

OFFICE OF THE

Appanoose County Auditor

KELLY HOWARD

COURTHOUSE
201 N. 12th St., Rm 11
CENTERVILLE, IOWA 52544

Phone (641) 856-6191
Fax (641) 856-8023
khoward@appanoosecounty.net

Meeting Agenda
January 3, 2022

The Appanoose County Board of Supervisors will meet Monday, January 3, 2022 at 9:00 A.M. in the Boardroom of the Courthouse. Items on the agenda include:

1. Pledge
2. Declaration of items to be added to the agenda
3. Approve minutes of the December 20, 2021 meeting
4. Appoint Chairman and Vice-Chairman
5. Set meeting dates
6. Appoint legal publications
7. Approve 2022 holidays
8. Approve committee appointments
9. Approve reports (12/24 payroll, Sheriff Quarterly Report)
10. Approve bills
11. Approve Resolution 2022-01: Construction Evaluation (Master Matrix)
12. Approve hiring of Secondary Roads Road Foreman
13. Accept Conservation Board resignation/Appoint Conservation Board member
14. Approve Appanoose County Handbook Update: Travel expense
15. 9:15 A.M. Public Hearing Zoma 0700-2 Ag to Residential
16. 9:20 A.M. Public Hearing Zoma 0700-3 Commercial to Residential
17. 9:25 A.M. Public Hearing Appanoose County Voting Precinct Map
18. 9:30 A.M. Public Hearing Appanoose County Ordinance No. 53:
Reprecincting/Redistricting
19. John Hansen: Appanoose County Law Center (project progress update, review and approve change orders, review and approve pay request, discussions, and any necessary action)
20. County Engineer report
21. Public Comments
22. Adjourn

Posted 12/31/21

December 20, 2021

Appanoose County Board of Supervisors met in regular session December 20, 2021 at 9:00 A.M. in the Boardroom of the Courthouse. Present: Linda Demry, Chairperson, Mark McGill, Jeff Kulmatycki, Boardmembers. Absent: none.

Meeting started with the Pledge.

Scratch item #19, John Hansen. McGill motioned approve the amended agenda. Seconded by Kulmatycki. All voted aye.

McGill motioned to approve the minutes from the December 6, 2021 meeting. Seconded by Kulmatycki. All voted aye.

McGill motioned to approve 12/10 payroll and 11/21 Prisoner Room & Board. Seconded by Kulmatycki. All voted aye.

McGill asked the county engineer why the county doesn't use their own equipment to push out fence rows. Skinner stated they do it on a cost share and can provide a copy of the policy. McGill motioned to approve the bills. Seconded by Kulmatycki. All voted aye.

A-1 Mobile Storage	Building Perm. Improvemnt	285.00
Access Sys	Typing-Print.-Bind.Serv.	138.73
ADLM EH	Off. Supplies & Forms	22500.00
Agriland FS	Engineering Services	14734.40
Albia PreK & Daycare	Community Support Program	2240.00
Alliant	Electric Light & Power	3583.35
Amazon	Law Enf. Equip & Weapons	18.98
App Co ISU Ext	Community Support Program	1129.42
App Co Pub Hlth	Off. Supplies & Forms	653.88
Sec Rds	Mileage & Transp. Expense	18125.98
Serv Agency	Salary-Regular Employees	2534.24
App Co Tourism	Contrib. & Purchase Serv	132805.85
App Comm Care	Homemaker-Home Health Aid	4346.35
P Ascheman	Educational & Train.Serv.	150.00
Atomic Pest Control	Building Repair & Maintce	75.00
Bailey Off	Off. Supplies & Forms	117.97
L Bloomquist	Motor Vehicle	8000.00
Blue Sun Graphics LLC	Park Maint. & Supplies	195.00
Bob Barker	Jail Equip. & Furniture	69.04
D Borntrager	Building Perm. Improvemnt	13000.00
Bratz Oil	Mileage & Transp. Expense	777.88
Brownells	Law Enf. Equip & Weapons	69.34
J Burg	Educational & Train.Serv.	70.00
C-D Supply	Custodial Supplies	162.52
Cantera Aggregates	Engineering Services	26580.80
Capital One	Jail Equip. & Furniture	327.32
Capital Sanitary Supply	Off. Equip Repair & Maint	21.21
Card Services	Park Maint. & Supplies	387.09
CarQuest	Engineering Services	903.62
Centerville Body Shop	Vehicle Repair & Maintce	580.00
Cville Iron	Engineering Services	111.51
Cville Wtrwks	Water & Sewer	68.24
C'ville Produce & Feed	Park Maint. & Supplies	145.71
Central IA Det	Juvenile Detention & Shel	700.00
Chariton Valley Elec	Electric Light & Power	306.24
City Cville	Salary-Regular Employees	5824.81
Ted Clark Plumbing	Jail Equip. & Furniture	130.00
Clark's Auto Rpr	Engineering Services	3068.04

CMI	Law Enf. Equip & Weapons	392.73
CocoBeen Reptiles & Feeders	Park Maint. & Supplies	300.00
Comm Hlth Ctrs	Medical & Health Services	621.00
Davis Co Sch	Community Support Program	800.00
Davis Co Daycare	Community Support Program	1380.00
Davis Co Sheriff	Food Preparation Service	7100.00
S Dittmer	Legal Serv. Dep-Subp-Tran	311.75
Eastern IA Tire	Engineering Services	105.00
Emergency Services Marketing	E911 Other Capital Expens	2725.00
Finish Line	Fuels	44.85
Fogle TV	Building Repair & Maintce	1630.65
D Gee	Off. Supplies & Forms	21.59
GreatAmerica	Off. Equip Repair & Maint	329.87
PJ Greufe	Health Insurance	3000.00
Halls Cast Stone	Park Maint. & Supplies	1400.00
Hills San	Garbage Serv	84.00
CHAD HOWARD	Engineering Services	432.10
Kelly Howard	Educational & Train.Serv.	23.40
Hunters' Mgmt Grp	Park Land Acq. & Dev.	10000.00
Hy-Vee	Food Preparation Service	4267.59
Ia Assn of Naturalists	Dues & Memberships	20.00
IA Builders	Building Perm. Improvemnt	30550.00
IACP	Dues & Memberships	190.00
IDALS	Engineering Services	15.00
Interstate Batt	Engineering Services	840.70
IA Cancer Consortium	Dues & Memberships	20.00
IA Emerg Mgmt	Educational & Train.Serv.	200.00
IALNS	Acct.-Audit.-Cler.Serv.	560.00
IA Police Chiefs Assn	Dues & Memberships	125.00
IA Prison Industries	Engineering Services	105.00
J&K Rentals	Rent Payments	500.00
John Deere	Engineering Services	573.64
Louie Johnson	Rent Payments	600.00
Kids World	Community Support Program	1120.00
Kiesler Police Supply	Law Enf. Equip & Weapons	429.00
Kimball	Engineering Services	340.00
L&W Quarries	Engineering Services	11989.20
R Lamb	Medical & Health Services	606.48
K Laurson	Off. Supplies & Forms	43.86
Lee Co Hlth	Community Support Program	216.10
Lexipol	Dues & Memberships	1320.00
LexisNexis	Dues & Memberships	100.00
Lockridge	Engineering Services	20921.24
Marion Co Pub Hlth	Community Support Program	1866.33
Midwest Construction	Building Perm. Improvemnt	18845.59
MMIT	Off. Equip Repair & Maint	158.94
Monroe Co ISU Ext	Community Support Program	42.24
Monroe Pub Hlth	Community Support Program	5792.70
Monroe Sheriff	Legal Serv. Dep-Subp-Tran	71.00
Myers Custom Signs	Mileage & Transp. Expense	250.00
NACVSO	Educational & Train.Serv.	50.00
Natel	Telephone & Telegr.Serv.	55.00
Noah Detention Const	Building Perm. Improvemnt	149508.15
O'Reilly	Engineering Services	137.41
Orchard Pl	Community Support Program	1556.15
Petty C-Sheriff	Educational & Train.Serv.	120.70
R Pfannebecker	Mileage & Transp. Expense	21.60

