

Jasper County, Iowa

Joe Brock

Denny Carpenter

Doug Cupples



Board of Supervisors
Courthouse
PO Box 944
Newton IA 50208
Phone 641-792-7016
Fax 641-792-1053

JASPER COUNTY BOARD OF SUPERVISORS AGENDA

www.co.jasper.ia.us

April 24, 2018

9:30 a.m.

Pledge of Allegiance

- Item 1 **Human Resources – Dennis Simon**
 - a) Employee Hiring Resolution for Sheriff
 - b) Approve 18/19 Dept Head Salary Progressive/Non-Progressive Pay Plan
 - c) Approve 18/19 Non-Dept Head Salary Progressive/Non-Progressive Pay Plan
 - d) Approve 18/19 Hourly Non-Bargaining Progressive/Non-Progressive Pay Plan

- Item 2 **Buildings & Grounds – Adam Sparks**
 - a) Shive-Hattery Professional Services Agreement for Courthouse Masonry Repairs

- Item 3 **Veterans Affairs – Kurt Jackson**
 - a) Approve Quarterly Report ending March 31, 2018

- Item 4 **Treasurer – Doug Bishop**
 - a) Update on Iowa's New License Plate Distribution

- Item 5 **Resolutions for Transfer Order #'s 1396 & 1397**

- Item 6 **Approval of Board of Supervisors minutes for 4/17/2018**

PUBLIC INPUT & COMMENTS

Effective July 1, 2018

**Jasper County Salary Pay Plan for 2018
Department Heads Only**

** Progressive Scale - Employees hired prior to July 1, 2016 **

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Range 6 DHP	\$33,132	\$33,990	\$34,873	\$35,783	\$36,722	\$37,688	\$38,683
Range 7 DHP	\$34,874	\$35,785	\$36,723	\$37,675	\$38,683	\$39,707	\$40,762
Range 8 DHP	\$36,724	\$37,690	\$38,684	\$39,709	\$40,765	\$41,852	\$42,971
Range 9 DHP	\$38,683	\$39,707	\$40,762	\$41,850	\$42,969	\$44,122	\$45,311
Range 10 DHP	\$40,762	\$41,849	\$42,969	\$44,122	\$45,311	\$46,534	\$47,793
Range 11 DHP	\$42,971	\$44,125	\$45,312	\$46,536	\$47,797	\$49,095	\$50,432
Range 12 DHP	\$45,311	\$46,534	\$47,793	\$49,092	\$50,429	\$51,807	\$53,224
Range 13 DHP	\$47,792	\$49,090	\$50,427	\$51,805	\$53,223	\$54,682	\$56,188
Range 14 DHP	\$50,429	\$51,807	\$53,224	\$54,686	\$56,191	\$57,740	\$59,338
Range 15 DHP	\$53,225	\$54,687	\$56,191	\$57,741	\$59,338	\$60,982	\$62,675
Range 16 DHP	\$56,189	\$57,740	\$59,336	\$60,981	\$62,674	\$64,419	\$66,216
Range 17 DHP	\$59,336	\$60,980	\$62,674	\$64,419	\$66,215	\$68,066	\$69,971
Range 18 DHP	\$62,675	\$64,420	\$66,216	\$68,068	\$69,975	\$71,937	\$73,959
Range 19 DHP	\$66,217	\$68,068	\$69,975	\$71,939	\$73,959	\$76,044	\$78,188
Range 20 DHP	\$69,972	\$71,936	\$73,958	\$76,042	\$78,187	\$80,397	\$82,673
Range 21 DHP	\$73,959	\$76,044	\$78,188	\$80,398	\$82,674	\$85,018	\$87,433
Range 22 DHP	\$78,187	\$80,398	\$82,674	\$85,018	\$87,433	\$89,921	\$92,483
Range 23 DHP	\$82,673	\$85,017	\$87,431	\$89,920	\$92,482	\$95,120	\$97,839
Range 24 DHP	\$87,434	\$89,921	\$92,483	\$95,668	\$97,840	\$100,640	\$103,522
Range 25 DHP	\$92,483	\$95,121	\$97,840	\$100,638	\$103,522	\$106,491	\$109,551
Range 26 DHP	\$97,837	\$100,637	\$103,520	\$106,490	\$109,548	\$112,698	\$115,944
Range 27 DHP	\$103,523	\$106,492	\$109,551	\$112,703	\$115,948	\$119,291	\$122,732
Range 28 DHP	\$109,550	\$112,699	\$115,947	\$119,287	\$122,731	\$126,277	\$129,930
Range 29 DHP	\$115,944	\$119,286	\$122,730	\$126,276	\$129,929	\$133,690	\$137,565
Range 30 DHP	\$122,732	\$126,278	\$129,931	\$133,695	\$137,569	\$141,560	\$145,671
Range 31 DHP	\$129,929	\$133,690	\$137,567	\$141,557	\$145,668	\$149,902	\$154,264
Range 32 DHP	\$137,567	\$141,557	\$145,668	\$149,902	\$154,265	\$158,756	\$163,383
Range 33 DHP	\$145,670	\$149,903	\$154,265	\$158,758	\$163,384	\$168,150	\$173,058
Range 34 DHP	\$154,266	\$158,759	\$163,385	\$168,151	\$173,059	\$178,116	\$183,323
Range 35 DHP	\$163,384	\$168,150	\$173,058	\$178,115	\$183,322	\$188,686	\$194,212

* 2.1 % increase over 2017

**Jasper County Salary Pay Plan for 2018
Department Heads Only**

Effective July 1, 2018

** Non-Progressing Scale - Employees hired after July 1, 2016 **

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Range 6 DHNP	\$31,582	\$32,400	\$33,242	\$34,109	\$35,004	\$35,925	\$36,873
Range 7 DHNP	\$33,243	\$34,111	\$35,005	\$35,913	\$36,873	\$37,850	\$38,855
Range 8 DHNP	\$35,006	\$35,927	\$36,874	\$37,851	\$38,858	\$39,894	\$40,961
Range 9 DHNP	\$36,873	\$37,850	\$38,855	\$39,892	\$40,959	\$42,058	\$43,191
Range 10 DHNP	\$38,855	\$39,891	\$40,959	\$42,058	\$43,191	\$44,357	\$45,558
Range 11 DHNP	\$40,961	\$42,060	\$43,192	\$44,359	\$45,561	\$46,798	\$48,072
Range 12 DHNP	\$43,191	\$44,357	\$45,558	\$46,796	\$48,070	\$49,384	\$50,734
Range 13 DHNP	\$45,556	\$46,794	\$48,068	\$49,381	\$50,733	\$52,124	\$53,560
Range 14 DHNP	\$48,070	\$49,384	\$50,734	\$52,128	\$53,562	\$55,039	\$56,562
Range 15 DHNP	\$50,735	\$52,129	\$53,562	\$55,040	\$56,562	\$58,129	\$59,743
Range 16 DHNP	\$53,561	\$55,039	\$56,560	\$58,128	\$59,742	\$61,405	\$63,118
Range 17 DHNP	\$56,560	\$58,127	\$59,742	\$61,405	\$63,117	\$64,881	\$66,698
Range 18 DHNP	\$59,743	\$61,406	\$63,118	\$64,884	\$66,701	\$68,572	\$70,500
Range 19 DHNP	\$63,120	\$64,884	\$66,701	\$68,573	\$70,500	\$72,486	\$74,531
Range 20 DHNP	\$66,699	\$68,571	\$70,498	\$72,485	\$74,530	\$76,635	\$78,805
Range 21 DHNP	\$70,500	\$72,486	\$74,531	\$76,637	\$78,806	\$81,041	\$83,342
Range 22 DHNP	\$74,530	\$76,637	\$78,806	\$81,041	\$83,342	\$85,715	\$88,157
Range 23 DHNP	\$78,805	\$81,040	\$83,341	\$85,714	\$88,155	\$90,670	\$93,262
Range 24 DHNP	\$83,344	\$85,715	\$88,157	\$91,193	\$93,263	\$95,932	\$98,679
Range 25 DHNP	\$88,157	\$90,671	\$93,263	\$95,930	\$98,679	\$101,509	\$104,426
Range 26 DHNP	\$93,260	\$95,929	\$98,677	\$101,508	\$104,424	\$107,426	\$110,520
Range 27 DHNP	\$98,680	\$101,510	\$104,426	\$107,431	\$110,524	\$113,710	\$116,991
Range 28 DHNP	\$104,425	\$107,427	\$110,522	\$113,707	\$116,990	\$120,370	\$123,852
Range 29 DHNP	\$110,520	\$113,706	\$116,988	\$120,369	\$123,850	\$127,436	\$131,130
Range 30 DHNP	\$116,991	\$120,371	\$123,853	\$127,440	\$131,133	\$134,937	\$138,856
Range 31 DHNP	\$123,851	\$127,436	\$131,131	\$134,935	\$138,854	\$142,890	\$147,047
Range 32 DHNP	\$131,131	\$134,935	\$138,854	\$142,890	\$147,048	\$151,329	\$155,739
Range 33 DHNP	\$138,855	\$142,891	\$147,048	\$151,331	\$155,741	\$160,284	\$164,962
Range 34 DHNP	\$147,049	\$151,332	\$155,742	\$160,285	\$164,963	\$169,783	\$174,747
Range 35 DHNP	\$155,741	\$160,284	\$164,962	\$169,782	\$174,746	\$179,859	\$185,126

* No increase over 2017 (Non-Progressive Scale)

Effective July 1, 2018

**Jasper County Salary Pay Plan for 2018
Salaried Employees (Non Dept Heads)**

** Progressive Scale - Employees hired prior to July 1, 2016 **

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Range 6 SEP	\$33,988	\$34,869	\$35,775	\$36,709	\$37,672	\$38,663	\$39,683
Range 7 SEP	\$35,776	\$36,711	\$37,673	\$38,651	\$39,683	\$40,734	\$41,816
Range 8 SEP	\$37,674	\$38,665	\$39,685	\$40,736	\$41,819	\$42,934	\$44,083
Range 9 SEP	\$39,683	\$40,734	\$41,816	\$42,932	\$44,081	\$45,264	\$46,482
Range 10 SEP	\$41,816	\$42,931	\$44,081	\$45,264	\$46,482	\$47,738	\$49,030
Range 11 SEP	\$44,083	\$45,266	\$46,484	\$47,739	\$49,033	\$50,365	\$51,737
Range 12 SEP	\$46,482	\$47,738	\$49,030	\$50,362	\$51,734	\$53,147	\$54,600
Range 13 SEP	\$49,029	\$50,360	\$51,731	\$53,145	\$54,599	\$56,097	\$57,642
Range 14 SEP	\$51,734	\$53,147	\$54,600	\$56,101	\$57,644	\$59,234	\$60,873
Range 15 SEP	\$54,602	\$56,102	\$57,644	\$59,235	\$60,873	\$62,559	\$64,297
Range 16 SEP	\$57,643	\$59,234	\$60,871	\$62,558	\$64,295	\$66,086	\$67,928
Range 17 SEP	\$60,871	\$62,557	\$64,295	\$66,086	\$67,927	\$69,827	\$71,781
Range 18 SEP	\$64,297	\$66,087	\$67,928	\$69,829	\$71,784	\$73,799	\$75,873
Range 19 SEP	\$67,930	\$69,829	\$71,784	\$73,800	\$75,873	\$78,011	\$80,211
Range 20 SEP	\$71,782	\$73,797	\$75,872	\$78,009	\$80,209	\$82,476	\$84,811
Range 21 SEP	\$75,873	\$78,011	\$80,211	\$82,478	\$84,812	\$87,217	\$89,695
Range 22 SEP	\$80,209	\$82,478	\$84,812	\$87,217	\$89,695	\$92,247	\$94,876
Range 23 SEP	\$84,811	\$87,215	\$89,693	\$92,246	\$94,875	\$97,580	\$100,370
Range 24 SEP	\$89,696	\$92,247	\$94,876	\$98,142	\$100,371	\$103,243	\$106,200
Range 25 SEP	\$94,876	\$97,581	\$100,371	\$103,242	\$106,200	\$109,245	\$112,385
Range 26 SEP	\$100,369	\$103,241	\$106,198	\$109,244	\$112,382	\$115,614	\$118,944
Range 27 SEP	\$106,360	\$109,246	\$112,385	\$115,619	\$118,947	\$122,377	\$125,907
Range 28 SEP	\$112,383	\$115,615	\$118,946	\$122,373	\$125,906	\$129,543	\$133,292
Range 29 SEP	\$118,947	\$122,372	\$125,904	\$129,542	\$133,290	\$137,149	\$141,123
Range 30 SEP	\$125,907	\$129,545	\$133,293	\$137,153	\$141,127	\$145,221	\$149,439
Range 31 SEP	\$133,289	\$137,149	\$141,124	\$145,219	\$149,437	\$153,780	\$158,253
Range 32 SEP	\$141,124	\$145,219	\$149,437	\$153,780	\$158,256	\$162,863	\$167,609
Range 33 SEP	\$149,438	\$153,782	\$158,256	\$162,864	\$167,610	\$172,499	\$177,534
Range 34 SEP	\$158,257	\$162,865	\$167,612	\$172,501	\$177,536	\$182,723	\$188,066
Range 35 SEP	\$167,610	\$172,499	\$177,534	\$182,722	\$188,065	\$193,567	\$199,236

