

**Due to the COVID-19 concerns and social distancing recommendations, a virtual meeting is being offered. Participants wishing to speak on a topic should message the meeting moderator. All participants are asked to mute their individual computers at times when they are not speaking to minimize background noise. Join: <https://us02web.zoom.us/j/85211663912>*

NOTICE OF A REGULAR MEETING BONDURANT CITY COUNCIL JULY 5, 2022

NOTICE IS HEREBY GIVEN that a Regular Meeting of the City Council will be held at 6:00 PM on July 5, 2022, in the Bondurant City Center, 200 Second Street, Northeast, Bondurant, Polk County, Iowa. Said meeting is open and the public is encouraged to attend.

AGENDA

1. Roll Call
2. Call to Order and Declaring a Quorum
3. Abstentions declared
4. Perfecting and Approval of the Agenda
5. Consent Agenda:
All items listed below are considered routine by the City Council and will be enacted by one motion. There will be no separate discussion of these items unless a Council Member or citizen so requests, in which event the item will be removed from the Consent Agenda and considered separately.
 - a. Approval of City Council Meeting Minutes of June 20, 2022, June 21, 2022 & June 27, 2022
 - b. Claims List
 - c. Applications for City Council Approval
 - d. Receive and File - Park and Recreation Board Meeting Minutes from March 10, 2022, April 21, 2022, and May 19, 2022
 - e. - Resolution approving the Bondurant Emergency Services Employee Wages for Fiscal Year 2023
 - f. R-220627-140- Resolution approving Compensation Philosophy and Policy and setting Job Grades and Wage Scales for FY23, excluding City Administrator, Emergency Services Paid Per Call, and Library Staff
6. Guests requesting to address the City Council
7. **Public Hearing**
 - a. R-220620-128PUBLIC HEARING - to consider a text amendment to Section 178.06.4.J of the Zoning Code regarding an increase to the minimum setback requirement when an attached garage is entered from the street in the City's Planned Unit Development (R-5) District
8. Action Items
 - a. - (First Reading) Ordinance amending Section 178.06.4.J of the Zoning

The Bondurant City Council maintains the right to waive the first and second readings of ordinances presented and may pass the third and final reading of the same ordinance within the same council meeting.

Any person with a disability who requires a modification or accommodation in order to participate in the meeting, or any person with limited English proficiency (LEP) who requires language assistance to communicate with the City Council during the meeting, should contact the City Clerk, (515) 967-2418 or shagan@cityofbondurant.com, no fewer than two business days prior to the meeting to enable the City of Bondurant to make reasonable arrangements to assure accessibility or language assistance for the meeting.

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Code regarding an increase to the minimum setback requirement when an attached garage is entered from the street in the City's Planned Unit Development (R-5) District

- b. - Discussion and possible consideration of resolution approving investment in the Greater Des Moines Partnership Moving Forward Together 2027 Campaign
9. Discussion Items -
- a. Water System Discussion related to Regional Water Treatment Plant Expansion
10. Reports / Comments and appropriate action thereon:
- a. Mayor
 - b. Council Members
 - c. Administrator
 - d. Directors
11. **Closed Session**- Pursuant to Iowa Code 21.5.1(j) to discuss property acquisition and 21.5.1(c) potential or pending litigation
12. Adjournment

The Bondurant City Council maintains the right to waive the first and second readings of ordinances presented and may pass the third and final reading of the same ordinance within the same council meeting.

Any person with a disability who requires a modification or accommodation in order to participate in the meeting, or any person with limited English proficiency (LEP) who requires language assistance to communicate with the City Council during the meeting, should contact the City Clerk, (515) 967-2418 or shagan@cityofbondurant.com, no fewer than two business days prior to the meeting to enable the City of Bondurant to make reasonable arrangements to assure accessibility or language assistance for the meeting.

BONDURANT CITY COUNCIL
Minutes
June 20, 2022
Bondurant City Council

1. Roll Call

Present: Mayor Doug Elrod, Council Member Tara Cox, Council Member Angela McKenzie, Council Member Bob Pepper, Council Member Matt Sillanpaa, Council Member Chad Driscoll

City Officials Present: City Administrator Marketa Oliver, City Clerk Shelby Hagan, Planning & Community Development Director Maggie Murray, Public Works Director John Horton, Finance Director Jene Jess, Fire Chief Aaron Kreuder

2. Call to Order and Declaring a Quorum

Mayor Elrod called the meeting to order at 06:03 PM and declared a quorum.

3. Abstentions declared

None.

4. Perfecting and Approval of the Agenda

Motion by Cox, seconded by Driscoll, to approve the agenda. Vote on Motion 5-0. Motion carried.

5. Consent Agenda:

All items listed below are considered routine by the City Council and will be enacted by one motion. There will be no separate discussion of these items unless a Council Member or citizen so requests, in which event the item will be removed from the Consent Agenda and considered separately.

a. Approval of City Council Meeting Minutes of June 6, 2022 & June 13, 2022

b. Claims List

c. Applications for City Council Approval

d. Receive and File - Annual Financial Report and External Audit for FY22

e. R-220620-128- Resolution setting a date for a public hearing to consider a text amendment to Section 178.06.4.J of the Zoning Code regarding an increase to the minimum setback requirement when an attached garage is entered from the street in the City's Planned Unit Development (R-5) District

- f. R-220620-129- Resolution approving Change Order No. 4 for Commerce Crossings Phase 2 Public Improvements Project
 - g. R-220620-130- Resolution Approving Purchase of Changeable Message Sign
 - h. R-220620-131- Resolution Approving Purchase of Hotsy Pressure Washer
 - i. R-220620-132- Resolution approving Pay Request No. 9 to Shive-Hattery for the Professional Services Agreement for Commerce Crossings Development Public Improvements Project
 - j. R-220620-133- Resolution certifying the population of the 2021-approved Pope, Palmer, Reicherts annexation area
 - k. R-220620-134- Resolution affixing a date for a public hearing for July 18, 2022 to consider the proposed annexation of land into the City of Bondurant's city limits
 - l. R-220620-135- Resolution approving Pay Request No. 18 for the Library Expansion & Renovation Project in the amount of \$8,028.45
Motion by Driscoll, seconded by Cox, to Approve the Consent Agenda.
Roll Call: Ayes: Cox, McKenzie, Peffer, Sillanpaa, Driscoll. Nays: None.
Absent: None. Motion carried 5-0.
6. Guests requesting to address the City Council
- Shawna Turner, 147 Shiloh Rose Parkway, NW, recently received a letter from an HOA management company regarding a payment that must be made of \$150 for the management of the detention pond in their neighborhood.
- Donny Novachich, 138 Landon Drive, NW, also received the letter and presented his thoughts to the Council.
- Brian McMurray, Vista Development, explained the process of the HOA, and stated that there are 159 lots that will be subject to the HOA between the two plats.
- Taryn Betts, of 143 Shiloh Rose Parkway, NW, stated that the management company reported that the development did not have a pond, and that the fees would go towards street lights and other maintenance items.

- a. Presentation of Annual Audit for FY22
Ryan Roof, Faller & Kinchloe, presented the FY21 audit report and stated they found minimal audit findings.

7. Action Items

- a. - (Second Reading) Ordinance consideration of the request for rezoning from Agricultural (A-1) to Limited Industrial (M-1), pending annexation finalization, on portions of Parcels 230/00453-002-000 and 230/462-000-000; and request for 2012 Future Land Use Map amendment from Reserve Industrial/Reserve Ag and Residential to Industrial on this same area
Motion by Cox, seconded by McKenzie, to waive the second reading, and approve the third and final reading of O-220606-207. Roll Call: Ayes: Cox, McKenzie, Pepper, Sillanpaa, Driscoll. Nays: None. Absent: None. Motion carried 5-0.
- b. R-220620-136- Resolution approving the 88 Paine Circle, SE Site Plan Travis Sisson, 7300 Westtown Parkway, discussed the building and tenants.
Motion by Driscoll, seconded by Cox, to Approve R-220620-136. Roll Call: Ayes: Cox, McKenzie, Pepper, Sillanpaa, Driscoll. Nays: None. Absent: None. Motion carried 5-0.
- c. R-220620-137- Resolution approving the Administrative Services Coordinator Position Description and Salary Range
Motion by Cox, seconded by Sillanpaa, to Approve R-220620-137. Roll Call: Ayes: Cox, McKenzie, Pepper, Sillanpaa, Driscoll. Nays: None. Absent: None. Motion carried 5-0.

8. Discussion Items -

- a. - Discussion regarding the Saylorville Water Treatment Plant Expansion
City Administrator Oliver presented the letter the City received from Des Moines Water Works regarding the expansion. Public Works Director Horton explained the process and the City's status to the Council.

9. Reports / Comments and appropriate action thereon:

- a. Mayor
Met with Steve Van Oort.
- b. Council Members
Sillanpaa - P&Z update.
McKenzie - WRA meeting tomorrow.
Cox - Chamber Board meeting on July 12th, BDI on July 13th, bike trail topic for upcoming Coffee & Conversation in July, EPIC update.

Driscoll - BRAVO update.

Peffer - MWA update, Catch DSM meeting this week.

c. Administrator

Dog park grant from Polk County, recent Budget Award.

d. Directors

Sanders - Library update.

Kreuder - Department update.

Horton - Grant Street project will commence on June 27th.

Murray - Joint session tomorrow night to discuss the comprehensive plan, public input on Wednesday night at the library.

10. **Closed Session**- Pursuant to Iowa Code 21.5.1(j) to discuss property acquisition and 21.5.1(c) potential or pending litigation

Motion by Driscoll, seconded by Cox, to Move into Closed Session at 07:39 PM. Roll Call: Ayes: Cox, McKenzie, Peffer, Sillanpaa, Driscoll. Nays: None. Absent: None. Motion carried 5-0.

Mayor Elrod closed the Closed Session at 07:51 PM.

11. Adjournment

Motion by Peffer, seconded by Cox, to adjourn at 07:52 PM. Vote on Motion 5-0. Motion carried.

Shelby Hagan, City Clerk

ATTEST:

Doug Elrod, Mayor

I, the understated Mayor of the City of Bondurant, Polk County, Iowa, hereby certify that the foregoing is a true and accurate copy of proceedings had and done by the City Council on June 20, 2022, that all the subjects included in the foregoing proceedings were contained in the agenda for the meeting kept continually current and readily available for the public inspection at the Office of the City Clerk; that such subject were contained in said agenda for at least twenty-four hours prior to said meeting and the said minutes from which the foregoing proceedings have been extracted were in written form and available for public inspection within ten business days and prior to the next convened meeting of said body.

Doug Elrod, Mayor

BONDURANT CITY COUNCIL

Minutes

June 21, 2022

Bondurant City Council

1. Roll Call

Present: Mayor Doug Elrod, Council Member Tara Cox, Council Member Matt Sillanpaa, Council Member Chad Driscoll, Commission Member Torey Cuellar, Commission Member Karen Keeran, Commission Member Brian Clayton, Commission Member Andy Mains, Commission Member Lisa Cameron

Absent: Council Member Angela McKenzie, Council Member Bob Pepper, Commission Member Kristin Brostrom, Commission Member Wes Hoyer

City Officials Present: City Administrator Marketa Oliver, Planning & Community Development Director Maggie Murray

2. Call to Order and Declaring a Quorum

Mayor Elrod called the meeting to order at 06:03 PM and declared a quorum.

3. Abstentions declared

None.

4. Perfecting and Approval of the Agenda

Motion by Cox, seconded by Driscoll, to approve the agenda. Vote on Motion 3-0. Motion carried.

5. Discussion Items -

a. Building Bondurant Comprehensive Plan Joint Workshop - discussion led by Confluence

Those in attendance discussed the Comprehensive Plan with Confluence.

6. Adjournment

Motion by Driscoll, seconded by Sillanpaa, to adjourn at 07:45 PM. Vote on Motion 3-0. Motion carried.

**Due to the COVID-19 concerns and social distancing recommendations, a virtual meeting was offered.*

Shelby Hagan, City Clerk

ATTEST:

Doug Elrod, Mayor

I, the understated Mayor of the City of Bondurant, Polk County, Iowa, hereby certify that the foregoing is a true and accurate copy of proceedings had and done by the City Council on June 21, 2022, that all the subjects included in the foregoing proceedings were contained in the agenda for the meeting kept continually current and readily available for the public inspection at the Office of the City Clerk; that such subject were contained in said agenda for at least twenty-four hours prior to said meeting and the said minutes from which the foregoing proceedings have been extracted were in written form and available for public inspection within ten business days and prior to the next convened meeting of said body.

Doug Elrod, Mayor

BONDURANT CITY COUNCIL

Minutes

June 27, 2022

Bondurant City Council

1. Roll Call

Present: Mayor Doug Elrod, Council Member Tara Cox, Council Member Angela McKenzie, Council Member Bob Pepper, Council Member Matt Sillanpaa, Council Member Chad Driscoll

City Officials Present: City Administrator Marketa Oliver, City Clerk Shelby Hagan, Finance Director Jene Jess, Community & Development Director Maggie Murray, Public Works Director John Horton, Fire Chief Aaron Kreuder, Library Director Jill Sanders

2. Call to Order and Declaring a Quorum

Mayor Elrod called the meeting to order at 06:01 PM and declared a quorum.

3. Abstentions declared

None.

4. Perfecting and Approval of the Agenda

Motion by Pepper, seconded by Cox, to approve the agenda. Vote on Motion 5-0. Motion carried.

5. Guests requesting to address the City Council

None.

6. Action/Discussion Items

- a. R-220627-138-Discussion and possible consideration of resolution renaming the West Bondurant Soccer Complex located at 315 Second St NW

Motion by Pepper, seconded by Cox, to Approve R-220627-138. Roll Call: Ayes: Cox, McKenzie, Pepper, Sillanpaa, Driscoll. Nays: None. Absent: None. Motion carried 5-0.

- b. R-220627-139-Discussion and possible consideration of Resolution authorizing submittal to the PetSafe Bark for Your Dog Park Program
- Motion by Pepper, seconded by Driscoll, to Approve R-220627-139. Roll Call: Ayes: Cox, McKenzie, Pepper, Sillanpaa, Driscoll. Nays: None. Absent: None. Motion carried 5-0.

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- c. R-220627-140-Discussion and possible consideration of resolution approving Compensation Philosophy and Policy and setting Job Grades and Wage Scales for FY23

The council discussed the compensation philosophy and policy with city staff.

- d. R-220627-141-Discussion and possible consideration of Resolution approving one-time changes to the Employee Handbook by granting additional time to use and paying out excess earned vacation leave accrued during the COVID-19 Global Pandemic

Motion by Pepper, seconded by Driscoll, to Approve R-220627-141. Roll Call: Ayes: Cox, McKenzie, Pepper, Sillanpaa, Driscoll. Nays: None. Absent: None. Motion carried 5-0.

7. Reports / Comments and appropriate action thereon:

- a. Mayor

None.

- b. Council Members

Cox - None.

Pepper - Catch DSM meeting update.

Driscoll - Meeting comments.

McKenzie - None.

Sillanpaa - None.

- c. Administrator

Grant money received for the BES cots, \$85,000 in grants from Prairie Meadows for various projects.

- d. Directors

Sanders - None.

Horton - Underpass Project update, Grant Street Project update, other project updates.

Jess - None.

Murray - Comprehensive Plan Open House update. The draft is published on the website.

Kreuder - None.

8. Adjournment

Motion by Pepper, seconded by Cox, to adjourn at 08:18 PM. Vote on Motion 5-0. Motion carried.

ATTEST:

Shelby Hagan, City Clerk

**Due to the COVID-19 concerns and social distancing recommendations, a virtual meeting was offered.*

Doug Elrod, Mayor

I, the understated Mayor of the City of Bondurant, Polk County, Iowa, hereby certify that the foregoing is a true and accurate copy of proceedings had and done by the City Council on June 27, 2022, that all the subjects included in the foregoing proceedings were contained in the agenda for the meeting kept continually current and readily available for the public inspection at the Office of the City Clerk; that such subject were contained in said agenda for at least twenty-four hours prior to said meeting and the said minutes from which the foregoing proceedings have been extracted were in written form and available for public inspection within ten business days and prior to the next convened meeting of said body.

Doug Elrod, Mayor



Check Register

Packet: APPKT00628 - 6/24/22 FINAL AP FY22

By Check Number

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: AP Bank Code-AP Bank						
2135	ACME TOOLS DES MOINES	06/24/2022	Regular	0.00	36.98	60498
2600	AIRGAS USA, LLC	06/24/2022	Regular	0.00	27.60	60499
1537	BOUND TREE MEDICAL LLC	06/24/2022	Regular	0.00	111.62	60500
0073	BRICK,GENTRY,BOWERS,SWARTZ &	06/24/2022	Regular	0.00	9,170.00	60501
2508	CARTEGRAPH SYSTEMS LLC	06/24/2022	Regular	0.00	707.16	60502
0939	OCCUPATIONAL HEALTH CTR OF SW	06/24/2022	Regular	0.00	313.00	60503
2593	GET SOME GUNS LLC	06/24/2022	Regular	0.00	621.33	60504
2612	GRIMES CHAMBER & ECONOMIC DEVI	06/24/2022	Regular	0.00	299.00	60505
1927	HARTER CONCRETE LLC	06/24/2022	Regular	0.00	4,875.00	60506
2223	IMAGE 360	06/24/2022	Regular	0.00	176.56	60507
2226	IOWA PLAINS SIGNING	06/24/2022	Regular	0.00	1,050.00	60508
2233	JENE JESS	06/24/2022	Regular	0.00	188.35	60509
2591	KIMBERLEY DVELOPMENT CORPORATI	06/24/2022	Regular	0.00	250,000.00	60510
2375	LACEY WARD	06/24/2022	Regular	0.00	301.00	60511
0348	LINDE GAS & EQUIPMENT INC.	06/24/2022	Regular	0.00	465.84	60512
0040	MEDIACOM	06/24/2022	Regular	0.00	1,273.36	60513
2442	MID-AMERICAN GLAZING SYSTEMS, IN	06/24/2022	Regular	0.00	8,028.45	60514
2031	MARKETA OLIVER	06/24/2022	Regular	0.00	563.53	60515
1504	SHIVE-HATTERY INC	06/24/2022	Regular	0.00	14,300.00	60516
2552	SMITHGROUP, INC	06/24/2022	Regular	0.00	9,972.44	60517
0452	STAPLES CREDIT PLAN	06/24/2022	Regular	0.00	305.17	60518
2613	STREICHER'S	06/24/2022	Regular	0.00	25,515.00	60519
1346	STRYKER SALES CORPORATION	06/24/2022	Regular	0.00	241.08	60520
2611	TOM BUCKMILLER	06/24/2022	Regular	0.00	500.00	60521
1813	UNITYPOINT CLINIC-OCCUPATI MED	06/24/2022	Regular	0.00	42.00	60522
2239	UPHDM OCCUPATIONAL MEDICINE	06/24/2022	Regular	0.00	83.50	60523
1161	VEENSTRA & KIMM, INC.	06/24/2022	Regular	0.00	81,830.41	60524
	Void	06/24/2022	Regular	0.00	0.00	60525
2595	VENDNOVATION, LLC	06/24/2022	Regular	0.00	50.00	60526
0433	WILLIAMSON'S REPAIR	06/24/2022	Regular	0.00	276.07	60527
0772	FRANCOTYP-POSTALIA INC	06/21/2022	Bank Draft	0.00	500.00	DFT0001658
2538	IOWA LAND RECORDS	06/16/2022	Bank Draft	0.00	45.00	DFT0001659
2538	IOWA LAND RECORDS	06/17/2022	Bank Draft	0.00	15.00	DFT0001660
2254	TCM BANK NA	06/09/2022	Bank Draft	0.00	802.89	DFT0001661
1069	FIRST NATIONAL BANK OMAHA	06/09/2022	Bank Draft	0.00	77.40	DFT0001662
2538	IOWA LAND RECORDS	06/22/2022	Bank Draft	0.00	70.00	DFT0001663

Bank Code AP Bank Code Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	48	29	0.00	411,324.45
Manual Checks	0	0	0.00	0.00
Voided Checks	0	1	0.00	0.00
Bank Drafts	6	6	0.00	1,510.29
EFT's	0	0	0.00	0.00
	54	36	0.00	412,834.74

Fund Summary

Fund	Name	Period	Amount
999	POOLED CASH	6/2022	412,834.74
			412,834.74



Payable Register

Payable Detail by Vendor Name

Packet: APPKT00632 - PYPKT00315 - 06/06-06/19/2022 PAID
06/24/2022

Payable #	Payable Type	Post Date	Payable Date	Due Date	Discount Date	Amount	Tax	Shipping	Discount	Total
Payable Description	Bank Code				On Hold					
Vendor: 0106 - COLLECTION SERVICES CENTER									Vendor Total:	254.77
INV0002140	Invoice	6/24/2022	6/24/2022	6/24/2022	6/24/2022	254.77	0.00	0.00	0.00	254.77
Child Support	AP Bank Code - AP Bank				No					
Items										
Item Description	Commodity		Units	Price	Amount	Tax	Shipping	Discount	Total	
Case # 889222	NA		0.00	0.00	254.77	0.00	0.00	0.00	254.77	
Distributions										
Account Number	Account Name	Project Account Key			Amount	Percent				
001-050-2127	CHILD SUPPORT WITHHOLDING				254.77	0%				

Payable Summary

Type	Count	Gross	Tax	Shipping	Discount	Total	Manual Payment	Balance
Invoice	1	254.77	0.00	0.00	0.00	254.77	0.00	254.77
Grand Total:		254.77	0.00	0.00	0.00	254.77	0.00	254.77

Account Summary

Account	Name	Amount
001-050-2127	CHILD SUPPORT WITHHOLDING	254.77
Total:		254.77



Payment Register

APPKT00632 - PYPKT00315 - 06/06-06/19/2022 PAID
06/24/2022
01 - City of Bondurant, IA

Bank: AP Bank Code - AP Bank

Vendor Number	Vendor Name	Total Vendor Amount	
0106	COLLECTION SERVICES CENTER	254.77	
Payment Type	Payment Number	Payment Date	Payment Amount
Check		06/21/2022	254.77
Payable Number	Description	Payable Date	Due Date
INV0002140	Child Support	06/24/2022	06/24/2022
		Discount Amount	Payable Amount
		0.00	254.77

Payment Summary

Bank Code	Type	Payable Count	Payment Count	Discount	Payment
AP Bank Code	Check	1	1	0.00	254.77
Packet Totals:		1	1	0.00	254.77