Pitney Bowes	Postage & Mailing	339.96
Power Ins	Building Insurance	115891.00
PowerPlan	Engineering Services	597.14
Proctor Corp	Building Perm. Improvemnt	4750.00
Prof Computer	Off. Equip Repair & Maint	31.95
Quill	Off. Supplies & Forms	101.32
RASWC	Building Repair & Maintce	92.00
RRWA	Engineering Services	135.00
RICOH	Off. Supplies & Forms	10.89
River Hills	Medical & Health Services	536.00
G Roefer	Medical & Health Services	200.00
Royal Toilets	Building Perm. Improvemnt	239.76
S.G. Construction	Building Perm. Improvemnt	501062.56
SCICAP	Community Support Program	21143.77
Seymour Tire	Engineering Services	100.50
Simmons Bldg Materials	Building Repair & Maintce	108.56
Sinclair NAPA	Engineering Services	88.97
Sinclair Tractor	Park Maint. & Supplies	16.70
SJ Smith Co Inc	Engineering Services	171.60
Storey Kenworthy	Election Supplies	513.28
Thomas Funeral Home	Funeral Services	900.00
Tony's Plumbing & Heating	Building Perm. Improvemnt	79800.00
UMB Bank, N.A.	G.O. Bonds Principal	250.00
US Bank	Engineering Services	1074.38
US Cellular	Telephone & Telegr.Serv.	774.01
Van Maanen Electric	Building Perm. Improvemnt	7504.25
Vanguard Appraisals	Appraisal & Consultant Se	3220.00
Watson & Ryan	Legal & Ct-Related Serv.	1083.33
Wayne Co Sheriff	Food Preparation Service	1530.00
Weston Heating	Jail Equip. & Furniture	130.50
Wex Bank	Mileage & Transp. Expense	175.01
J Willier	Legal & Ct-Related Serv.	690.00
Windstream	Off. Supplies & Forms	1774.76
J Wray	Rent Payments	850.00
Ziegler	Engineering Services	3507.02
5th Dist Treas Assn	Dues & Memberships	40.00
Grand Total		1299202.30

The Compensation Board recommended a 7% raise for the Board of Supervisors (\$500 stipend for the chair), 10% for the County Attorney, Recorder, Sheriff, and Treasurer, and 12% for the Auditor. Ray Tresemer from the Compensation Board spoke to the board about the reasoning behind their recommendations.

Kulmatycki motioned to approve the Compensation Board's recommendations at 100% as long as the departments cover 50% of the raise in their budgets (if not, they will be reconsidered). Seconded by McGill. All voted aye.

McGill motioned to set the public hearing for ZOMA 0700-2 (Ag to Residential) for 1/3/2022 at 9:15 A.M. Seconded by Kulmatycki. All voted aye.

McGill motioned to set the public hearing for ZOMA 0700-3 (Commercial to Residential) for 1/3/2022 at 9:20 A.M. Seconded by Kulmatycki. All voted aye.

McGill motioned to approve signing the Iowa Opioid Allocation Memorandum of Understanding. Seconded by Kulmatycki. All voted aye.

McGill motioned to accept the resignation of Courtney Chapman from the Board of Health. Seconded by Kulmatycki. All voted aye. McGill motioned to appoint Jessie Nicoletto to fill Chapman's vacancy starting 1/1/2022. Seconded by Kulmatycki. All voted aye. McGill motioned to re-appoint Dr. Ryan Arnevik and Marilyn Wood to the Board of Health with terms expiring 12/31/2024. Seconded by Kulmatycki. All voted aye.

Kulmatycki motioned to accept the re-appointment of Ray Tresemer as the Sheriff's representative to the Compensation Board. Seconded by McGill. All voted aye.

McGill motioned to set the public hearing for the Appanoose County Voting Precinct Map for 1/3/2022 at 9:25 A.M. Seconded by Kulmatycki. All voted aye.

McGill motioned to set the public hearing for Ordinance No 53: Reprecincting/Redistricting for 1/3/2022 at 9:30 A.M. Seconded by Kulmatycki. All voted aye.

Kulmatycki motioned to approve the CY2022 Statement of Values. Seconded by McGill. All voted aye.

Kulmatycki motioned to approve Resolution # 2021-42. Seconded by McGill. All voted aye.

RESOLUTION #2021-42 FOR INTERFUND OPERATING TRANSFER

Whereas, it is desired to transfer monies from the Rural Services Fund to the Secondary Road Fund, and Whereas, said operating transfer is in accordance with section 331.432, Code of Iowa, Now, therefore, be it resolved by the Board of Supervisors of Appanoose County, Iowa as follows:

Section 1. The sum of \$ 202,086.50 is ordered to be transferred from the Rural Services Fund to the Secondary Road Fund, effective 12-20-2021.

Section 2. The Auditor is directed to correct her books accordingly and to notify the Treasurer of this operating transfer.

The above and foregoing resolution was adopted by the Board of Supervisors of Appanoose County, Iowa, on 12-20-2021 the vote being as follows:

Ayes: /s/Linda Demry, Mark McGill, Jeff Kulmatycki

Nays: none

Attest: /s/ Kelly Howard, County Auditor

McGill motioned to open the 9:15 A.M. public hearing for the FY22 County Budget Amendment. Seconded by Kulmatycki. All voted aye. There were public comments. McGill motioned to close the public hearing at 9:16 A.M. Seconded by Kulmatycki. All voted aye. Kulmatycki motioned to approve Resolution #2021-40 FY22 County Budget Amendment (a copy is available in the Auditor's Office). Seconded by McGill. All voted aye. Kulmatycki motioned to approve Resolution # 2021-41. Seconded by McGill. All voted aye.

RESOLUTION NO 2021-41 APPROPRIATIONS AMENDMENT

WHEREAS, Resolution No 2021-25 dated June 21, 2021 set appropriations by department for Fiscal Year 2022, and

NOW THEREFORE, BE IT RESOLVED, by the Board of Supervisors of Appanoose County, Iowa to amend department appropriations by the following amounts:

<u>Dept# & Name</u>	<u>Amount</u>	<u>Dept# & Name</u>	<u>Amount</u>
02-Auditor	\$10,000	05-Sheriff	\$33,907
22-Conservation	\$ 7,400	23-Public Health	\$25,000
51-Courthouse	\$ 9,591	99-Nondept	\$89,130

The above and foregoing resolution was adopted by the Board of Supervisors of Appanoose County, Iowa on December 20, 2021, the vote thereon being as follows:

AYES: /s/Linda Demry, Mark McGill, Jeff Kulmatycki

NAYS: none

/s/Linda Demry Chairperson, Board of Supervisors

Attest: /s/Kelly Howard, Appanoose County Auditor

County Engineer, Brad Skinner, provided an update to the board. The storm last week downed some trees and knocked over some signs. Appanoose County is included on the Presidential declaration and they will be working on getting an estimate. Applications for the Maintenance Supervisor are due today. The Boyer Ridge Road Bridge was closed unexpectedly. Residents on the road were present to voice their concerns. Chris Clouse requested work be done to at least to get it opened for local traffic only.

Stephanie Koch, CDC Coordinator, provided an update to the board. The Advisory Councils will meet January 6th at 1 P.M. for Adult and 2 P.M. for Child. The next Governing Board meeting will be the 26th at 11 A.M.

Public Comments: Sheriff Gary Anderson stated walls have started being set on the jail and he is having a meeting later in the morning regarding the radio tower.

McGill motioned to adjourn. Seconded by Kulmatycki. All voted aye.

The Board adjourned to meet at the call of the Auditor at 9:44 A.M.