* 2.9 % increase over 2017

**Jasper County Salary Pay Plan for 2018
Salaried Employees (Non Dept Heads)**

Effective July 1, 2018

** Non-Progressing Scale - Employees hired after July 1, 2016 **

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Range 6 SENP	\$32,146	\$32,979	\$33,836	\$34,720	\$35,630	\$36,567	\$37,533
Range 7 SENP	\$33,837	\$34,721	\$35,631	\$36,556	\$37,533	\$38,527	\$39,550
Range 8 SENP	\$35,632	\$36,570	\$37,534	\$38,528	\$39,552	\$40,608	\$41,694
Range 9 SENP	\$37,533	\$38,527	\$39,550	\$40,605	\$41,692	\$42,811	\$43,963
Range 10 SENP	\$39,550	\$40,604	\$41,692	\$42,811	\$43,963	\$45,151	\$46,373
Range 11 SENP	\$41,694	\$42,813	\$43,964	\$45,152	\$46,376	\$47,635	\$48,933
Range 12 SENP	\$43,963	\$45,151	\$46,373	\$47,633	\$48,931	\$50,267	\$51,641
Range 13 SENP	\$46,372	\$47,631	\$48,927	\$50,265	\$51,640	\$53,057	\$54,518
Range 14 SENP	\$48,931	\$50,267	\$51,641	\$53,060	\$54,520	\$56,024	\$57,574
Range 15 SENP	\$51,643	\$53,062	\$54,520	\$56,025	\$57,574	\$59,169	\$60,812
Range 16 SENP	\$54,519	\$56,024	\$57,572	\$59,168	\$60,811	\$62,504	\$64,247
Range 17 SENP	\$57,572	\$59,167	\$60,811	\$62,504	\$64,246	\$66,042	\$67,891
Range 18 SENP	\$60,812	\$62,505	\$64,247	\$66,045	\$67,894	\$69,799	\$71,761
Range 19 SENP	\$64,248	\$66,045	\$67,894	\$69,800	\$71,761	\$73,783	\$75,864
Range 20 SENP	\$67,892	\$69,798	\$71,760	\$73,782	\$75,863	\$78,007	\$80,214
Range 21 SENP	\$71,761	\$73,783	\$75,864	\$78,008	\$80,216	\$82,490	\$84,834
Range 22 SENP	\$75,863	\$78,008	\$80,216	\$82,490	\$84,834	\$87,248	\$89,734
Range 23 SENP	\$80,214	\$82,489	\$84,833	\$87,247	\$89,733	\$92,292	\$94,930
Range 24 SENP	\$84,835	\$87,248	\$89,734	\$92,824	\$94,932	\$97,648	\$100,445
Range 25 SENP	\$89,734	\$92,293	\$94,932	\$97,647	\$100,445	\$103,325	\$106,294
Range 26 SENP	\$94,929	\$97,646	\$100,443	\$103,324	\$106,292	\$109,348	\$112,498
Range 27 SENP	\$100,596	\$103,326	\$106,294	\$109,353	\$112,501	\$115,745	\$119,084
Range 28 SENP	\$106,293	\$109,350	\$112,500	\$115,741	\$119,082	\$122,523	\$126,068
Range 29 SENP	\$112,501	\$115,740	\$119,081	\$122,522	\$126,067	\$129,716	\$133,475
Range 30 SENP	\$119,084	\$122,524	\$126,069	\$129,721	\$133,479	\$137,351	\$141,341
Range 31 SENP	\$126,066	\$129,716	\$133,477	\$137,349	\$141,338	\$145,447	\$149,677
Range 32 SENP	\$133,477	\$137,349	\$141,338	\$145,447	\$149,680	\$154,037	\$158,526
Range 33 SENP	\$141,339	\$145,448	\$149,680	\$154,038	\$158,527	\$163,151	\$167,913
Range 34 SENP	\$149,681	\$154,039	\$158,528	\$163,152	\$167,914	\$172,821	\$177,874
Range 35 SENP	\$158,527	\$163,151	\$167,913	\$172,819	\$177,873	\$183,077	\$188,439

* No increase over 2017 (Non-Progressive Scale)

Effective: July 1, 2018
2.9% increases (ATB)

2018 Hourly Non-Bargaining Pay Scale
Progressive Scale - employees hired before July 1, 2016

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Range 9	\$9.75	\$10.11	\$10.49	\$10.88	\$11.29	\$11.72	\$12.20	\$12.63
Range 10	\$10.18	\$10.53	\$10.90	\$11.24	\$11.63	\$12.03	\$12.44	\$12.85
Range 11	\$10.38	\$10.72	\$11.08	\$11.44	\$11.82	\$12.22	\$12.64	\$13.08
Range 12	\$10.53	\$10.90	\$11.24	\$11.63	\$12.03	\$12.44	\$12.85	\$13.30
Range 13	\$10.69	\$11.04	\$11.42	\$11.79	\$12.19	\$12.62	\$13.05	\$13.50
Range 14	\$10.91	\$11.26	\$11.64	\$12.04	\$12.45	\$12.87	\$13.31	\$13.79
Range 15	\$11.08	\$11.44	\$11.82	\$12.22	\$12.64	\$13.08	\$13.53	\$13.99
Range 16	\$11.23	\$11.62	\$12.02	\$12.43	\$12.84	\$13.28	\$13.74	\$14.23
Range 17	\$11.44	\$11.82	\$12.22	\$12.64	\$13.08	\$13.53	\$13.99	\$14.48
Range 18	\$11.62	\$12.02	\$12.43	\$12.84	\$13.28	\$13.74	\$14.23	\$14.72
Range 19	\$11.82	\$12.22	\$12.64	\$13.08	\$13.53	\$13.99	\$14.48	\$14.97
Range 20	\$12.04	\$12.45	\$12.87	\$13.31	\$13.79	\$14.26	\$14.76	\$15.29
Range 21	\$12.22	\$12.64	\$13.08	\$13.53	\$13.99	\$14.48	\$14.97	\$15.51
Range 22	\$12.45	\$12.87	\$13.31	\$13.79	\$14.26	\$14.76	\$15.29	\$15.84
Range 23	\$12.65	\$13.09	\$13.54	\$14.02	\$14.50	\$15.01	\$15.54	\$16.09
Range 24	\$12.88	\$13.33	\$13.80	\$14.28	\$14.77	\$15.30	\$15.85	\$16.40
Range 25	\$13.09	\$13.54	\$14.02	\$14.50	\$15.01	\$15.54	\$16.09	\$16.66
Range 26	\$13.33	\$13.80	\$14.28	\$14.77	\$15.30	\$15.85	\$16.40	\$16.98
Range 27	\$13.56	\$14.03	\$14.51	\$15.02	\$15.55	\$16.10	\$16.67	\$17.26
Range 28	\$13.79	\$14.26	\$14.76	\$15.29	\$15.84	\$16.38	\$16.97	\$17.58
Range 29	\$14.04	\$14.49	\$14.99	\$15.52	\$16.07	\$16.63	\$17.23	\$17.86
Range 30	\$14.28	\$14.77	\$15.30	\$15.85	\$16.40	\$16.98	\$17.59	\$18.22
Range 31	\$14.53	\$15.04	\$15.56	\$16.11	\$16.68	\$17.28	\$17.92	\$18.56

Effective: July 1, 2018

2018 Hourly Non-Bargaining Pay Scale

Progressive Scale - employees hired before July 1, 2016

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Range 32	\$14.76	\$15.29	\$15.84	\$16.38	\$16.97	\$17.58	\$18.21	\$18.86
Range 33	\$15.05	\$15.57	\$16.13	\$16.71	\$17.32	\$17.94	\$18.58	\$19.24
Range 34	\$15.30	\$15.85	\$16.40	\$16.98	\$17.59	\$18.22	\$18.87	\$19.57
Range 35	\$15.56	\$16.11	\$16.68	\$17.28	\$17.92	\$18.56	\$19.22	\$19.90
Range 36	\$15.87	\$16.42	\$17.01	\$17.62	\$18.26	\$18.91	\$19.60	\$20.30
Range 37	\$16.12	\$16.70	\$17.30	\$17.93	\$18.57	\$19.23	\$19.92	\$20.65
Range 38	\$16.40	\$16.98	\$17.59	\$18.22	\$18.87	\$19.57	\$20.27	\$20.99
Range 39	\$16.71	\$17.32	\$17.94	\$18.58	\$19.24	\$19.93	\$20.66	\$21.40
Range 40	\$16.98	\$17.59	\$18.22	\$18.87	\$19.57	\$20.27	\$20.99	\$21.76
Range 41	\$17.33	\$17.96	\$18.59	\$19.25	\$19.94	\$20.68	\$21.43	\$22.21
Range 42	\$17.62	\$18.26	\$18.91	\$19.60	\$20.30	\$21.04	\$21.81	\$22.61
Range 43	\$17.93	\$18.57	\$19.23	\$19.92	\$20.65	\$21.39	\$22.17	\$23.00
Range 44	\$18.26	\$18.91	\$19.60	\$20.30	\$21.04	\$21.81	\$22.61	\$23.45
Range 45	\$18.58	\$19.24	\$19.93	\$20.66	\$21.40	\$22.19	\$23.01	\$23.86
Range 46	\$18.92	\$19.62	\$20.32	\$21.05	\$21.84	\$22.62	\$23.46	\$24.33
Range 47	\$19.27	\$19.95	\$20.69	\$21.45	\$22.25	\$23.05	\$23.91	\$24.78
Range 48	\$19.60	\$20.30	\$21.04	\$21.81	\$22.61	\$23.45	\$24.32	\$25.22
Range 49	\$19.95	\$20.69	\$21.45	\$22.25	\$23.05	\$23.91	\$24.78	\$25.71
Range 50	\$20.32	\$21.05	\$21.84	\$22.62	\$23.46	\$24.33	\$25.23	\$26.18
Range 51	\$20.71	\$21.48	\$22.27	\$23.09	\$23.95	\$24.82	\$25.74	\$26.70
Range 52	\$21.06	\$21.85	\$22.64	\$23.47	\$24.35	\$25.25	\$26.19	\$27.17
Range 53	\$21.48	\$22.27	\$23.09	\$23.95	\$24.82	\$25.74	\$26.70	\$27.73
Range 54	\$21.88	\$22.67	\$23.51	\$24.37	\$25.27	\$26.22	\$27.19	\$28.21
Range 55	\$22.30	\$23.11	\$23.97	\$24.85	\$25.78	\$26.73	\$27.73	\$28.76
Range 56	\$22.66	\$23.50	\$24.36	\$25.26	\$26.21	\$27.18	\$28.20	\$29.25

Effective: July 1, 2018

2018 Hourly Non-Bargaining Pay Scale

Progressive Scale - employees hired before July 1, 2016

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Range 57	\$23.09	\$23.95	\$24.82	\$25.74	\$26.70	\$27.70	\$28.73	\$29.80
Range 58	\$23.51	\$24.37	\$25.27	\$26.22	\$27.19	\$28.21	\$29.26	\$30.39
Range 59	\$23.96	\$24.83	\$25.77	\$26.72	\$27.72	\$28.75	\$29.81	\$30.95
Range 60	\$24.41	\$25.29	\$26.24	\$27.23	\$28.25	\$29.31	\$30.41	\$31.56
Range 61	\$24.82	\$25.74	\$26.70	\$27.70	\$28.73	\$29.80	\$30.93	\$32.10
Range 62	\$25.29	\$26.24	\$27.23	\$28.25	\$29.31	\$30.41	\$31.56	\$32.74
Range 63	\$25.79	\$26.67	\$27.76	\$28.79	\$29.86	\$30.98	\$32.15	\$33.36
Range 64	\$26.27	\$27.25	\$28.28	\$29.34	\$30.44	\$31.58	\$32.77	\$34.00
Range 65	\$26.74	\$27.75	\$28.78	\$29.85	\$30.97	\$32.13	\$33.34	\$34.61
Range 66	\$27.25	\$28.28	\$29.34	\$30.44	\$31.58	\$32.77	\$34.00	\$35.31
Range 67	\$27.77	\$28.80	\$29.87	\$31.01	\$32.18	\$33.38	\$34.64	\$35.98
Range 68	\$28.29	\$29.35	\$30.45	\$31.60	\$32.78	\$34.02	\$35.33	\$36.66
Range 69	\$28.81	\$29.90	\$31.02	\$32.20	\$33.39	\$34.67	\$35.99	\$37.35
Range 70	\$29.35	\$30.45	\$31.60	\$32.78	\$34.02	\$35.33	\$36.66	\$38.06
Range 71	\$29.90	\$31.02	\$32.20	\$33.39	\$34.67	\$35.99	\$37.35	\$38.76
Range 72	\$30.45	\$31.60	\$32.78	\$34.02	\$35.33	\$36.66	\$38.06	\$39.51
Range 73	\$31.03	\$32.21	\$33.42	\$34.68	\$36.00	\$37.37	\$38.81	\$40.29
Range 74	\$31.63	\$32.83	\$34.07	\$35.36	\$36.70	\$38.11	\$39.56	\$41.08
Range 75	\$31.60	\$32.81	\$34.07	\$35.39	\$36.76	\$38.20	\$39.68	\$41.22
Range 76	\$32.18	\$33.42	\$34.72	\$36.05	\$37.46	\$38.91	\$40.42	\$41.99
Range 77	\$32.81	\$34.07	\$35.39	\$36.76	\$38.20	\$39.68	\$41.22	\$42.83
Range 78	\$33.43	\$34.73	\$36.06	\$37.47	\$38.92	\$40.43	\$42.00	\$43.64
Range 79	\$34.08	\$35.40	\$36.77	\$38.21	\$39.69	\$41.23	\$42.84	\$44.50
Range 80	\$34.75	\$36.09	\$37.50	\$38.95	\$40.47	\$42.04	\$43.68	\$45.37
Range 81	\$35.40	\$36.77	\$38.21	\$39.69	\$41.23	\$42.84	\$44.50	\$46.22