Cash Fund Summary

Fund	Name	Amount
999	POOLED CASH	-254.77
Packet Totals:		-254.77



Check Register

Packet: APPKT00622 - 6/17/22 AP FOR MEETING ON 6/20/22

By Check Number

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: AP Bank Code-AP Bank						
2342	A+ LAWN AND LANDSCAPE	06/20/2022	Regular	0.00	227.87	60437
0020	ALTOONA ACE HARDWARE	06/20/2022	Regular	0.00	3.59	60438
2188	AMAZON	06/20/2022	Regular	0.00	391.90	60439
	Void	06/20/2022	Regular	0.00	0.00	60440
0035	ANKENY SANITATION	06/20/2022	Regular	0.00	548.02	60441
0776	BAKER ELECTRIC INC	06/20/2022	Regular	0.00	474.48	60442
0065	BONDURANT DEVELOPMENT INC.	06/20/2022	Regular	0.00	654.50	60443
1585	BIG GREEN UMBRELLA MEDIA INC	06/20/2022	Regular	0.00	490.00	60444
2580	BLUE VALLEY PUBLIC SAFETY, INC.	06/20/2022	Regular	0.00	2,163.60	60445
1537	BOUND TREE MEDICAL LLC	06/20/2022	Regular	0.00	1,737.23	60446
	Void	06/20/2022	Regular	0.00	0.00	60447
1718	BRICK STREET MARKET	06/20/2022	Regular	0.00	92.95	60448
0577	CAPITAL CITY EQUIPMENT	06/20/2022	Regular	0.00	204.00	60449
1228	CINTAS CORPORATION #762	06/20/2022	Regular	0.00	448.25	60450
	Void	06/20/2022	Regular	0.00	0.00	60451
2116	CONFLUENCE	06/20/2022	Regular	0.00	9,311.69	60452
2118	CREATIVE GENIUSES	06/20/2022	Regular	0.00	876.00	60453
2606	DEBRA BARNES	06/20/2022	Regular	0.00	50.00	60454
2246	ETECH	06/20/2022	Regular	0.00	1,022.42	60455
	Void	06/20/2022	Regular	0.00	0.00	60456
0780	FIRE SERVICE TRAINING BUREAU	06/20/2022	Regular	0.00	100.00	60457
2593	GET SOME GUNS LLC	06/20/2022	Regular	0.00	175.47	60458
0180	GRIMES ASPHALT & PAVING	06/20/2022	Regular	0.00	305.14	60459
0226	IOWA LEAGUE OF CITIES	06/20/2022	Regular	0.00	3,639.00	60460
	Void	06/20/2022	Regular	0.00	0.00	60461
1062	IOWA PRISON INDUSTRIES	06/20/2022	Regular	0.00	233.20	60462
2223	IMAGE 360	06/20/2022	Regular	0.00	503.00	60463
2125	IMS ALLIANCE	06/20/2022	Regular	0.00	108.95	60464
0210	IMWCA	06/20/2022	Regular	0.00	23,601.00	60465
0251	MICROBAC LABORATORIES, INC	06/20/2022	Regular	0.00	110.00	60466
2608	LINLEY HOUSER	06/20/2022	Regular	0.00	59.00	60467
1364	LOGAN CONTRACTORS SUPPLY INC.	06/20/2022	Regular	0.00	247.50	60468
0040	MEDIACOM	06/20/2022	Regular	0.00	239.95	60469
0842	MENARDS	06/20/2022	Regular	0.00	110.80	60470
2409	MERCY NORTH PHARMACY	06/20/2022	Regular	0.00	149.35	60471
0738	DES MOINES AREA MPO	06/20/2022	Regular	0.00	7,365.00	60472
0308	MUNICIPAL SUPPLY	06/20/2022	Regular	0.00	14,192.77	60473
0286	METRO WASTE AUTHORITY	06/20/2022	Regular	0.00	44,125.14	60474
2192	OMNI EMS	06/20/2022	Regular	0.00	618.07	60475
1457	O'REILLY AUTO PARTS	06/20/2022	Regular	0.00	17.68	60476
2482	OSCAR ROSALES	06/20/2022	Regular	0.00	250.00	60477
0354	PFM FINANCIAL ADVISORS LLC	06/20/2022	Regular	0.00	8,500.00	60478
0342	POLK COUNTY PUBLIC WORKS	06/20/2022	Regular	0.00	3,897.96	60479
0337	POLK COUNTY TREASURER	06/20/2022	Regular	0.00	57,433.00	60480
0416	POSTMASTER	06/20/2022	Regular	0.00	504.18	60481
2017	RDG PLANNING & DESIGN	06/20/2022	Regular	0.00	5,179.68	60482
1504	SHIVE-HATTERY INC	06/20/2022	Regular	0.00	7,980.00	60483
2607	SIGLER COMPANIES, INC	06/20/2022	Regular	0.00	5,168.42	60484
0850	STEWART ELECTRIC, INC.	06/20/2022	Regular	0.00	360.00	60485
0564	STOREY KENWORTHY/MATT PARROTT	06/20/2022	Regular	0.00	415.68	60486
1751	SWANK MOTION PICTURES INC	06/20/2022	Regular	0.00	1,429.20	60487
0404	THE UNDERGROUND COMPANY	06/20/2022	Regular	0.00	6,870.00	60488
0805	U.S. POSTAL SERVICE	06/20/2022	Regular	0.00	102.00	60489
2239	UPHDM OCCUPATIONAL MEDICINE	06/20/2022	Regular	0.00	154.95	60490

Check Register

Packet: APPKT00622-6/17/22 AP FOR MEETING ON 6/20/22

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
0525	US CELLULAR	06/20/2022	Regular	0.00	500.00	60491
1989	NICOLE VAN HOUTEN	06/20/2022	Regular	0.00	7.49	60492
1161	VEENSTRA & KIMM, INC.	06/20/2022	Regular	0.00	12,940.40	60493
2231	VERIZON WIRELESS	06/20/2022	Regular	0.00	1,244.67	60494
1679	VISION ELECTRIC LLC	06/20/2022	Regular	0.00	6,075.90	60495
0433	WILLIAMSON'S REPAIR	06/20/2022	Regular	0.00	1,478.15	60496
0387	TREASURER - STATE OF IOWA	06/02/2022	Bank Draft	0.00	7,077.06	DFT0001626
0387	TREASURER - STATE OF IOWA	06/02/2022	Bank Draft	0.00	1,860.63	DFT0001627
0387	TREASURER - STATE OF IOWA	06/14/2022	Bank Draft	0.00	190.93	DFT0001628
0144	DES MOINES WATER WORKS	06/21/2022	Bank Draft	0.00	36,089.30	DFT0001629
0144	DES MOINES WATER WORKS	06/21/2022	Bank Draft	0.00	41,415.67	DFT0001632
0144	DES MOINES WATER WORKS	06/21/2022	Bank Draft	0.00	22.00	DFT0001633
0050	UMB BANK	06/23/2022	Bank Draft	0.00	300.00	DFT0001634
0050	UMB BANK	06/23/2022	Bank Draft	0.00	250.00	DFT0001635
0050	UMB BANK	06/23/2022	Bank Draft	0.00	250.00	DFT0001636
0050	UMB BANK	06/23/2022	Bank Draft	0.00	250.00	DFT0001637
0050	UMB BANK	06/23/2022	Bank Draft	0.00	250.00	DFT0001638
0050	UMB BANK	06/23/2022	Bank Draft	0.00	250.00	DFT0001639
2254	TCM BANK NA	06/16/2022	Bank Draft	0.00	314.45	DFT0001640
2348	GODADDY.COM, LLC	06/03/2022	Bank Draft	0.00	20.17	DFT0001641

Bank Code AP Bank Code Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	93	55	0.00	235,089.20
Manual Checks	0	0	0.00	0.00
Voided Checks	0	5	0.00	0.00
Bank Drafts	14	14	0.00	88,540.21
EFT's	0	0	0.00	0.00
	107	74	0.00	323,629.41

Fund Summary

Fund	Name	Period	Amount
999	POOLED CASH	6/2022	323,629.41
			<u>323,629.41</u>



Payment Reversal Register

APPKT00629 - REVERSE PAYABLE TO CHANGE TO ACH PMT

Payables Left To Pay Again

Vendor Set: 01 - City of Bondurant, IA

Bank: AP Bank Code - AP Bank

Vendor Number	Vendor Name	Total Vendor Amount		
0416	POSTMASTER	-504.18		
Payment Type	Payment Number	Original Payment Date	Reversal Date	Payment Amount
Check	60481	06/20/2022	06/20/2022	-504.18
Payable Number:		Description		Payable Amount
INV0002123		POSTAGE METER OR UTILITY BILLS		504.18
		Payable Date	Due Date	
		06/02/2022	06/02/2022	

Bank Code Summary

Bank Code	Canceled Payables	Payables Left To Pay Again	Total
AP Bank Code	0.00	-504.18	-504.18
Report Total:	0.00	-504.18	-504.18



Check Register

Packet: APPKT00630 - REISSUE AS ACH PMT

By Check Number

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: AP Bank Code-AP Bank						
0416	POSTMASTER	06/02/2022	Bank Draft	0.00	504.18	DFT0001642

Bank Code AP Bank Code Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	0	0	0.00	0.00
Manual Checks	0	0	0.00	0.00
Voided Checks	0	0	0.00	0.00
Bank Drafts	1	1	0.00	504.18
EFT's	0	0	0.00	0.00
	1	1	0.00	504.18

Fund Summary

Fund	Name	Period	Amount
999	POOLED CASH	6/2022	504.18
			504.18



Payable Register

Payable Detail by Vendor Name

Packet: APPKT00634 - 6/23/22 CORRECT DMWW CHARGE

Payable #	Payable Type	Post Date	Payable Date	Due Date	Discount Date	Amount	Tax	Shipping	Discount	Total
Payable Description	Bank Code				On Hold					
Vendor: 0144 - DES MOINES WATER WORKS									Vendor Total:	36,789.30
INV0002168	Invoice	6/23/2022	6/23/2022	6/23/2022	6/23/2022	36,789.30	0.00	0.00	0.00	36,789.30
USAGE & BOOSTER STATION	AP Bank Code - AP Bank				No	Payment Date: 6/23/2022		Bank Draft:		DFT0001666
Items										
Item Description	Commodity		Units	Price	Amount	Tax	Shipping	Discount		Total
USAGE & BOOSTER STATION	Service		0.00	0.00	36,789.30	0.00	0.00	0.00		36,789.30
Distributions										
Account Number	Account Name		Project Account Key		Amount	Percent				
600-812-6413	DSM WATER WORKS				36,789.30	100.00%				

Payable Summary

Type	Count	Gross	Tax	Shipping	Discount	Total	Manual Payment	Balance
Invoice	1	36,789.30	0.00	0.00	0.00	36,789.30	36,789.30	0.00
Grand Total:		36,789.30	0.00	0.00	0.00	36,789.30	36,789.30	0.00

Account Summary

Account	Name	Amount
600-812-6413	DSM WATER WORKS	36,789.30
Total:		36,789.30



Payment Reversal Register

APPKT00633 - REVERSE DMWW AND CORRECT

Canceled Payables

Vendor Set: 01 - City of Bondurant, IA

Bank: AP Bank Code - AP Bank

Vendor Number	Vendor Name				Total Vendor Amount
0144	DES MOINES WATER WORKS				-36,089.30
Payment Type	Payment Number	Original Payment Date	Reversal Date	Cancel Date	Payment Amount
Bank Draft	DFT0001629	06/21/2022	06/21/2022	06/21/2022	-36,089.30
Payable Number:	Description	Payable Date	Due Date		Payable Amount
INV0002127	USAGE & BOOSTER STATION	06/21/2022	06/21/2022		36,089.30

Bank Code Summary

Bank Code	Canceled Payables	Payables Left To Pay Again	Total
AP Bank Code	-36,089.30	0.00	-36,089.30
Report Total:	-36,089.30	0.00	-36,089.30



Payroll Check Register

Checks

Pay Period: 6/6/2022-6/19/2022

Packet: PYPKT00315 - 06/06-06/19/2022 PAID 06/24/2022

Payroll Set: City of Bondurant, IA - 01

Employee	Employee #	Check Type	Date	Amount	Number
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*** No Checks Created In This Packet ***



Payroll Check Register

Direct Deposits

Packet: PYPKT00315 - 06/06-06/19/2022 PAID 06/24/2022
Payroll Set: City of Bondurant, IA - 01

Employee	Employee #	Date	Amount	Number
BAILEY, BOYCE E	7104	06/24/2022	1,260.50	102689
BERGESON, JOHN W	7121	06/24/2022	1,525.77	102690
BRIGGS, ASHTON S	1511	06/24/2022	825.28	102691
BRUCE, EMMA	3141	06/24/2022	823.85	102692
BUCKLIN, JEFFERY D	1562	06/24/2022	700.49	102693
CARPENTER, JOHN C	5129	06/24/2022	1,330.71	102694
COLLINS JR, ANTHONY M	9152	06/24/2022	30.00	102695
COLLINS JR, ANTHONY M	9152	06/24/2022	955.87	102695
COLLISON, PATRICK F	5103	06/24/2022	1,931.17	102696
CORY, JOHN P	7120	06/24/2022	1,176.51	102697
CRITTENDEN, MATTHEW	1567	06/24/2022	1,212.92	102698
EHLER, AANNA N	1575	06/24/2022	866.12	102699
GERDNER, RONALD L	7122	06/24/2022	1,414.70	102700
HAGAN, SHELBY L	5118	06/24/2022	1,931.12	102701
HAHN, NATHAN D	1521	06/24/2022	408.17	102702
HARMISON, TROY G	1503	06/24/2022	1,262.42	102703
HIGGINS, DAVID P.	7105	06/24/2022	1,316.31	102704
HORTON, JOHN C	7112	06/24/2022	100.00	102705
HORTON, JOHN C	7112	06/24/2022	2,311.61	102705
HUFF, TIMOTHY J	1559	06/24/2022	1,241.02	102706
HURST, MORGHAN	1570	06/24/2022	226.33	102707
JESS, JENE N	5123	06/24/2022	2,453.80	102708
JOHNSON, ANNASTASHA	5130	06/24/2022	1,041.04	102709
KENT, RONALD D	7115	06/24/2022	434.33	102710
KING, CHRISTINA M	3143	06/24/2022	737.72	102711
KLINKER-FELD, MICHELL M	3135	06/24/2022	1,525.70	102712
KOOIKER, ASHTON BRENT	7123	06/24/2022	1,326.06	102713
KREUDER, AARON M	1441	06/24/2022	2,447.49	102714
LUNDQUIST, BRADLEY D	1555	06/24/2022	808.16	102715
MANGUM, MEGAN SUSANNA	3142	06/24/2022	627.73	102716
MARSHMAN, CRAIG A	5125	06/24/2022	1,303.28	102717
MORRIS, REBECCA L	1504	06/24/2022	1,827.03	102718
MURRAY, MARGARET	5126	06/24/2022	2,298.30	102719
OLIVER, MARKETA S	8403	06/24/2022	300.00	102720
OLIVER, MARKETA S	8403	06/24/2022	3,056.94	102720
PHIPPS-BUCKLIN, CHANTEL E	4145	06/24/2022	680.30	102721
REYNOLDS, RAY A	1537	06/24/2022	546.75	102722
RIZVIC, EMILY	5131	06/24/2022	1,427.77	102723
SANDERS, JILL C	3128	06/24/2022	1,944.43	102724
SCHINCKE, MEGAN	3137	06/24/2022	363.82	102725
SCHINCKE, MEGAN	3137	06/24/2022	848.91	102725
SPOERRY, DANIELLE M	1527	06/24/2022	652.07	102726
SUMMERS, ALAN C	1534	06/24/2022	892.84	102727
VAN HOUTEN, NICOLE M	5121	06/24/2022	1,117.93	102728



Payroll Check Register

Report Summary

Packet: PYPKT00315 - 06/06-06/19/2022 PAID 06/24/2022
Payroll Set: City of Bondurant, IA - 01

Type	Count	Amount
Regular Checks	0	0.00
Manual Checks	0	0.00
Reversals	0	0.00
Voided Checks	0	0.00
Direct Deposits	44	51,513.27
Total	44	51,513.27



**BUSINESS OF THE CITY COUNCIL
BONDURANT, IOWA
AGENDA STATEMENT**

Item No. 5.c.
For Meeting of 7/5/2022
Motion

TITLE: Applications for City Council Approval

CONTACT PERSON:

BRIEF HISTORY & ANALYSIS:

FUNDING SOURCE:

STAFF RECOMMENDATION:

APPROVED FOR SUBMITTAL:

ATTACHMENTS:

1. Tax Abatement Applications
2. BrickHouse Fitness Iowa Alcoholic Beverages Division Application

Tax Abatement Applications
July 5, 2022
City of Bondurant

Name	Address	Closing Date	Cost
John Acree	940 McIntosh Drive, NE	6/27/2022	\$409,281.00
Krishna Bodduluri, DG Endeavors	503 Elizabeth Lane, NW	6/17/2022	\$299,900.00
Dennis E. Parker	804 Juniper Street, NW	6/7/2022	\$239,900.00
Jennifer Newton	1108 Joshua Drive, SE	4/25/2022	\$344,990.00
Karli Cooper	1101 Mulberry Drive, NW	1/6/2022	\$400,100.00
Brittany Gering	229 12 th Court, NW	6/22/2022	\$371,359.00



State of Iowa

Alcoholic Beverages Division

Applicant

NAME OF LEGAL ENTITY	NAME OF BUSINESS(DBA)	BUSINESS		
ROYA LLC	World Class Liquor and Tobacco	(515) 657-0338		
ADDRESS OF PREMISES	PREMISES SUITE/APT NUMBER	CITY	COUNTY	ZIP
96 Paine Circle SE	#1 & #2	Bondurant	Polk	50035
MAILING ADDRESS	CITY	STATE	ZIP	
309 Kirkwood ave	Des Moines	Iowa	50315	

Contact Person

NAME	PHONE	EMAIL
Roshan Dahal	(515) 657-0338	dahalroshan65@gmail.com

License Information

LICENSE NUMBER	LICENSE/PERMIT TYPE	TERM	STATUS
	Class E Liquor License	12 Month	Submitted to Local Authority

EFFECTIVE DATE	EXPIRATION DATE	LAST DAY OF BUSINESS
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SUB-PERMITS

Class E Liquor License, Class B Wine Permit, Class C Beer Permit

PRIVILEGES

Sunday Service



State of Iowa

Alcoholic Beverages Division

Status of Business

BUSINESS TYPE

Limited Liability Company

Ownership

• Individual Owners

NAME	CITY	STATE	ZIP	POSITION	% OF OWNERSHIP	U.S. CITIZEN
Roshan Dahal	DES MOINES	Iowa	50315	CEO	100.00	Yes

Insurance Company Information

INSURANCE COMPANY

POLICY EFFECTIVE DATE

POLICY EXPIRATION DATE

DRAM CANCEL DATE

OUTDOOR SERVICE EFFECTIVE
DATE

OUTDOOR SERVICE EXPIRATION
DATE

BOND EFFECTIVE DATE

TEMP TRANSFER EFFECTIVE
DATE

TEMP TRANSFER EXPIRATION
DATE



**BUSINESS OF THE CITY COUNCIL
BONDURANT, IOWA
AGENDA STATEMENT**

Item No. 5.d.
For Meeting of 7/5/2022
Motion

TITLE: Receive and File - Park and Recreation Board Meeting Minutes from March 10, 2022, April 21, 2022, and May 19, 2022

CONTACT PERSON:

Nicole Van Houten, Communication & Event Specialist

BRIEF HISTORY & ANALYSIS: The March, April, and May Parks and Recreation Board Meeting minutes include the following details:

- A concerned community member about the location of the Dog Park
- Review of the Park Passport program.
- Approval of the Dog Easter Egg Hunt location.
- Changes to the DART's Swim Bus program.
- Progress on the Central Park Master Planning process.
- Constructing the Dog Park Rules and Regulations.
- Finalizing the Adopt A Park/Trail program.
- Establishing a liaison program and volunteer park inventory program.
- Discussion of Eagle Park.

FUNDING SOURCE: N/A

STAFF RECOMMENDATION: Review the Parks and Recreation Board Meeting Minutes and offer any feedback to the City Staff for future consideration.

APPROVED FOR SUBMITTAL:

ATTACHMENTS:

1. Parks & Rec 22-3 - Signed
2. Parks & Rec 22-4 - Signed
3. Parks & Rec 22-5 - Signed

Bondurant Parks and Recreation Board
Minutes
March 10, 2022

1. Roll Call

Present: Miller, Collison, Lyman, Williams

Absent: Robinson, Karwoski, Simpson

City Officials Present: City Administrator Marketa Oliver,
Communications and Events Specialist Nicole
Van Houten

2. Call to Order and Declaring a Quorum

Chair Lyman called the meeting to order at 6:19 p.m. and declared a quorum.

3. Abstentions declared

None.

4. Approval of Minutes

a. Park & Rec 22-2

Motion by Miller seconded by Collison to approve February 17, 2022 minutes. Vote on Motion 4-0. Motion carried.

5. Perfecting and Approval of the Agenda

Motion by Williams seconded by Miller to approve the March 10, 2022 agenda. Vote on Motion 4-0. Motion carried.

6. Guests requesting to address the Parks Board

Present: Carleton Stoll

Representing: Concerned Citizen

Discussion: He had two questions:

1. What research and due diligence were done before the dog park was selected?
2. Were other locations considered for the dog park?

Miller noted he had been involved in the Dog Park Committee for a little over two years. The research that has been done is similar to the other dog parks in the metro communities. Information has been gathered from nine communities, including reviewing

their site plans, their rules and regulations, and discussing the pros/cons with the dog park facilitators. The research also included cost estimates and several community input opportunities and fundraising efforts. The dog park fencing will include a holding area upon entry, a small dog section, and a large dog section with a 6 ft fence enforced with tension wire along the perimeter securing the dogs. The location was selected prior to his involvement.

Oliver stated the location of the dog park was based on what city property was available for use. This particular property that was approved by the City Council has trail access, parking access, and other amenities that the public would use. The dog park can also easily be relocated, as more land is acquired by the city and a new location may be a better destination. The dog park was considered in response to the people's demand for a dog park.

Stoll expressed his concern that dogs and owners must pass through the south shelter and playground to access the dog park (approximately 75 yards from the playground). He is concerned the City is inviting risk rather than avoiding risk. There are many dog laws and dog lawyers. Stoll asks if the City considered other locations before choosing this one.

Oliver noted the risks are the same as they are today. Dogs are allowed to use the trail system, and play on playground equipment - nothing prevents them from doing so. Still, dogs are required to be on a leash. While entering the dog park, a dog will still be required to be on a leash. The handler will be required to maintain control of their dog while leashed. The dog park fencing will include a 6 ft fence securing the dogs.

Stoll questioned what if the dog's leash broke. He also expressed concern about the risk to the nearby traffic, risk to the public at the sports complex, or risk to other park users.

Miller stated the risks are the same as they are today with dog owners. The dog park fencing will include a 6 ft fence securing the dogs. Rules and regulations will be placed on the fencing, as park users enter the park. The research that has been done is similar to the other dog parks in the metro communities.

Oliver noted she has experience with other dog parks, such as the dog park in Colby Park. They have not had issues and the dog park is covered by the City's

general liability insurance.

Lyman also noted he has experience going to dog parks and has never heard of any major risks.

Oliver noted the City has a contract with Polk County Sheriff's office for animal control. She would hope that park users would contact the sheriff's office if there is an incident.

Oliver declared to Stoll's point, there may be better locations as the community grows.

Lyman stated people want to be near public areas, not near industrial areas. A better location might be Central Park, but this area is not yet developed.

Williams asserted the dog park shouldn't be hidden away. That is not the intention of this park amenity.

Oliver noted other metro parks have been successful. People in town want one.

Collison announced that typically, the people that go to dog parks are responsible dog handlers. It might be a lot to watch a child and watch a dog at the same time, but that is the park goers' responsibility that they must overcome.

Lyman clarified that he had never witnessed or heard of a vicious animal at a dog park. Not that it may not happen, but personally, I have never heard of one.

Oliver declared the City has received overwhelmingly positive feedback from the community in regards to this park. City staff is looking into moving the entry gate to the opposite end of the dog park already. All of Stoll's concerns will be taken into consideration.

7. Action Items

a. Review Park Passport Prize Options

Present: Nicole Van Houten, Communications and Events Specialist

Representing: City staff.