Appanoose County Board of Supervisors

Attest:

Kelly Howard, Appanoose County Auditor

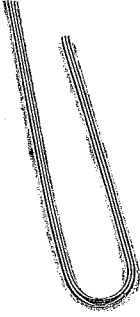
2022 Holidays

February 21	President's Day
May 30	Memorial Day
July 4	Independence Day
September 5	Labor Day
November 11	Veteran's Day
November 24 & 25	Thanksgiving
December 23 & 26	Christmas
January 2, 2023	New Year's

APPANOOSE COUNTY SHERIFF

Treasurer Report

10/01/2021 thru 12/31/2021



	Beginning Running Balance	13,986.59
DEC	Credits (Deposits)	54,917.85
	Debits (Withdraws)	7,087.77
	Ending Running Balance	\$61,816.67

Receipt Details - Collected during date range

CANCEL FEE	50.00
CL-CINCINNATI	300.00
CL-EXLINE	1,200.00
CL-MOULTON	600.00
CL-MYSTIC	300.00
CL-NUMA	200.00
COPIES_CR	15.00
COPIES_CV	44.50
DL-COUNTY	8.00
DL-DOT	22.00
DVD/CD	70.00
EXECUTION	30.00
INMATEBOND	1,800.00
INTEREST	2.57
JAIL PHONES	1,507.37
MAIL	24.16
MILEAGE	771.00
MISC RURAL	33,907.25
PROCESS NOTICE	150.00
PUBLICATION	54.21
SERVICE FEES	3,405.00
SEX OFFEND REG	130.00
TRUST FUND	6,176.79
WP-ACQUIRE	25.00
WP-COUNTY	3,300.00
WP-DPS	825.00

	Receipts Posted by Date Paid:	54,917.85
Receipts with Date Paid Before Minimum Date, deposited this Date Range:		0.00
Advance Fees Deposited this Date Range:		0.00
(This should equal credits for the date range) Deposited Total:		54,917.85

Payout Information:

	Monthly Starting Balance:	13,986.59
	Receipts deposited this date range:	54,917.85
	Total to Account For:	68,904.44
	Disbursements Made This Date Range:	-7,087.77

RESOLUTION #2022-01

CONSTRUCTION EVALUATION RESOLUTION

WHEREAS, Iowa Code section 459.304(3) sets out the procedure if a board of supervisors wishes to adopt a “construction evaluation resolution” relating to the construction of a confinement feeding operation structure; and

WHEREAS, only counties that have adopted a construction evaluation resolution can submit to the Department of Natural Resources (DNR) an adopted recommendation to approve or disapprove a construction permit application regarding a proposed confinement feeding operation structure; and

WHEREAS, only counties that have adopted a construction evaluation resolution and submitted an adopted recommendation may contest the DNR’s decision regarding a specific application; and

WHEREAS, by adopting a construction evaluation resolution the board of supervisors agrees to evaluate every construction permit application for a proposed confinement feeding operation structure received by the board of supervisors between February 1, 2022 and January 31, 2023 and submit an adopted recommendation regarding that application to the DNR; and

WHEREAS, the board of supervisors must conduct an evaluation of every construction permit application using the master matrix created in Iowa Code section 459.305, but the board’s recommendation to the DNR may be based on the final score on the master matrix or may be based on reasons other than the final score on the master matrix;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF SUPERVISORS OF APPANOOSE COUNTY that the Board of Supervisors hereby adopts this construction evaluation resolution pursuant to Iowa Code section 459.304(3).

Chair, Board of Supervisors

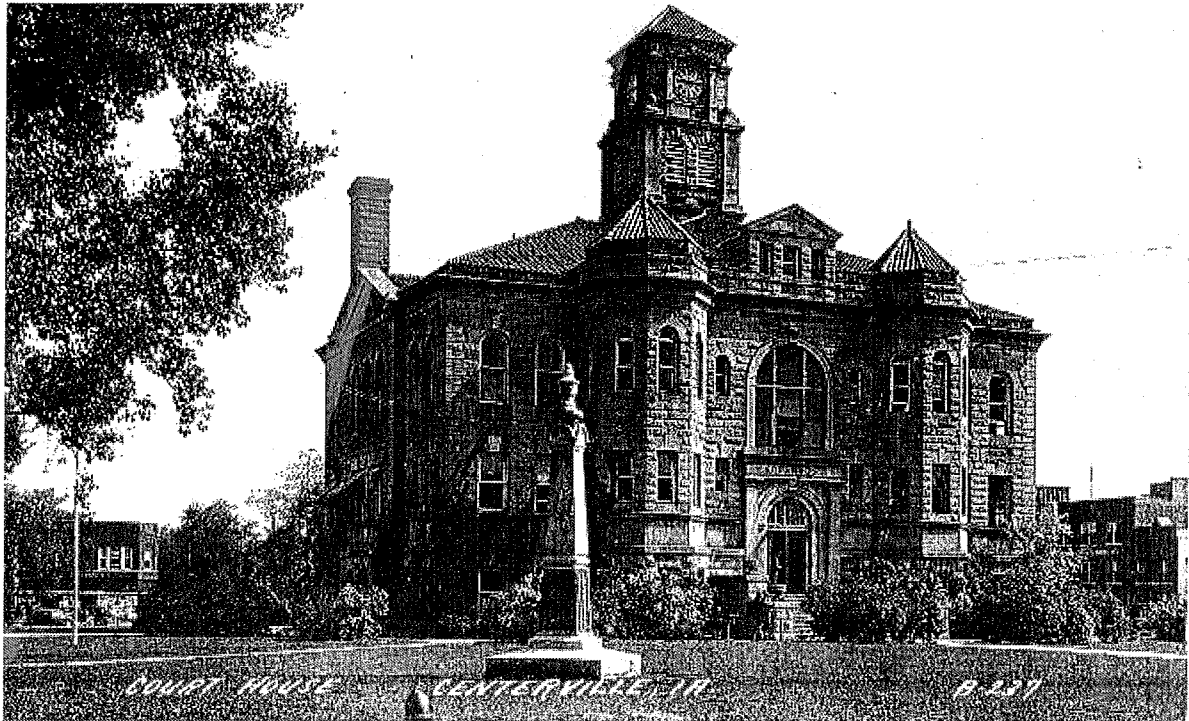
Date: _____

ATTEST:

County Auditor

Date: _____

Appanoose County



Employee Handbook

January 2022

Table of Contents

Introduction	3
At-Will Employment	3
Equal Employment Opportunity	3
Harassment	4
Sexual Harassment	4
Definitions	5
Job Openings	5
Veteran's Preference	6
Employment of Relatives	6
Work Schedule	6
Overtime	6
Sick Leave	7
Jury Duty	8
Bereavement Leave	8
Family Medical Leave	8
Unpaid Leave of Absence	9
Holidays	10
Personal Leave	10
Injuries	10
Vacation	11
Military Leave	11
Travel Expense	11
Fitness for Duty	11
Licenses	12
County Equipment	12
Cell Phone	13
Discipline	13
Grounds for Disciplinary Action	14
Drug Free Workplace	15
Personnel Files	15
Insurance	16
Health Insurance	16
COBRA	16
Continued Retiree Coverage	17
Life Insurance	17

Introduction

We wish to take this opportunity to welcome you as an employee of Appanoose County. It is our desire that you will enjoy your work, perform your work to the best of your abilities, and have a pleasant working relationship with the people with whom you will work, as well as the public you will serve.

At-Will Employment

This handbook is presented as a matter of information only; it is not intended to form a contract between Appanoose County and the employee. Appanoose County reserves the right to change or eliminate any or all of the policies, procedures, work rules or benefits herein at any time, with or without prior notice.

These policies and procedures outlined in this handbook are applicable to:

All employees responsible to the Appanoose County Board of Supervisors.

All employees responsible to an elected office holder providing the office holder has certified its applicability.

All employees not directly responsible to either the Board of Supervisors or an elected office holder and whose governing body has certified its applicability.

