)

General Fund

Revenues	= \$2,407,743
Expenditures	= \$2,306,444
B. Fund Balance	= \$1,433,007
Fund Balance	= \$1,534,306

Revenues: Local option sales tax dollars decreased by \$55,520/9.3%, but still exceeded budgeted amount. Hotel/Motel revenues increased by \$19,342/25%. Building permit fees increased significantly.

Expenditures: Increased by \$118,251/5.4%. City Hall Renovation Project

Road Use

Revenues	= \$514,833
Expenditures	= \$418,342
B. Fund Balance	= \$504,742
E. Fund Balance	= \$603,233

Revenues: Increased by \$1,342

Expenditures: Resurfacing of Hillcrest from Broad to Washington at an estimated cost of \$42,000 to be completed in FY 2022-23 to be financed by ending fund balance.

Hospital

Revenues	= \$251,817
Expenditures	= \$ 1,000
B. Fund Balance	= \$289,878
E. Fund Balance	= \$540,695

Hospital Fund is owed \$375,000 and will be repaid with future TIF revenues. The amount owed will increase by \$150,000 when the Dose Steelworks economic grant is disbursed.

TIF

Revenues = \$785,885
Expenditures = \$759,354
B. Fund Balance = \$101,687
E. Fund Balance = \$126,218

Economic Revolving Loan

Revenues = \$ 849
Expenditures = \$ -0-
B. Fund Balance = \$167,738
E. Fund Balance = \$168,587

Equipment Replacement

Revenues = \$942,832
Expenditures = \$850,531
B. Fund Balance = \$121,557
E. Fund Balance = \$213,858

\$50,000 of ending fund balance is allocated toward a police car.

	<u>Library Trust</u>	<u>Gilbert</u>	<u>Golf Trust</u>
Revenues	= \$ 14,023	\$48,065	\$20,958
Expenditures	= \$ 14,856	\$52,964	\$ -0-
B. Fund Balance	= \$547,930	\$18,698	\$29,289
E. Fund Balance	= \$547,097	\$13,799	\$50,247

	<u>Self-Insurance</u>	<u>Trees Forever</u>
Revenues	= \$10,010	\$11,517
Expenditures	= \$ 8,309	\$12,618
B. Fund Balance	= \$ 3,423	\$ 3,779
E. Fund Balance	= \$ 5,124	\$ 2,678

Housing Assistance

Revenues	= \$ 5,171
Expenditures	= \$ 6,345
B. Fund Balance	= \$43,881
E. Fund Balance	= \$42,707

Debt Service

Revenues	= \$1,108,420
Expenditures	= \$1,120,113
B. Fund Balance	= \$ 146,793
E. Fund Balance	= \$ 135,100

Special Assessment

	\$ 5,014
	\$10,000
	\$77,198
	\$72,212

Storm Water

Revenues	= \$45,506
Expenditures	= \$31,618
B. Fund Balance	= \$ 3,763
E. Fund Balance	= \$17,651

Sewer

Revenues = \$713,672
Expenditures = \$622,089
B. Fund Balance = \$314,673
E. Fund Balance = \$406,256

Sewer Improvement

Revenues = \$ 41,690
Expenditures = \$ -0-
B. Fund Balance = \$198,655
E. Fund Balance = \$240,345

Sewer Sinking

Revenues = \$110,716
Expenditures = \$110,183
B. Fund Balance = \$ 47,332
E. Fund Balance = \$ 47,865

Sewer Reserve

Revenues = \$ 649
Expenditures = \$ -0-
B. Fund Balance = \$115,680
E. Fund Balance = \$116,329

Revenues: Customer charges increased by \$109,841/18.7%

Expenditures: Increased by \$47,220. Of which, \$75,000 was transferred to the Wastewater Treatment Plant Project Fund.

Water

Revenues = \$686,822
Expenditures = \$720,788
B. Fund Balance = \$291,523
E. Fund Balance: = \$257,557

Water Improvement

Revenues = \$ 24,985
Expenditures = \$ 46,831
B. Fund Balance = \$176,522
E. Fund Balance = \$154,676

Water Sinking

Revenues = \$168,785
Expenditures = \$168,964
B. Fund Balance = \$106,305
E. Fund Balance = \$106,126

Revenues: Customer water sales increased by \$8,204/1.2%

Expenditures: Decreased by 420,061. Expenditures have outpaced revenues over the last two fiscal years. Customer water sale charges have only increased by 1.2% and 2%. Ending fund balance need to be increased by approximately \$40,000.