Discussion: A new program added this year is the **Park Passport**. It will encourage Bondurant families

to visit all the playgrounds in Bondurant, which will allow them to get more familiar with where the parks in Bondurant are located. The library is partnering with the Bondurant Parks and Recreation Department by passing out and encouraging participation in the **Park Passport**. They will also collect completed passports in exchange for prizes. Prizes will be water bottles for the first (undetermined) number of participants that complete their passports.

The Parks and Recreation Board reviewed the water bottle comparisons and chose the bottle that should be purchased for the **Park Passport** prizes. Based on the selection, they determined a white bottle with a colored logo that is dishwasher safe and suggested the purchase of 300 bottles.

Motion by Collison seconded by Williams to purchase 300 20 oz. Bike Bottles Item# HAGYJ-GVQB from Straub Marketing. Vote on Motion 4-0. Motion carried.

b. Dog Park Easter Egg Hunt at Proposed Dog Park Site

Present: Nicole Van Houten, Communications and Events and Specialist

Representing: The Bondurant Dog Park Committee

Discussion: The Bondurant Dog Park Committee is hosting a Doggy Easter Egg Hunt on Saturday, April 10, 2022, from 1 p.m. to 2 p.m., and would like to seek approval to host the event on the site where the proposed Bondurant Dog Park is going.

Motion by Collison seconded by Williams to allow the Bondurant Dog Park Committee to use the south area where the proposed Bondurant Dog Park is planned for the Doggy Easter Egg Hunt. Vote on Motion 4-0. Motion carried.

8. Discussion Items -

a. Event Reports

Present: Nicole Van Houten, Communications and Events Specialist

**Due to the COVID-19 concerns and social distancing recommendations, a virtual meeting was offered.*

Representing: City staff.

Discussion: On **February 18, 2022**, the final Winter Yoga class was facilitated at Bondurant City Hall. The space was more intimate and was a lot nicer, which was unexpected. All responses to the event satisfaction survey came back with 100% excellence. Overall, we accommodated a yoga class for 48 participants during the 5-week course.

On **February 24, 2022**, Kids in the Kitchen was offered at the Bondurant Community Library. The space at the library accommodated a youth cooking class very nicely. Two classes were offered and both classes were full. The Bondurant Parks and Recreation Department is always seeking nutritionists, baking gurus, or other kitchen professionals to host these educational classes.

Lyman suggested reaching out to business owners to host Kids in the Kitchen. More specifically, contact Home Slice Handmade Pies owner.

Collison questioned if staff had reached out to the Iowa State Extension Office about their Kids in the Kitchen program.

Van Houten responded that they had reached out in 2019 and their program was based on the school district's income eligibility for grant-funded program purposes. I will check again to see if the standards have changed.

b. Dog Park Rules and Regulations

Lyman questioned how the city would "police" annual permits or passes?

Oliver responded that the dog park sign can detail the liability waiver, which could eliminate a permit or pass requirement.

Van Houten mentioned an ambassador committee or Dog Watch group could be established to randomly check park users and verify they are abiding by rules and regulations.

Motion to table until April 21, 2022 meeting by Collison seconded by Miller to allow absent board members the opportunity to review and to take a more detailed view of the proposed rules and regulations. Vote on Motion 4-0. Motion carried.

9. Reports and Comments:

a. Administrator

Present: Marketa Oliver, City Administrator

Representing: City Administration.

Discussion:

1. The tax levy is dropping again.
2. Received adjustments from the water and garbage/ recycling wholesaler. The city is not able to absorb the rate adjustment. The rates still remain in line with Metro Des Moines communities.
3. A new platform will be published on the City's website soon. The platform is brought to us by ClearGov to show Capital Project details with an interactive map.

b. Board Members

Miller: What is the status of the skate park? Concerned about getting enough public input for the amenity, since there is a concern for public input for the dog park.

Van Houten: This week, City staff met with the SmithGroup to discuss the next steps for the Central Park planning. The skate park is a part of the Central Park planning. During the April Park and Recreation Board meeting, the SmithGroup will host a public input meeting and the Park and Recreation Board will review specific Central Park designs, including a Build a Park Activity. Also, the skate park will be discussed in more detail in order to share concept images at the next advisory meeting.

Oliver: Public input was allowed for the dog park. Advertising was often on social media networks and on the City's website. The City's Project page has listed the dog park since 2019.

Collison - none.

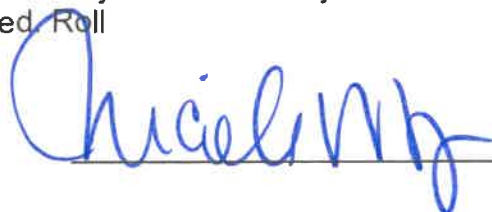
Lyman - none.

Williams - What is the status of the schematic design at City Park?

Van Houten - I have not heard anything from RDG Planning and Design. I will follow up.

10. Adjournment

Motion by Collison seconded by Williams to adjourn at 7:09 p.m. Vote on Motion 4-0. Motion carried. Roll



**Due to the COVID-19 concerns and social distancing recommendations, a virtual meeting was offered.*

Nicole Van Houten
Communications and Events Specialist

ATTEST:



Dennis Lyman
Board Chair

Bondurant Parks and Recreation Board
Minutes
April 21, 2022

1. Roll Call

Present: Miller, Collison, Karwoski, Williams, Robinson

Absent: Lyman, Simpson

City Officials Present: City Administrator Marketa Oliver, Events and Communications Specialist Nicole Van Houten, Planning and Community Development Director Maggie Murray, and Associate Planner Emily Rizvic

2. Call to Order and Declaring a Quorum

Board Member Miller called the meeting to order at 7:00 p.m. and declared a quorum.

3. Abstentions declared

None.

4. Approval of Minutes

a. Park & Rec 22-3

Motion by Karwoski seconded by Williams to approve March 10, 2022 minutes. Vote on Motion 4-0. Motion carried.

5. Perfecting and Approval of the Agenda

Motion by Karwoski seconded by Williams to approve the April 21, 2022 agenda. Vote on Motion 4-0. Motion carried.

6. Guests requesting to address the Parks Board

Present: Jake Niles

Representing: Niles Engineering Co.

Discussion: Jake Niles was invited to this month's Park and Recreation Board meeting to provide any answers to the board about the Bondurant Dog Park site plan, which he designed pro-bono over 4 years ago.

Miller asked the board what the purpose of Jake's visit was.

Van Houten responded that the board had mentioned moving the entrance of the Dog Park to the opposite side due to the complaint received during the last board meeting. This would be the opportunity to ask or consider this option. The entrance would then be further from the community playground in the Petocka South Shelter area.

Miller asked if this was still in regard to one person's feedback?

Van Houten affirmed Miller's question.

Williams said that the community member's feedback also included a concern about the Dog Park's location in relation to the sports complex. By adjusting the entrance of the Dog Park, the distance to the sports complex remains the same.

Miller pointed out that he is not concerned about changing the entrance of the Dog Park.

Karwoski noted that the park users will still walk past the playground to access the Dog Park.

Niles had no comment.

7. Action Items

a. DART Swim Bus Program

Present: Communications and Events Specialist Nicole Van Houten

Representing: City staff.

Discussion: Met with the Chief Planning Officer Luis Montoya from DART on 4-6-2022 to discuss the Swim Bus Program. Luis mentioned that the ridership for the Swim Bus has been low for

the past few years. He couldn't track down data, but the drivers mentioned that only 2 kids were transported last season.

A community survey was published on 4-4-2022, which collected 57 responses out of 1,111 points of contact (households opted into the Bondurant Newsletter, The Bounce). According to the survey results, the bus stops are not a problem, but we may want to accommodate the new developments in town. If the ridership increases, then we should consider adjusting the stops. 63% of the survey takers are aware of the program and 91% of the survey takers do not participate in the program. 42% of the survey takers go to the Altoona Aquatics Park, while 57% do not.

Attached are the community survey results.

After the meeting with DART, it was determined we have two options:

1. Add the Cinemark Theatre as a stop, which would be right in front of the movie theater's doorway. Add Adventureland as a stop, which would be a stop located in front of Adventureland Inn (hopeful that a trolley would transport the kids to the Adventureland entrance). There will be a total of 3 destination stops.
2. Reroute to Ankeny, which will include a stop at The District (kids can choose their activity, which may include AR Workshop (arts and crafts), several dining options (brunch and lunch, ice cream, cookies, etc), multiple outdoor concerts or festivals, The Operating Room (arcade), several shopping options, B&B Theatre (bowling, arcade, and movie theater), and the Ankeny Kirkendall Public Library is close. Maybe the teens will choose the gym, yoga/barre studio, or beauty salons in the District. Add a stop to the Praire

Ridge Aquatic Center, which is within walking distance of Praire Ridge Skate Park. There will be a total of 2 destination stops and add only 5 minutes to the bus ride.

Let us rename this program - what should it be?

Motion by Karwoski was seconded by Robinson to keep the program's bus route in Altoona and add the Cinemark Movie Theatre, and Adventureland. Vote on Motion 4-0. Motion carried.

8. Discussion Items -

a. Central Park Advisory Board Meeting

Present: Tom Rogers, J Blue, and Jake Jenkins

Representing: The SmithGroup

Discussion: The SmithGroup Agenda:

1. The goal of the park board meeting is to finalize priorities and get thoughts on the preferred approach.
2. Review three conceptual plans (A, B, and C) for Central Park. Provide input and be open to discussion.
3. Interact in the "Build a Park Activity" to gauge amenities that will scale appropriately in the proposed design.
4. Review the project area and preliminary thoughts for the skate park and provide input before the SmithGroup finalizes a design.

The Skate Park possibilities were unveiled to the Parks and Recreation Board, including the many park feature options. Karwoski expressed that the skate park's final plan will need to include the Bondurant Standard Park Kit minus the open-air shelter. Miller stated that there should be less grass space and more skate features. Collison proclaimed that she would prefer to redirect the skate park's features planning for the skating community and the users of the park.

The Community Center spec options were revealed to the Parks and Recreation Board. The board agreed that there should be indoor/outdoor access for restrooms and concessions. The community center should be one level, including approximately 1950 sq ft and 1214 sq ft rooms that would include a partition that can open up to accommodate over 200 people. Would prefer a larger footprint. The design should include a contemporary modern overhang for ease of outdoor event space. The entire project should take into consideration the most sustainable practices, making this space the best practice for all other facilities planned in Bondurant.

Williams expressed concern about the logistics of the park trail crossing Grant St S. He viewed the crossing as a challenge in all three concepts presented. He also prefers the skate park to have a distinct connection to Central Park, including the placement aligning with the placement of the skate park. Robinson likes concept B because of the amount of open green space and the location of the larger park space, making it a better focal point.

9. Reports and Comments:

a. Administrator

Present: Marketa Oliver, City Administrator

Representing: City Administration

Discussion: None.

b. Board Members

Miller: none.

Collison: none.

Karwoski: Many families in the Quail Run neighborhood were not able to attend the Keep Bondu Beautiful Event, but still participated by collecting trash. They had over 5 bags of trash collected and placed in the Efnor Estates Park, which they called City Hall to have Public Works collect. Such a great event to clean up the community.

Van Houten: There have been some additional clean-up program proposals that have been brought up, which may include a year-long recognition program including those that send in photos of trash being picked up in the parks. An award will be won. Another proposal is encouraged by the Metro Waste Authority to consider a trash bash in the

fall.

Williams: none.

c. Staff

Present: Nicole Van Houten, Communications and Events Specialist

Representing: City Staff

Discussion: On **March 14, 2022**, Babysitting Basics was taught at the Bondurant Community Library. The class maximum was 20 and there were 3 kids on a waiting list. The Iowa State Extension Office provides this curriculum for \$30/child. \$130 goes towards future Parks and Recreation Programs. The class covers basic first aid, home safety, diapering a baby, and other do's and don'ts of babysitting. The instructors are very engaging and do a great job teaching the kids.

On **April 10, 2022**, the Dog Park Committee hosted a Doggie Easter Egg Hunt at the site of the future dog park. 37 dog owners and many dog friends and family joined the fun, which probably constituted a crowd of minimally 100 (probably more). All dogs had to pre-register (agree to the waiver verifying vaccinations) and pay a \$5 fee. Reclaimed Rails Brewing Company, Petsakes in Altoona, and Pampered Pooch donated coupons to the egg hunt. The Bondurant Easter Bunny made an appearance and the photos were \$5 per family, which the Easter Bunny split with the dog park committee. Local professional photographer Haley Greenfield took photos. The committee raised over \$200. This is going to be an annual event. There was a lot of enthusiasm for the future dog park.

Keep Bondu Beautiful was hosted on **April 16, 2022**. Even with it being the Easter holiday weekend, 100 people volunteered to "team up to clean up." Metro Waste Authority waived their deposit requirement to rent their litter

**Due to the COVID-19 concerns and social distancing recommendations, a virtual meeting was offered.*

grabbers and high-vis vests, which was well appreciated. Casey's General Store donated 10 pizzas - during the event, 4 breakfast pizzas were offered during check-in and 4 pizzas were offered at the end of the event. The pizza didn't last very long. The other two coupons that were given away are prizes, along with Iowa Cubs' free admission tickets, Reclaimed Rails Free Pint coupons, Brickstreet Market gift cards, and Jeffie Pop Goodies Basket. The volunteers filled two 8-yard dumpsters, which is equivalent to 3,200 gallons. That is 160 normally filled 30-gallon trash bags.

10. Adjournment

Motion by Williams seconded by Karwoski to adjourn at 7:34 p.m. Vote on Motion 4-0. Motion carried.



Nicole Van Houten
Communications and Events Specialist

ATTEST:



Joe Miller
Board Member

**Due to the COVID-19 concerns and social distancing recommendations, a virtual meeting was offered.*

Bondurant Parks and Recreation Board
Minutes
May 19, 2022

1. Roll Call

Present: Miller, Collison, Robinson, Karwoski, Lyman, Williams

Absent: Simpson

City Officials Present: City Administrator Marketa Oliver,
Communications and Events Specialist Nicole Van Houten, Planning & Community Development Director Maggie Murray

2. Call to Order and Declaring a Quorum

Chair Lyman called the meeting to order at 5:59 p.m. and declared a quorum.

3. Abstentions declared

None.

4. Approval of Minutes

a. Park & Rec 22-4

Motion to amend the minutes by Collison to update the spelling of Williams, listing Robinson as in attendance, and updating a verb to best fit the context of a conversation had about the dog park site plan. After the updates, a motion by Williams was seconded by Robinson to approve April 21, 2022 minutes. Vote on Motion 6-0. Motion carried.

5. Perfecting and Approval of the Agenda

Motion by Karwoski seconded by Robinson to approve the May 19, 2022 agenda. Vote on Motion 6-0. Motion carried.

6. Guests requesting to address the Parks Board

None.

7. Action Items

a. Dog Park Rules and Regulations

Present: Nicole Van Houten, Communications and Events Specialist

Representing: City staff.

**Due to the COVID-19 concerns and social distancing recommendations, a virtual meeting was offered.*

Discussion: The Parks and Recreation Board reviewed Dog Park rules and regulations from eight metro communities and one dog park from out of state. Staff research has unveiled 29 rational rules and regulations that require group discussions. Chapter 47 of the Bondurant City Code outlines Park Regulations that will need to align with the dog park operations. From there they formulated the Bondurant Dog Park Rules and Regulations.

The rules and regulations will be placed on a sign that all park users will have to agree to before entering the park. There will not be a registration process or park fee to use the Bondurant Dog Park.

A motion by Karwoski was seconded by Robinson to recommend to City Council approval of the Bondurant Dog Park Rules and Regulations. **Vote on Motion 6-0. Motion carried.**

8. Discussion Items -

a. Adopt a Park Program

Present: Nicole Van Houten, Communications and Events Specialist

Representing: City staff.

Discussion: The Adopt-A-Park program was initiated by Molly Rupert, the prior Recreation Coordinator. Details regarding the program cannot be located except for details in the three attachments presented to the Parks and Recreation Board. The Parks and Recreation Board has already approved this program. However, I do not have enough information to start. Review the Adopt a Park/Trail Guidelines, Adopt A Park/Trail Application, and Adopt A Park/Trail Cleanup Results Form for updates.

I believe there was a request to have signs made recognizing the group or team that has adopted the park area – what should our signs look like?

Initiate the program by reaching out to local groups and organizations, then begin promoting it.

**Due to the COVID-19 concerns and social distancing recommendations, a virtual meeting was offered.*

1. Boy Scouts
2. Local Churches
3. Cub Scouts
4. Girls Scouts
5. Neighborhoods
6. Families
7. Bondurant Community Foundation
8. Civic Club
9. Mother's Club
0. Men's Club

The groups will be rewarded at the end of their two-year adoption period. What is the reward?

Miller questioned the need for signs and would rather the parks not be overloaded with signs that require maintenance and/or seasonal updates.

Robinson questioned the need for a reward. The civil duties of keeping our community clean along with recognizing the group on the City's website and on social media should be rewarding enough.

Collison agreed that instead of signs recognizing the groups, organizations, or individuals on the City's website and on social media.

Motion by Karwoski seconded by Miller to amend the Adopt the Park Program and begin promoting to the public. Vote on Motion 6-0. Motion carried.

9. Reports and Comments:

a. Administrator

Oliver suggests that a Skate Park Committee be established. This committee could include the local skate enthusiasts and possibly some Bondurant Community Foundation members.

b. Board Members

Karwoski reported that volunteering for the Live Healthy Iowa 5K was a great experience. I have a few suggestions for the event next year. Consider changing the start line to line down Main Street, which is a much better starting location than curving along Railroad St. Ask the impacted businesses if they will allow this short closure while the race kicks off.

Miller said that it would be nice to have a timer for all participants to view. A lot of the participants ask for their race time when they hit the finish line, but it is difficult while you are keeping track and focused on

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bib numbers and documenting race times. This will allow the race participants to see their finish times on their own. Also, a table with a shaded structure at the finish line would be helpful for the volunteer's tracking times.

Karwoski asked if it was possible to include a start/finish banner, arch, or signs for a better view for the participants?

Oliver responded that this could be included in the budget for next year. Robinson reported that in addition to traffic control, there should be street barricades at Main Street and 2nd, Main Street and startline, and Grain Street NE.

Miller said that next year we should ask the Bondurant Emergency Services to place a barricade to block their driveway in order to block people from using their parking lot.

Robinson inquired where we accessed prior meeting minutes.

Van Houten responded that they are found on the city's website and guided the board on how to travel to the website to locate the meeting minutes.

Robinson asked if the City contributed to the Bondurant Men's Club fireworks. He asks because he recollects this was voted on in a past Parks and Recreation Board meeting to stop contributing due to budget restraints.

Oliver responded that the City does contribute to the fireworks. The budget restraint the Parks and Recreation Board was experiencing is not an issue today and the fireworks donation is not taken from the Parks and Recreation budget any longer.

Robinson asked why the Eagle Park planning hasn't been presented to the Parks and Recreation Board and why the planning is being coordinated with city staff. Can we request more mature trees be planted in this park? Many trees were removed and this park has been vacant for so long and it is a good idea to readdress the plan.

Oliver responded that the majority of the planning done by city staff is not the planning experience that the Parks and Recreation Board has experienced with City Park and Central Park. The planning included the original master plan, which was done in 2013. The public input and committee review was done prior to the publication of the 2013 Parks Master Plan. The city staff and the consulting company, EOR, are in the preliminary stages. EOR will be invited to the next Parks and Recreation Board meeting to share an update.

**Due to the COVID-19 concerns and social distancing recommendations, a virtual meeting was offered.*

c. Staff

Van Houten asked the board what they thought of acting as liaisons on other boards, clubs, not-for-profit, etc. for progress collaboration efforts. Each board member can try to attend the clubs or organizations' meetings and report back to the board what is being worked on to possibly offer support or resources. A lot of the club's and organizations' visions and missions align and working in partnership can enhance the Bondurant community experience.

Karwoski serves on the Bondurant Community Foundation board and is happy to be the liaison. Karwoski will act as a liaison for the Historical Society also.

Williams serves as the Bondurant representative of the Central Iowa Bicycle-Pedestrian Roundtable but thinks the board should consider assigning another person to this board. The majority of the attendees are employees of their communities, such as recreation directors or planners.

Oliver responded that the Associate Planner could be assigned to attend.

Williams would volunteer to be the Lion's Club and the Skate Park Committee liaison.

Robinson serves as a member of the Tree Board and would volunteer to be the Men's Club liaison.

Miller serves as a member of the school's infrastructure committee and is happy to be the liaison. Miller would volunteer to be the Bondurant Little League liaison.

Collison is a member of the American Legion Auxillary and will act as a liaison for the Civic Club and Auxillary group.

Simpson is a member of the Blue Jay Basketball Club and Wellness Committee at the school and will act as a liaison to those two groups.

Lyman would like to volunteer to be the Men's Club liaison.

Van Houten asked the board what they thought about helping with park inventory. Would they be open to being assigned a park to visit, taking inventory, and assessing the equipment?

- Collison volunteers to review Wisteria Heights Park.
- Miller will review Mallard Pointe Park and Efnor Estates Park.
- Robinson will review Renaud Ridge Park and Ava's Butterfly Garden.
- Williams will review Lincoln Estates Park and Gateway Park.

**Due to the COVID-19 concerns and social distancing recommendations, a virtual meeting was offered.*

- Lyman will review City Park and Eagle Park's public fishing access area.
- Karwoski will review Wolf Creek Playground/Park and Wolf Creek West public fishing access area.
- Simpson will review the Lake Petocka playground and public fishing access area.

10. Adjournment

Motion by Karwoski seconded by Williams to adjourn the meeting at 7:47 p.m. Vote on Motion 6-0. Motion carried.

DocuSigned by:

Nicole Van Houten

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Nicole Van Houten

Communications and Events Specialist

DocuSigned by:

Dennis Lyman

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Dennis Lyman

Board Chair



**BUSINESS OF THE CITY COUNCIL
BONDURANT, IOWA
AGENDA STATEMENT**

Item No. 5.e.
For Meeting of 7/5/2022
Resolution

TITLE: - Resolution approving the Bondurant Emergency Services Employee Wages for Fiscal Year 2023

CONTACT PERSON:

Marketa Oliver, City Administrator

BRIEF HISTORY & ANALYSIS: Attached is a resolution establishing wages for the City's Paid Per Call members for the Bondurant Emergency Services. The compensation is reviewed and adjusted annual to match the area market.

FUNDING SOURCE: General Fund; Employee Benefits Fund

STAFF RECOMMENDATION: Approve resolution on a roll call vote.

APPROVED FOR SUBMITTAL:

ATTACHMENTS:

1. RESOLUTION NO. 220705-142

CITY OF BONDURANT
RESOLUTION NO. 220705-142

RESOLUTION APPROVING THE BONDURANT EMERGENCY SERVICES
EMPLOYEE WAGES FOR FISCAL YEAR 2023

WHEREAS, the City Council sets the wages for the Bondurant Emergency Services Paid-Per-Call employees; AND

WHEREAS, the City Administrator recommends the wages for these positions with the approval from the Fire Chief; AND

WHEREAS, the Bondurant Emergency Services Paid-Per-Call Employee wages, effective June 1, 2022, for the FY2023 Fiscal Year are set as follows:

Position		FY 2023 Salary
Paramedic/EMT/Firefighter (graduated scale)	Up to:	\$20.00 per call
Captain (3)		\$ 447.85 semi-annual
Training Officer		\$ 218.64 semi-annual
Incentive Pay for exceeding Monthly Training and Minimum Call volume standards		\$400 semi-annual

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Bondurant, Iowa, that the wages, effective July 1, 2022, for the Bondurant Emergency Services Paid-Per-Call Employees for the 2023 Fiscal Year, are hereby approved as presented.