2018 Hourly Non-Bargaining Pay Scale

Effective: July 1, 2018

Non-Progressive Scale - employees hired after July 1, 2016

Step Progression only - No ACOL

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Range 9	\$9.22	\$9.56	\$9.93	\$10.29	\$10.68	\$11.08	\$11.54	\$11.94
Range 10	\$9.63	\$9.96	\$10.31	\$10.63	\$11.00	\$11.38	\$11.77	\$12.16
Range 11	\$9.82	\$10.14	\$10.48	\$10.82	\$11.18	\$11.55	\$11.96	\$12.37
Range 12	\$9.96	\$10.31	\$10.63	\$11.00	\$11.38	\$11.77	\$12.16	\$12.58
Range 13	\$10.11	\$10.45	\$10.80	\$11.15	\$11.53	\$11.93	\$12.35	\$12.77
Range 14	\$10.32	\$10.65	\$11.01	\$11.39	\$11.78	\$12.17	\$12.59	\$13.04
Range 15	\$10.48	\$10.82	\$11.18	\$11.55	\$11.96	\$12.37	\$12.79	\$13.23
Range 16	\$10.62	\$10.99	\$11.37	\$11.76	\$12.14	\$12.56	\$12.99	\$13.45
Range 17	\$10.82	\$11.18	\$11.55	\$11.96	\$12.37	\$12.79	\$13.23	\$13.69
Range 18	\$10.99	\$11.37	\$11.76	\$12.14	\$12.56	\$12.99	\$13.45	\$13.93
Range 19	\$11.18	\$11.55	\$11.96	\$12.37	\$12.79	\$13.23	\$13.69	\$14.16
Range 20	\$11.39	\$11.78	\$12.17	\$12.59	\$13.04	\$13.49	\$13.96	\$14.46
Range 21	\$11.55	\$11.96	\$12.37	\$12.79	\$13.23	\$13.69	\$14.16	\$14.67
Range 22	\$11.78	\$12.17	\$12.59	\$13.04	\$13.49	\$13.96	\$14.46	\$14.98
Range 23	\$11.97	\$12.38	\$12.81	\$13.26	\$13.71	\$14.20	\$14.69	\$15.21
Range 24	\$12.18	\$12.61	\$13.05	\$13.50	\$13.97	\$14.47	\$14.99	\$15.51
Range 25	\$12.38	\$12.81	\$13.26	\$13.71	\$14.20	\$14.69	\$15.21	\$15.76
Range 26	\$12.61	\$13.05	\$13.50	\$13.97	\$14.47	\$14.99	\$15.51	\$16.06
Range 27	\$12.83	\$13.27	\$13.73	\$14.21	\$14.71	\$15.23	\$15.77	\$16.32
Range 28	\$13.04	\$13.49	\$13.96	\$14.46	\$14.98	\$15.50	\$16.05	\$16.63
Range 29	\$13.28	\$13.70	\$14.17	\$14.68	\$15.20	\$15.73	\$16.30	\$16.89
Range 30	\$13.50	\$13.97	\$14.47	\$14.99	\$15.51	\$16.06	\$16.64	\$17.23
Range 31	\$13.74	\$14.22	\$14.72	\$15.24	\$15.78	\$16.35	\$16.95	\$17.55

Effective: July 1, 2018

2018 Hourly Non-Bargaining Pay Scale

Non-Progressive Scale - employees hired after July 1, 2016

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Range 32	\$13.96	\$14.46	\$14.98	\$15.50	\$16.05	\$16.63	\$17.22	\$17.83
Range 33	\$14.23	\$14.73	\$15.26	\$15.80	\$16.38	\$16.97	\$17.57	\$18.20
Range 34	\$14.47	\$14.99	\$15.51	\$16.06	\$16.64	\$17.23	\$17.85	\$18.51
Range 35	\$14.72	\$15.24	\$15.78	\$16.35	\$16.95	\$17.55	\$18.18	\$18.82
Range 36	\$15.01	\$15.53	\$16.09	\$16.67	\$17.27	\$17.88	\$18.54	\$19.20
Range 37	\$15.25	\$15.79	\$16.36	\$16.96	\$17.56	\$18.19	\$18.84	\$19.53
Range 38	\$15.51	\$16.06	\$16.64	\$17.23	\$17.85	\$18.51	\$19.17	\$19.85
Range 39	\$15.80	\$16.38	\$16.97	\$17.57	\$18.20	\$18.85	\$19.54	\$20.24
Range 40	\$16.06	\$16.64	\$17.23	\$17.85	\$18.51	\$19.17	\$19.85	\$20.58
Range 41	\$16.39	\$16.98	\$17.59	\$18.21	\$18.86	\$19.56	\$20.26	\$21.01
Range 42	\$16.67	\$17.27	\$17.88	\$18.54	\$19.20	\$19.90	\$20.63	\$21.39
Range 43	\$16.96	\$17.56	\$18.19	\$18.84	\$19.53	\$20.23	\$20.97	\$21.75
Range 44	\$17.27	\$17.88	\$18.54	\$19.20	\$19.90	\$20.63	\$21.39	\$22.18
Range 45	\$17.57	\$18.20	\$18.85	\$19.54	\$20.24	\$20.98	\$21.76	\$22.57
Range 46	\$17.89	\$18.55	\$19.21	\$19.91	\$20.65	\$21.40	\$22.19	\$23.01
Range 47	\$18.22	\$18.87	\$19.57	\$20.29	\$21.04	\$21.80	\$22.61	\$23.44
Range 48	\$18.54	\$19.20	\$19.90	\$20.63	\$21.39	\$22.18	\$23.00	\$23.85
Range 49	\$18.87	\$19.57	\$20.29	\$21.04	\$21.80	\$22.61	\$23.44	\$24.31
Range 50	\$19.21	\$19.91	\$20.65	\$21.40	\$22.19	\$23.01	\$23.86	\$24.76
Range 51	\$19.59	\$20.31	\$21.07	\$21.83	\$22.65	\$23.48	\$24.35	\$25.26
Range 52	\$19.92	\$20.67	\$21.41	\$22.20	\$23.03	\$23.88	\$24.77	\$25.69
Range 53	\$20.31	\$21.07	\$21.83	\$22.65	\$23.48	\$24.35	\$25.26	\$26.23
Range 54	\$20.69	\$21.45	\$22.24	\$23.05	\$23.90	\$24.80	\$25.72	\$26.69
Range 55	\$21.09	\$21.86	\$22.67	\$23.50	\$24.38	\$25.28	\$26.23	\$27.20
Range 56	\$21.43	\$22.22	\$23.04	\$23.89	\$24.79	\$25.71	\$26.67	\$27.66

Effective: July 1, 2018

2018 Hourly Non-Bargaining Pay Scale

Non-Progressive Scale - employees hired after July 1, 2016

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Range 57	\$21.83	\$22.65	\$23.48	\$24.35	\$25.26	\$26.20	\$27.17	\$28.18
Range 58	\$22.24	\$23.05	\$23.90	\$24.80	\$25.72	\$26.69	\$27.68	\$28.74
Range 59	\$22.66	\$23.49	\$24.37	\$25.27	\$26.21	\$27.19	\$28.20	\$29.27
Range 60	\$23.09	\$23.92	\$24.82	\$25.75	\$26.72	\$27.72	\$28.76	\$29.85
Range 61	\$23.48	\$24.35	\$25.26	\$26.20	\$27.17	\$28.18	\$29.26	\$30.36
Range 62	\$23.92	\$24.82	\$25.75	\$26.72	\$27.72	\$28.76	\$29.85	\$30.96
Range 63	\$24.40	\$25.22	\$26.25	\$27.23	\$28.24	\$29.31	\$30.40	\$31.55
Range 64	\$24.84	\$25.78	\$26.74	\$27.75	\$28.79	\$29.87	\$30.99	\$32.16
Range 65	\$25.29	\$26.24	\$27.22	\$28.23	\$29.29	\$30.39	\$31.54	\$32.73
Range 66	\$25.78	\$26.74	\$27.75	\$28.79	\$29.87	\$30.99	\$32.16	\$33.40
Range 67	\$26.26	\$27.24	\$28.26	\$29.33	\$30.44	\$31.57	\$32.76	\$34.03
Range 68	\$26.76	\$27.76	\$28.80	\$29.88	\$31.01	\$32.17	\$33.41	\$34.68
Range 69	\$27.25	\$28.28	\$29.34	\$30.45	\$31.58	\$32.79	\$34.04	\$35.32
Range 70	\$27.76	\$28.80	\$29.88	\$31.01	\$32.17	\$33.41	\$34.68	\$36.00
Range 71	\$28.28	\$29.34	\$30.45	\$31.58	\$32.79	\$34.04	\$35.32	\$36.66
Range 72	\$28.80	\$29.88	\$31.01	\$32.17	\$33.41	\$34.68	\$36.00	\$37.37
Range 73	\$29.35	\$30.46	\$31.61	\$32.80	\$34.05	\$35.35	\$36.71	\$38.11
Range 74	\$29.92	\$31.05	\$32.22	\$33.45	\$34.71	\$36.04	\$37.41	\$38.85
Range 75	\$29.88	\$31.03	\$32.22	\$33.47	\$34.77	\$36.13	\$37.53	\$38.98
Range 76	\$30.44	\$31.61	\$32.83	\$34.10	\$35.43	\$36.80	\$38.23	\$39.72
Range 77	\$31.03	\$32.22	\$33.47	\$34.77	\$36.13	\$37.53	\$38.98	\$40.51
Range 78	\$31.62	\$32.85	\$34.11	\$35.44	\$36.81	\$38.24	\$39.73	\$41.27
Range 79	\$32.23	\$33.48	\$34.78	\$36.14	\$37.54	\$39.00	\$40.52	\$42.09
Range 80	\$32.87	\$34.13	\$35.47	\$36.84	\$38.28	\$39.76	\$41.31	\$42.91
Range 81	\$33.48	\$34.78	\$36.14	\$37.54	\$39.00	\$40.52	\$42.09	\$43.72

PROFESSIONAL SERVICES AGREEMENT

ATTN: Adam Sparks
CLIENT: Jasper County, IA
Jasper County Courthouse
101 1st Street North
Newton, IA 50208

PROJECT: Jasper County - Courthouse Masonry Repairs

PROJECT LOCATION: Newton, IA

DATE OF AGREEMENT: April 11, 2018

PROJECT DESCRIPTION

Provide Design, Bid, and CA services to complete the masonry improvements included in the Masonry Analysis Report dated July 11, 2017. Scope includes various levels of tuckpointing, sealant/backer rod replacement, crack repairs, and pavement to wall joints repair.

SCOPE OF SERVICES

We will provide the following services for the project:

Roof Services

These services will consist of the following tasks:

1. Design Phase
 - A. Prepare design documents for the recommended exterior improvements.
 - B. Conduct a meeting with you to discuss the improvements to be made, and present preliminary plans and specifications.
 - C. Finalize plans and specifications detailing the exterior improvements.
 - D. Prepare a revised opinion of construction costs at the completion of the design work.
 - E. Prepare the bid document sets including the general conditions, bid forms, contract forms, and plans and technical specifications. The American Institute of Architects (AIA) family of documents will be used for this project.
 - F. Print three (3) sets of plans and specifications.
2. Bid Phase
 - A. Issue plans and specifications.
 - B. Conduct a Pre-Bid meeting with contractors and respond to questions from construction contractors as they review the documents and prepare their bids.
 - C. Prepare and issue addenda to include changes to the project specifications which may be discussed during bidding.
 - D. Assist in opening and evaluating the bids. Provide a bid tabulation and letter of bid results.

2018 APR 15 PM 3:16
FILED
DENISE PATRICK
JASPER COUNTY AUDITOR



3. Construction Phase
 - A. Provide on-site construction services consisting of conducting a pre-construction conference and construction observation visits to observe and report work-in-progress. One visit per week will be made, with a maximum of eight (8) visits.
 - B. Provide written reports to you relative to the progress of the work.
 - C. Review change orders, project submittals, and contractor pay requests.
 - D. Conduct a post construction review and generate a summary of items requiring attention.
 - E. Upon completion of construction, we will prepare final closing documents and assist in obtaining executed documents to conclude the work.

CLIENT RESPONSIBILITIES

It will be your responsibility to provide the following:

1. Identify a Project Representative with full authority to act on behalf of the Client with respect to this project. The Client Project Representative shall render decisions in a timely manner in order to avoid delays of Shive-Hattery's services.
2. Legal, accounting, and insurance counseling services or other consultants, including geotechnical, or vendors that may be necessary. The Client shall coordinate these services with those services provided by Shive-Hattery.
3. Provide to Shive-Hattery any available drawings, survey plats, testing data and reports related to the project, either hard copy or electronic media. Electronic media is preferred.
4. Unless specifically included in the Scope of Services to be provided by Shive-Hattery, the Client shall furnish tests, inspections, permits and reports required by law, regulation or code including but not limited to hazardous materials, structural, mechanical, chemical, air pollution and water pollution tests.

SCHEDULE

We will begin our services upon receipt of this Agreement executed by you which will serve as a notice to proceed.

- We will meet with you to develop a mutually agreed-upon schedule for the Scope of Services.