Whenever the provisions of this handbook are in conflict with the Code of Iowa, or with a collectively bargained agreement between the Board and a certified bargaining unit, the provisions of the Code of Iowa and/or collectively bargained agreement will prevail.

Just as you retain the right to terminate your employment at any time for any reason, Appanoose County retains a similar right. No policy or practice of Appanoose County should be construed to change this relationship. Only the Board of Supervisors, or appropriate governing board, has the right to modify or change this practice, and such action must be in writing.

This handbook replaces all employee handbooks and amendments issued prior to the date of this handbook. Documents issued prior to this date should be discarded.

Equal Employment Opportunity

It is the objective of Appanoose County to encourage employment and advancement of all individuals in a way that will utilize their talents to the maximum and develop their skills most effectively in a work and community environment that is free from discrimination.

Appanoose County has a policy to provide equal opportunity for all where employment is based upon personal capabilities and qualifications without discrimination because

of race, color, religion, sex, age, national origin, sexual orientation, gender identity, disability, or any other protected characteristic as established by law.

This policy of equal employment opportunity applies to all policies and procedures relating to recruitment and hiring, compensation, benefits, promotion, termination and all other terms and conditions of employment.

Harassment

It is the policy of Appanoose County that no employee be harassed by another employee, customer or supervisor on the basis of race, color, religion, sex, age, national origin, sexual orientation, gender identity, disability, or any other protected characteristic as established by law.

Illegal harassment, whether verbal or physical, will not be tolerated. All members of management have the explicit responsibility and duty to take corrective action to prevent any illegal harassment of our employees.

If any employee believes that he or she has been subjected to illegal harassment, that employee should bring the matter directly to the immediate attention of their elected official, department head, a member of the Board of Supervisors or appropriate governing board. All complaints will be investigated, and appropriate disciplinary action taken, up to and including termination. There will be no retaliation against anyone who submits a good faith harassment complaint or participates in an investigation relating to such a complaint.

Sexual Harassment

It is the policy of Appanoose County that no employee be harassed by another employee or supervisor on the basis of sex.

The policy prohibits any demand for sexual favors that is accompanied by a promise of favorable job treatment or a threat concerning the employee's employment. Also prohibited is subtle pressures for sexual favors, including implying that an applicant's or employee's cooperation of a sexual nature, or refusal thereof, will have any effect on the person's employment, job assignment, wages, promotion, or any other condition of employment.

In addition, any behavior of a sexual nature not welcomed by the employee or found to be personally offensive is expressly forbidden. This includes but is not limited to:

- a. Repeated sexual flirtations, advances, or propositions.

- b. Continued or repeated verbal abuse of a sexual nature, sexually related comments and joking, graphic or degrading comments about the employee's appearance or the display of sexually suggestive objects or pictures.
- c. Any uninvited physical contact or touching, such as patting, pinching or other contact.
- d. Conduct that has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

Sexual harassment, whether verbal or physical, will not be tolerated. All members of management have the explicit responsibility and duty to take corrective action to prevent any sexual harassment of our employees.

As with other forms of harassment, any employee who believes that he or she has been subjected to sexual harassment should bring the matter directly to the immediate attention of their elected official, department head, a member of the Board of Supervisors or appropriate governing board. All complaints or reports of sexual harassment will be investigated, and appropriate disciplinary action taken, up to and including termination. There will be no retaliation against anyone who submits a good faith sexual harassment complaint or participates in an investigation relating to such a complaint.

Definitions

Full-Time Employee – Full-time employees are those who are normally scheduled to work at least 30 hours per week.

Part-Time Employee – Part-time employees are those who are normally scheduled to work less than 30 hours per week.

Temporary Employee – Temporary employees are hired to work for a period of 8 months or less, on an annual basis.

Seasonal Employee – Seasonal employees are hired on an as-needed basis.

Job Openings

Whenever a vacancy occurs within the County, the opening will be posted on the courthouse bulletin board for 10 days and advertised in the local newspaper. Current employees may indicate their interest in being considered for the vacancy by submitting an application for the position in writing to the Elected Official or

Department Head within the stated posting period. The Elected Official or Department Head will make the recommendation on who is to fill an opening in their office to the Board of Supervisors or appropriate governing board. Appanoose County reserves the right to use other recruiting sources to fill open positions at their discretion.

Appanoose County reserves the right to require a post-offer, pre-employment physical for certain positions.

Veteran's Preference

Any honorably discharged veteran, as defined by Iowa law, shall be entitled to preference in appointment and employment over other applicants of no greater qualifications.

Employment of Relatives

It is the County's policy to hire the best-qualified person available for each position. Relatives of current employees are eligible for employment with the County, subject to limitations of state law governing the employment of relatives of public officials and employees and the terms of this policy. To avoid the appearance of favoritism and difficulties in administering discipline, the County will not hire, appoint, transfer, promote, or otherwise place an individual in a position that involves the supervision of, or by, a family member. For purposes of this policy, "family member" includes the individual's mother, father, brother, sister, grandparent, spouse, son, daughter, grandchild, great-grandchild, niece, nephew, aunt, or uncle.

If a supervisory relationship between family members is created by the marriage of two employees, the Department Head shall transfer, or separate employment of one of the employees.

Work Schedule

In general, the work schedule of employees will not change from week to week. However, varying conditions in workload and demand of the public may necessitate a change in the work schedule. If it is necessary for the Elected Official or Department Head to change the normal work schedule, every effort will be made to give the employee as much notice as possible. Nothing in this section shall be construed as a guarantee of the number of hours an employee will be scheduled to work.

Overtime

Periodically, overtime work is necessary to maintain County operations. In most cases, there are a sufficient number of employees available to make overtime work optional. Occasionally, however, the Elected Official or Department Head may require the employee to work overtime.

With Elected Official or Department Head approval, employees may make a request to receive compensatory time in lieu of overtime pay. Employees may accumulate up to 240 hours of compensatory time.

Exempt employees shall not receive overtime or compensatory time.

Non-exempt employees will be compensated at one- and one-half times their normal hourly rate for all hours in excess of 40 per week. Only hours actually worked shall be counted as work time for the purpose of determining overtime. All overtime and compensatory time accrued or used must have the prior approval of the Elected Official or Department Head.

Sick Leave

Sick leave shall be accrued by a full-time employee at the rate of 1½ days per month to a total of 180 days.

Accumulated sick leave may be used for the following:

- Personal illness or injury
- Medical, dental, or vision appointments
- Care for a minor child
- FMLA approved absences
- In cases where the employee would have been eligible for FMLA except for the year of service requirement.

When absences due to sickness are necessitated, the employee shall notify their Elected Official or Department Head prior to the beginning of his/her scheduled reporting time. The supervisor has the right to require a medical certificate from the employee's attending physician for any sick leave absence.

Pro-rated sick leave, vacation time, or earned compensatory time may be used to supplement Worker's Compensation benefits, upon the employee's written request.

Employees shall be entitled to receive payment of unused sick leave upon retirement, as defined by IPERS, (at least 55 years old, a vested member, no longer working for an IPERS covered member, and receiving retirement benefits), not to exceed \$2,000. Employees shall be eligible for payment of unused sick leave upon death, if a vested member, not to exceed \$2,000. (Sheriff's Office Deputies and protected class employees, as defined by IPERS, shall follow their corresponding eligibility retirement requirements.)

Appanoose County employees may not donate sick leave to other employees.

Jury Duty

Employees may be granted time off with pay for the purpose of jury duty. The employee will be granted time off only for that portion of the workday necessary to serve duty. Any jury duty pay received by an employee shall be turned over to the County.

Bereavement Leave

Each full-time employee shall be eligible for a paid leave of absence of up to 5 days, at the discretion of the Elected Official or Department Head, for a death of the employee's parent, spouse, child, brother, or sister. In the case of the death of the employee's father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparents or grandchild, the employee will be allowed up to 3 days, at the discretion of the Elected Official or Department Head. (Includes corresponding step relatives.) In the case of the death of the employee's aunt or uncle, the employee will be allowed up to 1 day.