Passed this 7th day of July 2022,

By: _____
Doug Elrod, Mayor

ATTEST: I, Shelby Hagan, City Clerk of Bondurant, hereby certify that at a meeting of the City Council held on the above date, among other proceedings the above was adopted.

IN WITNESS WHEREOF, I have hereunto set my hand the day and year above written.

Shelby Hagan, City Clerk

Council Action	Ayes	Nays	Abstain	Absent
Cox				
Driscoll				
McKenzie				
Peffer				
Sillanpaa				



**BUSINESS OF THE CITY COUNCIL
BONDURANT, IOWA
AGENDA STATEMENT**

Item No. 5.f.
For Meeting of 7/5/2022
Resolution

TITLE: - Resolution approving Compensation Philosophy and Policy and setting Job Grades and Wage Scales for FY23, excluding City Administrator, Emergency Services Paid Per Call, and Library Staff

CONTACT PERSON:

Marketa Oliver, City Administrator
Jene Jess, Finance Director

BRIEF HISTORY & ANALYSIS: Four and a half years ago, City staff conducted a city-wide salary survey. At that time, it was evident that the City had multiple positions that were significantly under market. The City has spent recent history trying to bring Bondurant wages into a competitive position. Staff recognizes that we compete with the metro area for talent, while at the same time understanding that Bondurant is one of the smaller metro communities. In determining a sound methodology for comparing salaries appropriately, staff reviewed best practices and researched how similarly situated communities have tackled this challenge. This work is an example of employing the SCORE philosophy the City has adopted to continually evaluate and redesign processes and procedures that enhance organizational efficiency and effectiveness.

City staff reviewed a study model that was recently employed by the City of Norwalk which analyzed a sampling of metro community salaries through the lens of three criteria: population as of the 2020 census, taxable valuation, and growth rate. These factors all play a role in the development of a compensation schedule and policy.

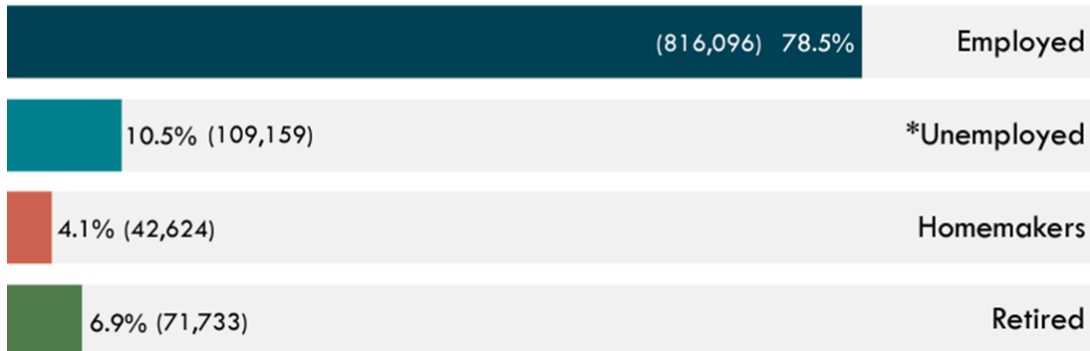
The City of Bondurant currently has only a single-tiered wage schedule or an “up to” amount that is approved by Council. The City Council and City staff have been working over the past five years to develop the City’s organizational structure and to plan for future staffing. Based on City Council priorities, Department Directors developed a multi-year staffing vision, that has been reflected in the budget and approved annually. The Council has also proactively expedited the timeline for certain positions from the approved multi-year staffing vision, recognizing and responding to the needs of our growing community. At this point in the organization’s evolution, staff recommend creating a compensation structure with salary ranges and job grades. As part of the

current Financial Policy, staff have drafted a Compensation Philosophy and Policy that explains the framework for consistency of employee compensation.

A key component of the compensation plan for the City is to determine if the City wishes to lead, lag, or match the market when compensating employees. Staff believe that matching the market is the prudent step. The first step to doing so and a best practice for approaching employee wages is to conduct a salary survey that encompasses the area and organizations from which the talent pool is recruited and attracted. It is important to note here that staff believe matching the market is critical as employee retention is significantly less expensive and more productive than recruitment and training. Research from the Society for Human Resource Management suggests that employee replacement costs can be as high as 50-60% with overall costs ranging anywhere from 90-200%. Therefore, if an employee makes \$60,000 per year, it costs an average of \$30,000 - \$45,000 to replace that employee and can lead to organizational losses of up to \$120,000. Additionally, the current labor market reflects a worker shortage and is very competitive. According to Iowa Workforce Development's 2020 report, the Des Moines Metro had 11,500 active open positions, 5.5% percent unemployment, and a participation rate of the population of 78.5%.

GREATER DES MOINES REGIONAL LABORSHED ANALYSIS

EMPLOYMENT STATUS (ESTIMATED TOTAL)*



*Employment status is self-identified by the survey respondent. The unemployment percentage above does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

The 2022 information has not been released yet, except that the unemployment rate has dropped to 2.3%, meaning there are even fewer workers available in the area's laborshed. The City staff have reviewed the City's current salary schedule and compared it with that of a core sample of metro communities (the area from which we draw and with which we compete for our talent pool). The following communities were included in the study: Ankeny, Clive, Grimes, Johnston, Norwalk, Pleasant Hill, Waukee, and West Des Moines. As mentioned, the study includes a core sampling of communities in the metro, excluding the highest and lowest population as outliers. Staff then compared Bondurant's maximum wage rate with similar positions in the metro. It was clear that, for most positions, Bondurant's wages were below, sometimes, far below, the average of the metro communities. However, it must be considered that Bondurant has a different mix of population according to the 2020 census, taxable

valuation, and growth rate than some of these communities and that looking at the average maximum wage range alone, would not be appropriate. Staff then considered the population size, taxable valuation, and growth rate of Bondurant and the aforementioned metro communities. Staff assigned a wage adjustment percentage based on Bondurant's comparative deviation from the mean population at -10%, Pleasant Hill would also receive that score.

Population			
Range		Deviation	Cities
-	11,000	-10%	Pleasant Hill, Bondurant
11,001	22,000	-3%	Norwalk, Grimes, Clive
22,001	38,500	0%	Waukee, Johnston
38,501	63,525	3%	
63,526	98,464	10%	Ankeny, West Des Moines

The same consideration was given to taxable valuation, assigning a -10% to Bondurant and Norwalk for taxable valuation.

Taxable Valuation			
Range		Deviation	Cities
-	700,000,000	-10%	Norwalk, Bondurant
700,000,001	1,400,000,000	-3%	Pleasant Hill, Grimes
1,400,000,001	2,450,000,000	0%	Waukee, Johnston, Clive
2,450,000,001	4,042,500,000	3%	
4,042,500,001	6,265,875,000	10%	Ankeny, West Des Moines

Growth is also a factor in the matrix to reach the average, particularly given that Bondurant has been growing and is entering a new phase of additional growth. Bondurant is on the upswing in terms of growth, which requires staff to juggle more responsibilities with fewer resources. In terms of growth over the last three fiscal years, Bondurant, Waukee, and Grimes lead the participating metro cities. The wage adjustment assigned is +10% for the growth factor.

Growth Rate			
	Range	Deviation	Cities
-	20.0%	-10%	Clive, Pleasant Hill
20.1%	40.0%	-3%	Johnston, West Des Moines
40.1%	50.0%	0%	Ankeny
50.1%	75.0%	3%	Norwalk
75.1%	100.0%	10%	Bondurant, Grimes, Waukee

Averaging all three factors results in an overall weighted adjustment of 10% below (-10%) the metro average maximum range for each position.

Weight Score	
-10%	Bondurant
-8%	Pleasant Hill
-4%	Clive
-3%	Norwalk
-1%	Johnston
1%	Grimes
3%	Waukee
6%	West Des Moines
7%	Ankeny

Population		Valuation		Growth Rate	
Pleasant Hill	10,147	Pleasant Hill	\$ 678,738,825.00	Pleasant Hill	15.5%
Norwalk	12,799	Norwalk	\$ 712,169,983.00	Norwalk	43.1%
Grimes	15,392	Grimes	\$ 1,144,798,987.00	Grimes	86.7%
Clive	18,601	Clive	\$ 1,566,738,151.00	Clive	20.4%
Waukee	23,940	Waukee	\$ 1,691,866,217.00	Waukee	73.6%
Johnston	24,064	Johnston	\$ 1,829,371,540.00	Johnston	39.3%
Ankeny	67,887	Ankeny	\$ 4,460,767,760.00	Ankeny	48.9%
West Des Moines	68,723	West Des Moines	\$ 6,414,435,455.00	West Des Moines	21.4%
Bondurant	7,365	Bondurant	\$ 423,055,742.00	Bondurant	90.8%
Average	27,658	Average	\$ 2,102,438,073.33	Average	48.9%

Staff have also been working to create recommended salary/wage ranges and job grades. Currently, the City has adopted wage maximums, but no range. A wage range is important because it helps set expectations for entry level and gives staff a path for future compensation potential. Additionally, salary/wage ranges and job grades are important to creating equity among positions. Pay ranges provide a framework for personnel to know their position in the organization and ensures that managers administer pay increases impartially. Ranges also provide a yardstick by which individual employees can measure past and future advancement. Considering job functions, maximum wage ranges from eight of the metro cities, population size, city valuation and city growth, staff developed wage ranges to right size Bondurant with the metro. For Council consideration staff has also prepared a Compensation Philosophy and Policy with a three-tiered salary range that includes: A tier for entry level, 75% the weighted average (3 years or less in their roles); A mid-point tier for median experience, 90% the weighted average (3 to 6 years in their roles); and a top tier for advanced experience, the weighted average as determined by the matrix previously discussed (6 and over years in their roles). Other factors are considered, such as performance determined by their Department Head and budget when determining where an employee should fall within the wage range. (For example, someone who has been in the role six years or more may not be at that particular wage for a number of reasons, including proficiency in the position, budgetary considerations, or performance considerations.)

The policy indicates that salary studies should be conducted every three years. In between studies, the policy indicates that ranges would be adjusted by the Midwest CPI as published in the Iowa League of Cities Annual Special Budget Report.

The attached resolutions adopts the wages scales, as developed through the policy.

FUNDING SOURCE: General Fund, RUT, Utilities, TIF, Employee Benefits

STAFF RECOMMENDATION: Approve resolution on a roll call vote.

APPROVED FOR SUBMITTAL:

ATTACHMENTS:

1. RESOLUTION NO. 220705-140
2. Compensation Philosophy & Policy
3. Regional Salary Survey Data

CITY OF BONDURANT
RESOLUTION NO. 220705-XXX

RESOLUTION APPROVING COMPENSATION PHILOSOPHY AND POLICY AND
SETTING JOB GRADES AND WAGE SCALES FOR FY23

WHEREAS the City Leadership Team worked to develop and present a compensation philosophy and policy; AND

WHEREAS the Mayor and City Council reviewed market research to determine what wage ranges should be established for each city position; AND

WHEREAS the Mayor and City Council determined the City should match current market wages for its employees; AND

WHEREAS the Mayor and City Council find that creating job grades and wage scales helps ensure pay equity among employees and communicates future compensation potential to employees; AND

WHEREAS the Mayor and City Council recognize critical market factors that make it more challenging to recruit and retain talent; AND

WHEREAS the Mayor and City Council find that creating job grades is a critical foundation for the City's future organizational growth.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Bondurant, Iowa, that the attached Compensation Philosophy and Policy be adopted.

BE IT FUTHER RESOLVED that the attached Job Grades (Job Family/Job Category/Job Title) and Salary Ranges for the Fiscal Year beginning July 1, 2022, and for the pay period beginning June 20, 2022, are hereby approved.

Passed this 5th day of July 2022,

By: _____
Doug Elrod, Mayor

ATTEST: I, Shelby Hagan, City Clerk of Bondurant, hereby certify that at a meeting of the City Council held on the above date, among other proceedings the above was adopted.

IN WITNESS WHEREOF, I have hereunto set my hand the day and year above written.

Shelby Hagan, City Clerk

Council Action	Ayes	Nays	Abstain	Absent
Cox				
Driscoll				
McKenzie				
Peffer				
Sillanpaa				



Compensation Philosophy and Policy

Recommended expansion of the current Financial Policy to include a Compensation Philosophy and Policy

A compensation philosophy is simply a formal statement documenting the City's position about employee compensation. It explains the "why" behind employee pay and creates a framework for consistency. Employers use their compensation philosophy to attract, retain and motivate employees.

Compensation philosophies are typically developed by the human resources department in collaboration with the executive team. The philosophy is based on many factors, including the City's financial position, the size of the organization, the industry, service objectives, market salary information, the level of difficulty in finding qualified talent, and the unique circumstances of the organization. The compensation philosophy should be reviewed periodically and updated based on current factors affecting the organization. For example, market conditions may make it difficult to find qualified talent in a particular specialization, and an employer may need to pay a premium for these candidates. If the City's current compensation philosophy does not support this value, then the organization may need to change its philosophy to meet its current needs.

A well-designed compensation philosophy supports the organization's strategic plan and initiatives, service goals, competitive outlook, operating objectives, and compensation and total reward strategies.

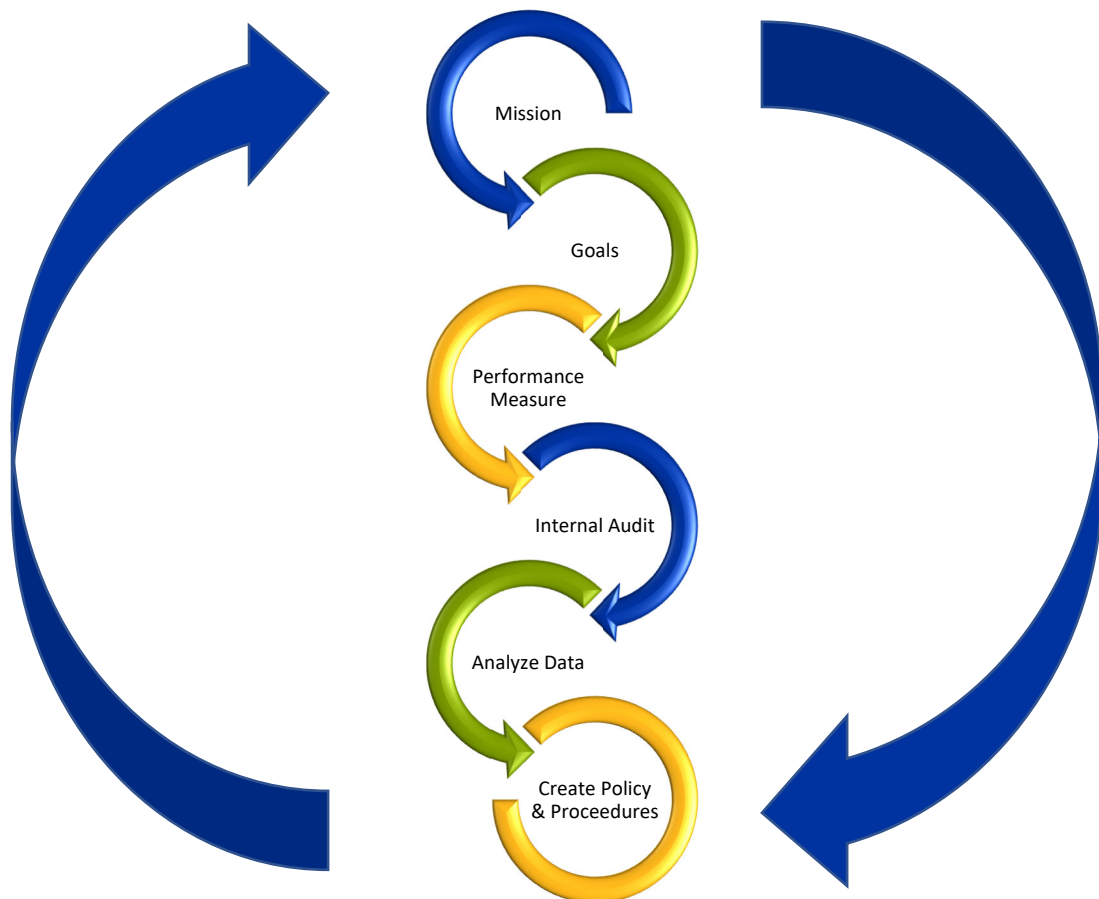
Most compensation philosophies seek to:

- Identify the City's pay programs and total reward strategies.
- Identify how the pay programs and strategies support the City's service strategy, competitive outlook, operating objectives, and human capital needs.
- Attract people to join the City's team.
- Motivate employees to perform at the best of their competencies, abilities, and skill sets.
- Retain key talent and reward high-performing employees.
- Define the competitive market position of the City in relation to base pay, variable compensation, and benefits opportunities.
- Define how the City plans to pay and reward competitively, based on market and organizational conditions, competition, and ability to pay.

- Ensure equal pay for equal work, with allowable pay differences based on factors not prohibited by law.

An effective compensation philosophy should pass the following quality test:

- Is the overall program equitable?
- Is the overall program defensible and perceived by employees as fair?
- Is the overall program fiscally sensitive?
- Are the programs included in the compensation philosophy and policy legally compliant?
- Can the organization effectively communicate the philosophy, policy, and overall programs to employees?
- Are the programs the organization offers fair, competitive, and in line with the compensation philosophy and policies?



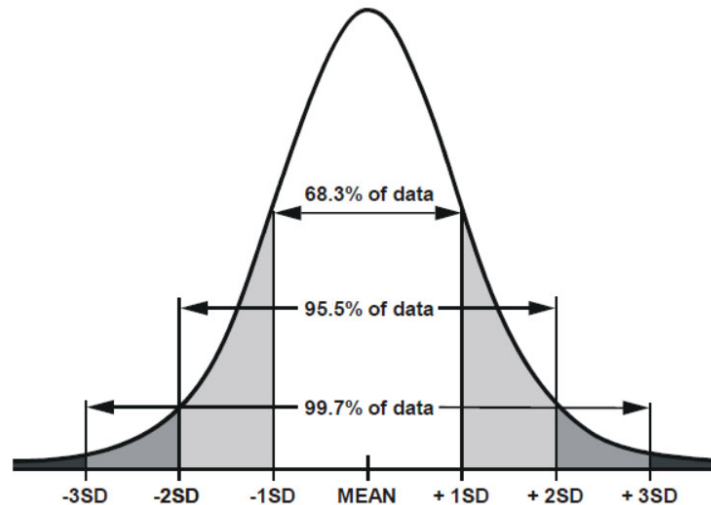
Step 1: Determine the Organization's Compensation Philosophy

Before creating salary ranges, the organization must first determine what its approach or philosophy is to compensation. What is the mindset that drives pay decisions? Determining the compensation philosophy requires an in-depth look at the company's beliefs regarding compensation. The key is to create a philosophy and be consistent in its application regarding pay practices.

Match the Market

An employer can choose to lead, lag, or match the market when compensating employees. Being a market leader means that the organization pays more for jobs than its competitors. Typically, an organization does this to gain an advantage or attract talent away from its competitors. If an employer decides to match the market, it pays roughly the same as its competitors, and if an employer lags the market, it is paying less than market rates. Generally, an employer rarely chooses to lag the market as a conscious pay strategy. It is often either discovered after market research reveals the practice, or it may be the result of a limited compensation budget. In rare circumstances an employer's brand may be so attractive (e.g., Disney, Google) that the employer can pay lower-than-market wages without a negative impact on recruitment and retention. When turnover is high, there are increased costs associated with recruiting, selecting and training replacements. Other, more-difficult-to-quantify effects also arise, such as declines in productivity, morale, customer satisfaction and innovation.

The City of Bondurant has a philosophy of matching the market using a weighted average of the Des Moines Metropolitan communities, excluding the population outliers (the highest and smallest). The market is defined as where the talent pool is and where the City's competitors are located. The weighted average is used with the understanding that Bondurant's population, taxable valuation, and growth rate are variables to consider when comparing to the other communities. The matrix is based on the deviation from the average of each category.



Salary Ranges

Salary ranges help employers control their pay expenses and ensure pay equity among employees. It is critical that the City have rational explanations for why it pays employees a certain rate. Defined salary ranges help accomplish that. Additionally, defined salary ranges communicate a path for future compensation potential and set the expectations for entry level.

Step 2: Conduct a Job Analysis

A job analysis is a process for gathering, documenting, and analyzing information about a job to determine the activities and responsibilities it includes, its relative importance to other jobs, the qualifications necessary for performing the job and the conditions under which the work is performed. The City of Bondurant conducts job analysis at least every three years and anytime the organizational structure requires.

Step 3: Conduct Market Research

Conducting market research ensures that wages paid to employees are comparable to similar positions in the marketplace.

When conducting salary market research, staff should consider the following:

- Job titles vary between Cities. Staff should read the descriptions of the jobs surveyed to make sure that the related tasks, functions, and levels of responsibility match the positions at Bondurant.
- To obtain current, accurate salary information, Bondurant will typically need to purchase or solicit salary data.
- Whenever possible, employers should try to obtain information from more than one market survey resource, at least for benchmark positions.
- It should be realized from the outset that each City has jobs that are unique and that it will be impossible to find exact matches for all jobs. Staff may need to

consider jobs that closely fit the principal aspects of a particular job and consider salary data for more than one type of job.

Step 4: Create Job Grades

Job grades are groupings of positions with similar worth. Bondurant uses their job evaluation data to group positions into job grades by department and function, as is standard Statewide.

Job Family	Job Category	Job Title
Central Administration	Director	Finance & Employee Services City Clerk Planning & Community Development
	Coordinator	Economic Development
	Specialist	Operations & Training Utility Bill Front Desk Communications & Events

Step 6: Create a Salary Range Based on Research

Bondurant should note the range of pay in the salary surveys and other information that may be relevant when establishing a weighted average salary. As conditions change, the index used to calculate the weighted average will change. Three factors determine the weighted average: population, taxable valuation, and growth rate. For each position, the City of Bondurant will establish minimum (up to 3 years in their role), midpoint (3 to 6 years in their roles), and maximum (beyond 6 years in their role), pay ranges, as of July 1 for the upcoming fiscal year. The maximum is the weighted average salary using data from a salary survey with a sample of cities in the Des Moines Metropolitan area (not considering the outliers based on population) for that position plus a cost-of-living

increase over the previous year. The midpoint is 90% of the maximum and the minimum is 75% the maximum.

Maximum = Weighted Average, Midpoint = Maximum x .90, Minimum = Maximum x 0.75

After the salaries for current employees have been placed into the range, several employees may not be in line with the guidelines and ranges the City has established.

"Red circle rates" are salaries/wages that are above the maximum rate the City has established for the position's salary range.

"Green circle rates" are salaries below the minimum rate the City has established for the position's salary range.

Staff will develop strategies to rectify anomalies by considering factors such as budget, employee performance, and years in the role.

Step 7: Updating and Aging

Compensation rarely remains static. The rate of pay is constantly changing with external market and economic activity.

Aging is the activity of increasing salary grades with the market without the cost of purchasing or soliciting new salary survey data each year. To do this, the City of Bondurant will use the Midwest CPI as published in the Iowa League of Cities Annual Special Budget Report. It measures changes in the cost of total compensation, which includes wages, salaries, and the employer's cost of employee benefits.

Salary survey data should be gathered and reviewed every three years so that appropriate adjustments can be made to the organization's salary ranges.

