

**Regular Meeting Minutes of the
Plankinton City Council**

September 8th, 2025 Meeting Minutes of the Plankinton City Council

The Plankinton City Council met on September 8th, 2025, for a regular meeting.

Members present included Mayor Carl Bode, Council members Jim Nielsen, DeEtte Bohr, Nathan DeGeest, Magdalena Popek-Hurst, Amber Green, and Terry Schuldt.

Finance Officer Cindy Geiman, Deputy Finance Officer Morgen Mahrt, Electrical Superintendent Chance Boyd, and Maintenance Superintendent Darin Cranny were among the city employees present.

Also were JP Studeny, representing the South Dakota Mail; John Rennich from H&W; Camden Hofer from SPN; Curt Nelson; Chris Schleuning; and Brad Green.

Mayor Bode called the meeting to order at 6:30 p.m.
The Pledge of Allegiance was recited.

AGENDA APPROVAL

Due to time considerations for Camden Hofer's time, Mayor Bode asked the council to approve the agenda with moving Amendment No.2 up under Old Business - Sewer Update. Nielsen also wanted to add flag poles behind funding for the Baseball Field. Popek-Hurst made the motion to approve the agenda with the above changes. Nielsen seconded the motion, all voted Aye, the motion carried.

BILLS TO PAY

Popek-Hurst made a motion to approve the bills to pay, with Bohr seconding the motion. All voted Aye. The motion passed.

FARMERS AND MERCHANTS- BANK FEE-\$8.05; J&D CONTRACTING-MOWING SERVICE #9-\$1500.00; EAST RIVER ELECTRICAL-POWER PURCHASE-\$5030.74; DEPARTMENT OF REVENUE-SALES TAX- \$5112.47; CENTRAL ELECTRIC- JULY WHEELING- \$1617.12; AURORA BRULE WATER-WATER PURCHASE- \$9697.00; HEARTLAND CONSUMERS- POWER PURCHASE-\$26628.56; WAPA-POWER PURCHASE-\$15258.56; SANTEL COMMUNICATIONS- INTERNET WEBPAGE SERVICE-\$119.40; MCLEODS- UTILITY BILLS-\$549.00; SCHOENFELDERS PORTABLES-PORT-A-POTTY-\$625.00; SOUTH DAKOTA 811- MESSAGE- FEES-\$2.10; GOLDEN WEST COMMUNICATION- PHONE CHARGES-\$497.77; AFLAC- VOL. INSURANCE-\$291.75; VERIZON-SURFACE HS INTERNET-\$127.18; OVERWEG AUTO- TIRE REPAIRS-\$63.60; DOLLAR GENERAL-POOL SNACKS-\$44.66; CHS FARMERS ALLIANCE- PROPANE- \$203.63- AVERA- DAN DRUG TEST- \$100.00- AVERA SIOUX FALLS-DAN DRUG TEST- \$37.70; RON'S MARKET-MISC ITEMS & POOL SNACKS- \$598.99- SCHOENFISH & CO. AUDIT SERVICES AND MILAGE-\$14000.00; ROADSIDE- ELECTRICAL TRAINING MEAL AND FUEL-\$689.90; BORDER STATES-ELECTRICAL SUPPLIES-\$310.20; HAWKINS-DELDRUM-\$1101.77; WESCO-ELECTRICAL SUPPLIES-\$13113.60; SKY HIGH SLIDES- BOUNCY HOUSE POOL PARTY- \$250.00; JAZYMNN SWIFT- UTILITY REFUND- \$250.00; MARCUS HILL- UTILTY REFUND-\$73.03; TROY FINK- UTILITY REFUND-\$42.20; H&W, SEWER LINNING-\$537275.12; FARMERS AND MERCHANTS- PAYROLL FEE-\$8.10; WEALTH MANAGEMENT-\$6634.92- CLEAN WATER SFP LOAN-\$5293.35; A&B BUSINESS- LAPTOPS AND I PADS- \$254.34;