Family Medical Leave

In accordance with the Family Medical Leave Act (FMLA), Appanoose County will grant up to 12 weeks' unpaid leave annually, based on the previous rolling 12-month period. To be eligible for this leave an employee must have worked for Appanoose County for one year and worked 1250 hours or more in the 12 months preceding the beginning of the leave.

FMLA leave will be granted for the following circumstances:

1. Employee's serious medical condition.
2. Birth, adoption or placement of a child.
3. Caring for a spouse, child or parent, with a serious health condition.
4. Exigency arising out of the fact that the employee's spouse, child or parent is covered military member on covered active duty.

Employees shall be eligible for 26 weeks of leave to care for a covered service member with a serious injury or illness in accordance with Federal Law.

You must provide a written request for leave and sufficient medical certification to the Auditor's Office within 15 calendar days from the date of your absence. Appanoose County reserves the right to request re-certification at the County's discretion in accordance with federal law.

The annual FMLA allowance will run concurrent with any Workers' Compensation leave.

Your insurance benefits will be maintained for up to 12 weeks during your leave under the same conditions as if you continued to work. You must continue to pay your portion of the insurance premiums. You must make arrangements for payment of these premiums in a timely manner. If your leave extends for more than 12 weeks, you will

become responsible for payment of the entire health insurance premium to maintain coverage.

When you return from FMLA leave you will be reinstated to the same or equivalent job with the same pay, benefits, and terms and conditions of employment. If you do not return to work following FMLA leave you may be required to reimburse the County for your share of health insurance premiums paid on your behalf.

You will be required to present a certificate from your physician releasing you to full duty before returning to work.

If an employee fails to return to work on the agreed upon return date, Appanoose County shall assume that the employee has resigned.

Employees will be required to use all sources of paid leave concurrently with Family Medical Leave, with the exception of 5 days of vacation.

Unpaid Leave of Absence

It is the policy of Appanoose County to grant unpaid leaves of absence to its employees when the requests are compatible with a department's operational needs and scheduling requirements. Employees may request an unpaid leave of absence for public service leave, extenuating medical circumstances, unpaid bereavement leave, or to accommodate a newly hired employee's existing time off request.

An employee desiring an unpaid leave of absence shall make a written request to his/her elected official or department head, setting forth the reason(s) for the request and the duration of the requested leave.

A request for an unpaid leave will be approved or disapproved promptly by the elected official or department head.

Upon return from an unpaid leave of absence, Appanoose County will attempt to place the employee in his/her former position at the salary and step occupied at the time such leave began; provided however, that the employee is able to perform the essential functions of his/her position. In the event the former position is not available or, the employee is not able to perform the essential functions of his/her position, the County will attempt to place the employee in another position consistent with qualifications, ability, and staffing requirements. At no time will employees utilizing this policy be guaranteed a position upon return from an unpaid leave of absence.

An employee who fails to return from an unpaid leave of absence on the date specified in the request shall be considered to have resigned his/her position, unless a written request for extension has been submitted by the employee, recommended by the elected official or department head, and approved by the elected official, Board of Supervisors or appropriate governing board.

While on an unpaid leave of absence, an employee shall not accrue sick leave or vacation benefits. Nor shall time spent on an unpaid leave of absence be considered time worked for the purpose of receiving an in-grade wage increment. The employee must pay his/her own group health and life insurance premiums for that portion of an unpaid leave of absence in excess of thirty (30) days unless on Family Medical Leave.

In considering an employee's request for an unpaid leave of absence, the elected official or department head shall require the employee to use available vacation and/or compensatory time accruals prior to being placed on leave without pay.

Holidays

Full-time employees receive their regular compensation for the following County holidays:

New Year's Day
President's Day
Memorial Day
Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day (2 days)

Those employees whose regular workweek is Monday to Friday – when a holiday falls on a weekend, it will be observed on the preceding Friday or following Monday. For 24-7 operations, the actual holiday shall be observed.

Those employees required to work on a holiday shall be paid time and one half for all hours worked on a holiday. Those employees required to work on a holiday in 24-7 operations shall be paid two- and one-half times for all hours worked.

Personal Leave

Full-time employees shall receive 3 personal leave days per year (Either 24 or 21 hours depending on normal schedule.) Personal leave usage shall be requested in writing and approved in advance by the Elected Official or Department Head. Personal days must be used within 1 year of receiving the leave.

Injuries

Employees should report any work-related injury as soon as practicable and prior to leaving the work, when possible, but no later than 24 hours after the accident. Appanoose County will accommodate work-related injuries, provided that restricted work is available. Appanoose County shall not accommodate non-work-related

injuries, unless it is determined that the injury is considered a disability under the ADA/ADAAA.

Employees who are eligible for workers' compensation benefits may use their sick leave accrual to supplement their workers' compensation benefit.

Vacation

Full-time employees shall accrue vacation leave, from the employee's start date. Annual vacation shall be provided as follows:

Years of Service	Vacation Days
After 1 year of employment	10 days
7 years but less than 15 years	15 days
15 years or more	20 days

Employees must use their vacation within one year of the accrual. Vacation usage is subject to approval by the Elected Official or Department Head.

Employees may not use accrued time to extend their date of separation.

Upon separation, employees shall be paid for all accrued, but unused vacation.

Military Leave

Employees with military obligations will be granted leaves of absence and re-employment rights in accordance with applicable federal and state laws.

Travel Expense

Employees required to use their personal automobile for County business will be reimbursed for mileage at the rate set by the Board of Supervisors. Reasonable costs of meals, lodging and other expenses shall be paid as established by the Board of Supervisors.

Appanoose County will only pay for lodging with providers that have successfully completed certified human trafficking prevention training.

Fitness for Duty

Appanoose County reserves the right to require an employee to submit to a fitness for duty evaluation at any time to ensure the employee is able to perform the essential functions of the position, with or without reasonable accommodation.

Licenses

It is the employee's responsibility to keep their licenses and certifications current. All required licenses should be brought to the Elected Official or Department Head for placement in the employee's personnel file.

County Equipment

Appanoose County provides supplies, equipment, and materials necessary for you to perform your job. County owned equipment should not be loaned out to members of the public for non-County related purposes. These items include but are not limited to: telephones, computers, email and the internet. These items are intended to be used for the County purposes. Minimal, appropriate personal use may be acceptable as determined by your Elected Official or Department Head. Employees have no reasonable expectation of privacy with respect to any County provided equipment whether or not employees have private access or an entry code into any system.

It is unacceptable for any user at any time to use, submit, publish, display, or transmit on any County computer system information which:

- Violates or infringes on the rights of any other person, including the right to privacy;
- Contains defamatory, false, inaccurate, abusive, obscene, pornographic, profane, sexually oriented, threatening, racially offensive, or otherwise objectionable or illegal material;
- Contains any material or comments that would offend someone on the basis of his or her race, gender, age, sexual orientation, gender identity, religious or political beliefs, national origin, or disability.
- Restricts or inhibits other authorized users from using the system or otherwise inhibits the efficiency of the computer system.
- Encourages the use of controlled substances or uses the computer system for the purpose of inciting crime, or
- Use of the system for any other illegal purpose.
- Appanoose County may store deleted emails for up to 90 days, at which time they shall be permanently removed.

It is also unacceptable for any user at any time to use the facilities and capabilities of the system to:

- Conduct any business activity or solicit the performance of any activity which is prohibited by law; or

- On-line game playing;
- Transmit material, information or software in violation of any local, state or federal law;
- Conduct any fund raising and public relations activities, not related to County operations.

Cell Phone

Occasional minimal personal use of a County or personal cell phone is permissible per Elected Official or Department Head approval and if the elected official or department head sufficiently controls its use.