Job Family	Job Category	Job Title
Central Administration	Director	Finance & Employee Services City Clerk Planning & Community Development
	Coordinator	Economic Development Planning Administrative Services Coordinator
	Specialist	Operations & Training Utility Bill Front Desk Communications & Events

Job Family	Job Category	Job Title
Public Works	Director	Public Works
	Coordinator	Water/Wastewater
	Specialist	Operations
	Technician	Crossing Guard

Job Family	Job Category	Job Title
Emergency Services	Director	Emergency Services
	Coordinator	Assistant Fire Chief - EMS Assistant Fire Chief - Inspections
	Specialist	Fire/Paramedic
	Technician	Emergency Medical

Salary Ranges

Fiscal Year

Ranges for FY23; effective with pay period beginning June 20, 2022

2023

	Min	Mid	Max
Position	A	B	C
Emergency Medical Technician	\$15.06	\$16.73	\$18.59
Crossing Guard Technician	\$15.06	\$16.73	\$18.59
Public Works Operations Technician - Seasonal	\$15.06	\$16.73	\$18.59
Administrative Specialist - Front Desk	\$42,065	\$50,478	\$56,087
Administrative Specialist - Utility Billing	\$44,643	\$53,571	\$59,524
Public Works Operations Specialist	\$43,595	\$52,315	\$58,127
Administrative Specialist - Operations & Training*	\$ 48,346.49	\$55,511	\$61,679
Fire/Advanced EMT Specialist	\$52,714	\$63,257	\$70,285
Administrative Specialist - EMT	\$52,714	\$63,257	\$70,285
Administrative Services Coordinator*	\$48,346	\$58,016	\$64,462
Events & Communication Coordinator*	\$52,370	\$62,844	\$69,827
Water/Wastewater Coordinator	\$62,496	\$74,995	\$83,328
City Planner	\$56,183	\$68,932	\$76,592
Public Works Operations Coordinator	\$61,840	\$74,208	\$82,453
Economic Development Coordinator	\$61,840	\$74,208	\$82,453
Assistant Fire Chief – Inspection Coordinator	\$65,410	\$78,492	\$87,213
Assistant Fire Chief – EMS Coordinator	\$80,973	\$97,167	\$107,964
City Clerk*	\$75,247	\$90,296	\$100,329
Community Development Director*	\$105,301	\$126,361	\$140,401
Finance & Employee Services Director*	\$107,297	\$128,756	\$143,062
Public Works Director	\$107,297	\$128,756	\$143,062
Emergency Services Director	\$108,249	\$129,899	\$144,333

*Position also receives a \$50 monthly mobile phone stipend.

Library wage ranges are determined by the Library Board of Trustees.

Bondurant Emergency Services Paid-Per-Call personnel are set in separate resolution.

City Administrator salary is determined in a contract by City Council.

Department		Position	Norwalk	Ankeny	Clive	*Grimes	Johnston	Waukee	West Des Moines	Altoona	Pleasant Hill	*Bondurant	Average
Population Size		Source: https://iowaleague.org/cities-in-iowa/	12,799	67,887	18,601	15,392	24,064	23,940	68,723	19,565	10,147	7,365	26,848
		Employees per thousand population	5.55	5.24	7.27	5.12	5.32	6.10	7.89	7.41	5.22	4.90	6.30
City Valuation		Iowa Dept of Management	678,738,825	4,460,767,760	1,691,866,217	1,144,798,987	1,829,371,540	1,566,738,151	6,414,435,455	1,138,443,014	713,169,983	\$ 423,055,724.00	\$ 2,006,138,565.60
Administration	Accounting/Payroll Clerk/Specialist	\$69,879	\$65,120	\$61,388	\$75,364			\$62,216	\$71,968	\$66,373	\$69,787	\$ 52,187.20	\$67,762
	City Clerk	\$89,845	\$116,618	\$96,601				\$93,604	\$91,728	\$144,395		\$ 75,000.00	\$105,465
	Office Assistant	\$52,132	\$54,675	\$61,388	\$57,195	\$54,642		\$51,975	\$71,968	\$66,373	\$60,278	\$ 47,923.20	\$ 58,958.50
	City Manager/Administrator	\$139,838	\$221,894	\$175,761	\$169,000	\$175,235	\$194,540	\$209,778		\$189,900	\$173,431	\$ 146,037.00	\$ 183,264.16
	Finance Director	\$118,684	\$156,062	\$152,673	\$143,169	172,211	\$144,893	\$178,693		\$144,395	\$138,174	\$ 99,000.00	\$ 149,883.84
	HR Director	\$99,557	\$138,895	\$129,811	\$143,169		\$139,320	\$168,180					\$ 136,488.67
	HR Generalist	\$86,571	\$73,168					\$103,547					\$ 87,762.00
	Utility Billing Clerk	\$63,224	\$61,435	\$61,388	\$59,321	\$54,642	\$62,216	\$71,968	\$66,373			\$ 47,923.20	\$ 62,570.83
Community Development	Building Inspector I	\$58,787	\$82,210	\$75,702	\$70,200	\$67,642	\$78,723	\$76,752			\$63,648		\$ 71,708.01
	Building Inspector II	\$68,770	\$87,146			\$72,613		\$81,536					\$ 77,516.20
	City Planner I	\$70,988	\$77,558	\$83,757	\$70,961	\$90,526	\$81,872	\$87,926	\$66,373			\$ 54,017.60	\$ 78,745.10
	City Planner II	\$82,080	\$87,146	\$89,713		\$104,018	\$93,604	\$92,062			\$84,827		\$ 90,492.87
	Code Compliance Officer	\$58,787	\$82,210	\$75,702			\$75,695	\$64,771				\$ 56,430.40	\$ 71,433.04
	Office Assistant	\$52,132	\$54,675	\$61,388	\$57,195	\$54,642	\$51,975	\$71,968			\$60,278		\$ 58,031.63
	Community Development Director	\$118,684	\$156,062	\$152,673	\$143,169	155,155	\$144,893	\$168,180	\$144,395		\$145,083	\$ 87,000.00	\$ 147,588.24
	Senior Building Official	\$88,736	\$92,372		\$93,959	\$113,470	\$101,242	\$140,212			\$93,522		\$ 103,358.95
Econ Dev	Economic Development Director	\$100,936	\$147,228	\$152,673	\$143,169			\$168,180	\$144,395				\$ 142,763.50
	Economic Development Manager/Coordinator								\$72,010		\$115,883		\$ 93,946.31
	Office Assistant	\$52,132	\$54,675	\$61,388	\$57,195	\$62,062	\$53,185	\$71,968					\$ 58,943.57
	Communications Coordinator	\$66,552	\$87,146			\$97,037	\$65,765	\$110,022	\$91,083		\$93,522		\$ 87,303.85
Fire Department	Assistant Fire Chief	\$90,000	\$123,856	\$116,878		\$127,277	\$118,379	\$131,331	\$117,366		\$125,328	\$ 71,000.00	\$ 113,490.56
	Fire Captain	\$87,626	\$94,121	\$101,331				\$108,430					\$ 97,877.00
	Fire Chief	\$123,120	\$156,062	\$152,673		155,155	\$150,689	\$178,693	\$145,042		\$152,337	\$ 99,000.00	\$ 151,721.38
	Fire Fighter (Full-Time)	\$71,598	\$75,648	\$73,993		\$76,501	\$73,939	\$80,096	\$59,987		\$79,303	\$ 53,352.00	\$ 73,883.13
	Fire Inspector	\$75,000	\$94,121	\$109,289			\$79,972	\$74,318	\$117,366			\$ 66,000.00	\$ 91,677.73
	Fire Lieutenant	\$77,701	\$84,964								\$69,936		\$ 77,533.73
	Firefighter EMT (Part-Time)	\$19	\$23				\$21	\$17				\$ 16.25	\$ 20.16
	Firefighter Paramedic (Part-Time)	\$19	\$26	\$20			\$24	\$17				\$ 20.52	\$ 21.33
Library	Adult Service Librarian	\$57,396	\$77,558	\$84,891	\$60,217	\$62,062	\$63,206	\$67,746			\$84,827		\$ 69,737.89
	Assistant Library Director	\$65,123	\$87,146		\$80,507	97,037	\$79,976	\$103,547			\$108,263	\$ 79,040.00	\$ 88,799.90
	Circulation Supervisor	\$55,555	\$82,210		\$73,198	62,062	\$63,206	\$67,746					\$ 67,329.43
	Library Circulation Assistant (Part-Time)	\$15		\$19			\$19				\$21	\$ 37,440.00	\$ 18.40
	Library Director	\$97,133	\$138,895	\$113,922	\$119,890	139,788	\$133,962	\$168,180			\$131,595	\$ 91,520.00	\$ 130,420.59
	Youth and Teen Services Librarian	\$57,396	\$77,558	\$84,891	\$60,217	62,062	\$71,098	\$67,746			\$84,827	\$ 54,080.00	\$ 70,724.33
Parks & Recreation	Office Coordinator/Communications	\$66,552	\$65,120		\$58,178		\$65,765	\$76,482				\$ 64,438.40	\$66,419.32
	Parks and Recreation Director	\$104,264	\$138,895	\$152,673	\$119,890	139,788	\$139,320	\$178,693			\$113,676		\$ 135,899.93
	Parks Supervisor	\$82,080	\$72,007	\$81,803				\$103,547					\$ 84,859.25
Public Works	Office Assistant	\$52,132	\$54,675	\$61,388	\$57,195	\$62,062	\$57,522	\$71,968			\$60,278		\$ 59,652.59
	Assistant Public Works Director	\$97,609	\$123,618	\$119,288	\$108,251	\$104,018	\$123,176	\$140,212	\$102,835		\$119,360		\$ 115,374.16
	Public Worker	\$60,507	\$65,751		\$57,533	\$60,486	\$59,823	\$56,783	\$66,373		\$61,568	\$ 56,430.40	\$ 61,103.03
	Water/Wastewater Coordinator/Superintendent		\$78,707	\$80,288			\$88,546		\$102,835			\$ 73,881.60	\$ 87,594.10
	Public Works Director	\$127,557	\$156,062	\$152,673	\$143,169	155,155	\$150,689	\$178,693	\$144,395		\$145,083	\$ 99,000.00	\$ 150,386.24
		\$2,986,719	\$3,743,318	\$2,978,026	\$2,221,311	\$2,577,347	\$3,015,050	\$3,955,651	\$2,052,263	\$2,052,263	\$2,434,837	\$1,510,738	\$ 3,728,531

*includes FTE equivalent employees included in the law enforcement contracts.

Weighted average	CPI**	Additional Duty Adjustment	Recommendation Level C	Recommendation Level B	Recommendation Level A	Position's Actual Wage		
\$ 60,985.79	\$ 3,476.19		\$ 64,461.98	\$ 58,015.79	\$ 48,346.49	\$ 49,379.00	Accounting/Payroll Clerk/Specialist	Administration
\$ 94,918.65	\$ 5,410.36		\$ 100,329.01	\$ 90,296.11	\$ 75,246.76	\$ 74,732.00	City Clerk	
\$ 53,062.65	\$ 3,024.57		\$ 56,087.22	\$ 50,478.50	\$ 42,065.41	\$ 39,416.00	Office Assistant	
Set in Contract by Council						\$ 147,063.00	City Manager/Administrator	
\$ 134,895.45	\$ 7,689.04	\$ 477.93	\$ 143,062.43	\$ 128,756.19	\$ 107,296.82	\$ 94,250.00	Finance Director	
							HR Director	
							HR Generalist	Community Development
\$ 56,313.75	\$ 3,209.88		\$ 59,523.63	\$ 53,571.27	\$ 44,642.72	\$ 43,992.00	Utility Billing Clerk	
							Building Inspector I	
							Building Inspector II	
\$ 70,870.59	\$ 4,039.62		\$ 74,910.21	\$ 67,419.19	\$ 56,182.66	\$ 50,003.00	City Planner I	
\$ 81,443.59	\$ 4,642.28		\$ 86,085.87	\$ 77,477.28	\$ 64,564.40		City Planner II	
\$ 64,289.74	\$ 3,664.51		\$ 67,954.25	\$ 61,158.83	\$ 50,965.69	\$ 52,000.00	Code Compliance Officer	Econ Dev
\$ 52,228.46	\$ 2,977.02		\$ 55,205.48	\$ 49,684.94	\$ 41,404.11		Office Assistant	
\$ 132,829.41	\$ 7,571.28		\$ 140,400.69	\$ 126,360.62	\$ 105,300.52	\$ 82,000.00	Community Development Director	
							Senior Building Official	
							Economic Development Director	Fire Department
							Office Assistant	
							Communications Coordinator	
\$ 102,141.50	\$ 5,822.07		\$ 107,963.57	\$ 97,167.21	\$ 80,972.67	\$ 68,640.00	Assistant Fire Chief	Library
							Fire Captain	
\$ 136,549.24	\$ 7,783.31		\$ 144,332.54	\$ 129,899.29	\$ 108,249.41	\$ 92,937.00	Fire Chief	
\$ 66,494.81	\$ 3,790.20		\$ 70,285.02	\$ 63,256.52	\$ 52,713.76	\$ 49,483.00	Fire Fighter (Full-Time)	
\$ 82,509.96	\$ 4,703.07		\$ 87,213.03	\$ 78,491.72	\$ 65,409.77	\$ 50,151.00	Fire Inspector	
\$ 68,702.40	\$ 3,916.04		\$ 72,618.44	\$ 65,356.59	\$ 54,463.83		Fire Lieutenant (EMT)	
							Firefighter EMT (Part-Time)	Parks & Recreation
							Firefighter Paramedic (Part-Time)	
							Adult Service Librarian	
Library position wages are set by the Library Board							Assistant Library Director	
							Circulation Supervisor	
							Library Circulation Assistant (Part-Time)	
							Library Director	Public Works
							Youth and Teen Services Librarian	
\$ 59,777.39	\$ 3,407.31	\$ -	\$ 69,826.63	\$ 62,843.97	\$ 52,369.97	\$ 48,651.00	Office Coordinator/Communications	
							Parks and Recreation Director	
							Parks Supervisor	
							Office Assistant	
\$ 103,836.75	\$ 5,918.69		\$ 109,755.44	\$ 98,779.90	\$ 82,316.58		Assistant Public Works Director	
\$ 54,992.72	\$ 3,134.59		\$ 58,127.31	\$ 52,314.58	\$ 43,595.48	\$ 50,148.00	Public Worker	Public Works
\$ 78,834.69	\$ 4,493.58		\$ 83,328.27	\$ 74,995.44	\$ 62,496.20	\$ 68,702.40	Water/Wastewater Coordinator	
\$ 135,347.61	\$ 7,714.81		\$ 143,062.43	\$ 128,756.19	\$ 107,296.82	\$ 94,000.00	Public Works Director	
\$ 1,691,025.15	\$ 96,388.43		\$ 1,794,533.45	\$ 1,615,080.10	\$ 1,345,900.09	\$ 1,155,547.40		

**based on Midwest CPI as published in the Iowa League of Cities Annual Special Budget Report



**BUSINESS OF THE CITY COUNCIL
BONDURANT, IOWA
AGENDA STATEMENT**

Item No. 7.a.
For Meeting of 7/5/2022
Public Hearing

TITLE: PUBLIC HEARING - to consider a text amendment to Section 178.06.4.J of the Zoning Code regarding an increase to the minimum setback requirement when an attached garage is entered from the street in the City's Planned Unit Development (R-5) District

CONTACT PERSON:

Maggie Murray, Planning & Community Development Director

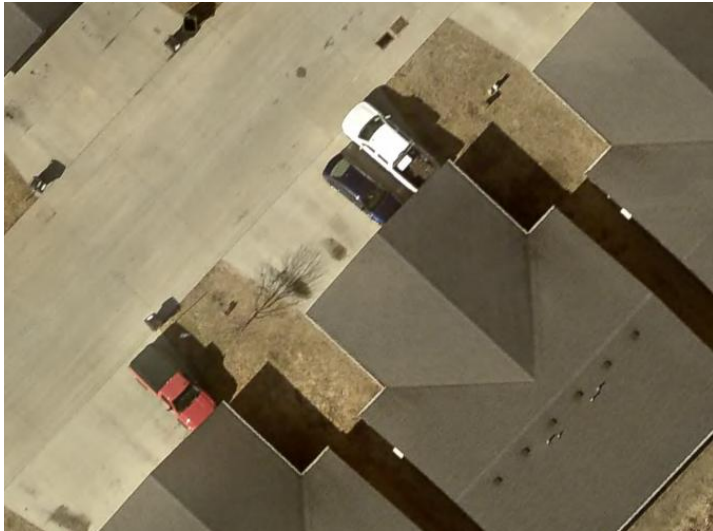
BRIEF HISTORY & ANALYSIS: Section 178.06 of the City's Zoning Code regulates the City's Planned Unit Development (R-5) District. The R-5 District is, "intended and designed to provide a means for the development of large tracts of ground on a unit basis, allowing greater flexibility and diversification of land uses and building locations than the conventional single lot method provided in other sections of the Zoning Code.

Recent concerns by the Planning & Zoning Commission and City Council have been raised over the shallow driveway depths allowed by Section 178.06.4.J of the Zoning Code. This section reads as follows for the R-5 District: *There shall be a minimum setback of twenty (20) feet for any garage whose opening faces the street.* This shallow driveway depth creates scenarios where longer vehicles overhang out into the adjacent public or private sidewalk and/or street areas. Below is a summary of sample truck model lengths for newer makes/models - please note that the 2022 Toyota Tundra is 21.04' long, which exceeds the R-5 minimum driveway length by 1.04'.

Sample of Truck Model Lengths			
	Truck Bed	Cab Type	Total Length
2022 Silverado 1500	Long	Regular	19.14
	Standard	Double	19.32
2022 Ford F-150 Lariat	Long	Regular	20.85
2022 Ram 1500	Long	Double	20.15
2022 Ford Maverick Lariat	Standard	Double	16.64
2022 Ford Maverick XLT	Standard	Double	16.64
2022 Honda Ridgeline	Standard	Double	17.51
2022 GMC Canyon	Standard	Double	18.71
2022 Toyota Tundra	Long	Double	21.04

Example existing R-5 developments in Bondurant where 20'-long driveways are

allowed prior to the beginning of a sidewalk or street area include: Arbor Ridge Villas, Kadin Trail, Lots 1-80 of Quail Run Plat 1, and Wolf Creek. Example 20'-long driveway in Bondurant where a vehicle overhangs out into street area:



The proposed text amendment language that will be considered during Council's July 5th public hearing will include the following proposed amendment to Section 178.06.4.J: *there shall be a minimum **unobstructed** setback of **thirty (30)** ~~twenty (20)~~ for any garage whose opening faces the street.*

The **unobstructed** verbiage has been added to better clarify that a 5'-wide sidewalk cannot be included as part of this 30' distance when the development includes a private street area (when adjacent to a public right-of-way, the required public sidewalk falls within the public right-of-way area).

Please note that this minimum R-5 structure setback only applies to when an attached garage portion of a structure has an opening that faces a street. There will still be scenarios where a structure within the R-5 District may be allowed to be constructed closer than 30'; examples of this include: a multi-family building with no attached garages, a townhome with an alley-facing attached garage, or a single-family house where the attached garage does not face directly toward the street. In these example scenarios, the Planning & Zoning Commission and City Council will study setback requirements proposed as part of the Planned Unit Development Plan rezoning process.

For the Commission's/Council's reference, residential developments subject to the Low Density Residential (R-1) District, Medium Density Residential (R-2), and High Density Residential (R-3) District requirements must meet a minimum 30' front yard setback.

The proposed text amendment increase to 30' will apply only to future developments where there is not already an approved PUD Development Plan on file allowing a 20' setback. Areas A & C of the Harvest Meadows Preliminary Plat development area and

the Edgeland Bondurant development area will have 20'-long driveway areas, as the development plans have already been approved to allow the 20'-long driveway area.

Staff recognizes there are likely other sections of the R-5 District in need of amending. It is anticipated the R-5 District will be reviewed in further detail for additional amendments once a comprehensive update to the Zoning Code is made after the 2022 Comprehensive Plan is considered for adoption. This current minor amendment is proposed, as it is limited in scope and will look to address an ongoing need for future development areas.

FUNDING SOURCE: N/A

STAFF RECOMMENDATION: The Planning & Zoning Commission held their text amendment public hearing on May 12, 2022 and voted on recommended approval. There was a discussion on increasing from 20' to either 25' or 30', but ultimately the Commission voted on recommended approval to 30' based on what other communities require and to ensure vehicles do not encroach onto the sidewalks.

Staff recommends approval of at least the first ordinance reading.

APPROVED FOR SUBMITTAL:

ATTACHMENTS: None



**BUSINESS OF THE CITY COUNCIL
BONDURANT, IOWA
AGENDA STATEMENT**

Item No. 8.a.
For Meeting of 7/5/2022
Ordinance

TITLE: - (First Reading) Ordinance amending Section 178.06.4.J of the Zoning Code regarding an increase to the minimum setback requirement when an attached garage is entered from the street in the City's Planned Unit Development (R-5) District

CONTACT PERSON:

Maggie Murray, Planning & Community Development Director

BRIEF HISTORY & ANALYSIS: For Brief History & Analysis, please see the corresponding Public Hearing agenda statement.

FUNDING SOURCE: N/A

STAFF RECOMMENDATION: Staff recommends approval of at least the first ordinance reading.

APPROVED FOR SUBMITTAL:

ATTACHMENTS:

1. ORDINANCE NO. 220705-208

CITY OF BONDURANT
ORDINANCE NO. 220705-208

**AN ORDINANCE AMENDING THE CITY CODE OF BONDURANT, IOWA, BY
AMENDING THE FOLLOWING SECTION OF THE ZONING ORDINANCE: 178.06.4.J,
REGARDING AN INCREASE TO THE MINIMUM SETBACK REQUIRED WHEN A
GARAGE OPENING FACES A STREET IN THE CITY'S PLANNED UNIT
DEVELOPMENT (R-5) ZONING DISTRICT**

BE IT ENACTED by the City Council of the City of Bondurant, Polk County, Iowa:

Section 1. **SECTION AMENDED.** Section 178.06.4.J of the Code of Ordinances of the City of Bondurant, Iowa, 2002, is amended to read as follows:

J. There shall be a minimum unobstructed setback of thirty (30) ~~twenty (20)~~ feet for any garage whose opening faces the street.

Section 2. **REPEALER.** All ordinances or parts of ordinances in conflict with the provisions of this ordinance are hereby repealed.

Section 3. **SEVERABILITY.** If any section, provisions, sentence, clause, phrase or part of this ordinance shall be adjudicated, invalid or unconstitutional, such adjudication shall not affect the validity of the ordinance as a whole or any provision, section, subsection, sentence clause, phrase or part thereof not adjudged invalid or unconstitutional.

Section 4. **EFFECTIVE DATE.** This ordinance shall be in full force and effect following its passage, adoption and publication as required by law.

PASSED AND APPROVED by the City Council this _____ day of _____, 2022

CITY OF BONDURANT, POLK COUNTY, IOWA

DOUG ELROD, MAYOR

ATTEST:

SHELBY HAGAN, CITY CLERK

(SEAL)

FIRST CONSIDERATION:
SECOND CONSIDERATION:
THIRD CONSIDERATION:



**BUSINESS OF THE CITY COUNCIL
BONDURANT, IOWA
AGENDA STATEMENT**

Item No. 8.b.
For Meeting of 7/5/2022
Resolution

TITLE: - Discussion and possible consideration of resolution approving investment in the Greater Des Moines Partnership Moving Forward Together 2027 Campaign

CONTACT PERSON:

Marketa Oliver, City Administrator

BRIEF HISTORY & ANALYSIS: Recently, the Mayor and Mayor Pro Tem met with representatives from the Greater Des Moines Partnership to discuss the Moving Forward Together Campaign. The Partnership covers 11 counties in central Iowa and works to advance economic development. City of Bondurant representatives currently participate in the Economic Development Practitioners' group that is coordinated by the Partnership. The Partnership also routinely supplies economic development support services and information to support city efforts. The Partnership engages regularly with the City's Chamber of Commerce in support of their efforts as well. The organization also holds multiple educational and networking events throughout the year.