COMPENSATION

Description	Fee Type	Fee	Estimated Expenses	Total
Scope of Services	Fixed Fee	\$21,250	Included	\$21,250
TOTAL		\$21,250	Included	\$21,250

Fee Types:

- Fixed Fee - We will provide the Scope of Services for the fee amounts listed above.

Expenses:

- Included – Expenses have been included in the Fee amount.

The terms of this proposal are valid for 30 days from the date of this proposal.

ADDITIONAL SERVICES

Unless specifically stated in the Scope of Services, any resilient design related services including areas of resistance, reliability and redundancy (i.e. flood protection, storm/tornado shelter, emergency generators, utility backup, etc.) are not included in this proposal.

The following are additional services you may require for your project. We can provide these services but they are not part of this proposal at this time.

1. Building Envelope Commissioning
2. Enhanced Construction Administration (services include additional site visits)

OTHER TERMS

STANDARD TERMS AND CONDITIONS

Copyright © Shive-Hattery March 2016

PARTIES

"S-H" shall mean Shive-Hattery, Inc., Shive-Hattery A/E Services, P.C., or Design Organization, a Division of Shive-Hattery, Inc. "CLIENT" shall mean the person or entity executing this Agreement with "S-H."

LIMITATION OF LIABILITY AND WAIVER OF CERTAIN DAMAGES

The CLIENT agrees, to the fullest extent of the law, to limit the liability of S-H, its officers, directors, shareholders, employees, agents, subconsultants, affiliated companies, and any of them, to the CLIENT and any person or entity claiming by or through the CLIENT, for any and all claims, damages, liabilities, losses, costs, and expenses including reasonable attorneys' fees, experts' fees, or any other legal costs, in any way related to the Project or Agreement from any cause(s) to an amount that shall not exceed the compensation received by S-H under the agreement or fifty thousand dollars (\$50,000), whichever is greater. The parties intend that this limitation of liability apply to any and all liability or cause of action, claim, theory of recovery, or remedy however alleged or arising, including but not limited to negligence, errors or omissions, strict liability, breach of contract or warranty, express, implied or equitable indemnity and all other claims, which except for the limitation of liability above, the CLIENT waives.

CLIENT hereby releases S-H, its officers, directors, shareholders, employees, agents, subconsultants, affiliated companies, and any of them, and none shall be liable to the CLIENT for consequential, special, exemplary, punitive, indirect or incidental losses or damages, including but not limited to loss of use, loss of product, cost of capital, loss of goodwill, lost revenues or loss of profit, interruption of business, down time costs, loss of data, cost of cover, or governmental penalties or fines.

INDEMNIFICATION

Subject to the limitation of liability in this Agreement, S-H agrees to the fullest extent permitted by law, to indemnify and hold harmless the CLIENT, its officers, directors, shareholders, employees, contractors, subcontractors and consultants against all claims, damages, liabilities, losses or costs, including reasonable attorneys' fees, experts' fees, or other legal costs to the extent caused by S-H's negligent performance of service under this Agreement and that of its officers, directors, shareholders, and employees.

The CLIENT agrees to the fullest extent permitted by law, to indemnify and hold harmless S-H, its officers, directors, shareholders, employees, agents, subconsultants, and affiliated companies against all damages, liabilities, losses, costs, and expenses including, reasonable attorneys' fees, expert's fees, and any other legal costs to the extent caused by the acts or omissions of the CLIENT, its employees, agents, contractors, subcontractors, consultants or anyone for whom the CLIENT is legally liable.

HAZARDOUS MATERIALS - INDEMNIFICATION

To the fullest extent permitted by law, CLIENT agrees to defend, indemnify, and hold S-H, its officers, directors, shareholders, employees, agents, consultants and affiliated companies, and any of them harmless from and against any and all claims, liabilities, losses, costs, or expenses including reasonable attorney's fees, experts' fees and any other legal costs (including without limitation damages to property, injuries or death to persons, fines, or penalties), arising out of, or resulting from the discharge, escape, release, or saturation of smoke, vapors, soot, fumes, acids, alkalies, toxic chemicals, liquids, gases, polychlorinated biphenyl, petroleum contaminants spores, biological toxins, or any other materials, irritants, contaminants, or pollutants in or into the atmosphere, or on, onto, upon, in, or into the surface or subsurface of soil, water, or watercourses, objects, or any tangible or intangible matter, whether sudden or not.

STANDARD OF CARE

Services provided by S-H under this Agreement will be performed in a manner consistent with that degree of care and skill ordinarily exercised by members of the same profession currently practicing under similar circumstances on projects of similar size, complexity, and geographic location as that of the Project. Nothing in this Agreement is intended to create, nor shall it be construed to create, a fiduciary duty owed by either party to the other party.

BETTERMENT

The CLIENT recognizes and expects that certain change orders may be required to be issued as the result in whole or part of imprecision, incompleteness, omissions, ambiguities, or inconsistencies in S-H's drawings, specifications, and other design, bidding or construction documentation furnished by S-H or in other professional services performed or furnished by S-H under this Agreement (herein after in this Betterment section referred to as S-H Documentation). If a required item or component of the Project is omitted from S-H's Documentation, the CLIENT is responsible for paying all costs required to add such item or component to the extent that such item or component would have been required and included in the original S-H Documentation. In no event will S-H be responsible for costs or expense that provides betterment or upgrades or enhances the value of the Project.

RIGHT OF ENTRY

The CLIENT shall provide for entry for the employees, agents and subcontractors of S-H and for all necessary equipment. While S-H shall take reasonable precautions to minimize any damage to property, it is understood by the CLIENT that in the normal course of the project some damages may occur, the cost of correction of which is not a part of this Agreement.

PAYMENT

Unless otherwise provided herein, invoices will be prepared in accordance with S-H's standard invoicing practices then in effect and will be submitted to CLIENT each month and at the completion of the work on the project. Invoices are due and payable upon receipt by the CLIENT. If the CLIENT does not make payment within thirty (30) days after the date the invoice was mailed to the CLIENT, then the amount(s) due S-H shall bear interest due from the date of mailing at the lesser interest rate of 1.5% per month compounded or the maximum interest rate allowed by law. In the event that S-H files or takes any action, or incurs any costs, for the collection of amounts due it from the client, S-H shall be entitled to recover its entire cost for attorney fees and other collection expenses related to the collection of amounts due it under this Agreement. Any failure to comply with this term shall be grounds for a default termination.

TERMINATION

Either party may terminate this Agreement for convenience or for default by providing written notice to the other party. If the termination is for default, the non-terminating party may cure the default before the effective date of the termination and the termination for default will not be effective. The termination for convenience and for default, if the default is not cured, shall be effective seven (7) days after receipt of written notice by the non-terminating party. In the event that this Agreement is terminated for the convenience of either party or terminated by S-H for the default of the CLIENT, then S-H shall be paid for services performed to the termination effective date, including reimbursable expenses due, and termination expenses attributable to the termination. In the event the CLIENT terminates the Agreement for the default of S-H and S-H does not cure the default, then S-H shall be paid for services performed to the termination notice date, including reimbursable expenses due, but shall not be paid for services performed after the termination notice date and shall not be paid termination expenses. Termination expenses shall include expenses reasonably incurred by S-H in connection with the termination of the Agreement or services, including, but not limited to, closing out Project records, termination of subconsultants and other persons or entities whose services were retained for the Project, and all other expenses directly resulting from the termination.

INFORMATION PROVIDED BY OTHERS

S-H shall indicate to the CLIENT the information needed for rendering of services hereunder. The CLIENT shall provide to S-H such information, including electronic media, as is available to the CLIENT and the CLIENT's consultants and contractors, and S-H shall be entitled to rely upon the accuracy and completeness thereof. The CLIENT recognizes that it is difficult for S-H to assure the accuracy, completeness and sufficiency of such client-furnished information, either because it is provided by others or because of errors or omissions which may have occurred in assembling the information the CLIENT is providing. Accordingly, the CLIENT agrees, to the fullest extent permitted by law, to indemnify and hold harmless S-H, its officers, directors, shareholders, employees, agents, subconsultants and affiliated companies, and any of them, from and against any and all claims, liabilities, losses, costs, expenses (including reasonable attorneys' fees, experts' fees, and any other legal costs) for injury or loss arising or allegedly arising from errors, omissions or inaccuracies in documents or other information provided by the CLIENT.

UNDERGROUND UTILITIES

Information for location of underground utilities may come from the CLIENT, third parties, and/or research performed by S-H or its subcontractors. S-H will use the standard of care defined in this Agreement in providing this service. The information that S-H must rely on from various utilities and other records may be inaccurate or incomplete. Therefore, the CLIENT agrees, to the fullest extent permitted by law, to indemnify and hold harmless S-H, its officers, directors, shareholders, employees, agents, subconsultants, affiliated companies, and any of them for all claims, losses, costs and damages arising out of the location of underground utilities provided or any information related to underground utilities by S-H under this Agreement.

CONTRACTOR MATTERS

CLIENT agrees that S-H shall not be responsible for the acts or omissions of the CLIENT's contractor, or subcontractors, their employees, agents, consultants, suppliers or arising from contractor's or subcontractors' work, their employees, agents, consultants, suppliers or other entities that are responsible for performing work that is not in conformance with the construction Contract Documents, if any, prepared by S-H under this Agreement. S-H shall not have responsibility for means, methods, techniques, sequences, and progress of construction of the contractor, subcontractors, agents, employees, agents, consultants, or others entities. In addition, CLIENT agrees that S-H is not responsible for safety at the project site and that safety during construction is for the CLIENT to address in the contract between the CLIENT and contractor.

SHOP DRAWING REVIEW

If, as part of this Agreement S-H reviews and approves Contractor submittals, such as shop drawings, product data, samples and other data, as required by S-H, these reviews and approvals shall be only for the limited purpose of checking for conformance with the design concept and the information expressed in the contract documents. This review shall not include review of the accuracy or completeness of details, such as quantities, dimensions, weights or gauges, fabrication processes, construction means or methods, coordination of the work with other trades or construction safety precautions, all of which are the sole responsibility of the Contractor. S-H's review shall be conducted with reasonable promptness while allowing sufficient time in S-H's judgment to permit adequate review. Review of a specific item shall not indicate that S-H has reviewed the entire assembly of which the item is a component. S-H shall not be responsible for any deviations from the contract documents not brought to the attention of S-H in writing by the Contractor. S-H shall not be required to review partial submissions or those for which submissions of correlated items have not been received.

OPINIONS OF PROBABLE COST

If, as part of this Agreement S-H is providing opinions of probable construction cost, the CLIENT understands that S-H has no control over costs or the price of labor, equipment or materials, or over the Contractor's method of pricing, and that S-H's opinions of probable construction costs are to be made on the basis of S-H's qualifications and experience. S-H makes no warranty, expressed or implied, as to the accuracy of such opinions as compared to bid or actual costs.

CONSTRUCTION OBSERVATION

If, as part of this Agreement S-H is providing construction observation services, S-H shall visit the project at appropriate intervals during construction to become generally familiar with the progress and quality of the contractors' work and to determine if the work is proceeding in general accordance with the Contract Documents. Unless otherwise specified in the Agreement, the CLIENT has not retained S-H to make detailed inspections or to provide exhaustive or continuous project review and observation services. S-H does not guarantee the performance of, and shall have no responsibility for, the acts or omissions of any contractor, its subcontractors, employees, agents, consultants, suppliers or any other entities furnishing materials or performing any work on the project.

S-H shall advise the CLIENT if S-H observes that the contractor is not performing in general conformance of Contract Documents. CLIENT shall determine if work of contractor should be stopped to resolve any problems.

OTHER SERVICES

The CLIENT may direct S-H to provide other services including, but not limited to, any additional services identified in S-H's proposal. If S-H agrees to provide these services, then the schedule shall be reasonably adjusted to allow S-H to provide these services. Compensation for such services shall be at S-H's Standard Hourly Fee Schedule in effect at the time the work is performed unless there is a written Amendment to Agreement that contains an alternative compensation provision.

OWNERSHIP & REUSE OF INSTRUMENTS OF SERVICE

All reports, plans, specifications, field data and notes and other documents, including all documents on electronic media, prepared by S-H as instruments of service shall remain the property of S-H. The CLIENT shall not reuse or make any modifications to the plans and specifications without the prior written authorization of S-H. The CLIENT agrees, to the fullest extent permitted by law, to defend, indemnify and hold harmless S-H its officers, directors, shareholders, employees, agents, subconsultants and affiliated companies, and any of them from any and all claims, losses, costs or damages of any nature whatsoever arising out of, resulting from or in any way related to any unauthorized reuse or modifications of the construction documents by the CLIENT or any person or entity that acquires or obtains the plans and specifications from or through the CLIENT without the written authorization of S-H.

DISPUTE RESOLUTION

If a dispute arises between S-H and CLIENT, the executives of the parties having authority to resolve the dispute shall meet within thirty (30) days of the notification of the dispute to resolve the dispute. If the dispute is not resolved within such thirty (30) day time period, CLIENT and S-H agree to submit to non-binding mediation prior to commencement of any litigation and that non-binding mediation is a precondition to any litigation. Any costs incurred directly for a mediator, shall be shared equally between the parties involved in the mediation.