Employees shall not be permitted to use a phone while operating a vehicle unless using a hands-free device.

Discipline

Formal disciplinary actions will include verbal warning, written reprimand, suspension, and/or dismissal. It shall be the policy of Appanoose County to utilize a system of progressive discipline in addressing an employee's work deficiencies; however, any of the disciplinary measures cited above may be initiated on the more serious first offense.

Discipline given to employees greater than 12-months prior, should not be used to increase the level of progressive discipline.

In most cases, disciplinary action will be issued to the employee by his/her immediate supervisor, or by a higher-level supervisor in the department to which the employee is assigned. Disciplinary action will be issued in a manner, which will minimize embarrassment to the employee.

All disciplinary actions will be thoroughly documented in writing appropriate to the infraction committed. A copy should then be given to the employee, and a copy maintained in the employee's personnel file. If the action involves an employee covered by a collective bargaining agreement, said agreement may also require a copy be sent to the appropriate union steward.

It shall be the duty of all employees to maintain high standards of conduct, cooperation, efficiency and effectiveness in their work. Elected officials, department heads, and supervisors shall organize and direct the work of their units in a manner calculated to achieve these objectives. Whenever the work habits, attitude, production or personal conduct of an employee falls below an acceptable standard, the employee is subject to corrective and/or disciplinary action. All such actions shall be promptly

and consistently administered and shall not be on account of political considerations, personal bias, or prejudice.

Letters of clarification shall precede formal discipline whenever, in the judgment of the elected official or department head, an infraction is readily correctable and is of lesser consequence.

In accordance with Iowa Code, information placed in the employee's personnel file as a result of disciplinary action, may become a public record.

Grounds for Disciplinary Action

The seriousness of an offense will often vary with the circumstances prevailing at the time it occurred and the motives, which prompted it. Related and mitigating factors would be considered when determining the appropriate action to take. Each of the following work-related infractions may be just cause for disciplinary action, up to and including dismissal. The list presented herein is not intended to be all-inclusive.

1. Unreasonable and/or abusive treatment of a client, citizen, other County employee or individual in the community, including verbal or nonverbal sexual or racial harassment, even outside normal working hours.
2. Violation of any lawful and reasonable County or departmental policy.
3. Destruction or loss of County property, including abuse of tools, equipment and/or clothing allotments.
4. Absence from duty without permission, proper notice or satisfactory reason.
5. Falsifying records, knowingly giving inaccurate information or unnecessarily withholding information.
6. Obtaining materials or leave time based on fraudulent information; dishonesty; stealing; and other criminal acts.
7. Being under the influence of narcotics, alcohol or other physically impairing or illegal substances on the job.
8. Possession of any type of firearms, explosives or concealed weapons on county property (without specific authority).
9. Conviction of a crime involving moral turpitude, casting doubt on the individual's ability to perform his/her County job effectively. (NOTE: Dismissal or non-prosecution for criminal charges shall not, in itself, preclude the County from taking disciplinary action.)

10. Incompetence, ineffectiveness, inefficiency or wastefulness in the performance of assigned duties.
11. Disregard for safety policies, procedures, reporting requirements, and/or proper use of safety equipment.
12. An attendance record, which demonstrates a consistent or continual lack of availability for work to the extent that ineffectiveness or inefficiency of services results.

The elected official or department head may elect to place an employee on investigative leave before making any determination of corrective or disciplinary action.

Drug Free Workplace

Appanoose County is subject to the Drug-Free Workplace Act of 1988.

Appanoose County is committed to the policy of maintaining a drug-free workplace. Thus, the unlawful manufacture, distribution, dispensation, possession or use of alcohol or any controlled substance by any employee in the workplace is prohibited. A controlled substance within the meaning of this policy means any controlled substance as defined by state or federal law. Any violation of this prohibition will result in discipline up to and including discharge.

The use of controlled substances, either on or off the job, is inconsistent with the behavior expected of employees, subjects all employees and the public to unacceptable safety risks, and undermines the County's ability to operate effectively and efficiently.

The Drug-Free Workplace Act of 1988 requires you to report any conviction under a criminal drug statute for violations occurring on the County's premises, or off the County's premises while conducting official business. A report of a conviction must be made to your elected official or department head within five working days after the conviction. Failure to do so will result in immediate dismissal from your position.

Personnel Files

Appanoose County maintains a personnel file on each employee. The personnel file includes such information as the employee's job application, resume, records of training, documentation of performance appraisals and salary increases, and other employment records.

Personnel files are the property of Appanoose County, and access to the information they contain is restricted. Generally, only management personnel of Appanoose County who has a legitimate reason to review information in a file is allowed to do so.

Employees who wish to review their own file should contact the Auditor's Office or appropriate department. With reasonable advance written notice, employees may review their own personnel file, with the exception of letter(s) of reference, in the appropriate office and in the presence of an individual appointed by Appanoose County to maintain the files.

Insurance

Appanoose County has established a variety of employee benefit programs designed to assist you and your eligible dependents in meeting the financial burdens that can result from illness or injury. This portion of the employee handbook contains a very general description of the benefits to which you may be entitled as an employee. Please understand that this general explanation is not intended to, and does not, provide you with all the details of these benefits. Therefore, this handbook does not change or otherwise interpret the terms of the official plan documents. Your rights can be determined only by referring to the full text of the official plan documents, which are available for your examination.

Appanoose County reserves the right, in its sole and absolute discretion, to amend, modify or terminate, in whole or in part, any or all of the provisions of the benefit plans described herein, including any health benefits that may be extended to retirees and their dependents. Further, Appanoose County reserves the exclusive right, power and authority, in its sole and absolute discretion, to administer, apply and interpret the benefit plans described herein, and to decide all matters arising in connection with the operation or administration of such plans.

Health Insurance

Appanoose County currently offers full-time employees, health coverage for themselves, their spouse and dependents.

Employees shall obtain coverage after completion of your first month of employment. Once made, your election is generally fixed for the remainder of the plan year. However, if you undergo a coverage enrollment event you may make a change in coverage provided you do so as soon as possible of that event. Please contact the Auditor's Office to determine if the change qualifies as an event under the plan document.

Near the end of each fiscal year, during open enrollment you are free to change your medical elections for the following fiscal year, whether or not you have a change event.

COBRA

In accordance with the Consolidated Omnibus Budget Reconciliation Act (COBRA), the County will offer covered employees, spouses, and dependent children the opportunity to continue their group medical coverage under the County's current plan if coverage terminates.

Continued Retiree Coverage

Employees who wish to retire, in accordance with Iowa law, before attaining Medicare eligibility shall be allowed to continue participation in the employer's health/medical plan under the group contract at the employee's own expense until the employee attains Medicare eligibility. An employee who wishes continuation of such coverage must request it in writing within 30 days of the date the group insurance would otherwise terminate. The employee shall remit the applicable premium to the Insurance Administrator by the 15th of the month for the following month's coverage. Continuation shall terminate when the employee becomes eligible for Medicare.

Elected officials may remain on the plan beyond Medicare eligibility, in accordance with Iowa law.

Life Insurance

Appanoose County will provide a life insurance policy, at no cost to the eligible employee.

**ACKNOWLEDGMENT OF RECEIPT
AND UNDERSTANDING OF THE APPANOOSE COUNTY
EMPLOYEE HANDBOOK**

I have received my copy of the Appanoose County handbook. I know that I must read the handbook so that I understand my rights and responsibilities as an employee of County.

I understand that the handbook is not an employment contract, but it is an explanation or guide of County policies, procedures and benefits. The County has not solicited my assent or agreement to the policies and procedures set forth in this handbook, and my employment is not in consideration of or in return for my being bound by this handbook. I realize that the County may interpret, clarify, revise, and/or deviate from the procedures set forth in this handbook.

I also realize the employment relationship between the County and me is terminable at will by either party and that nothing in this handbook creates additional rights or provide a basis for me to believe my employment is not terminable at will.