The Greater Des Moines Partnership is asking the City of Bondurant to invest in its Moving Forward Together Campaign. The campaign covers the next five years. Because the City benefits significantly from their efforts, staff recommends participating in the campaign. The recommendation is to participate at the \$10,000 level.

FUNDING SOURCE: General Fund, reimbursable from TIF

STAFF RECOMMENDATION: Approve resolution on a roll call vote.

APPROVED FOR SUBMITTAL:

ATTACHMENTS:

1. RESOLUTION NO. 220705-143
2. Moving Forward Together Folder
3. InvestorEngagementOpportunities_060822
4. InvestorBenefits_Handout_2022
5. InvestorSheet_Government_v3

6. 2022_Investor_List
7. City of Bondurant Commitment Form

CITY OF BONDURANT
RESOLUTION NO. 220705-143

RESOLUTION APPROVING INVESTMENT IN THE GREATER DES MOINES
PARTNERSHIP MOVING FORWARD TOGETHER CAMPAIGN

WHEREAS, the Greater Des Moines Partnership (the Partnership) is engaged in attracting, retaining, and supporting businesses to and in the region; and

WHEREAS, the Partnership is equipped with comprehensive economic development resources to help investor businesses and communities grow; and

WHEREAS, Partnership investors gain access to industry research and data, as well as professional expertise and support; and

WHEREAS, as an investor, the City would gain access to DEI consultation services; and

WHEREAS, becoming a Partnership investor enables the City to network with key industry representatives as well as other elected officials at all levels; and

WHEREAS, becoming a Partnership investor provides access to critical economic development support.

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF BONDURANT, IOWA that the City of Bondurant approves an investment in the Greater Des Moines Partnership through its Moving Forward Together Campaign.

BE IT FURTHER RESOLVED that the city will commit to invest \$10,000 annually between FY23 and FY27.

Passed and approved this 7th day of July 2022.

By: _____
Doug Elrod, Mayor

ATTEST: I, Shelby Hagan, City Clerk of Bondurant, hereby certify that at a meeting of the City Council held on the above date, among other proceedings the above was adopted.

IN WITNESS WHEREOF, I have hereunto set my hand the day and year above written.

Shelby Hagan, City Clerk

Council Action	Ayes	Nays	Abstain	Absent
Cox				
Driscoll				
McKenzie				
Peffer				
Sillanpaa				



INVESTOR
CAMPAIGN 2027

INVESTOR CAMPAIGN
EXECUTIVE CABINET



Mike McCoy | Chair
CEO, NCMIC



Fred Buie
Community Leader



Rowena Crosbie
Tero International, Inc.



Dan Houston
Principal Financial
Group



Tanner Krause
Kum & Go



Kathryn M. Kunert
MidAmerican
Energy Company



Tom Mahoney
Community Leader



David Stark
UnityPoint
Health – Des Moines

CAMPAIGN CABINET



Emily Abbas
Bankers Trust



Lane Arthur
John Deere



Anant Bhalla
American Equity Investment
Life Holding Company



**Supervisor Robert
Brownell**
Polk County



Jake Christensen
Christensen Development



Jeff Chungath
Telligen



Marta Codina
Wells Fargo



Don Coffin
Bankers Trust



Josh Cook
Community Choice
Credit Union



Tim Coonan
Dentons Davis Brown



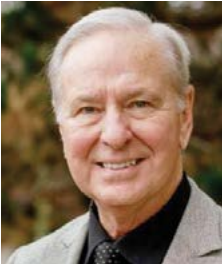
Chris Costa
Knapp Properties, Inc.



Mayor Frank Cownie
City of Des Moines



Suzanna de Baca
Business Publications
Corporation



Robert Denson
Des Moines Area
Community College



Greg Edwards
Catch Des Moines



Jeff Fleming
Des Moines Art Center



Rosalind Fox
John Deere



Kyle Gamble
Hubbell Realty Company



Nick Gerhart
Homesteaders
Life Company



Cory Harris
Wellmark Blue Cross
& Blue Shield

CAMPAIGN CABINET



Susan Hatten
Holmes Murphy



Michael Helak
U.S. Bank



Richie Hurd
Hurd Real Estate



John Irving
Tri-City Electric Co.



Scott Jean
EMC Insurance Companies



Erica Jensen
Dotdash Meredith



Dan Keough
Holmes Murphy



Grant Kvalheim
Athene USA



Steve Lacy
Community Leader



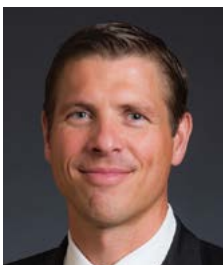
Brian Laurenzo
Brick Gentry Law Firm



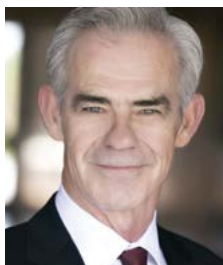
David Leto
Palmer Group



Dave Ling
Beisser Lumber Company



Ben McLean
Ruan Transportation
Management Systems



Gerard Neugent
Knapp Properties, Inc.



Judd O'Connor
Corteva Agriscience™



Gary Palmer
Prairie Meadows



Dan Pitcher
Farm Bureau
Financial Services



Suku Radia
Community Leader



Darren Rebelez
Casey's General
Stores, Inc.



Bob Ritz
MercyOne

CAMPAIGN CABINET



Jeff Rommel
Nationwide



Mark Rupprecht
R&R Realty Group



Jeff Russell
Delta Dental of Iowa



Brad Schoenfelder
Ryan Companies US, Inc.



Julie Stewart
Prairie Meadows



Hallie Still-Caris
Nyemaster Goode, P.C.



Mike Tousley
The Weitz Company



Mayor Russ Trimble
City of West Des Moines



Ben Vallier
The Iowa Clinic



Georgia Van Gundy
Hy-Vee, Inc.



Sean Vicente
KPMG



Dr. Teri Wahlig
ChildServe



Jason Willis
Willis Automotive



Connie Wimer
Business Publications
Corporation

HISTORY

PARTNERSHIP ORGANIZATIONAL EVOLUTION

REGIONAL AND DOWNTOWN VISION PLANS

1990s

'90
'93
'98

Des Moines Vision Plan

Project 21

Major Projects Task Force

'99

The Greater Des Moines Partnership formed by merging the Greater Des Moines Chamber of Commerce Federation, Choose Des Moines Communities and the Des Moines Development Corporation. At its inception, The Partnership was made up of 13 Affiliate Chambers, 1,400 Members and served three counties.

2000s

'00

Young Professionals Connection (YPC) formed as an initiative of The Partnership.

'01

The Downtown Community Alliance (DCA), including the Downtown Farmers' Market, joined The Partnership.

'02

Operation Downtown was incorporated and became a contracted partner of the DCA.

'03

Project Destiny

'04

The Downtown Events Group merged into the DCA. With this merger, The Partnership came to produce:

- World Food & Music Festival
- Wonder of Words
- GuideOne ImaginEve!
- Out to Lunch

'06

The Greater Des Moines Leadership Institute became housed within The Partnership offices as a contracted partner.

'07

A new Chamber Affiliate/Member dual membership model was created.

Business Innovation Zone, later named Square One DSM, fully merged into The Partnership's core work.

What's Next, Downtown

'11

Youth Leadership Initiative (YLI) became an initiative of The Partnership.

The Partnership partnered in the formation of the Iowa Caucus Consortium for the 2012 Caucus cycle.

Capital Crossroads Regional Vision Plan

'12

Plains Angels formed as a Partnership initiative.

'13

Brenton Skating Plaza contracted as a partner of the DCA.

The Partnership played an instrumental role in the launch of the Cultivation Corridor®.

The Partnership partnered in originating the Global Insurance Symposium.

'14

The Partnership played an instrumental role in the creation of an Iowa chapter of the Urban Land Institute.

The Partnership partnered in the formation of the Iowa Caucus Consortium for the 2016 Caucus cycle.

The Partnership partnered in originating the Global Insurance Accelerator.

'15

Education Drives our Greater Economy (EDGE) 75x25 launched as a Partnership campaign. It was later renamed to Future Ready DSM.

The Partnership partnered with Capital Crossroads in forming the Iowa Soil and Water Future Task Force.

The Partnership partnered with Capital Crossroads in forming the Transit Future Work Group.

The Partnership partnered with Capital Crossroads and health care organizations to draft the Community Health Needs Assessment.

'16

The Partnership secured funding from six investors to build the Iowa Agritech Accelerator, which would play a formational role in the startup ecosystem over the next five years.

'17

The Partnership joined the Central Iowa Water Trails Incubator, later rebranded as the Iowa Confluence (ICON) Water Trails.

Capital Crossroads 2.0 Regional Vision Plan

'18

The DSM Fellowship Program formed as a Partnership initiative.

'19

The Partnership partnered in the formation of the Iowa Caucus Consortium for the 2020 Caucus cycle.

'20

The Partnership convened the DSM Forward Task Force in response to the COVID-19 pandemic, driving the response and recovery approach benefiting the region.

Worked with community leaders to establish the CEO Commitment to Racial Equity in DSM.

'21

The DCA became Downtown DSM, Inc.

The Partnership began planning alongside regional partners on an updated regional vision plan for years 2023 and beyond.

Downtown DSM: Future Forward vision plan and action plan

KEY ACCOMPLISHMENTS

KEY ACCOMPLISHMENTS DATA REPRESENT 1999-2021,
UNLESS NOTED OTHERWISE

ECONOMIC DEVELOPMENT PROJECT RESULTS TO-DATE (1999 – 2021)

NEW LOCATIONS

212

EXPANSIONS

455

NEW/RETAINED JOBS

34,496

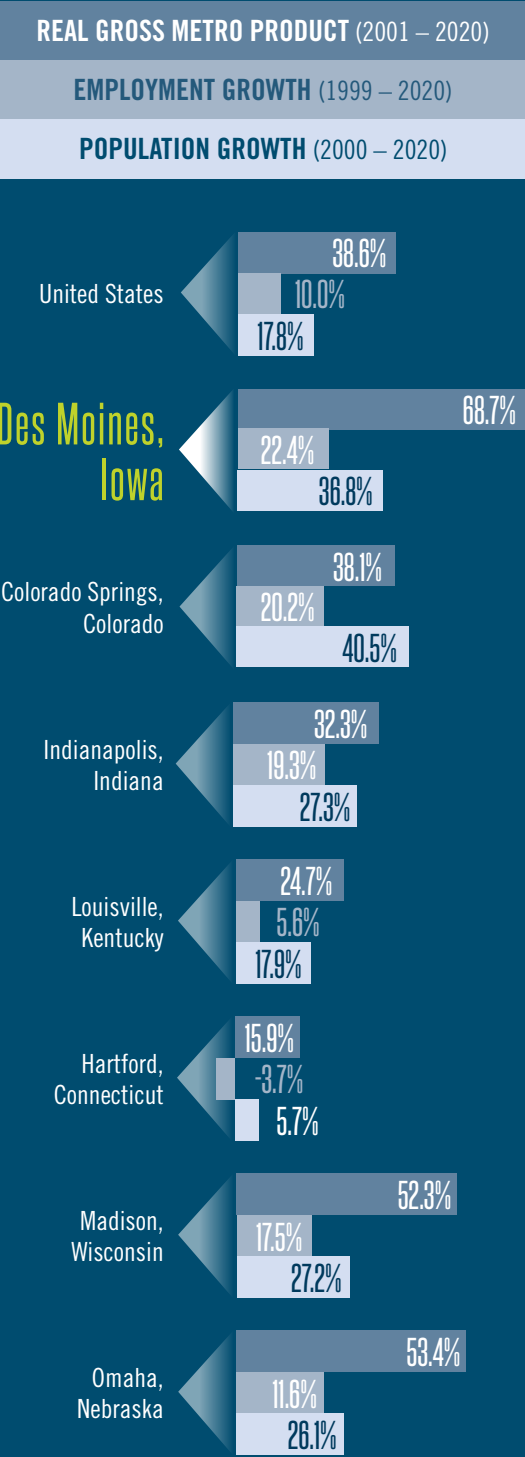
CAPITAL INVESTMENT

\$10.9 billion

SQUARE FOOTAGE

34.8 million

PEER MSA COMPARISON*



* By Metropolitan Statistical Area (metro areas) or MSAs. MSAs are geographical entities delineated by the Office of Management and Budget for use by federal statistical agencies in collecting, tabulating and publishing federal statistics.

GROWING EDUCATION



2018 Multicultural Career Fair, Camp Dodge

Participated in

245+

college and professional recruitment events

Partnered with

TALLO

to connect talent to colleges and employers



Over

12,000

profiles created

Graduated 2 cohorts of the
DSM Fellowship Program
totaling

39 FELLOWS



NEW INITIATIVES

Launched the Small Business Resources Hub
garnering more than

72,000 VIEWS

Launched and hosted
4 Small Business Success Summits with nearly

1,000 ATTENDEES

Collaborated with community partners to create Code DSM,
helping Global DSM candidates enroll in the program

GLOBAL DSM

Partnered with community organizations to
initiate plans for a Welcoming Center

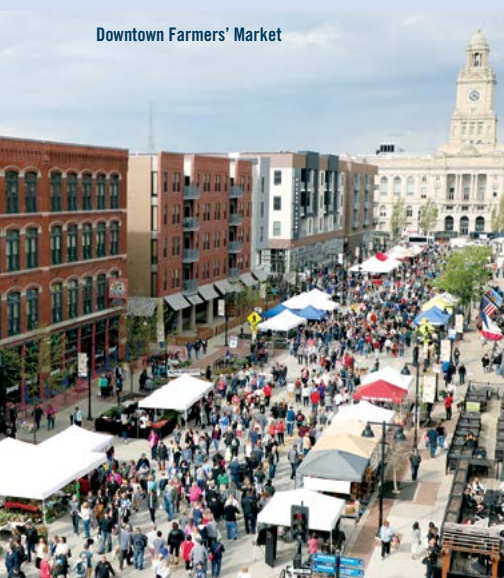
Co-hosted 4 Global Insurance Symposiums,
bringing thousands of insurance industry
leaders from across the globe to DSM

Provided one-on-one support to 400
highly skilled global candidates with
advanced degrees

Advanced both the Global DSM: Trade
and Investment Strategy and Global DSM:
International Talent Strategy



Downtown Farmers' Market



HOSTED MILLIONS OF PEOPLE AT DOWNTOWN DSM EVENTS AND ACTIVATIONS INCLUDING:

- // Downtown Farmers' Market and Winter Market presented by UnityPoint Health – Des Moines
- // World Food & Music Festival
- // DSM Book Festival
- // Holiday Promenade
- // Out to Lunch
- // Glad You're Here | Love Downtown DSM Surprise and Delight Activations, including: Great DSM Hot Air Balloon Hunt, Chalk the Park, Tweet Week, Adventure Stories, Outdoor Movie Night, Silent Disco and Hide and Seek Ornaments You Keep

PRODUCED A TARGETED NATIONAL
DIGITAL MARKETING CAMPAIGN
RESULTING IN:

Economic development
web page visits:

181,500+

Talent attraction
web page visits:

273,543+

*2018-2021

20,000+

Media placements
in more than 60
countries



2 MILLION+

Unique visitors to
DSMpartnership.com



INVESTOR
STORYTELLING



Average of
175
Investors
mentioned annually

572
MILLION+

#DSMUSA and
#downtownDSM
hashtag impressions

POPULATION GROWTH

36.8% growth, 2000-2020

2000

518,607

2010

606,478

2020

709,466

Des Moines – West Des Moines
Metropolitan Statistical Area (MSA)

OUTPAVED POPULATION
GROWTH OF MIDWEST
PEERS (2010-2020)

Des Moines

Chicago
Omaha
Kansas City

Milwaukee
Minneapolis
St. Louis

Nearly

50%

Foreign-born
population growth
from 2010 – 2019,
outpacing all other
major Midwest metros

#2

Fastest growing
foreign-born
population in
the nation

MOVING



Partnered with
**OPERATION
DOWNTOWN**
on clean, safe, beautiful
and welcoming efforts

Operation Downtown efforts have resulted in the removal of **1.9 million tons of trash** (FY17-21) and **97% of respondents** rated Downtown streets and sidewalks clean (FY20 survey)

ECONOMIC REGIONAL DEVELOPMENT PROJECT RESULTS

FROM 2017 - 2021



Des Moines International Airport

DOWNTOWN DSM DEVELOPMENT PROJECT RESULTS



Launched the **Downtown DSM: Future Forward** vision plan and action plan



Created regional
**DISASTER
RECOVERY
PLAN** for
small businesses

LEGISLATIVE ADVOCACY

WORKED WITH ELECTED OFFICIALS TO ADVANCE STATE POLICY PRIORITIES:

- // Broadband
- // Child care
- // Community placemaking
- // Des Moines Area Regional Transit Authority (DART) funding
- // Des Moines International Airport funding
- // Future Ready Iowa
- // Housing
- // Iowa Reinvestment Act reauthorization
- // Justice reform
- // Local option sales tax
- // Tax policy
- // Tax reform
- // Universal licensing reform
- // Water quality

WORKED WITH CONGRESSIONAL DELEGATION TO ADVANCE FEDERAL POLICY PRIORITIES:

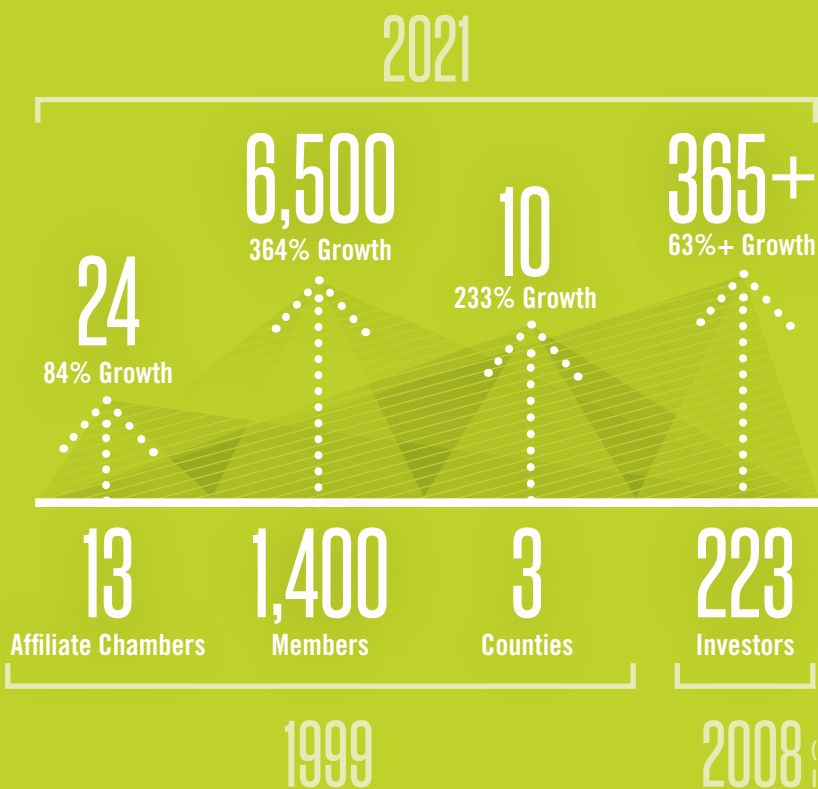
- // American Rescue Plan Act
- // Bipartisan Infrastructure Deal
- // COVID-19 relief funding
- // Des Moines International Airport new terminal project
- // Education policy
- // Farm Bill
- // Health care policy
- // Iowa Confluence (ICON) Water Trails
- // Immigration reform
- // Quality of life initiatives
- // Trade policy

POSITIONED AS NON-PARTISAN THOUGHT LEADER IN PUBLIC POLICY BY:

- // Hosting candidate and issue forums
- // Leading the Transit Future Work Group
- // Hosting five DMDC delegation fly-ins
- // Hosting congressional staff annually in DSM



Iowa State Capitol



GROWTH

SINCE ITS FORMATION, THE PARTNERSHIP HAS BEEN COMMITTED TO EXPANDING ITS NETWORK ACROSS THE DSM REGION

COVID-19

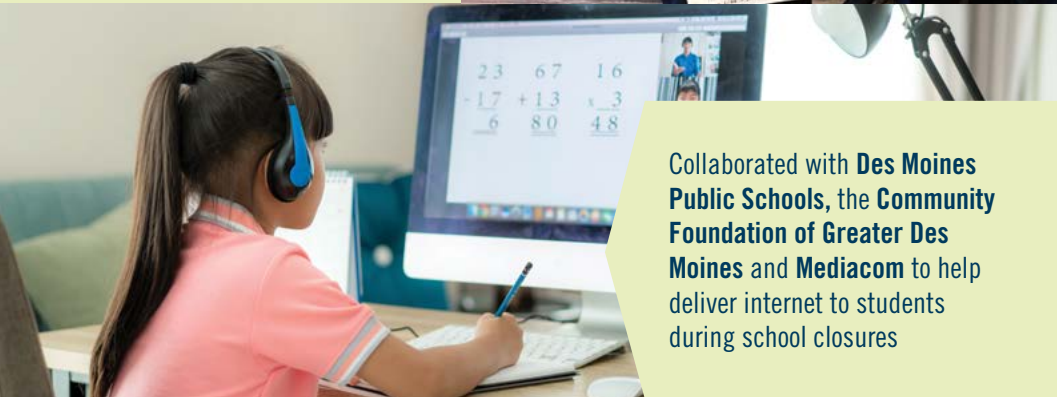
PANDEMIC RESPONSE

ACTIVATED DSM FORWARD EFFORTS:

Created 22 DSM Forward playbooks, serving as a model for other global communities and earning best-in-class accolades from the World Chambers Federation, Association of Chamber of Commerce Executives, International Downtown Association and MidAmerica Economic Development Council



Hundreds of DSM residents signed a banner to say "thank you" to frontline workers across the region



Collaborated with **Des Moines Public Schools**, the **Community Foundation of Greater Des Moines** and **Mediacom** to help deliver internet to students during school closures

Created the **COVID-19 Rapid Response Hub** and utilized the Small Business Resources Hub to share robust information garnering **53,000+** unique pageviews

131 Virtual programs produced over 21 months

CHAMPIONED LOCAL BUSINESSES THROUGH THE ANNUAL DSM LOCAL CAMPAIGN, FORMERLY LOOK LOCAL FIRST

17,000
UNIQUE
PAGE VIEWS

AND
CREATING

20 LOCAL
BUYING GUIDES
featuring DSM
businesses



Convened a **DSM Forward Task Force** with

100
TOP-LEVEL
EXECUTIVES

Collaborated to create the **Small Business Recovery Grant** distributing

\$1.7 MILLION
to 292 businesses, and the **Extend the Season Grant** distributing 300+ heaters to 65 restaurants

Teriyaki House employee accepting propane heaters from The Partnership, distributed through the Extend the Season Grant

Partnered with
11 COUNTIES
in the region to unveil the **Central
Iowa Broadband Internet Study**

Launched **DSM Tutor Connection** with
100+
TUTOR
PROFILES
AND
7,000+
UNIQUE
PAGEVIEWS

123M+
Hashtag
impressions for
#DSMlocalchallenge,
#DSMstrong and
#DSMlocal
*2020-2021