EXCUSABLE EVENTS

S-H shall not be responsible for any event or circumstance that is beyond the reasonable control of S-H that has a demonstrable and adverse effect on S-H's ability to perform its obligations under this Agreement or S-H's cost and expense of performing its obligations under this Agreement (an "Excusable Event"), including without limitation, a change in law or applicable standards,

actions or inactions by a governmental authority, the presence or encounter of hazardous or toxic materials on the Project, war (declared or undeclared) or other armed conflict, terrorism, sabotage, vandalism, riot or other civil disturbance, blockade or embargos, explosion, epidemic, quarantine, strike, lockout, work slowdown or stoppage, accident, act of God, failure of any governmental or other regulatory authority to act in a timely manner, unexcused act or omission by CLIENT or contractors of any level (including, without limitation, failure of the CLIENT to furnish timely information or approve or disapprove of S-H's services or work product promptly, delays in the work caused by CLIENT, CLIENT's suspension, breach or default of this Agreement, or delays caused by faulty performance by the CLIENT or by contractors of any level). When an Excusable Event occurs, the CLIENT agrees S-H is not responsible for damages, nor shall S-H be deemed to be in default of this Agreement, and S-H shall be entitled to a change order to equitably adjust for S-H's increased time and/or cost to perform its services due to the Excusable Event.

ASSIGNMENT

Neither party to this Agreement shall transfer, sublet or assign any rights under or interest in this Agreement (including but not limited to monies that are due or monies that may be due) without the prior written consent of the other party.

SEVERABILITY, SURVIVAL AND WAIVER

Any provision of this Agreement later held to be unenforceable for any reason shall be deemed void, and all remaining provisions shall continue in full force and effect. All obligations arising prior to the termination of this Agreement and all provisions of this Agreement allocating responsibility or liability between the CLIENT and S-H shall survive the completion of the services hereunder and the termination of this Agreement. The failure of a party to insist upon strict compliance of any term hereof shall not constitute a waiver by that party of its rights to insist upon strict compliance at a subsequent date.

GOVERNING LAW

This Agreement shall be governed pursuant to the laws in the state of the locale of the S-H office address written in this Agreement.

EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of S-H to provide equal employment opportunities for all. S-H enforces the following acts and amendments as presented by Federal government or State governments: Title VII of the Civil Rights Act of 1965, Age Discrimination in Employment ACT (ADEA), Americans With Disabilities Act (ADA), Iowa Civil Rights Act of 1965, and Illinois Human Rights Act [775ILCS 5]. S-H will not discriminate against any employee or applicant because of race, creed, color, religion, sex, national origin, gender identity, sexual orientation, marital status, ancestry, veteran status, or physical or mental handicap, unless related to performance of the job with or without accommodation.

COMPLETE AGREEMENT

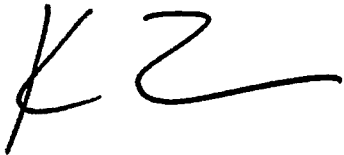
This Agreement constitutes the entire and integrated agreement between the CLIENT and S-H and supersedes all prior negotiations, representations and agreements, whether oral or written. If the CLIENT issues a Purchase Order of which this Agreement becomes a part, the terms of this Agreement shall take precedence in the event of a conflict of terms.

AGREEMENT

This proposal shall become the Agreement for Services when accepted by both parties. Original, facsimile, electronic signatures or other electronic acceptance by the parties (and returned to Shive-Hattery) are deemed acceptable for binding the parties to the Agreement. The Client representative signing this Agreement warrants that he or she is authorized to enter into this Agreement on behalf of the Client.

Thank you for considering this proposal. We look forward to working with you. If you have any questions concerning this proposal, please contact us.

Sincerely,
SHIVE-HATTERY, INC.



Kevin Long, Building Envelope Group Leader, Project Manager
klong@shive-hattery.com

AGREEMENT ACCEPTED AND SERVICES AUTHORIZED TO PROCEED

CLIENT: Jasper County, IA

BY: _____ **TITLE:** _____
(signature)

PRINTED NAME: _____ **DATE ACCEPTED:** _____

3rd Quarter 2017-2018

Description	January	February	March	Quarterly Totals
FEDERAL				
Intent to Files	<u>1</u>	<u>1</u>	<u>2</u>	4
VA Compensation/Pension Claim Submitted	<u>10</u>	<u>4</u>	<u>5</u>	19
Survivor Benefits/ Burial Benefits/ Death Pension Applications Submitted		<u>1</u>	<u>3</u>	4
Pending Claims Consulted	<u>34</u>	<u>29</u>	<u>20</u>	83
Military Records Ordered (DD214/Awards/Medical Records, etc.)	<u>5</u>	<u>3</u>	<u>4</u>	12
VA Health Care Benefits applied for	<u>5</u>	<u>6</u>	<u>6</u>	17
Other VA Forms (POA, Waivers, Statements, etc)	<u>13</u>	<u>8</u>	<u>12</u>	33
STATE				
State Assistance Applications Submitted	<u>0</u>	<u>0</u>	<u>0</u>	0
COUNTY				
Number of Veterans Assisted by Jasper County	<u>6</u>	<u>10</u>	<u>5</u>	
Total Spent on Financial Assistance Provided	<u>\$2,224.23</u>	<u>\$6,030.16</u>	<u>2615.96</u>	\$10,870.35
Unclaimed Assistance	<u>0</u>	<u>0</u>	<u>\$0.00</u>	\$0.00
Projected Total	<u>\$2,224.23</u>	<u>\$6,030.16</u>	<u>\$2,615.96</u>	\$10,870.35
Average per Veteran	<u>\$370.71</u>	<u>\$603.02</u>	<u>\$523.19</u>	\$517.64

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 DENNIS K PARROTT
 JASPER COUNTY AUDITOR
 FILED

3rd Quarter FY 2017 - 2018

	January	February	March
Accrual FY 2016-17	\$0.00	\$0.00	\$0.00
Mileage for Veterans	\$709.27	\$469.81	\$833.32
Admin	\$1,533.66	\$963.19	\$771.40
County Assistance	\$2,224.23	\$6,030.16	\$2,615.96
Pending Vouchers	\$0.00	\$0.00	\$0.00
Grant	\$406.21	\$955.00	\$1,108.80
Total	\$4,873.37	\$8,418.16	\$5,329.48
% used	6.80%	11.74%	7.44%

	3rd Quarter	YTD	Allocated	Remaining	% Remaining
	\$0.00	\$3,649.41	\$0.00	-\$3,649.41	
	\$2,012.40	\$6,476.28	\$10,000.00	\$3,523.72	35.24%
	\$3,268.25	\$9,026.89	\$17,100.00	\$8,073.11	47.21%
	\$10,870.35	\$27,361.00	\$35,000.00	\$7,639.00	21.83%
	\$0.00	\$0.00	\$0.00	\$0.00	
	\$2,470.01	\$7,090.45	\$9,575.00	\$2,484.55	25.95%
Total	\$18,621.01	\$53,604.03	\$71,675.00	\$18,070.97	25.21%
% used	25.98%	74.79%			

	January	February	March
Wages-Director	\$3,697.54	\$3,697.54	\$3,758.15
	7.66%	7.66%	7.78%
Wages-Assistant	\$1,113.75	\$1,308.75	\$1,170.00
	0.00%	0.00%	0.00%
Wages-Commission	\$250.00	\$250.00	\$150.00
	8.33%	8.33%	5.00%
Fica-County Portion	\$366.77	\$381.69	\$368.05
	4.10%	4.26%	4.11%
IPERS-County Portion	\$429.66	\$447.07	\$440.09
	4.11%	4.28%	4.21%
Employee Insurance	\$1,661.40	\$1,661.40	\$1,661.40
	4.16%	4.16%	4.16%

	3rd Quarter	YTD	Allocated	Remaining	% Remaining
	\$11,153.23	\$34,913.27	\$48,290.00	\$13,376.73	27.70%
	23.10%				
	\$3,592.50	\$11,531.25		-\$11,531.25	
	0.00%				
	\$650.00	\$2,050.00	\$3,000.00	\$950.00	31.67%
	21.67%				
	\$1,116.51	\$3,534.13	\$8,951.00	\$5,416.87	60.52%
	12.47%				
	\$1,316.82	\$4,147.55	\$10,448.00	\$6,300.45	60.30%
	12.60%				
	\$4,984.20	\$13,998.04	\$39,899.00	\$25,900.96	64.92%
	12.49%				
Total	\$22,813.26	\$70,174.24	\$110,588.00	\$40,413.76	36.54%

Public Donations Balance \$1,275.00

WHO	Code	Total \$ Assist	Inv Date	DATE	ACCRUED	DRIVERS	ADMIN	ASSIST	VOUCHER	GRANT	WHAT	Miles	Who Paid
Shred-it USA			2-Jan-18	27-Jan-18			\$48.00				Shredding Service for January 2018		Shred-it USA
News Printing Company			31-Dec-17	23-Jan-18			\$224.00				Advertising		News Printing Company
Keith N. Thorpe			10-Jan-18	23-Jan-18			\$102.72				Deliver Flag Cases to Funeral Homes "During 2017"		Keith N. Thorpe
American Airlines			11-Jan-18	27-Jan-18			\$645.79			\$406.21	Reservations for NACVSO 2018 Conference Jackson & Thorpe		American Airlines (Total \$1052.00)
Travelocity			11-Jan-18	27-Jan-18			\$189.00				Flight Protection NACVSO 2018 Conference Jackson & Thorpe		Travelocity
Silver Legacy Reno Hotel (Bal \$1404.06)			11-Jan-18	27-Jan-18			\$292.84				Reservations for NACVSO 2018 Conference Jackson & Thorpe		Silver Legacy Reno Hotel (Total \$1696.92)
Premier Office Equipment			10-Jan-18	27-Jan-18			\$31.29				Printer Service Contract (January 2018)		Premier Office Equipment
Richard Bullock			28-Dec-17	9-Jan-18		\$289.44					December Mileage	541	Jasper County Ride
Gary Helms			28-Dec-17	9-Jan-18		\$2.51					December Mileage	4.7	Jasper County Ride
Tril Korte			28-Dec-17	9-Jan-18		\$51.90					December Mileage	97	Jasper County Ride
Die O'Connor			28-Dec-17	9-Jan-18		\$4.28					December Mileage	8	Jasper County Ride
Dee Rogers			28-Dec-17	9-Jan-18		\$120.38					December Mileage	225	Jasper County Ride
Rocky Ruehle			28-Dec-17	9-Jan-18		\$86.14					December Mileage	161	Jasper County Ride
Tim Wickman			28-Dec-17	9-Jan-18		\$154.62					December Mileage	289	Jasper County Ride
												Total	1325.7
Driver Expenses													
Fareway Stores Inc #848		\$366.32	16-Jan-18	6-Feb-18							Food Provisions (Vouchers 35, 36, 37 & 38)		Fareway Stores Inc #848
		\$399.34	9-Jan-18								Food Provisions (Vouchers 39, 40, & 41)		Fareway Stores Inc #848
		\$614.96	23-Jan-18	6-Feb-18							Shelter (Rent)		Diane Gray
		\$302.00	16-Jan-18	6-Feb-18							Food Provisions (Vouchers 42 & 43) = \$114.96		Fareway Stores Inc #848
		\$239.56	19-Jan-18								Utilities (Water)		Iowa Regional Utilities Association
		\$589.88	25-Jan-18								Food Provisions (Vouchers 44 & 45)		Fareway Stores Inc #848
		\$705.91	31-Jan-18	6-Feb-18							Food Provisions (Vouchers 46 & 47) = \$239.88		Fareway Stores Inc #848
			25-Jan-18	6-Feb-18							Shelter (rent)		Craig Ver Huel
											Shelter (Mortgage)		CITIMORTGAGE, Inc.
											Utilities (Water)		Newton Waterworks
											Utilities (Gas)		Black Hills Energy
											Utilities (Electric)		Alliant Energy
Funeral Assistance													
		\$0.00											
		\$709.27											
		\$1,533.66											
		\$2,224.23											
		\$0.00											
		\$2,224.23											
		\$0.00											
		\$406.21											
		\$4,873.37											

Category	Amount
Last years expenditures	\$0.00
Mileage for Veterans	\$709.27
Admin	\$1,533.66
General Assistance	\$2,224.23
Funeral Assistance	\$0.00
Total Veteran Assistance	\$2,224.23
Pending Vouchers	\$0.00
Grant	\$406.21
Total	\$4,873.37

Category	Amount
Carry over	\$275.00
New additions	
Deductions	
Public Donations	\$275.00
Balance	\$275.00

Veterans Affairs Expenditures

WHO	Code	Total \$ Assist	Invoice Date	DATE	ACCRUED	DRIVERS	ADMIN	ASSIST	VOUCHER	GRANT	WHAT	Miles	Who Paid
Ia. Assn of County Commissioners and Veterans Service Officers News Printing Company GOVCONNECTION, INC			5-Feb-18	20-Feb-18						\$120.00	Spring School 2018 (Jackson & Thorpe)		IACVSO
		\$224.00	31-Jan-18	20-Feb-18			\$224.00				Advertising		News Printing Company
		\$659.08	25-Jan-18	27-Feb-18				\$659.08			New Computer (VA Assistant Thorpe)		GOVCONNECTION, INC
			8-Feb-18	27-Feb-18							NACYSO Con Ed Training "CEU" Kurt Jackson		NACYSO
			8-Feb-18	20-Feb-18							NACYSO Accreditation Training Keith Thorpe		NACYSO
National Asmn. County Veteran Service Officers Iowa State Association of Counties			8-Feb-18	20-Feb-18						\$190.00	ISAC 2018 Spring Conference Kurt Jackson		ISAC
			23-Jan-18	27-Feb-18			\$32.09				Printer Service Contract (February 2018)		Premier Office Equipment
			15-Feb-18	27-Feb-18			\$48.02				Shredding Service for February 2018		Shred-it USA
Driver Expenses													
Debbie Boehmer Richard Bullock Lori Korte Joe Rogers Becky Ruehle Linda Schafer			6-Feb-18	20-Feb-18			\$46.87				January Mileage	86	Jasper County Rides
			6-Feb-18	20-Feb-18			\$298.12				January Mileage	547	Jasper County Rides
			6-Feb-18	20-Feb-18			\$27.80				January Mileage	51	Jasper County Rides
			6-Feb-18	20-Feb-18			\$45.78				January Mileage	84	Jasper County Rides
			6-Feb-18	20-Feb-18			\$4.91				January Mileage	9	Jasper County Rides
			6-Feb-18	20-Feb-18			\$46.33				January Mileage	85	Jasper County Rides
											Total	862	