I understand that if I have any questions, I am to talk with my immediate supervisor.

(Employee Name)

(Employee Signature)

ORDINANCE NUMBER ZOMA 0700-2

*Prepared & Certified by Elizabeth Burgin, Appanoose County Zoning Administrator
Return to Appanoose County Zoning, 201 N. 12th, Centerville, IA 52544*

AN ORDINANCE AMENDING THE OFFICIAL ZONING MAP, WHICH IS CONSIDERED PART OF THE APPANOOSE COUNTY, IOWA RATHBUN RESERVOIR ZONING DISTRICT ORDINANCE, ORDINANCE #31, ADOPTED APRIL 6, 1970, BOOK 39 MISCELLANEOUS, PAGE 545 will be heard _____ in the Board of Supervisors Office of the Appanoose County Courthouse, 201 N 12th, Centerville IA. The Amendment will read as follows:

SECTION 1. RESCISSION. This Ordinance rescinds the current zoning designation, "*Agricultural*" on the *Timber & Tines, LLC* property legally described as:

LOTS 1 – 14 of the WALNUT CREEK SUBDIVISION & ALL THAT PT SW NE LYING S & W OF RIVER & SW PT NW SE EXC THAT PT LYING N & E OF CHARITON RIVER CTR LINE & PT SE NW EXC ALL THAT PT LYING N & E OF RIVER ALSO JOHNS TOWN & EXC PARCEL C DESC AS: SEE SURVEY BK 2021 PG 1487 FOR LEGAL & ALL THAT PT LYG W OF RD

on the Official Zoning Map as was adopted on April 6, 1970.

SECTION 2. ADOPTION. This Ordinance adopts in lieu thereof a new zoning designation, "*Residential*", for the properties legally described above, on the Official Zoning Map.

SECTION 3. INTEGRATION WITH CODE. Each section, provision or part of this Ordinance which is followed by a section number shall be inserted in the Appanoose County Zoning Ordinance (Ordinance 31), adopted on April 6, 1970 as indicated by said section number and hereafter shall be cited by reference to said section number.

SECTION 4. REPEALER. All ordinances and resolutions, parts thereof or amendments thereto, in conflict with this Ordinance are hereby repealed.

SECTION 5. SEVERABILITY OF REPEALER. All ordinances and resolutions, parts thereof or amendments thereto, not directly affected by this Ordinance shall remain in full force and effect.

SECTION 6. SEVERABILITY. If any section, provision, or part of this ordinance shall be adjudged invalid or unconstitutional, such section, provision, or part shall be severable from the rest of the Ordinance, and such adjudication shall not affect the validity of the ordinance as a whole, or any section, provision, or part not adjudged invalid or unconstitutional.

SECTION 7. EFFECTIVE DATE. This Ordinance shall be in full force and effect after its final passage and publication as provided by law.

PUBLIC HEARING AND FIRST PASSAGE (READING) on _____, 2021.

SECOND PASSAGE (READING) on _____, 2021.

THIRD AND FINAL PASSAGE (READING) AND ADOPTION on _____, 2021.

ORDINANCE NUMBER ZOMA 0700-3

*Prepared & Certified by Elizabeth Burgin, Appanoose County Zoning Administrator
Return to Appanoose County Zoning, 201 N. 12th, Centerville, IA 52544*

AN ORDINANCE AMENDING THE OFFICIAL ZONING MAP, WHICH IS CONSIDERED PART OF THE APPANOOSE COUNTY, IOWA RATHBUN RESERVOIR ZONING DISTRICT ORDINANCE, ORDINANCE #31, ADOPTED APRIL 6, 1970, BOOK 39 MISCELLANEOUS, PAGE 545 will be heard _____ in the Board of Supervisors Office of the Appanoose County Courthouse, 201 N 12th, Centerville IA. The Amendment will read as follows:

SECTION 1. RESCISSION. This Ordinance rescinds the current zoning designation, "*Commercial*" on the *John W. Lindley* property legally described as:

*BEG AT A PT WHERE N BOUNDARY LINE OF HWY INTERSECTS TH W LINE
OF SW NE TH SELY,ETC*

on the Official Zoning Map as was adopted on April 6, 1970.

SECTION 2. ADOPTION. This Ordinance adopts in lieu thereof a new zoning designation, "*Residential*", for the properties legally described above, on the Official Zoning Map.

SECTION 3. INTEGRATION WITH CODE. Each section, provision or part of this Ordinance which is followed by a section number shall be inserted in the Appanoose County Zoning Ordinance (Ordinance 31), adopted on April 6, 1970 as indicated by said section number and hereafter shall be cited by reference to said section number.

SECTION 4. REPEALER. All ordinances and resolutions, parts thereof or amendments thereto, in conflict with this Ordinance are hereby repealed.

SECTION 5. SEVERABILITY OF REPEALER. All ordinances and resolutions, parts thereof or amendments thereto, not directly affected by this Ordinance shall remain in full force and effect.

SECTION 6. SEVERABILITY. If any section, provision, or part of this ordinance shall be adjudged invalid or unconstitutional, such section, provision, or part shall be severable from the rest of the Ordinance, and such adjudication shall not affect the validity of the ordinance as a whole, or any section, provision, or part not adjudged invalid or unconstitutional.

SECTION 7. EFFECTIVE DATE. This Ordinance shall be in full force and effect after its final passage and publication as provided by law.

PUBLIC HEARING AND FIRST PASSAGE (READING) on _____,2021.

SECOND PASSAGE (READING) on _____, 2021.

THIRD AND FINAL PASSAGE (READING) AND ADOPTION on _____,2021.

Board of Supervisors Chair

County Auditor

Ordinance No. 53

Be It Enacted by the Board of Supervisors of Appanoose County, Iowa:

Section 1. Purpose. The purpose of this ordinance is to establish voting precincts for Appanoose County, based on the 2020 census.

Section 2. Descriptions. Precincts will consist of:

Union/Udell will consist of Union and Udell Townships and the cities of Udell and Unionville.

Washington/Wells will consist of Washington and Wells Townships and the city of Moulton.

Caldwell will consist of Caldwell Township and the city of Exline.

Pleasant/Franklin will consist of Pleasant and Franklin Townships and the city of Cincinnati.

Johns/Independence/Lincoln will consist of Johns, Independence and Lincoln Townships and the city of Plano.

Taylor/Chariton will consist of Taylor and Chariton Townships and the city of Moravia.

Walnut will consist of Walnut Township and the cities of Mystic and Rathbun.

Vermillion/Douglas/Sharon/Bellair will consist of Vermillion, Douglas, Sharon and Bellair Townships and the city of Numa.

Centerville Ward 1 will consist of that portion of the city of Centerville, Iowa lying north of a line described as: Commencing at a point where the centerline of Iowa Highway No. 2 intersects the west corporation boundary; thence southeasterly along the centerline of said highway to a point where the centerline of said highway intersects the centerline of North B Street; thence north along the centerline of North B Street until North B Street intersects with the centerline of W Central Street; thence east along the centerline of West Central Street to a point where the centerline of West Central Street intersects the centerline of North First; thence south to a point where the centerline of North First intersects the centerline of Washington Street; thence east along the centerline of Washington Street to a point where the centerline of Washington Street intersects the centerline of North Fifth Street; thence south along the centerline of North Fifth Street to a point where the centerline of North Fifth Street intersects the centerline of West Van Buren Street; thence east along the centerline of Van Buren Street to a point where the centerline of East Van Buren Street intersects the centerline of North Fifteenth Street; thence north along the centerline of Fifteenth Street to a point where the centerline of North Fifteenth Street intersects the centerline of East Washington Street; thence east along the centerline of Washington Street to a point where the centerline of East Washington Street intersects the centerline of Iowa Highway No. 5; thence north along the centerline of Iowa Highway No. 5 to a point where the centerline of Iowa Highway No. 5 intersects East Cross Street; thence east along the centerline of East Cross Street to the east corporation boundary.