MAJOR RANKINGS & HIGHLIGHTS

#1 **Best Place** to Live in the Midwest for
High Salaries and Low Cost of Living
— *The Ascent*, 2021

#1 Minor League Sports Market
— *Sports Business Journal*, 2017

TOP 10
Best Place for Business
and Careers
— *Forbes*, 2019

One of Three “Breakout Cities
on the Forefront of America’s
Economic Recovery”
— *The Wall Street Journal*, 2021

One of the “U.S. Cities **Best
Positioned** to Bounce Back
from the Pandemic”
— *Moody’s Analytics*, 2020

One of “10 Cities That are
Ready for the Big Time”
— *Site Selection Magazine*, 2019

#5 Metro for Number of Economic
Development Projects **among
metros** with a **population of
200,000 to 1 million**
— *Site Selection Magazine*, 2020

#5 **Best Place** to Live in the U.S.
— *U.S. News & World Report*, 2019

#5 **Top Emerging** North American
Tech Market
— *CBRE*, 2021

Ankeny, Iowa



FORWARD



TALENT LIVES

ADVANCED FUTURE READY DSM

TO BUILD AND NURTURE A STRONG TALENT PIPELINE

Secured commitments from

200+

organizations to engage in
Future Ready DSM

Continued growth with

66.7%

of working-age adults having now
received post-secondary education



61.7%

in 2016



Ongoing partnership with
and support of **Capital
Crossroads** Regional
Vision Plan and projects

GARNERED
220

organizations' signatures
for the **CEO Commitment
to Racial Equity in DSM**

HOSTED

5

Inclusion
Summits

18

Multicultural
Receptions

15

Untapped
Talent events

190+

Executive
Recruitment Tours

9

Welcome to
DSM Receptions

Helped
advance the
**Des Moines
Industrial
Transloading
Facility**





Krause Gateway Center



UNTAPPED TALENT TOOLKITS

Created to represent workforce talent in the African American, LGBTQ and non-binary, foreign-born, veteran, people with disabilities and Latinx communities

Partnered on Capital Crossroads 2.0 regional vision plan with **measurable wins achieved**

Collaborated to create the **2020 Caucus Consortium and Media Filing Center,**

CREDENTIALING 2,600

national and international media members

CHAMPIONED SUPPORT FOR STARTUP ACCELERATORS IN DSM INCLUDING:

- // Techstars Iowa
- // BrokerTech Ventures
- // Cultivo Global AgTech Launchpad
- // Global Insurance Accelerator



**MOVING
FORWARD
TOGETHER**

**As one region, we will
create a strong future for DSM**

Hosted the **2018 Association of Chamber of Commerce Executives Annual Convention**, partnering with Affiliate Chambers to bring more than

1,000 LEADERS

from chambers of commerce across the world to DSM

Introduced **Certified Diversity Professional®** and **Certified Diversity Executive®** certification programs

FOUNDING MEMBER AND PARTNER

of America's Cultivation Corridor® and Global Insurance Symposium

REGIONAL GROWTH

Affiliate Chamber of Commerce network grew to 24, adding **Madison County Chamber of Commerce** and the **Knoxville Chamber of Commerce**

Economic development grew as we partnered with **Adair** and **Guthrie Counties**



Lauridsen Skatepark

SUPPORTED REGIONAL PARTNERS ON ECONOMIC DEVELOPMENT AND PLACEMAKING PROJECTS:

- // Buccaneer Arena at Merle Hay Mall
- // Des Moines International Airport new terminal project
- // Drake University and Des Moines Public Schools Stadium
- // Grimesplex
- // Iowa Confluence (ICON) Water Trails
- // Iowa Events Center Convention Hotel — the Hilton Des Moines Downtown
- // Johnston's Gateway Area
- // Lauridsen Skatepark
- // Market District in Downtown DSM
- // MidAmerican Energy Company RecPlex
- // Pro Iowa Soccer Stadium and Global Plaza
- // and more

TOGETHER

MOVING FORWARD

POSITIONING DSM FOR THE FUTURE

Population

1 MILLION

Strong

GET READY, HERE THEY COME

- // **Position** DSM as a top place to live and work
- // **Build** preparedness and quality of place as the region nears 1 million in population including transit, infrastructure, housing, jobs, cultural and recreational amenities
- // **Work** toward the completion of the new Des Moines International Airport terminal to keep up with passenger growth
- // **Collaborate** with local, state and federal elected officials to advance policy priorities related to talent, economic development and community development to position the region for growth
- // **Partner** on the successful implementation of the Capital Crossroads 3.0 Regional Vision Plan

TALENT

ATTRACT AND RETAIN TALENTED PEOPLE FROM ACROSS THE WORLD AND SKILL UP EXISTING WORKFORCE WITH A FOCUS ON UNTAPPED TALENT

- // **Position** DSM as the place for jobs and business growth with a new talent marketing campaign
- // **Increase** talent pool by expanding attraction initiatives
- // **Implement** strategies to achieve Future Ready DSM 75x25 goal to educate, prepare and grow existing and future workforce to meet demands of the Future World of Work
- // **Build** upon diversity, equity and inclusion strategies (DEI) to make DSM more welcoming and inclusive for people of all backgrounds
- // **Build** upon Global DSM: International Talent Strategy to continue to grow foreign-born population
- // **Increase** job opportunities by removing barriers to employment, allowing untapped talent to reach their full potential
- // **Leverage** the DSM Workforce and Occupancy Study and Analysis as a driving force to make DSM an even more desirable place to be

ECONOMIC DEVELOPMENT

INNOVATE & ACCELERATE



Gravitate Coworking Summer Startup Tour, 2021



Establish DSM as a top entrepreneurial center

Utilize the Iowa Innovation Dashboard, a comprehensive indicator of entrepreneurial activity, to move DSM forward

Focus on cultivating growth and championing the success of new, minority and women-owned startups and small businesses



Advance the continued growth of the region's startup ecosystem

STRENGTHEN DOWNTOWN DSM AS THE REGION'S CORE



Advance Downtown DSM: Future Forward vision plan and action plan to position Downtown for future success

Position Downtown as a place people want to live, work and visit with major events, game-changing placemaking projects, surprise-and-delight pop-up projects and more

Make Downtown an even more attractive place to live through continued focus on expanding housing options, access to amenities and inclusive economic growth

Leverage Downtown's success to market the DSM region to diverse talent from across the country and world

Grinnell, Iowa



EMBOLDEN THE GLOBAL PRESENCE OF DSM AS THE BEST PLACE TO START AND GROW BUSINESSES

- // Maintain focus on expanding existing businesses, while continuing to attract new, innovative companies to the region
- // Leverage the cluster analysis and strategies outlined in EY study to continue to market and introduce global companies to DSM
- // Build upon Global DSM: Trade and Investment Strategy
- // Leverage America's Cultivation Corridor® and key industry collaborations to grow DSM as the epicenter for agricultural innovation for global audiences
- // Lean into manufacturing 4.0 opportunities to innovate and compete globally in manufacturing centers of excellence
- // Promote renewable energy resources for business attractiveness and as a corporate environmental solution
- // Build on the success of the Global Insurance Symposium and Global Insurance Accelerator to advance DSM as a global insurance and financial services hub

PLACEMAKING

DESTINATION FOR TALENT



Cultivate a sense of place through continued support of small businesses, promoting local restaurant and retail districts throughout the region



Partner on the advancement of major projects including the Buccaneer Arena at Merle Hay Mall, Drake University and Des Moines Public Schools Stadium, Grimes Recplex, Iowa Confluence (ICON) Water Trails, Johnston's Gateway District, Market District in Downtown DSM, Pro Iowa Soccer Stadium and Global Plaza, and more



STORYTELLING

TELL THE DSM USA STORY:

**LOUD, BOLD
AND BROAD**



Expand reach through targeted digital marketing and earned media



Amplify the region's story globally, focusing on best-in-class quality of life and economic development leadership



2019 Inclusion Summit

INCLUSION

WELCOMING, DIVERSE AND VIBRANT COMMUNITY

- // Keep diversity, equity and inclusion (DEI) top-of-mind in all aspects of economic development and community development
- // Help DSM workplaces ensure they are welcoming to employees of all backgrounds through offering training opportunities and organizational consulting on DEI strategies
- // Build upon CEO DEI roundtables to advance important conversations and initiatives
- // Adopt and promote the regional DEI goals from the DSM 4 Equity Collective and Capital Crossroads 3.0



WE WILL MOVE DSM FORWARD TOGETHER

UNITED TO DRIVE ECONOMIC GROWTH WITH
ONE VOICE, ONE MISSION, ONE REGION.



INVESTOR ENGAGEMENT OPPORTUNITIES 2022



**GREATER DES MOINES
PARTNERSHIP**

Partnership Investors:

Thank you for your investment in the Greater Des Moines Partnership, the economic development and community development organization for the region. You have taken an important step to invest in the future of Greater Des Moines (DSM).

As an Investor, we welcome your involvement on The Partnership’s boards, councils, committees and initiatives. Our organization is successful because of the dedication of our volunteers. By serving The Partnership, you have the opportunity to shape important decisions that impact our region now and into the future. You give yourself and your organization a voice. We invite you to take a look through this booklet to help determine where you might want to get more involved.

As you know, we have experienced great momentum as a community in terms of population growth, gross domestic product growth, employment growth and many other areas. With your help, we will further cultivate DSM as a talent-ready environment that is welcoming and inclusive of all backgrounds. We will embolden the global presence of DSM, establish DSM as an entrepreneurial center, move the needle on placemaking projects and tell our region’s story loud, bold and broad.

We will do all of this while preparing for population of one million strong. It is critically important that we have a diverse group of people around the table to help shape the future of DSM. Your involvement in The Partnership will help keep our community DSM strong.

Thank you for your commitment to our region.

Sincerely,



Jay Byers
President & CEO, Greater Des Moines Partnership

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PARTNERSHIP

Greater Des Moines Partnership Board of Directors and Partnership Executive Committee*

GOALS: Responsible for governing the affairs of The Partnership, which is organized as a 501(c)(6) nonprofit organization.

FREQUENCY: Executive Committee meets quarterly; full Board of Directors meets quarterly

EXPECTATIONS: Set organization's mission and policies, set and evaluate yearly goals and objectives, engage in long-range planning, establish fiscal policy by setting yearly budget and providing yearly audits, provide adequate resources and develop and maintain communication with stakeholders.

TEAM LEAD: Jay Byers, President & CEO, jbyers@DSMpartnership.com

INVESTOR RELATIONS

Investor Relations Committee

GOALS: The Investor Relations Committee offers strategic input and feedback on Investor Relations prospective Investortargeting and ongoing Investor benefits.

FREQUENCY: Bi-Annually

EXPECTATIONS: To provide feedback and guidance to Investor Relations. Connect Partnership team to prospective Investors; potentially making introductions and/or joining staff on prospecting calls/pitches. Provide input and guidance on Investor strategies, program offerings and events.

TEAM LEAD: Tiffany Tauscheck, Chief Operations Officer, ttauscheck@DSMpartnership.com

ECONOMIC DEVELOPMENT

Economic Development Board

GOALS: Provide assistance to startups and early-stage firms, existing industry and economic development partners along with aggressively promoting the region for domestic and international investment. Members are comprised of representatives from companies in the region's key industries of advanced manufacturing, ag/bioscience, data centers and information solutions, insurance and financial services, and logistics.

FREQUENCY: Quarterly

EXPECTATIONS: Attend the quarterly meetings.

TEAM LEAD: Mike Swesey, Executive Vice President of Economic Development, mswesey@DSMpartnership.com

Economic Development Council

GOALS: Provide thought leadership on economic growth and development. This council is comprised of architects, attorneys, bankers, contractors, CPAs, developers and others interested in economic development.

FREQUENCY: Three times a year

EXPECTATIONS: Attend the meetings and provide feedback on development projects.

TEAM LEAD: Mike Swesey, Executive Vice President of Economic Development, mswesey@DSMpartnership.com

Economic Development Practitioners

GOALS: To keep partners who work in economic development for a city, county or affiliated organization up-to-date on marketing plans, share best practices and conduct regional studies as needed. Furthermore, the Council will discuss and review statewide economic development programs (incentives, talent development, etc.) along with other issues related to the region's competitiveness and business climate.

FREQUENCY: Six times a year

EXPECTATIONS: Attend the meetings and actively participate in idea generation and discussion.

TEAM LEAD: Stacie LoVan, Vice President of Economic Development, slovan@DSMpartnership.com

Global DSM International Council

GOALS: To provide thought leadership and direction on strategies outlined in Global DSM: Trade and Investment Strategy and oversee the implementation of the regional exporting plans. In addition, the Council provides guidance in hosting visiting trade delegations and provides direction on the region's foreign direct investment strategies.

FREQUENCY: Quarterly

EXPECTATIONS: Attend the quarterly meetings and provide assistance and support when warranted with global business initiatives.

TEAM LEAD: Ryan Carroll, Senior Director of Regional Business and Business Development, rcarroll@DSMpartnership.com

Target Industry Council: Advanced Manufacturing

GOALS: Provide an opportunity for representatives from manufacturing firms to share best practices and focus on challenges and opportunities facing the advanced manufacturing industry.

FREQUENCY: Two-to-three times per year

EXPECTATIONS: Attend the meetings and provide feedback.

TEAM LEAD: Mike Swesey, Executive Vice President of Economic Development, mswesey@DSMpartnership.com

Target Industry Council: Financial Services

GOALS: Provide an opportunity for representatives from financial services companies to share best practices and focus on challenges and opportunities facing the financial services industry.

FREQUENCY: Two-to-three times per year

EXPECTATIONS: Attend the meetings and provide feedback.

TEAM LEAD: Mike Swesey, Executive Vice President of Economic Development, mswesey@DSMpartnership.com

TALENT DEVELOPMENT

Talent Development Board

GOALS: Provide oversight of the development and implementation of all Partnership programmatic activities and financial resources relating to talent development and education.

FREQUENCY: Quarterly

EXPECTATIONS: Provide input to and approval of annual Talent Development Work Plan, program budget, goals and measurements. Review and recommend new Partnership initiatives or changes to existing Work Plan to align with the overall Partnership mission and economic development goals. Review and recommend direction on position and/or support of community initiatives/issues not initiated by The Partnership. Such direction may be provided to The Partnership Board of Directors, The Partnership Executive Committee and Partnership team members. Support may involve endorsement, staff involvement, etc. Board members support Partnership initiatives and Talent Development committees through active participation, promotional assistance or resource development.

TEAM LEAD: Marvin DeJear, Jr., Senior Vice President of Talent Development, mdejear@DSMpartnership.com

Future Ready DSM Council

GOALS: Lead Partnership's education efforts, implementation and accountability of Future Ready DSM.

FREQUENCY: Quarterly

EXPECTATIONS: Attend and fully participate in quarterly meetings and occasional special or subcommittee meetings. Bring a broader perspective of issues and opportunities and engage in the community-wide dialogue on relevant issues in the area of education and talent preparation.

TEAM LEAD: Marvin DeJear, Jr., Senior Vice President of Talent Development, mdejear@DSMpartnership.com

Inclusion Council

GOALS: To share best practices around diversity and inclusion, celebrates success of companies and organizations who are doing great work in this space and inspire action to participants, Investors, Members and the community at large to ensure DSM has diverse, vibrant and inclusive workplaces and is a region where all have the opportunity to connect, live, learn and thrive.

FREQUENCY: Every six weeks

EXPECTATIONS: Members should have an interest in inclusion efforts, be capable of influencing their company's policy and/or business efforts and understand business needs relevant to recruitment and retention.

TEAM LEAD: Marvin DeJear, Jr., Senior Vice President of Talent Development, mdejear@DSMpartnership.com

Global DSM Talent Council

GOALS: Lead Partnership policy and education efforts relating to immigration reform. Develop strategies to educate and engage business community on issues impacting economic and talent development due to current immigration policy.

FREQUENCY: Monthly

EXPECTATIONS: Attending the meetings.

TEAM LEAD: Marvin DeJear, Jr., Senior Vice President of Talent Development, mdejear@DSMpartnership.com and Andrea Woodard, Senior Vice President of Government Relations and Public Policy, awoodard@DSMpartnership.com

Young Professionals Connection (YPC)

GOALS: YPC's mission is to promote an environment that attracts and retains young professionals in DSM. Their efforts focus on connecting young professionals to each other and to the community through social, civic, charitable and professional development endeavors. Anyone can join YPC by completing the membership application and paying the annual fee. There is no age restriction, although most members are between 23 and 35 years of age.

FREQUENCY: YPC has seven committees that meet monthly, a 20-person board that meets monthly and a handful of subcommittees that meet as needed.

EXPECTATIONS: YPC members are encouraged to be as involved as they want to be. Responsibilities of volunteers can range from serving on committee and subcommittees to attending events. Board responsibilities include attending monthly meetings, overseeing or participating in committees, setting the strategic direction of YPC and representing YPC to outside entities.

TEAM LEAD: Sidney Pezley, Director of Education and Talent Programs, speszley@DSMpartnership.com

Attraction and Retention Council

GOALS: Lead Partnership's attraction and retention efforts toward having a diverse breadth of talent through targeted marketing and services to increase awareness of and connection to DSM's career and lifestyle opportunities.

FREQUENCY: Quarterly

EXPECTATIONS: Attend and fully participate in quarterly meetings and occasional special or subcommittee meetings. Bring a broader perspective of issues and opportunities and engage in the community-wide dialogue on relevant issues in the attraction and retention of talent.

TEAM LEAD: Marvin DeJear, Jr., Senior Vice President of Talent Development, mdejear@DSMpartnership.com

DOWNTOWN

Downtown DSM Board of Directors and Executive Committee*

GOALS: Lead efforts to drive development, placemaking and events in Downtown DSM. The Board promotes a strong Downtown through integration of retail, restaurants, businesses, housing, events and placemaking. Board Members will gain access to insider information on upcoming Downtown development and placemaking projects, and have the opportunity to provide guidance and input to help build Downtown for the future.

FREQUENCY: Each meets quarterly

EXPECTATIONS: Attend quarterly meetings. Attend events when available. Advocate for Downtown DSM and The Partnership.

TEAM LEAD: Tiffany Tauscheck, Chief Operations Officer at The Partnership and President of Downtown DSM, Inc., ttauscheck@DSMpartnership.com

Downtown Economic Development Council

GOALS: Engage in issues that affect Downtown development efforts.

FREQUENCY: Monthly

EXPECTATIONS: Attend the monthly meetings and actively participate in idea generation and discussion.

TEAM LEAD: Carrie Kruse, Vice President of Downtown Development, ckruse@downtownDSMUSA.com

Operation Downtown Board of Directors and Executive Committee*

GOALS: Operation Downtown's mission is to enhance the quality of life in Downtown DSM by making it safe, clean, welcoming and beautiful.

FREQUENCY: Quarterly

EXPECTATIONS: Attend at least three of the meetings each year.

TEAM LEAD: Amy Lego, Executive Director of Operation Downtown, alego@downtownDSMUSA.com

Downtown Events Committee

GOALS: To provide support for Downtown festivals and events produced by The Partnership.

FREQUENCY: Quarterly

EXPECTATIONS: Generate ideas to enhance Downtown festivals and events, including the Downtown Farmers' Market, Winter Market, World Food & Music Festival, Holiday Promenade, DSM Book Festival and more. Committee provides guidance on best practices and open doors for new event partnerships.

TEAM LEAD: Amelia Klatt, Special Project and Events Manager, aklatt@downtownDSMUSA.com

BUSINESS RESOURCES AND COMMUNITY DEVELOPMENT

Business Resources and Community Development Board

GOALS: The Partnership strives to ensure the voices of the business community are heard and accounted for, and works to combine those voices into one chorus advancing the mission of economic development. The strength of our Regional Membership strengthens the voice of The Partnership. The development, delivery and oversight of tools and resources that help businesses grow are the value The Partnership adds to the benefits Members seek when they join their local Chamber of Commerce.

FREQUENCY: Quarterly

EXPECTATIONS: Attend the quarterly meetings and actively participate in idea generation and discussion. Provide input, direction and approval of Work Plan.

TEAM LEAD: Meg Schneider, Senior Vice President of Business Resources and Community Development, mschneider@DSMpartnership.com

Program Committee

GOALS: Create programming, tools and strategic interventions to enable the success of small business in our region.

FREQUENCY: 4 - 5 times per year

EXPECTATIONS: To assist in brainstorming, providing input and feedback.

TEAM LEAD: Meg Schneider, Senior Vice President of Business Resources and Community Development, mschneider@DSMpartnership.com

COMMUNICATIONS & MARKETING

Communications Board

GOALS: These communications experts provide executive-level guidance on public relations, marketing and advertising within The Partnership's key verticals and areas of focus to strategically reach target audiences within each of these industries. This executive team helps the Communications and Marketing team review and communicate strategic priorities as well as provide insights on proposed integrated marketing and public relations plans as needed.

FREQUENCY: Quarterly

EXPECTATIONS: Attend Communications Board meetings. Act as strategic advisor on marketing and public relations plans and placements. Attend Partnership events when available. Advocate for The Partnership. Sign up as a DSM USA Ambassador.

TEAM LEAD: Courtney Shaw, Senior Vice President of Communications, cshaw@DSMpartnership.com

DSM USA Ambassadors

GOALS: DSM USA Ambassadors are active professionals, businesses, residents and community leaders who show their support, enthusiasm and passion for DSM and share the region's story with the world.

FREQUENCY: As needed

EXPECTATIONS: Share regional news on social media. Attend Partnership events when available. Advocate for The Partnership.

TEAM LEAD: Kyle Oppenhuizen, Vice President of Communications, koppenhuizen@DSMpartnership.com

Marketing Committee

GOALS: Serve as a sounding board for project-based feedback; examples of projects include branding, event creative, research, process improvements, website including SEO and user experience, social media, digital advertising, content marketing and innovative event promotional tactics.

FREQUENCY: Quarterly

EXPECTATIONS: Committee Members are asked to provide expertise and suggestions on tactics to move goals and objectives forward; additionally, Members help tell the region's story through social media, contribute to The Partnership's blog and more.

TEAM LEAD: Alicia Chilton, Director of Marketing, achilton@DSMpartnership.com

Public Relations Committee

GOALS: To assist in brainstorming, providing input and feedback on Partnership public relations projects, strategies and tactics.

FREQUENCY: Quarterly

EXPECTATIONS: Committee Members are asked to meet quarterly to brainstorm, provide input and feedback specific to public relations strategies and tactics. Additionally, Members help tell the region's story through social media, contribute to The Partnership's blog and more.

TEAM LEAD: Kyle Oppenhuizen, Vice President of Communications, koppenhuizen@DSMpartnership.com

PUBLIC POLICY

Government Policy Council (GPC)

GOALS: To offer consensus-driven policy direction to the Public Policy team. The Council further convenes in individual workgroups to properly vet and examine policy proposals.

FREQUENCY: 3 - 5 times in the fall (August through November) and 3 - 5 times in the spring (January through March)

EXPECTATIONS: Attend the meetings and advocate for a position on specific policy issues. The value of GPC is the thorough examination of policy proposals. Members are also expected to offer guidance and share their expertise on a variety of topics as the policy team works to create The Partnership's State Policy Agenda and Federal Policy Agenda. GPC is open to Investors and Members.

TEAM LEAD: Andrea Woodard, Senior Vice President of Government Relations and Public Policy, awoodard@DSMpartnership.com

Transit Future Work Group

GOALS: To create a region where people have multiple efficient, affordable and accessible transportation options.

FREQUENCY: As needed. Typically 2 - 4 times a year

EXPECTATIONS: Attend the meetings when available.