Code	Total \$ Assist	Invoice Date	DATE	ACCRUED	DRIVERS	ADMIN	ASSIST	VOUCHER	GRANT	WHAT	Miles	Who Paid
General Assistance												
	\$993.74	12-Feb-18	6-Mar-18				\$993.74			Vouchers 39, 40, 41, 42, 43, 44, 45, 46 & 47		Farway Stores #848
	\$378.90	1-Feb-18	20-Feb-18				\$378.90			Utilities (Gas)		Criswell Propane, Grinnell, Ia.
		1-Feb-18	20-Feb-18							Food Provisions (Voucher 48)		Farway Stores #848
		2-Feb-18	20-Feb-18							Food Provisions (Voucher 49)		Farway Stores #848
		2-Feb-18	20-Feb-18							Food Provisions (Vouchers 50 & 51)	\$224.90	Farway Stores #848
	\$176.36						\$176.36			Utilities (Gas)		Black Hills Energy
	\$402.59						\$402.59			Utilities (Electric)		Alliant Energy
	\$106.39						\$106.39			Utilities (Water)		Newton Waterworks
	\$119.70						\$119.70			Utilities (Gas)		Black Hills Energy
	\$434.77						\$434.77			Utilities (Electric)		Alliant Energy
	\$541.00						\$541.00			Shelter (Rent)		Meadowbrook Apartments
	\$400.00						\$400.00			Food Provisions (Voucher 52, 53 & 54)	\$218.75	Farway Stores #848
	\$160.76						\$160.76			Utilities (Electric)		Alliant Energy
	\$800.00						\$800.00			Utilities (Water)		Newton Waterworks
	\$465.00						\$465.00			Shelter (Rent)		Jeff Parsons
	\$50.42						\$50.42			Shelter (Mortgage)		Chase Mortgage Loan
	\$50.30						\$50.30			Utilities (Electric)		Alliant Energy
	\$339.00						\$339.00			Utilities (Gas)		Black Hills Energy
	\$611.23						\$611.23			Utilities (Electric)		Alliant Energy
										Shelter (Mortgage)		FNNB Mortgage Loan

Funeral Assistance

Last years expenditures	\$0.00
Mileage for Veterans Admin	\$469.81
General Assistance	\$963.19
Funeral Assistance	\$6,030.16
Pending Vouchers Grant	\$0.00
Total Veteran Assistance	\$6,030.16
	\$0.00
	\$955.00
	\$8,418.15

Carry over	\$275.00	New additions	\$1,000.00	Deductions		Balance	\$1,275.00
Name:							

WHO	Code	Total \$ Assist	Invoice Date	DATE	ACCRUED	DRIVERS	ADMIN	ASSIST	VOUCHER GRANT	WHAT	Miles	Who Paid	
Operational Expenses													
Forbes Office Solution			3-Mar-18	20-Mar-18			\$306.94			Office Chair and File Folders		Forbes Office Solution	
News Printing Company			28-Feb-18	27-Mar-18			\$192.00			Advertising		News Printing Company	
Embassy Suites by Hilton			8-Mar-18	27-Mar-18				\$1,108.80		Two rooms for Jackson & Thorpe IDVA 2018 Spring School Life Cam for video conference with VA Regional Office		Embassy Suites by Hilton	
GOVCONNECTION, INC.			26-Feb-18	27-Mar-18			\$51.11			February and March 2018 Mileage		GOVCONNECTION, INC.	
Kurt Jackson			22-Mar-18	3-Apr-18			\$137.56			Printer Service Contract (March 2018)		Kurt Jackson	
Premier Office Equipment			23-Feb-18	27-Feb-18			\$35.34			Shredding Service for March 2018		Premier Office Equipment	
Shred-it USA			15-Mar-18	27-Feb-18			\$48.45					Shred-it USA	
Driver Expenses													
Jane Brichard			8-Mar-18	20-Mar-18		\$59.95				February Mileage	110	Jasper County Rides	
Richard Bullock			8-Mar-18	20-Mar-18		\$188.57				February Mileage	346	Jasper County Rides	
Orl Korte			8-Mar-18	20-Mar-18		\$174.40				February Mileage	320	Jasper County Rides	
Elah Main			8-Mar-18	20-Mar-18		\$35.43				February Mileage	65	Jasper County Rides	
John Prater			8-Mar-18	20-Mar-18		\$202.74				February Mileage	372	Jasper County Rides	
Joe Rogers			8-Mar-18	20-Mar-18		\$104.10				February Mileage	191	Jasper County Rides	
Inda Schaefer			8-Mar-18	20-Mar-18		\$68.13				February Mileage	125	Jasper County Rides	
											Total	1529	

General Assistance												
Farway Stores #848		\$679.02	5-Mar-18	20-Mar-18				\$679.02		Vouchers 48, 49, 50, 51, 52, 53 & 54		Farway Stores #848
		\$388.35	2-Mar-18	20-Mar-18				\$388.35		Chase Mortgage Loan		Chase Mortgage Loan
		\$494.45	14-Mar-18	3-Apr-18				\$264.45		Food Provisions (Vouchers 55 & 56)	\$230.00	Farway Stores #848
		\$170.64	14-Mar-18	3-Apr-18				\$94.00		Utilities (Electric)		MidAmerican Energy
		\$956.50	28-Mar-18	17-Apr-18				\$76.64		Utilities (Water)		MidAmerican Energy
		\$157.00	29-Mar-18	17-Apr-18				\$956.50		Utilities (Electric)		City of Colfax
								\$157.00		Utilities (Electric)		Alliant Energy
												MidAmerican Energy

Funeral Assistance												
Last years expenditures												
Mileage for Veterans Admin												
		0						\$833.32				\$0.00
								\$771.40		General Assistance		\$833.32
										Funeral Assistance		\$771.40
										Total Veteran Assistance		\$2,615.96
										Pending Vouchers Grant		\$0.00
										Total		\$1,108.80
										Total		\$5,329.48

Public Donations	Carry over	New additions	Deductions	Balance
\$1,275.00	\$1,275.00			\$1,275.00

Jasper County RIDE Program
 VA RIDE
 Quarterly Data
 Jan, Feb, Mar 2018

	Iowa City	Des Moines	Skiff	Newton Clinic	Newton -Other	Other Area Towns	Totals
Veterans Transported (unduplicated)							14
TOTAL RIDES for Veterans	3	37	1	1		6	48

Donita Huegel

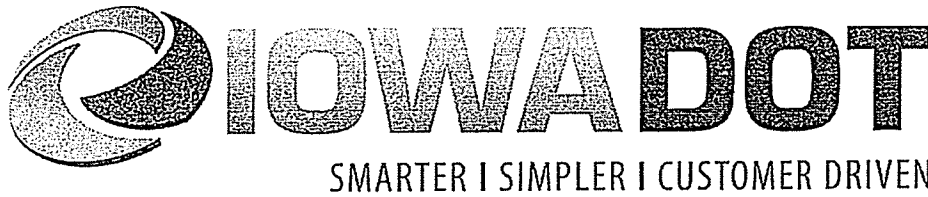
Program Assistant

Retired and Senior Volunteer Program (RSVP)

IOWA STATE UNIVERSITY
 Extension and Outreach

Healthy People. Environments. Economics.

Jasper County
 550 N 2nd Ave W
 Newton, Iowa 50208
 641-792-6433
 641-791-0769 Fax

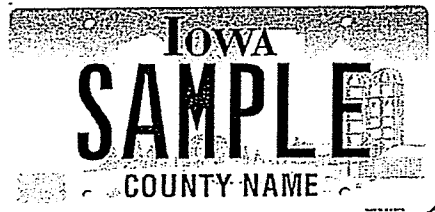


www.iowadot.gov

Questions and Answers about Iowa's License Plate Redesign

Why are we changing the license plate design?

Early in 2017, Governor Branstad and Governor Reynolds asked us to redesign what we call the "county standard" license plates. County standard plates are the plates most of us have, that are blue and white with a silver-grey city and country image in the background.



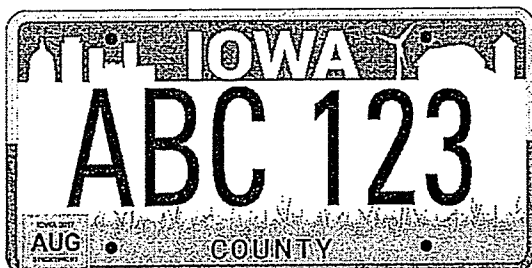
Sample county standard plate with city/country background

We made the switch to this plate design in 1998, at the same time we stopped stamping letters and numbers onto license plates and started digitally printing license plates. The background has remained the same since that time, although we switched from blue to black letters in 2011 to increase contrast and legibility and reduce cost.

Although this plate design has served as well, it's become a bit dated and stale. Governor Branstad and Governor Reynolds asked us to remedy that by designing a new, updated plate that positively represents Iowa.

What will the new license plate look like?

Our new county standard license plate will look this:



We called this design the "City and Country Reboot." It represents an updated and more visually compelling representation of the city and country theme that is currently featured on Iowa license plates. The top blue border profiles city and country images and the bottom green border evokes growth, nature and wellness. This plate reminds us Iowa is a great place to live, wherever you choose.

When will the new plate design be available?

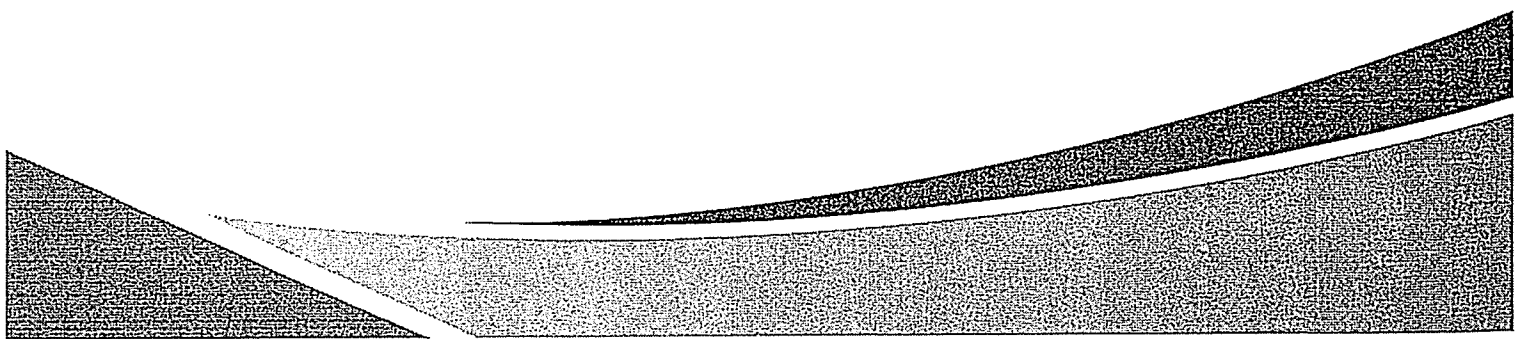
Production of the new design will begin toward the end of March. The Iowa DOT and Iowa Prison Industries carefully monitors the plate inventory of each plate design individual county treasurers have on hand and ships new plates as their existing inventory is depleted. Once inventory of the existing plate design is depleted, individual county treasurers will begin receiving the new plate design automatically. This will mean that some counties will receive the new plate design sooner than others. It is also important to note that inventory of some specialty plates that will contain the new design may take longer to deplete than the county standard plate design. If you are anxious to receive the new design, it is suggested that you contact your county treasurer to see if they are available.

Will we all have to change our plates?

No. To avoid unnecessary cost, we will not replace all of the license plates that are currently in use, but will instead phase in new plates. Vehicle owners that would normally receive a new county standard plate, such as customers that are due for a plate replacement after 10 years will receive the new design, as will customers that replace a lost or stolen plate.

One thing we did to keep Iowa plates functional and save money was to implement a ten year "rolling" replacement of license plates, starting in 2012. We studied plate longevity and found that plates tend to lose their reflectivity and legibility after about the tenth year in service. Therefore, we automatically replace your plates after 10 years. That helps us make sure our plates remain in good condition and use, but also avoids replacing plates before the end of their useful life. Because of this 10-year replacement cycle, it will take some time before all of the county standard plates currently in service in Iowa are replaced with the new design.

Iowa was something of a pioneer in this idea. States used to replace all of their plates at one time, which costs millions of dollars and ends up replacing plates that have good life in them. Other states are now following our lead.

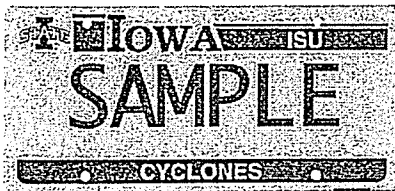


What if I want a new plate but I'm not due for a new one?