BORDER STATES- \$1846.45; DAKOTA SUPPLY GROUP- RESTOCK SUPPLIES- \$603.00; DELTA DENTAL- DENTAL INSURANCE-\$317.00. DGR ASSOCIATES- ENGINEERING FEES- \$3549.00; GUARDIAN- STD, LTD, LIFE-\$347.35; J HARLEN- LIGHTS PPE CLOTHING- \$830.75; JAMES VALLEY LANDSCAPE- CORN CRIB DECORATION- \$1094.85; RESCO- GROUND SLEEVE COVER- \$1910.22; SOUTH DAKOTA 811- MESSAGE FEES- \$7.35; VISA- SUPPLIES-\$2142.62-VSP- VISION INSURANCE- \$134.63- DARIN CRANNY- BREAKFAST AFTER STORM- \$8.49; A&B BUSINESS IT- SERVICES- \$864.84; VESTIS- RUG CONTRACT- \$37.41; BELL BANK- MINI EXCAVATOR- \$919.42; RUNNINGS- SPARK PLUGS- \$23.47; PLANKINTON LUMBER- SUPPLIES- \$41.42; CNH CAPITAL- SKIDLOADER- \$ 959.11; HEARTLAND- WATER METER LOAN- \$2483.36; AFLAC- VOL. INSURANCE- \$291.75; AURORA BRULE WATER- WATER PURCHASE- \$7954.00; BARNES AND NOBLE- BOOKS- \$55.18, AVERA HEALTH PLANS- HEALTH INSURANCE- \$5601.40- BORDER STATES- ELECTRICAL SUPPLIES- \$142.85; CENTRAL ELECTRIC- POLE AND REPLACE BROKEN CUT OUT- \$1087.50; DAKOTA SUPPLY GROUP- ELECTRICAL SUPPLIES- \$ 1302.81; GOLDEN WEST COMMUNICATION- UTILITIES- \$ 355.19; L&L SANITATION- AUG SEPT GARBAGE SERVICE- \$120.00; MENARDS- GRASS SEED- \$374.39; OVERWEG AUTO- TIRE REPAIR AND SUPPLIES- \$ 77.82; PLANKINTON LUMBER- SUPPLIES-\$95.98; ROADSIDE- FUEL- \$722.64; SD DOT- DIESEL FUEL-\$250.01; SD MAIL- PUBLISHING-\$1117.43; TOSHIBA- COPIER CONTRACT- \$211.24; WESCO- ELECTRICAL SUPPLIES- \$1665.00; CARRIE BRINK-LIBRARY SNACKS- \$ 18.51; SCHOENFELDER PORTABLES- PORT A POTTIES- \$600.00; J&D CONTRACTION MOWING #10 AND #11- \$3000.00.

APPROVAL OF MINUTES

Nielsen made a motion to approve the minutes as printed. Green seconded the motion, all voted aye, the motion carried.

PUBLIC COMMENTS

N/A

OLD BUSINESS

Sewer Update/ Amendment NO. 2

Camden from SPN addressed the council about Amendment #2. Indicating that there are additional services to be performed by the engineer, and there were modifications to the engineering fees. They reduced the engineering fees from \$339,000 to \$ 263,000. Mayor Bode asked about the timeline for when the project will be completed. The new change order states that the timeline has been extended until the end of October. Camden will provide us with the most recent change order later this week. Once the sewer crew arrives, the repair on 3rd Street is expected to take around a week. The seeding company will return this week to prepare the grade and then come out next week to seed. The seeders sub-out the planting of the trees and shrubs. Superintendent Darin has spoken with Doug Vissa at the county, and he has no issue with closing 3rd Street during this time to repair the sewer. So far, the project is \$16,000 over budget, but that includes everything, including the unexpected work on 3rd street. After the project is completed, there will be an "as-built" report that he will present to the council. That report will be a summary of the whole project. Nielsen made a motion to sign the amendment #2, Schuldt seconding the motion. All voted aye, motion passed.

Tree on Commerce

DeGeest has been in contact with homeowners. The homeowners are just looking to see what progress is being made in getting the stumps out. Chance has called B&H; B&H does know about it. Chance mentioned that B&H likes to get a couple of projects around the same area, so it's worth bringing his equipment to a town.

No Truck Sign

TJ Scott approached Councilmember DeGeest to inquire about the city's decision to post a "no trucks" sign at the corner of his shop. Superintendent Cranny explained that it's like all the other roads in town—there are 2 inches of asphalt. It's a new road, and there's no reason to use it. It was closed for 4-5 months last year, and he didn't complain then. Hwy 16 is a much better road for trucks than Madison Street. Darin stated that all the city is asking is that he just doesn't go west on Madison, that's all. We won't stop them if they need to build or tear down a house on that road; we just want to keep trucks off these roads unless necessary.