TEAM LEAD: Ryan Moon, Public Policy Manager, rmoon@DSMpartnership.com

CAPITAL CROSSROADS

Capital Crossroads Committee

GOALS: To implement the Capital Crossroads Regional Vision Plan. Ten Capitals, or work platforms, form the structure of Capital Crossroads, spanning a breadth of topic areas. Each Capital has a committee with volunteer opportunities.

FREQUENCY: The steering committee meets quarterly and committees meet on an as-needed basis

EXPECTATIONS: Serve on teams, help secure resources (time, financial, etc.) to implement projects, help recruit new volunteers and make connections across community groups.

TEAM LEAD: Britney Appelgate, Director of Capital Crossroads, bappelgate@capitalcrossroadsvision.com

OTHER INITIATIVES ALIGNED WITH PARTNERSHIP WORK

The Partnership supports the mission and work of the following organizations. The governance of these organizations does not fall under The Partnership's scope of work.

Affiliate Chambers of Commerce

The Partnership has 24 Affiliate Chambers of Commerce. See the full list and find more information on each at DSMpartnership.com/affiliates.

Affiliate Involvement

Get involved with one of our 24 Affiliate Chambers of Commerce: Adel, Altoona, Ankeny, Bondurant, Carlisle, Clive, Des Moines Downtown, FuseDSM, DSM West Side, Grimes, Grinnell, Indianola, Johnston, Knoxville, Madison County, Greater Newton Area Chamber of Commerce, Norwalk, Pella Area Chamber and Economic Development (PACE), Pleasant Hill, Go Polk City Chamber, Urbandale, Waukee, West Des Moines or Windsor Heights.

Affiliate Presidents' Council

The Partnership's dual-Membership model ensures that Affiliate Chambers of Commerce collaborate to promote open communication, diversity from each Affiliate and an expanding sphere of influence to engage in business development.

INVESTOR ENGAGEMENT OPPORTUNITIES 2022

06/2022



PARTNERSHIP INVESTOR BENEFITS

WHY INVEST IN THE PARTNERSHIP?

By investing in the Greater Des Moines Partnership, your company is investing in the future of the Greater Des Moines (DSM) region. The Partnership's vision for the future, as well as the strategic work plan created to reach this vision, is focused on economic development, inclusion, talent development, placemaking and storytelling. Each of these elements helps drive more people and businesses to move to DSM, which equates to more potential customers and employees for local businesses. This investment is the fuel needed in order to deliver tangible growth opportunities that impact bottom lines for The Partnership's Investors.

INVESTOR BENEFITS

- The Partnership is equipped with comprehensive economic development resources to help our Investor businesses expand or grow.
- By becoming an Investor, you and employees gain access to a personal researcher on staff to help collect specialized industry research and data.
- Investors gain access to talent development tools needed to attract, develop and retain high-quality, high-performing employees to your company. The Partnership connects your employees to a variety of networking, community involvement and professional development opportunities to help them thrive in their career in DSM.
- Partnership Investors gain access to customized executive recruitment tours to help you introduce highly sought-after candidates to the region in a detailed, memorable fashion to help encourage the move to DSM.
- Investor company's interns have the opportunity to be a part of The Partnership's DSM Intern Connection program. The DSM Intern Connection program allows interns and college students to connect with community leaders and executives, and network with fellow students while learning about what makes DSM unique.
- As an Investor, you gain access to one-on-one DEI consultation services that help you identify the business case for diversity in your company and provide you and your team with Diversity and Inclusion plans with measurable goals.
- Partnership Investors gain access to important recruitment resources like the Partnership's relocation packet and Welcome to DSM Reception events to help their new talent familiarize themselves with the DSM region before and after they choose to relocate.
- The Partnership makes it a priority to amplify and share its Investors news and stories through our DSM USA and Downtown blogs, podcasts, Partnership social media channels and more.
- Investors gain access to our highly qualified public relations (PR) team for PR and crisis communications expert support.
- Partnership Investors gain priority access to our DMDC event. DMDC is a unique opportunity that will allow participants to promote local economic development plans to Iowa's Congressional delegation, the Administration and their staffs, and advocate for key issues impacting DSM in the nation's capital.
- Becoming a Partnership Investor enables you to shape the future of our region in a tangible way.
- As an Investor, you and members of your team can join one of The Partnership's boards, committees, councils or task forces. This gives you a seat at the table to help drive The Partnership's work plans and regional strategies. The full list of Investor Engagement Opportunities is available on The Partnership's Investors web page.
- The Partnership has robust engagement with local, state and federal officials to create and inform public policy that generates economic growth, business prosperity and talent development in DSM. Connecting Investors to elected officials is an important part of the public policy development process. Learn more by visiting The Partnership's website.
- The Partnership also holds Investor-only events. These events (at times virtual, in-person or in a hybrid format) provide insider content and give Investors opportunities to engage with meaningful thought-leadership topics. Some examples of Investor events include: Meet the CEO, Inside the Boardroom, Investor and Member Briefings.
- Partnership Investors are provided quarterly Investor Reports that provide detailed information on The Partnership's results.
- Partnership Investors are recognized on The Partnership's Investor List, which appears on The Partnership website and is printed and shared thousands of times annually. This is a source of regional pride for current Investors.
- Dollars invested in The Partnership allow The Partnership to strategically activate upon the goals and needs of the region, ultimately making our community stronger.

With questions, please contact:

Tiffany Tauscheck | Chief Operations Officer

ttauscheck@DSMpartnership.com | (515) 286-4954



GREATER DES MOINES
PARTNERSHIP

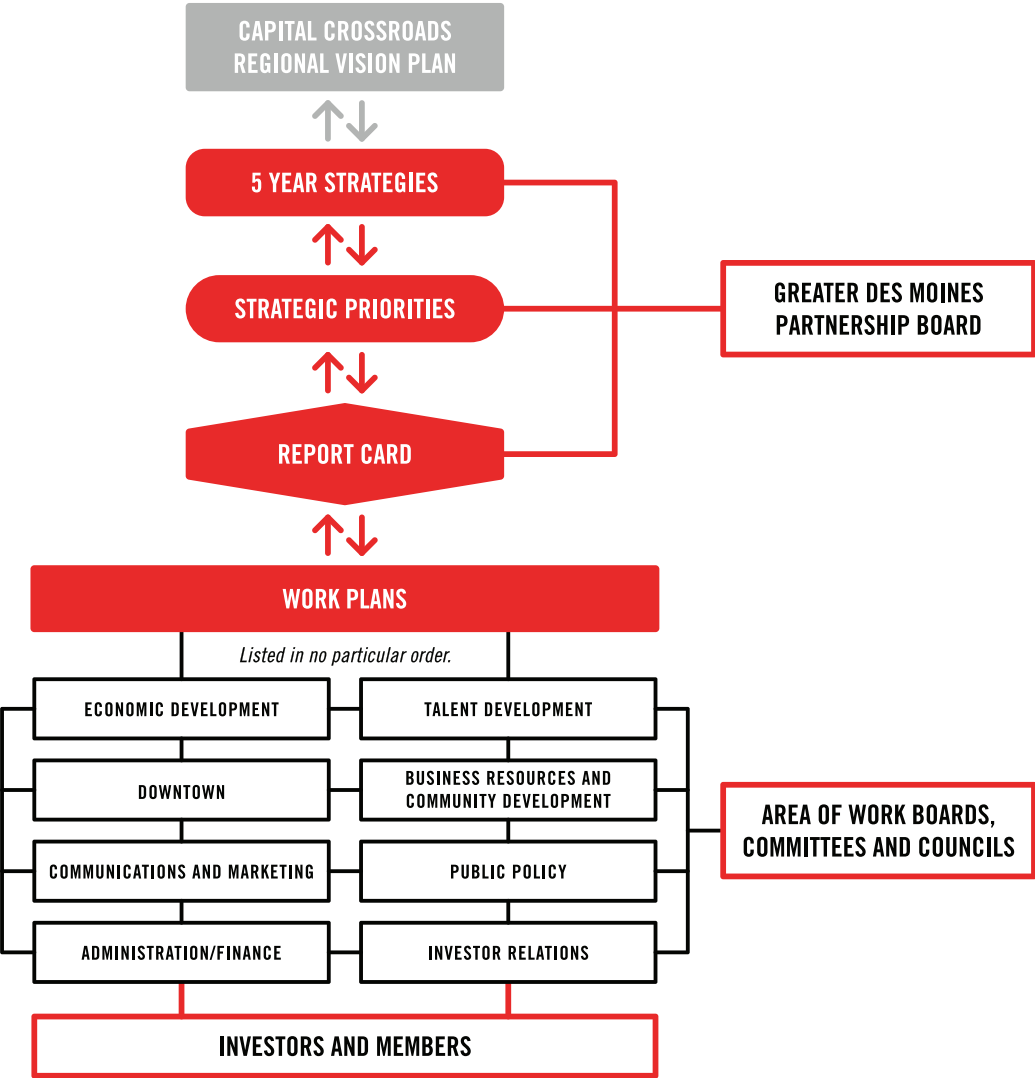
FIVE-YEAR STRATEGIES

The 2027 Moving Forward Together Investor Campaign Vision is centered on:

- Positioning Greater Des Moines (DSM) for future growth
- Talent
- Economic Development
- Inclusion
- Placemaking
- Storytelling

ORGANIZATIONAL APPROACH TO STRATEGY

The graphic below is a visual representation of how The Partnership is structured and continues to carry out the organization’s mission. The Partnership’s work is built bottom up, with oversight by The Partnership Board and informed by Capital Crossroads Regional Vision Plan.



To learn more, visit DSMpartnership.com/investors.

With questions, please contact:
Tiffany Tauscheck | Chief Operations Officer
ttauscheck@DSMpartnership.com | (515) 286-4954



GOVERNMENT/PUBLIC

OVERVIEW OF RESULTS BY INDUSTRY FROM 2018 TO 2021

MOVING FORWARD TOGETHER
2027 INVESTOR CAMPAIGN

ENGAGEMENT AND ADVOCACY

The Partnership engages with local, state and federal officials to advocate for public policy that generates economic growth, business prosperity and talent development in DSM, including:

PROGRAMMING AND EVENTS:

Opening Night Legislative Reception, Partnership Day on the Hill, Legislative Luncheon/Breakfast, Partnership 101, Public Service Academy, Candidate Forums, Public Policy Issue Forums, the annual advocacy trip to Washington, D.C., DMDC, the DSM USA Policy HQ Podcast and more

PUBLIC POLICY ISSUE FORUMS:

Topics have included water quality, affordable housing, mental health, talent, broadband, placemaking and several others

LOCAL EFFORTS:

Led the Transit Future Work Group beginning in 2015 and in 2021, The Partnership endorsed the \$65 million Polk County Water & Land Legacy bond to accelerate collaborative regional efforts to improve water quality, prevent future flooding and enhance outdoor recreational amenities such as the Iowa Confluence Water Trails project

STATE EFFORTS:

Education, tax reform, water quality, economic development, infrastructure, transportation, housing/affordable housing, justice reform, police reform, broadband, protecting Iowa as a welcoming place and more

FEDERAL EFFORTS:

Conservation and flood mitigation, education, transportation and infrastructure, quality of life initiatives, economic development investments, housing, small business support and more

PROGRAMMING AND INITIATIVES

- Collaborated with community partners to commission a Transit Funding Study to identify funding options for public transit in the region
- Capital Crossroads officials announced the completion of the Local Government Collaboration (LGC) Project, created to foster more collaboration between area cities and counties to reduce costs, redundancies, complexity and time commitments; The Partnership is one of six funding partners of Capital Crossroads
- Created a Disaster Recovery Plan and correlated checklist for local businesses and organizations to use to prepare and navigate natural disasters
- Formed the DSM Forward Playbooks to assist business and industry in their pandemic response, including government industry and utilities industry playbooks
- Activated the COVID-19 Rapid Response and Recovery Hub, maintaining and disseminating up-to-date government and public policy information at the federal, state and local level for Partnership Investors, Affiliates, Members and the community
- Initiated the #DSMstrong Campaign and DSM Day of Thanks, partnering with additional regional organizations, to generate positivity and lift up essential workers including first responders surrounding the COVID-19 pandemic
- Collaborated with local city and county partners to initiate the Small Business Grant Program, distributing \$1.7 million to 292 recipients, and the Extend the Season Grants, supporting 65 restaurants with 300 outdoor heaters
- Promoted the Mask Up DSM Campaign in collaboration with other key organizations to encourage business and community members to wear masks during the COVID-19 pandemic
- Implemented a new Supplier Diversity Training Program for small business owners and corporate, government and nonprofit purchasers
- Engaged with regional and national government affairs efforts, including the Heartland Civic Collaborative, Association of Chamber Commerce Executives GR Roundtable, Chamber of Commerce, National Skills Coalition, among others
- Co-led the Iowa Caucus Consortium with Catch Des Moines, along with additional partner organizations
- Secured government leaders as speakers such as the Governor, Iowa's Congressional Delegation and staff and other leading policy voices for the Government Policy Council meetings, Partnership Board and Executive Committee meetings and Investor Briefings
- Hosted additional webinar opportunities on topics such as the state budget, legislative session recaps, COVID-19 federal relief packages, election recaps and more



2022 INVESTORS

DSM USA

CHAIRS CIRCLE \$100,000+

City of Des Moines
Corteva Agriscience™, Agriculture Division of DowDuPont
Dotdash Meredith
EMC Insurance Companies
FBL Financial Group, Inc.
GuideOne Insurance
Hy-Vee, Inc.
John Deere
LOCALiQ Des Moines Register
MercyOne Des Moines Medical Center
MidAmerican Energy Company
Nationwide
Polk County
Prairie Meadows
Principal
Ruan Companies / Bankers Trust
UnityPoint Health – Des Moines
Wellmark Blue Cross Blue Shield of Iowa
Wells Fargo & Co.

\$50,000 TO \$99,999

American Equity Investment Life Insurance Company
Athena
Belin McCormick, P.C.
Casey's General Stores, Inc.
Dentons Davis Brown Law Firm
Des Moines Water Works
Federal Home Loan Bank of Des Moines
Hubbell Realty Company
Knapp Properties, Inc.
Kum & Go
R&R Realty Group
U.S. Bank

\$25,000 TO \$49,999

Ahlers & Cooney, P.C.
American Enterprise Group, Inc.
Baker Electric Inc.
Baker Group
BrownWinick Law Firm
City of Ankeny
City of Urbandale
City of West Des Moines
Delta Dental of Iowa
Des Moines Area Community College
Drake University
Firestone Agricultural Tire Co.
Global Atlantic
Holmes Murphy & Associates
ITA Group, Inc.
Kemin Industries, Inc.
McAninch Corporation
Merchants Bonding Co.
NCMIC Group, Inc.
Neumann Brothers, Inc.

Nyemaster Goode, P.C.
Ryan Companies
Sammons Financial Group
SHAZAM, Inc.
The Weitz Company
Tri-City Electric Co.

\$10,000 TO \$24,999

Alliant Energy
Andersen Windows
ARAG Group
Atlantic Coca-Cola Bottling Company
Aureon
BH Management Services, LLC
Brick Gentry P.C.
Broadlawns Medical Center
Brownells
City of Altoona
City of Clive
City of Johnston
City of Waukee
CliftonLarsonAllen
Continental Western Group
Deloitte
Des Moines University
Elder Corporation
Ernst & Young
Estes Construction
Faegre Drinker Biddle & Reath LLP
Farmers Mutual Hail Insurance Company of Iowa
Fidelity & Guaranty Life
Google
Homesteaders Life Company
IMT Insurance
Iowa Credit Union League
Iowa Realty
Iowa Speedway
Iowa State University
JP Morgan Chase
JSC Properties
KPMG LLP
Lawmark Capital Inc.
LWBJ
Mediacom Communications Corp.
Microsoft
PricewaterhouseCoopers
RDG Planning & Design
RSM
Shive-Hattery
Symetra Life Insurance Company
The Graham Group, Inc.
The Iowa Clinic, P.C.
The Rasmussen Group
University of Iowa
Verizon
West Bank
Willis Auto Campus

\$4,000 TO \$9,999

A.J. Allen Mechanical Contractors Inc.
Accumold
Adventureland Resort
AFLAC
All Covered, IT Services from Konica Minolta
Allied Construction Services
All-State Industries
Amazon
Amerigroup Iowa
Anderson Erickson Dairy
Athena GTX
Bank Iowa Corporation
Bank of America
Bâton Global
Beisser Lumber
BKD
Blue Compass
BNIM
Brokers International, Ltd.
Business Publications Corporation
Carney & Appleby Law
CDS Global
Cellular Advantage
CemenTech
Central Bank
Central College
Christensen Development
CI3
City of Grimes
City of Indianola
City of Knoxville
City of Norwalk
CJM Financial
Cognizant
Coldwell Banker Mid-America Group, REALTORS
Community Choice Credit Union
Community State Bank
Confluence
Cook Plumbing Corp.
Coppola Enterprises
CORE Construction
Cornerstone Government Affairs
Cushman & Wakefield Iowa Commercial Advisors
Dee Zee, Inc.
Denny Elwell Company
Des Moines Area Association of REALTORS
Des Moines Area Regional Transit Authority
Des Moines Cold Storage Co., Inc.
Des Moines Golf & Country Club
Des Moines Marriott Downtown
DMOS Orthopaedic Centers
Doll Distributing LLC
Dorsey & Whitney LLP



\$4,000 TO \$9,999 (continued)

Downing
EFCO Corp
Eide Bailly LLP
Electronic Engineering
Embassy Suites by Hilton Des Moines Downtown
Equity Dynamics Inc.
Excell Brands
Exec1 Aviation
Facebook
Fareway Stores
Feed Energy Co.
Flynn Wright
Fredrikson & Byron, P.A.
Gabus Automotive
GCommerce, Inc.
Gilbert & Cook, Inc.
Grand View University
Great Western Bank
Greater Dallas County Development Alliance
Greater Des Moines Baseball Co. (Iowa Cubs)
GreenState Credit Union
Grinnell College
Hamilton Juffer + Associates LLP
HDR, Inc.
HealthPartners – UnityPoint Health
Heartland Co-Op
Hilton Des Moines Downtown
HNTB
HR Green Inc.
Hummel's Nissan
Hurd Real Estate
Infinium Spirits/Templeton Rye Distillery
Iowa Beverage Systems
Iowa Events Center
Iowa State Bank
Iowa Student Loan
Iowa Wild
Iowa Wolves
Iowa-Des Moines Supply, Inc.
ISG
ITC Midwest
Jasper County Economic Development Corporation – JEDCO
J.E. Dunn Construction
Jones Lang LaSalle
Josephs Jewelers
Keurig Dr. Pepper
Keystone Electrical Manufacturing, Inc.
Koester Development
LBS/Corporate Image
LCS
Lessing-Flynn
LifeServe Blood Center
Lincoln Savings Bank
LMC Insurance & Risk Management/Assured Partners
Loffredo Produce Co., Inc.
LRI Graphics
LS2group
Maclyn
Madison County Development Group

McClure Engineering Company
McGill Junge Wealth Management
McGough Construction
Meyocks
Midwest Heritage Bank
MidWestOne Bank
Morgan Stanley Wealth Management
Nelson Construction & Development
Newton Development Corporation
Northwest Bank
Olsson Associates
OPN Architects
Orchestrate Hospitality
Palmer Group
Pella Corporation
Peoples Company
Per Mar Security Services
Pigott, Inc.
Piper Sandler
Poweshiek Iowa Development
ProCircular
Quantum Fiber (Lumen Technologies)
Rain and Hail, a CHUBB Company
Renewable Energy Group
Reynolds & Reynolds Inc.
Saxton Inc.
Seneca Companies
Service Master by Rice
Sherman Associates
SHYFT Collective
Sigler
Signature Commercial Real Estate
Simpson College
Skinner Law Offices P.C.
Slingshot Architecture
Snyder & Associates
Stivers Ford Lincoln
Stoney Creek Hospitality Corporation
Strategic America
Telligen
Tension Envelope Corp.
Tero International, Inc.
The ARTISAN Companies
The Lauridsen Group, Inc.
The Printer, Inc.
The Waldinger Corporation
The Wittern Group
Trilix
TrueNorth Companies
Turner Construction
Union Pacific
Van Wall Equipment
Veridian Credit Union
Vermeer Corporation
Warren County Economic Development Corporation
Whitfield & Eddy Law
Workiva
Wyckoff Heating & Cooling
Ziegler, Inc.

INDIVIDUALS

Richard L. Deming, MD
Fred & Charlotte Hubbell
Steve Lacy
Mark Oman
Suku Radia
Doug Reichardt

NON-PROFITS \$2,000+

AARP - Iowa
American Heart Association
Animal Rescue League
Ankeny Economic Development Corporation
Better Business Bureau
Blank Park Zoo
Bravo Greater Des Moines
ChildServe
City of Carlisle
City of Elkhart
City of Perry
Community Foundation of Greater Des Moines
Des Moines Art Center
Des Moines Christian Schools
Des Moines Community Playhouse
Des Moines International Airport
Des Moines Performing Arts
Des Moines Public Schools
Des Moines Symphony & Academy
Dowling Catholic High School
Easterseals Iowa
EveryStep
Food Bank of Iowa
Goodwill of Central Iowa
Great Outdoors Foundation
Heartland Area Education Agency 11
Iowa Association of School Boards
Iowa Bankers Association
Iowa Pork Producers Association
Iowa Soybean Association
Master Builders of Iowa
Medica
Metro Waste Authority
Pella Area Community & Economic Alliance
Polk County Housing Trust Fund
School Administrators of Iowa
Science Center of Iowa
United Way of Central Iowa
Waukee Community School District
West Des Moines Community Schools
Wildwood Hills Ranch of Iowa
World Food Prize Foundation
YMCA of Greater Des Moines

COMMITMENT

City of Bondurant

Doug Elrod
200 2nd St. NE Box 37
Bondurant, IA 50035
(515) 967-2418

\$100,000+

2013 - 2017 COMMITMENT

\$0

\$50,000 - \$99,999

2018 - 2022 COMMITMENT

\$0

2023 - 2027 REQUEST

\$5,000

\$25,000 - \$49,999

2023 - 2027 COMMITMENT

\$10,000 - \$24,999

_____ per year

We understand The Partnership will invoice yearly in January unless otherwise noted below.

We understand that our investment is deductible as an ordinary business expense under the IRS Code 501(c)6, except for that portion related to lobbying purposes (currently 5%).

\$5,000 - \$9,999

SIGNATURE: _____ DATE: _____

NAME/TITLE: _____

RETURN TO: TIFFANY TAUSCHECK

e: ttauscheck@DSMPartnership.com p: (515) 286-4954

AMELIA KLATT

e: aklatt@downtowndsmusa.com p: (515) 286-4917
700 Locust St., Ste. 100 | Des Moines, Iowa 50309GREATER DES MOINES
PARTNERSHIP



**BUSINESS OF THE CITY COUNCIL
BONDURANT, IOWA
AGENDA STATEMENT**

Item No. 9.a.
For Meeting of 7/5/2022
Discussion Item

TITLE: Water System Discussion related to Regional Water Treatment Plant Expansion

CONTACT PERSON:

Marketa Oliver, City Administrator

BRIEF HISTORY & ANALYSIS: This is a continuation of ongoing discussions regarding meeting future water needs. The City's Engineer, Bob Veenstra, will be here for this discussion.

FUNDING SOURCE: Discussion item.

STAFF RECOMMENDATION: This is a discussion item only at this time.

APPROVED FOR SUBMITTAL:

ATTACHMENTS: None