Water Improvement Fund: Cost for replacement of water treatment plant membrane.

		<u>Bonds</u>
Revenues	=	\$ 11,369
Expenditures	=	\$ 590,500
B. Fund Balance	=	\$2,026,979
E. Fund Balance	=	\$1,447,849

Ending fund balance bond proceeds can be used for streets, water mains, and trails.

The total estimated cost of the water main improvements project is approximately \$575,000 and will be financed from the 2021A Bond (\$100,000 was transferred in FY 2021-22) and a Story County ARPA grant in the amount of \$214,250.

Capital Project Funds

		<u>WW Plant</u>	<u>Parks Projects</u>	<u>CIP Levy</u>
Revenues	=	\$ 75,000	\$ 41,485	\$48,085
Expenditures	=	\$134,266	\$439,620	\$55,324
B. Fund Balance	=	\$(89,766)	\$522,420	\$12,710
E. Fund Balance	=	\$(149,032)	\$124,285	\$ 5,471
		<u>Streets</u>	<u>TIF Streets</u>	<u>Broad Street</u>
Revenues	=	\$194,615	\$ 25,075	\$482,278
Expenditures	=	\$343,315	\$ 73,251	\$582,705
B. Fund Balance	=	\$155,631	\$ 50,343	\$(26,079)
E. Fund Balance	=	\$ 6,674	\$ 2,167	\$(126,506)
		<u>Pool</u>	<u>Rec Center</u>	<u>Trails</u>
Revenues	=	\$ 727	\$ 328	\$ 14
Expenditures	=	\$ -0-	\$ -0-	\$ -0-
B. Fund Balance	=	\$129,580	\$58,484	\$2,567
E. Fund Balance	=	\$130,307	\$58,812	\$2,581
		<u>Downtown</u>	<u>I-35</u>	<u>Fran Kinne</u>
Revenues	=	\$5,007	\$1,585,797	\$ 5,909
Expenditures	=	\$2,052	\$1,579,417	\$ 62,799
B. Fund Balance	=	\$1,459	\$ 26,514	\$1,293,605
E. Fund Balance	=	\$4,414	\$ 32,894	\$1,236,715
		<u>Railroad</u>	<u>City Hall</u>	<u>Water Mains</u>
Revenues	=	\$ -0-	\$ -0-	\$100,000
Expenditures	=	\$ 91	\$225,015	\$ 49,701
B. Fund Balance	=	\$(8,683)	\$ -0-	\$ -0-
E. Fund Balance	=	\$(8,774)	\$(225,015)	\$ 50,299
		<u>ARPA</u>		
Revenues	=	\$249,005		
Expenditures	=	\$ 76,768		
B. Fund Balance	=	\$ -0-		
E. Fund Balance	=	\$172,237		

Capital Projects Notes:

Wastewater Treatment Plant Improvements: Fund has a deficit of approximately \$150,000. Will pay off fund deficit with proceeds from wastewater rate increase over the next two fiscal years.

Parks Projects: Approximately \$50,000 owed on the North Park Phase 3 Project.

Streets: Timberland Drive/Timberland Ridge Subdivision – Total cost approximately \$460,000, for: a) Improvements to Timberland Drive of which Story County paid \$194,358, and b) Economic development grant to developer in the amount of \$263,442.

TIF Streets: Overlay of: a) Factory Outlet Drive, b) North Elm adjacent to Rec Center, and c) Broad Street from west city limit to Holm Ave.

Broad Street: Includes the reconstruction from Grand to Lafayette. Financing from 2021A bond proceeds (\$465,000), grant (\$125,000), and special assessment (\$20,360 paid to date). Ending fund balance does not include grant and special assessment. Will be included in FY 2022-23.

City Hall: Ending fund balance deficit will be financed with bond and/or general fund revenues once project is completed.

Water Main Improvements Project: The total estimated cost of the water main improvements project is approximately \$575,000 and will be financed from the 2021A Bond (\$100,000 was transferred in FY 2021-22) and a Story County ARPA grant in the amount of \$214,250.

ARPA: City has committed \$275,000 in American Rescue Plan Act funds (\$494,000) toward the replacement of meters and the remaining to slip lining of sanitary sewer mains. The city has been awarded an ARPA grant in the amount of \$88,250 from Story County.