Pool 2025 Season Report

Popek-Hurst reported on the pool, saying we took a chance by hiring more lifeguards, thinking this would eliminate our problems with staffing issues. However, that did not work out as we planned. Her suggestion is to hire around 6-7 lifeguards and make them full-time. It was a challenging year, but we handled problems as they arose. The snacks didn't bring a profit like they did last year; mainly, we were selling them at cost or a little under. An option for next year is to not hire ticket takers, eliminate snack sales, and maintain a rotation of three lifeguards. After the discussion was held, Popek Hurst said that this would be her last year on the pool committee and wished someone else would volunteer.

Vacating an alley

Nielsen has a petition signed to vacate the alley south of Madison Street. He also wants to talk about condemning the house at 602 E. 1st Street. The next step is to decide on a hearing date. JP Studney said that if the notices are prepared, they will publish them. However, they want to ensure they have written approval from adjacent landowners. So far, the landowners have no objection to this. But Nielsen will have to get the written landowner's signature. You must have that to start the publication. Mayor Bode said that we will get our ducks in a row and have the first publication on September 17th, the second Publication on the 24th. Schedule the hearing for October 6th during our regular meeting to address the vacating of an alley and the condemnation of the house at 602 E 1st Street. Schult asked if, if we were to condemn the house on 1st Street, would we do that by demolition? According to Nielsen, the landowner will have 60 days to do something with the property. If she fails to do so, then it becomes the property of the city, and the city can order the demolition of the property. Popek Hurst asked how much it would cost to tear down the property. Chris Schleuning commented that it could cost anywhere from \$ 5,000 to \$ 10,000 to tear it down. Superintendent Cranny said that we must take over the house first before demolition, do asbestos testing, and check for lead paint. And that must be taken care of before the city can do anything.

Junk Vehicle Ordinance

Popek-Hurst, Nielsen, and Mayor Bode came up with different wording on § 92.38, part A. Which now states.

“(A) Responsibility. The City Council, under such rules of procedure as it may from time to time adopt regarding duties and assignments of individual Council members and with the assistance of the City Electrical Superintendent and City Maintenance (Water, Waste Water, Streets, Parks & Cemetery) Superintendent, will identify and cause to be removed from the streets, alleys, and public rights-of-way, and private property junk motor vehicles as defined under §92.32, hereof, which.....”

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This has been approved by our City Attorney, James Taylor, which sent a draft with the revised writing for council approval. It was also asked of Mr. Taylor if we could change the days to 90 instead of 120 on Part A subsection 3. To state the following.

“(3) appear to have been parked on any private property (other than within a closed structure or junk enclosure as specified in §§ 92.50 through 92.53, hereof) for more than 90 consecutive days.”

Mr. Taylor stated that as long as it is a reasonable amount of time, then he sees no problem with changing the number of days.

Chris Schleuning asked, “If this is something they are going to enforce or just talk about?” Popek-Hurst responded that they will enforce this, but first, they need to go through the right procedures to ensure everything in the ordinance is correct before implementing it.

Chris Schluning asked many questions of the council. He said he just wanted to ensure there are no loopholes that anyone can exploit.

DeGeest made a motion to amend the ordinance draft 09052025 with the new wording to include the City Electrical Superintendent and City Maintenance (Water, Wastewater, Streets, Parks & Cemetery) Superintendent to “assist” and to change subsection 3 to 90 days instead of 120 days.

Magdalena seconded the motion. All voted to approve the first reading of the ordinance. Motion passed.

Peddler’s Permit

Deputy Finance Officer Morgen did most of the legwork on the peddlers' application, the mobile vending license application, and the rules and requirements that will apply to both.

Councilmember Bohr and Finance Officer Geiman reviewed the documents and made a few adjustments. Bohr asked the council if they agree with the times on the application and what they think the times should be changed to? It was decided to change the times as follows: 8 am to 8 pm for the peddlers' application, and to leave the mobile vending times unchanged at 7 am to 10 pm. Additionally, they would like to add that mobile vendors should not enter public parks and areas without prior approval from the council. Bohr also had a question regarding the noise. She had the campground complain about the noise the generator made when it was out at Dollar General. Her concern is how to verify the stated noise level and who is responsible for measuring it. Do we leave that in there or take it out altogether? It was directed to Councilmember Bohr and Finance Officer Geiman to make these changes and return to the council with a tiered fee schedule.