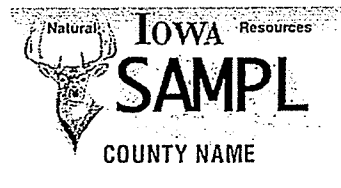
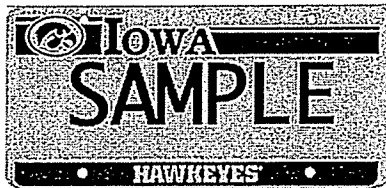
If you're not due for a set of replacement plates but would like to display the new design, you can request a set of replacement plates through your county treasurer's office, assuming the new plate design is available in that county. Replacement plates only cost \$5.

I have a collegiate plate, a DNR plate, or another specialty plate. Will it change?

Collegiate plates (Iowa, Iowa State, UNI, and all of the private college plates currently available) will not change. Likewise, DNR plates (for instance, the gold finch, eagle, trout, or deer plates) and any other specialty plate that uses a background other than the current county standard background will not change – these plates have their distinct design and background and won't be affected.

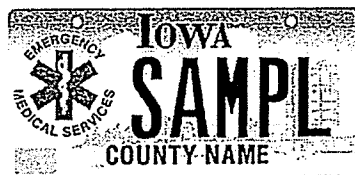
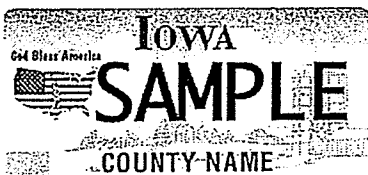


Sample collegiate plates



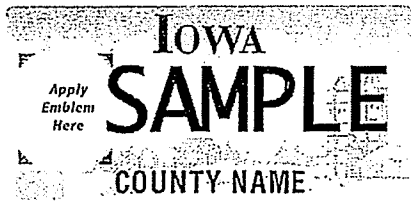
Sample DNR plate

We do have a number of what we call special processed emblem plates – plates that have an emblem on the left side of the plate that promotes a specific organization or cause – that are produced on the county standard background, and we will begin producing those as existing inventory is depleted.



Sample processed emblem plates

This is also true for the new "decal" plates, which are plates authorized by the Iowa legislature and that allow a non-profit organization to produce and distribute a decal that can be affixed on the left side of the plate and that promotes the organization or its cause. You can find more information about decal plates at [Approved decals can be found on our website at https://iowadot.gov/mvd/vehicleregistration/vehicleregistration/decals.](https://iowadot.gov/mvd/vehicleregistration/vehicleregistration/decals)



Sample decal plate

May I still get a personalized plate?

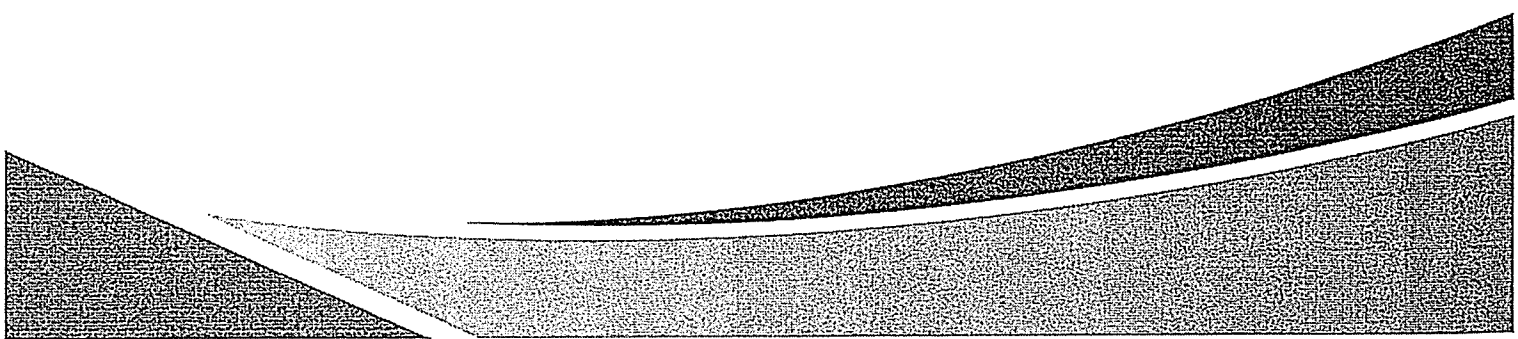
Yes, you will still be able to order personalized plates. This change only affects the design of county standard plates; it doesn't change the availability of personalized plates. You can find more information about personalized and specialty plates at <https://iowadot.gov/mvd/personalizedplates/home.aspx>.

Will there be any change in the numbers and letters on the plates?

No, the configuration of the letters and numbers will still be the same – county standard plates will still have three letters and three numbers with a space between them, and personalized plates (other than on specialty plates) will still have a combination of up to seven letters and numbers, and specialty plates with processed emblems will still have two letters and three numbers (or five characters total if personalized).

Will the new plates still have the county name at the bottom?

Yes. Iowa law requires that we include the county name at the bottom of license plates (other than collegiate plates), and we will continue to do that, as the design options reflect.



How was this design developed and selected?

Rather than just launch a new design, both we and Governor Reynolds thought it was important to give the public a voice in the selection process. Our in-house design team took input from staff, the Governor's Office, the Iowa Department of Cultural Affairs, and the Iowa Economic Development Authority to develop themes and concepts that inspired more than 40 design options. Those options were narrowed to eight and then with input from Governor Reynolds narrowed down to three final designs.

Governor Reynolds released the final three designs to the public on the first day of the 2017 Iowa State Fair. Throughout the duration of the Fair (August 10- 20) the public voted on the design they liked best, both online and directly at our state fair booth. The "City and Country Reboot" design received the most votes from the public.

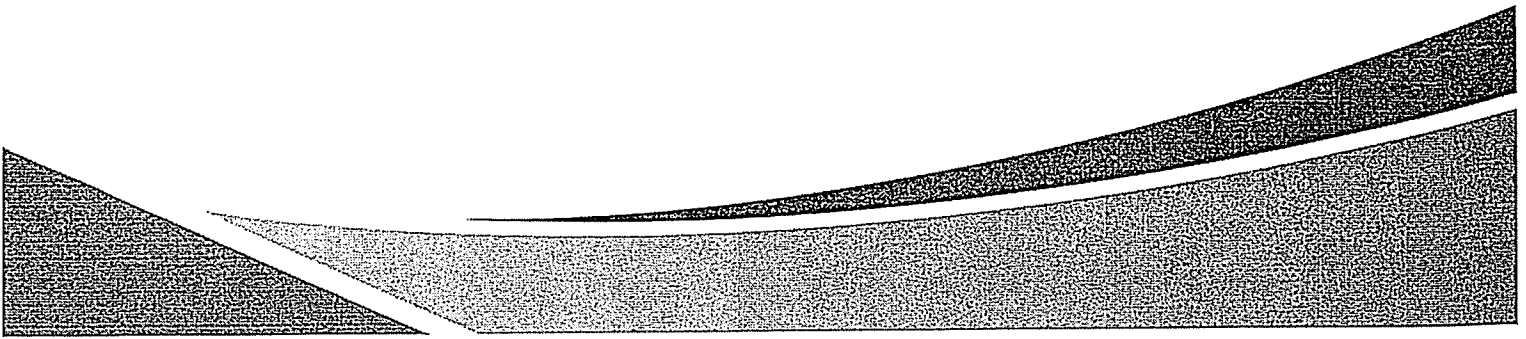
What did it cost to develop the new designs?

Absolutely nothing. Our in-house designers created all of the design options and art work at no cost.

Why didn't you offer a design that covered the whole plate, like other states?

Some states have implemented license plates that have images or designs that cover the entire plate, and in fact we received some very generous and creative suggestions from the public that suggested "whole plate" designs. As we suggested new designs the one thing we had to keep in mind was the essential purpose of a license plate, which is to help law enforcement and others clearly read the letters and numbers that identify the vehicle. Full color and detailed graphics obscure the letters and numbers on the plate and reduce contrast, which makes it harder to read the plate when necessary.

The American Association of Motor Vehicle Administrators (AAMVA) maintains license plate design standards that are intended to make sure license plates are recognizable and legible. In general, they recommend a high degree of contrast between the letters and numbers and the surrounding background. They also recommend avoiding strong images in the background that compete with the letters and numbers. That's why we developed designs that have stronger graphics at the top and bottom but are mostly white or very light in color around the letters and numbers. This also drove the decision to continue to use black text. This let us create options that represented Iowa in a positive manner but still maintained the ability to easily recognize and read the plates, ultimately keeping us all safer.



Another thing that influenced our design is the number of specialty plates that must be accommodated within the standard design. As discussed below, we have 40 different specialty plates, plus new decal plates, that are produced on the standard background which need space for a graphic image on the left side of the plate (to the left of the plate letters and numbers). To make sure those images remain clear and visible, we needed to keep that space free of competing images and colors. That's another reason we could not offer or accept designs that covered the whole plate.

Who makes our plates?

Iowa Prison Industries makes our license plates at its penitentiary in Anamosa.

How many license plates do we make every year?

On average we make about 1.3 million plates per year. That covers about 1.2 million large plates and 888,000 small plates.

How many county standard plates are currently in service in Iowa?

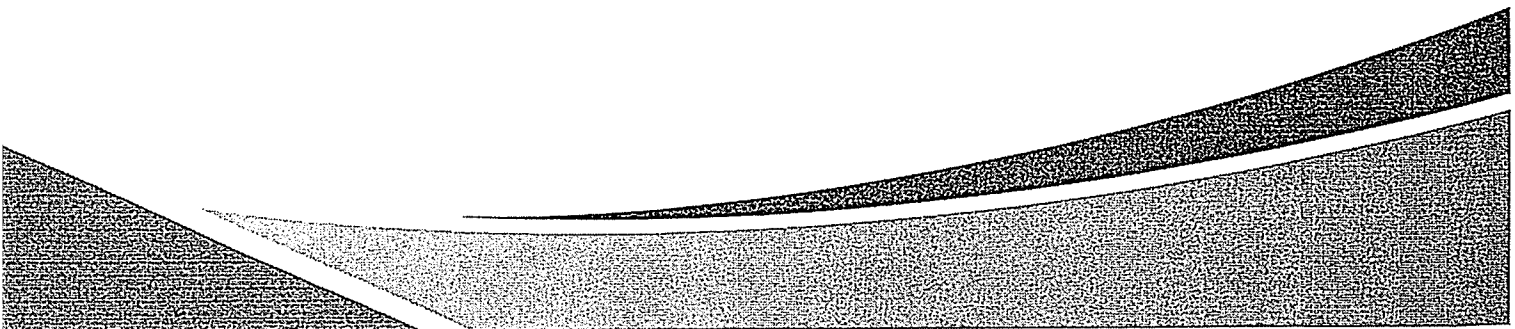
The vast majority of plates that are currently in service in Iowa are county standard plates. We currently have about 4.4 million plates in service, and of those, just under 4.2 million are county standard plates.

What does it cost to make a set of plates?

It costs \$3.64 to manufacture a set of plates.

What does it cost each year to produce plates?

It costs about \$2.3 million per year to produce license plates. License plate costs are funded via a statutory allocation from the Road Use Tax Fund established under Iowa Code 312.2.

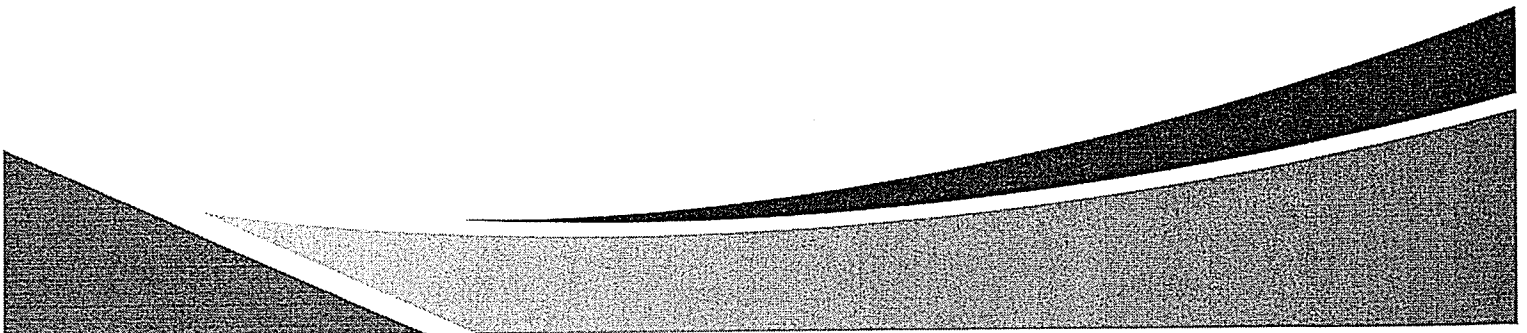


Why do we have two license plates? Wouldn't it save money to have only one?

There are states that only require a vehicle to display one license plate, but Iowa law still requires that most vehicles (with the exception of motorcycles, autocycles, trailers and semi-truck tractors) display two plates. Although the legislature on a number of occasions has considered proposals that would eliminate the second plate, they have failed to gain approval, primarily because law enforcement has indicated it would diminish the ability of law enforcement and others to identify vehicles and individuals that are lost, wanted, or involved in criminal activity. Additionally, although switching to one plate would reduce overall plate production costs by reducing the total materials used and produced, it would not, as you might assume, cut license plate costs in half. That's in part because we already have certain vehicle types that only display one plate (as noted above), but primarily because there are fixed costs associated with license plate production (for instance contracts for printers and other production hardware and software) that remain the same regardless of the number of plates produced. We will continue to produce two plates as required unless and until Iowa law changes.