Centerville Ward 2 will consist of that portion of the city of Centerville, Iowa lying south of the south line of Centerville Ward 1 as herein described, and lying north of a line described as: Commencing at a point where the centerline of the Mason Branch Creek intersects the west corporation boundary; thence southeasterly along the centerline of Mason Branch Creek until it intersects the centerline of Star Route; thence northeasterly along the centerline of Star Route to a point where the centerline of Star Route intersects the centerline of Ontario Street; thence east along the centerline of Ontario Street to a point where the centerline of Ontario Street intersects the centerline of South 5th Street; thence south along the centerline of South 5th Street to a point where South 5th Street intersects the centerline of West Wall Street; thence east along the centerline of Wall Street to a point where the centerline of Wall Street intersects the centerline of

South 20th Street; thence south along the centerline of South 20th Street to a point where the centerline of South 20th Street intersects the centerline of East Walden Street; thence east along the centerline of East Walden Street to a point where the centerline of East Walden Street intersects the centerline of South 21st Street; thence south along the centerline of South 21st Street to a point where the centerline of South 21st St intersects the centerline of the Appanoose County Rail Road Tracks; thence south east along the centerline of the Appanoose County Rail Road Tracks to the east corporation boundary.

Centerville Ward 3 will consist of that portion of the city of Centerville, Iowa lying south of the south line of Centerville Ward 2 as herein described.

Section 3. Repealer. All Ordinances or parts of Ordinances in conflict with the provisions of this Ordinance are hereby repealed.

Section 4. Severability. If any section, provisions, or parts of this Ordinance shall be adjudged invalid or unconstitutional, such adjudication shall not affect the validity of the Ordinance as a whole, or any section, provision, or part thereof not adjudged invalid or unconstitutional.

Section 5. Effective Date. This ordinance shall become effective January 15, 2022.

READ THE FIRST TIME AND PASSED: _____

READ THE SECOND TIME AND PASSED: _____

FINAL READING AND PASSED: _____

ADOPTED AND PASSED by the Board of Supervisors of the County of Appanoose this _____ day of _____, 2022

Chairperson

SEAL

Supervisor

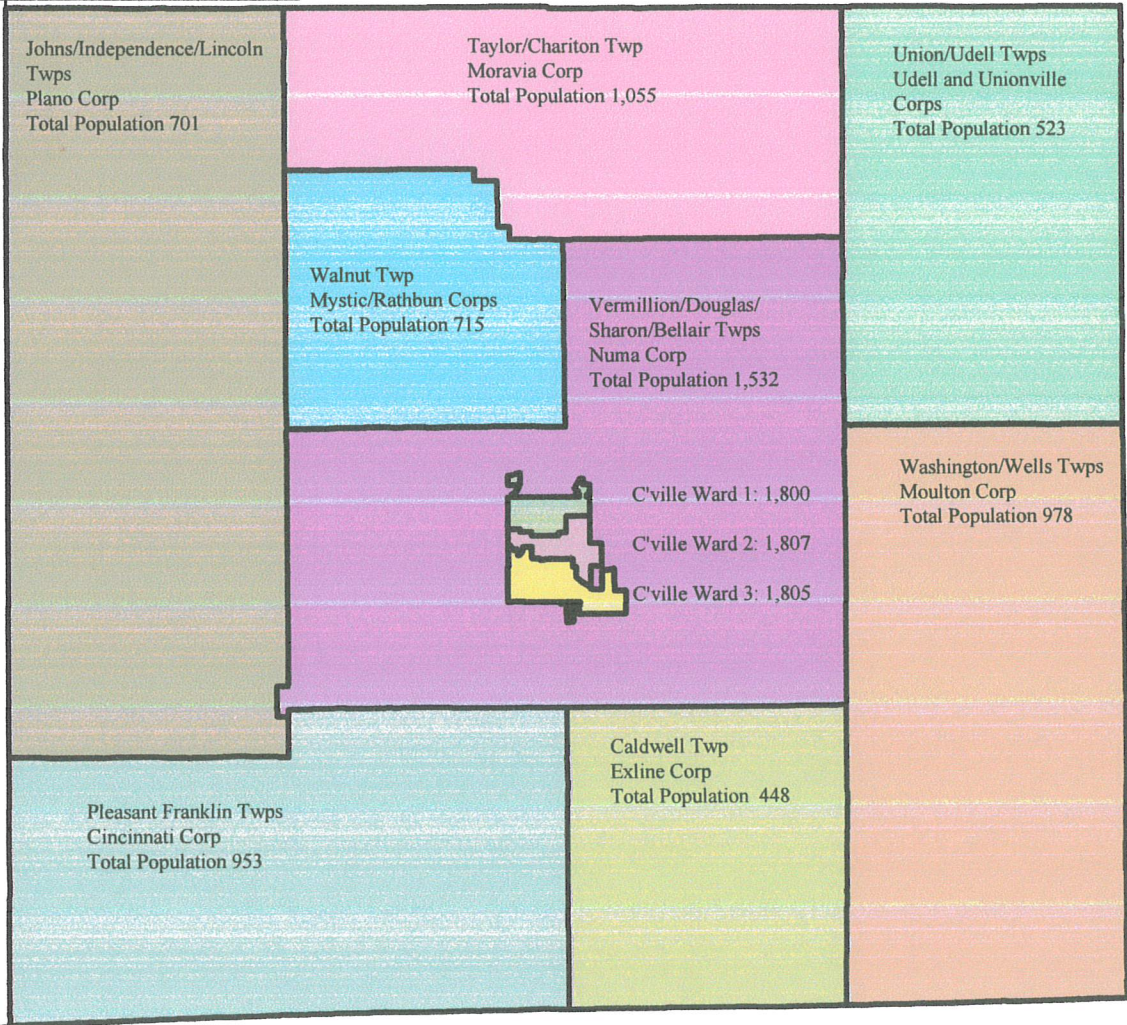
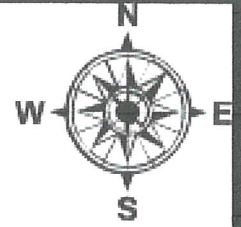
Supervisor

ATTEST:

County Auditor

LEGEND

- Precinct 1
- Precinct 2
- Precinct 3
- Precinct 4
- Precinct 5
- Precinct 6
- Precinct 7
- Precinct 8
- Precinct 9
- Precinct 10
- Precinct 11



Date	Description	Amount
1912
1913
1914
1915
1916
1917
1918
1919
1920
1921
1922
1923
1924
1925
1926
1927
1928
1929
1930
1931
1932
1933
1934
1935
1936
1937
1938
1939
1940
1941
1942
1943
1944
1945
1946
1947
1948
1949
1950
1951
1952
1953
1954
1955
1956
1957
1958
1959
1960
1961
1962
1963
1964
1965
1966
1967
1968
1969
1970
1971
1972
1973
1974
1975
1976
1977
1978
1979
1980
1981
1982
1983
1984
1985
1986
1987
1988
1989
1990
1991
1992
1993
1994
1995
1996
1997
1998
1999
2000
2001
2002
2003
2004
2005
2006
2007
2008
2009
2010
2011
2012
2013
2014
2015
2016
2017
2018
2019
2020
2021
2022
2023
2024
2025
2026
2027
2028
2029
2030
2031
2032
2033
2034
2035
2036
2037
2038
2039
2040
2041
2042
2043
2044
2045
2046
2047
2048
2049
2050
2051
2052
2053
2054
2055
2056
2057
2058
2059
2060
2061
2062
2063
2064
2065
2066
2067
2068
2069
2070
2071
2072
2073
2074
2075
2076
2077
2078
2079
2080
2081
2082
2083
2084
2085
2086
2087
2088
2089
2090
2091
2092
2093
2094
2095
2096
2097
2098
2099
2100