NEW BUSINESS

Chris Hill (funding for baseball field) and VFW Flag poles

An email from Chris Hill about funding for the baseball field was read. Councilmember DeGeest read the letter. According to Superintendent Cranny, he didn’t budget anything for the recreation committee. We already provided around \$35,000 last year. We did set aside a small amount for unexpected expenses, but that’s it. Bohr asked if we could require an entity like this that asks for money to submit their financials. The ambulance service, fire department, and development board are required to provide us with financial statements when requesting budget allocation funds. It was discussed that the same should apply to the summer rec committee. It was also suggested that the summer rec committee might need to increase its fundraising efforts or seek donations. Superintendent Cranny stated that they don’t mind helping because it generates revenue for the city, but there is a lack of communication between the rec committee and the city. DeGeest said he will contact Chris and inform them of the council's decision and the recommendations made.

Nielsen also wanted to inform the council that VFW would like to put up two flag poles out at the baseball fields. The only thing they are asking from the city is to auger the holes for the poles themselves. They were doing it as a memorial; they will provide the poles and the flags.

Lindsey Weich (pool sidewalk, disk golf and cemetery repairs)

Finance Officer Geiman spoke on behalf of Lindsey, who was unable to attend. She stated that the service club would like permission to extend the existing sidewalk on the south side of the pool. They have the funds and would like to complete this project through the service club. It won't cost the city anything; the club will cover all expenses. They have received bids and are ready to proceed if the city approves.

Lindsey also wanted to inform the council that discussions are underway about creating a disc golf course near the school and that they plan to present it to the school board later this week. The only concern is that the city owns part of the land they want to use for the disc golf course, located directly across the street from Weich's residence on the north side of the creek. She will bring a map to the next meeting for the council to review. The only concern that the commission has is what would happen on our part of the course who would be responsible. The Finance Officer told the council that she is sure Lindsey has all of that prepared; the council just didn't have that in front of them now.

Land and Water Conservation District Grant Update

Councilmember Nielsen provided an update on this grant. Nielsen read an email summarizing its contents. The letter stated that there will be a site inspection on Wednesday at 8:30 a.m., mainly to assess the site and take pictures that can be shared with the review board and potentially serve as before photos if the grant is awarded.

Corn Crib

Finance Officer Cindy Geiman wanted to let the council know that the land the corn crib sits on is still not deeded to the city and would like someone to take over Jack Marrette's responsibility and contact the owner of the land and get it deeded over to the city. DeGeest volunteered to contact the landowner and pursue this matter.

Executive Session- Personnel SDCL 1-25-2 (1)

Nielsen made a motion to go into executive session. Mayor Bode went into executive session at 8:19 pm. The council came out of executive session at 8:59 with no action taken.

Anniversary Raises

Popek-Hurst made a motion to award Finance Officer Geiman with her third-year anniversary raise of .50 cents to be awarded with back pay to her Anniversary Date of August 14, and seconded by Nielsen. All voted Aye, motion carried.

Nielsen made a motion to award Deputy Finance Officer Morgen Mahrt her 3-month probation raise of .50 cents to start of September 28th. Seconded by Green. All voted aye, the motion passed.

Trencher Rental

Electrical Superintendent Chance Boyd brought to the council's attention that four blocks need underground work, and they could benefit from a trencher for the job. Chance recently purchased a new one for his personal use and asked if the council would consider allowing the city to rent his trencher at a rate of \$15.00 per hour. When not in use, there

Commented [Ma1]: Morgen's anniversary date is June 28. September 28 is the end of the 90 days probation.

would be no charge. This arrangement could save both time and money. Using a mini excavator, it would take about a full day to complete one block, but with the trencher, it would only take a few hours. Chance also did some research, and renting a trencher like his would cost roughly \$175-\$200 per day, excluding the time to pick it up and return it. Like any other rental, if it breaks while on city time, it would be repaired with city funds. For a ride-on trencher in Corsica, the cost was around \$200 for 4 hours and about \$400 for 8 hours. DeGeest made a motion to approve the use of Chance's trenchers at \$15.00 per hour when needed. Green seconded the motion. Bohr and Popek-Hurst abstained from voting. A roll call was taken Green—Aye, DeGeest—Aye, Bohr—Abstaining, Popek-Hurst—Abstaining, Nielsen—Aye, Schuldt—Aye. Motion passed.