Where can I get more info about Iowa license plates?

You can get information regarding all Iowa license plates types, fees, eligibility and more on our website at <https://iowadot.gov/mvd/vehicleregistration/vehicleregistration/plates/plates>.



Resolution _____

STATE OF IOWA
Jasper County

}

TRANSFER ORDER

\$113,521.61

Newton, Iowa, April 24, 2018

Doug Bishop, Treasurer, Jasper County, Iowa

Transfer One hundred thirteen thousand five hundred twenty one dollars and 61/100***

From: 0001 - General Basic
Fund

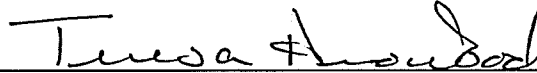
To: 0020 - Secondary Roads Fund

xxxx-99-0051-000-81400

xxxx-4-99-0051-904000

Account of: Road Use Funds Match

By Order of Board of Supervisors.



Auditor/Designee

NO. 1396

Supervisor

Attest

This transfer is required in order to receive State Road Use Funds.

Resolution _____

STATE OF IOWA
Jasper County

}

TRANSFER ORDER

\$1,113,371.86

Newton, Iowa, April 24, 2018

Doug Bishop, Treasurer, Jasper County, Iowa

Transfer One million one hundred thirteen thousand three hundred seventy one dollars and 86/100***

From: 0011 - Rural Services
Fund

To: 0020 - Secondary Roads Fund

xxxx-99-0051-000-81400

xxxx-4-99-0051-904000

Account of: Road Use Funds Match

By Order of Board of Supervisors.



Auditor/Designee

NO. 1397

Supervisor

Attest

This transfer is required in order to receive State Road Use Funds.

	A	B	C	D	E	F	G	H	I
1	Jasper County				Computation of Maximum/Minimum Allowable Transfer from General				
2	Year ended June 30, 2018				Basic and Rural Services Basic Funds to Secondary Roads Fund				
3	Period 1-9								
4						Tax Rate	Total Fund Tax		
5					Collections	Per \$1000	Levy Per \$1000	Total	
6	Maximum Allowable Transfer (As required by Chapter 331.429 of the Code of Iowa)								
7	General Basic Fund Share of:								
8	Current tax & State Tax Credits (except Military)				5,645,491.74	0.16875	4.39566	216,731.21	
9	Utility & Excise Tax				102,677.37	0.16875	4.39566	3,941.80	
10	Military tax credit				2,788.83	0.16875	3.50000	134.46	
11	Mobile Home tax collections				4,505.71	0.16875	3.50000	217.24	
12	Delinquent tax collections				555.46	0.16875	3.50000	26.78	
13	Maximum amount authorized				5,756,019.11			221,051.50	
14	Actual Transfers							(107,529.89)	
15	Under (Over) maximum authorized transfers							113,521.61	
16	Percentage of Actual to Maximum							0.49	
17									
18	Rural Services Basic Fund Share of:								
19	Current tax & State Tax Credits (except Military)				2,359,808.23	3.00375	3.38000	2,097,122.48	
20	Utility & Excise Tax				50,816.74	3.00375	3.38000	45,159.99	
21	Military tax credit				805.15	3.00375	3.95000	612.27	
22	Mobile Home tax collections				2,870.73	3.00375	3.95000	2,183.03	
23	Delinquent tax collections				28.93	3.00375	3.95000	22.00	
24	Maximum amount authorized				2,414,329.78			2,145,099.77	
25	Actual Transfers							(1,031,727.91)	
26	Under (Over) maximum authorized transfers							1,113,371.86	
27	Percentage of Actual to Maximum							0.48	
28									
29	Minimum Allowable Transfer (As required by Chapter 312.2(8) of the Code of Iowa)								
30					Assessed Value of Taxable Property	Tax Rate Per \$1000		Total	
31	General Basic Fund (All taxable property in the County)				1,473,034,251.00	0.16875		248,574.53	
32	Rural Service Fund (Not located within City limits)				799,591,656.00	3.00375		2,401,773.44	
33	Total revenue potential							2,650,347.97	
34	Minimum Allowable Transfer (75% of total revenue potential)							1,987,760.97	
35									
36	Total Actual Transfer from General Basic & Rural Services Funds							1,139,257.80	
37	Local Option Sales Tax (Secondary Roads Fund)							-	
38	Other Funds Provided for Secondary Road Purposes							-	
39	Total							1,139,257.80	
40	Under (Over) minimum requirement							848,503.17	
41	Percentage of Minimum Total to Maximum for General Basic & Rural Services Fund (If greater then 75% - OK)							0.43	
42									
43	Source: General Ledger, Transfer Book, Tax Levy Sheet, Local Option Sales Tax, DOT Local Effort Provision Worksheet								
44	Purpose: To test transfers from the General and Rural Service Funds and determine they do not exceed the maximum allowable per Code of Iowa Section 321.429.								
45									
46	Iowa Code Section: 331.429 for Maximum and 312.2(8) for Minimum								
47									
48	Selection Method: NA								
49									
50	Tick Marks:								
51									
52	Findings:								
53									
54	Conclusion:								
55									
56									
57									
58									
59									
60	Last updated 01/08/2014								

Tuesday, April 17, 2018 the Jasper County Board of Supervisors met in regular session at 9:30 a.m. Supervisors Brock, Carpenter and Cupples present and accounted for; Chairman Cupples presiding.

Motion by Carpenter and seconded by Brock to approve FY19-20 contract between Jasper County and Aging Resources of Central Iowa.

YEA: CUPPLES, CARPENTER, BROCK

Motion by Carpenter and seconded by Brock to adopt Resolution 18 – 29 a hiring resolution certifying the following to Auditor for payroll implementation:

<u>DEPARTMENT</u>	<u>POSITION</u>	<u>EMPLOYEE</u>	<u>PAY RATE</u>	<u>RANGE/STEP</u>	<u>EFFECTIVE DATE</u>
Public Health	Home Care Aid	Paula Baltisberger	\$15.28	Hire-in Non-progressive Union Scale	04/18/18

YEA: CUPPLES, BROCK, CARPENTER

A complete copy of the resolution is on file in the Office of the Jasper County Auditor.

Motion by Brock and seconded by Carpenter to adopt Resolution 18 – 30 a hiring resolution certifying the following to Auditor for payroll implementation:

<u>DEPARTMENT</u>	<u>POSITION</u>	<u>EMPLOYEE</u>	<u>PAY RATE</u>	<u>RANGE/STEP</u>	<u>EFFECTIVE DATE</u>
Conservation	Park Maintenance Technician	Ethan Vander Pol	\$22.00	Hire-in Non-progressive Scale	04/23/18

YEA: CUPPLES, BROCK, CARPENTER

A complete copy of the resolution is on file in the Office of the Jasper County Auditor.

Motion by Carpenter and seconded by Brock to approve the contract renewal between Jasper County and Cott Systems for online index books hosting services at a price of \$160 per month.

YEA: BROCK, CUPPLES, CARPENTER

Motion by Brock and seconded by Carpenter to table agenda item #3b) Employee Hiring Resolution.

YEA: CARPENTER, CUPPLES, BROCK

Motion by Brock and seconded by Carpenter to approve the use of the Courthouse lawn for Community Wellness Games from 10 a.m. to 1 p.m. Friday, June 8, 2018 during Newton Fest.

YEA: CARPENTER, BROCK, CUPPLES

Sheriff John Halferty told the Board that he would like to request the use of the Courthouse lawn for the Annual Police Memorial Week Service.

Motion by Cupples and seconded by Brock to approve the use of the Courthouse lawn on Thursday, May 17, 2018 at 5:30 p.m. for the Annual Police Memorial Week Service.

YEA: BROCK, CUPPLES, CARPENTER

Motion by Carpenter and seconded by Brock to approve the Sheriff's quarterly report for the period beginning January 1, 2018 and ending March 31, 2018.

YEA: BROCK, CARPENTER, CUPPLES

Motion by Cupples and seconded by Brock to table agenda item #6 Veterans Affairs – Kurt Jackson.

YEA: CARPENTER, CUPPLES, BROCK

Ryan Poots with Eagleview gave a presentation to the Supervisors explaining their Pictometry Program. It is a computer program that goes along with their flights and photography of the County. The flights produce both ortho and oblique photos.

There were two quotes for miscellaneous road pipes and they are as follows:

Metal Culverts Inc.	\$16,452.34
---------------------	-------------

Contech Engineered Solutions	\$15,963.62
------------------------------	-------------

Motion by Carpenter and seconded by Brock to approve the purchase of miscellaneous road pipes from Contech Engineered Solutions in the amount of \$15,963.62.

YEA: BROCK, CARPENTER, CUPPLES

There were two quotes for large pipes/multi-plate and they are as follows:

Metal Culverts Inc.	\$54,051.56
---------------------	-------------

Contech Engineered Solutions	\$55,975.21
------------------------------	-------------

Motion by Brock and seconded by Carpenter to approve the purchase of large pipes/multi-plate from Metal Culverts Inc. in the amount of \$54,051.56.

YEA: CARPENTER, BROCK, CUPPLES

There were two quotes for the purchase of two tandem trucks and they are as follows:

Western Star Harrison Truck Center	\$186,666
------------------------------------	-----------

Gate – Volvo	\$189,974
--------------	-----------

Motion by Brock and seconded by Carpenter to approve the purchase of two tandem trucks from Western Star Harrison Truck Center in the amount of \$186,666.

YEA: CARPENTER, CUPPLES, BROCK

There were two quotes for the purchase of two truck bodies and they are as follows:

Henderson Products, Inc.	\$118,684
--------------------------	-----------

Hawkeye Truck Equipment	\$136,450
-------------------------	-----------

Motion by Brock and seconded by Carpenter to approve the purchase of two truck bodies from Henderson Products, Inc. in the amount of \$118,684.

YEA: CUPPLES, CARPENTER, BROCK

There were three quotes for the purchase of three aluminum dump-box/pup trailers and they are as follows:

Brady Truck Equipment & Metal Fab, Inc.	\$122,400
---	-----------

Nunzum Services	\$125,802.84
-----------------	--------------

Henderson Products, Inc.	\$168,520
--------------------------	-----------

Motion by Carpenter and seconded by Brock to approve the purchase of three from Brady Truck Equipment in the amount of \$122,400.

YEA: BROCK, CARPENTER, CUPPLES

Motion by Brock and seconded by Carpenter to adopt Resolution 18 – 31 to accept the low bid from Kam Line Highway Markings for Project LL-Maint(Paint)—73-50 in the amount of \$148,083.89 to paint pavement markings and symbols on most paved roads in Jasper County.

YEA: CARPENTER, BROCK, CUPPLES

A complete copy of the resolution is on file in the Office of the Jasper County Auditor.

Motion by Carpenter and seconded by Brock to approve the Recorder's Monthly Report of Fees for the period beginning March 1, 2018 and ending March 31, 2018.

YEA: CARPENTER, BROCK, CUPPLES

Motion by Cupples and seconded by Brock to set public hearing dates for RAGBRAI Ordinance #64 for May 1, May 8 and May 15, 2018 at 9:30 a.m. in the Board of Supervisors Room of the Jasper County Courthouse.

YEA: BROCK, CARPENTER, CUPPLES

Motion by Brock and seconded by Carpenter to approve Board of Supervisors minutes for 4/10/2018.

YEA: CUPPLES, CARPENTER, BROCK

Motion by Cupples and seconded by Carpenter to enter into closed session in accordance with Iowa Code Section 21.5(C) "To discuss strategy with legal counsel in matters that are presently in litigation or when litigation is imminent."

YEA: BROCK, CARPENTER, CUPPLES

The Supervisors came back into open session.

Motion by Cupples and seconded by Carpenter to adjourn the Tuesday, April 17, 2018 meeting of the Jasper County Board of Supervisors.

YEA: CARPENTER, CUPPLES, BROCK

Dennis K. Parrott, Auditor

Doug Cupples, Chairman

Jasper County, Iowa

Joe Brock

Denny Carpenter

Doug Cupples



Board of Supervisors
Courthouse
PO Box 944
Newton IA 50208
Phone 641-792-7016
Fax 641-792-1053

JASPER COUNTY BOARD OF SUPERVISORS AGENDA AMENDMENT

www.co.jasper.ia.us

April 24, 2018

9:30 a.m.

- Item 7** **Auditor – Dennis Parrott**
 a) Employee Hiring Resolution

Resolution 18 – ____

WHEREAS, a position vacancy has been approved for the following appointment by the Board of Supervisors.

NOW, THEREFORE BE IT RESOLVED that the Board of Supervisors approves and certifies the following appointment to the Auditor for payroll implementation:

<u>DEPARTMENT</u>	<u>POSITION</u>	<u>EMPLOYEE</u>	<u>PAY RATE</u>	<u>RANGE/STEP</u>	<u>EFFECTIVE DATE</u>
Auditor's Office	Auditor's Clerk	Reanna Fitzgerald	\$15.54/hr	6 month Non-progressive Scale	April 23, 2018

Resolution adopted this 24th day of April, 2018.

Doug Cupples, Chairman
Board of Supervisors

Attest:

Dennis K. Parrott, Auditor