Budget

Mayor Bode began by discussing wages as a key part of the budget. Currently, there is a 4% adjustment for a Cost-of-Living Adjustment (COLA) in the budget. Mayor Bode created a spreadsheet showing current wages and projections for a 3%, 3.5%, and 4% adjustment. He asked the council if they wanted to review the budget before deciding. It was agreed that they would wait until the budget was reviewed before deciding.

The budget was reviewed in detail, starting with revenue and then expenditure.

Items that were added include \$500 to other current expenses under Fire for a 2026 Fire/Safety Program that Popek-Hurst wants to plan.

Now that the budget has been reviewed, Mayor Bode asked the council what they would like to do for the COLA. Popek-Hurst made a motion to provide 3.5% Cost-of-living Adjustment. Nielsen seconded the motion, all voted aye, the motion carried.

Nielsen made a motion to approve the first reading of the 2026 Budget as amended. Green seconded the motion. All voted aye, the motion passed.

Building Permits

Nielsen stated he has five new building permits that need approval. One is from Kellie Gillen with Hair Trendz at 105 S Main, Lot 5-6, Block 6 in the Original Addition, for removing and replacing the outside walls on the south and west sides of the building, along with a new 8x47 sidewalk on the south side of the building. The second permit is from Lona Bass and Marty Saville at 604 South Main, with the legal description Lot 1-4, 1-18, Block 3 of the South 2nd Addition, for a new construction home. The third permit is for Dakota Growers at 208 Commerce Street, for new construction of a couple of offices, one bathroom, and a conference room. Its legal description is R-1 Railroad 1st Addition. The fourth permit is for Jorden and Taylor High Elk at 108 Duff Street, Lots 10-12, Block 3, on the East Addition, and is for alterations to an existing home. The last permit is for Briggs Property to build a home on 805 Titan Trail, Lot 6 in Briggs Addition, where they will install a new governor's house.

Maintenance Superintendent Report

Wrapped another season at the pool. We had no mechanical problems all year again. There are a couple of filters that should be updated, but this year's budget didn't allow me to do that. I have all the drains pulled and things picked up at the pool; all that is left is to

winterize the bathhouse once it gets cold. They got an 8x8 brick for Joe Staller, just like the 4x8 ones everyone else has on the sidewalk at the pool. It was just laying beside the tree we planted for him. Friday morning, I built a sloped concrete surround for it. It turned out well, and nobody will be able to take the brick like I was worried about.

I have been working on and off at both R.U. sites again this month, as I've had time. Barry helped a couple of days.

Spent a lot of time preparing the budget.

I've also done some on and off street work this month along with sweeping streets. I believe Chance and I each did one time this month after it rained.

We replaced 5 culverts this last month and have 1 or 2 more to go. We will also be raising up and re-working the 2 storm drains at 1st and Pearl Street intersection this week if our plans don't get changed too much.

We had another storm in the middle of the month on a weekend, so Chance and I were out a little before 3am to fix power outages and clear streets. We had a couple of truckloads of trees to clean up from the cemetery after that storm, along with going around town again and picking up.

I've been trying to fog mosquitoes every couple of weeks. I'll be doing that again one of these first days.

I've also been doing some more weed spraying as I have time and the wind allows.

I spent a good part of 3 days flushing sewers again this last month.

We had a lagoon, wastewater, and lift station inspection a couple of weeks ago. It all went smoothly. The only points mentioned were that I need to document when I calibrate my pH meter. I do it every time I use it, but I never write it down. She said it wasn't emphasized in the paperwork, so she wasn't surprised and just told me to do it from now on. The other issue was the weeds around the ponds. I mentioned this before she did, asking her for suggestions on what to spray. I can't use Roundup. The stuff I used this year was supposed to be a weed killer around water, but all it did was kill thistle. She's helping me find a better solution. I hope to find something effective, since I could also use it around the jail pond. I used the same product there this year, but as you can see, it didn't do much.

I've been preparing to discharge water from the lagoon. I sent in a pre-discharge sample last week and am awaiting the results so I can discharge. I'd like to remove about 3 ½ feet of water from cell 3. Then I can transfer enough from 1 and 2 to get those down in a better position for the winter.

My chip sealing costs came in less than I expected. I have around \$6,600 left in the street repairs budget. I had Morgen get me prices for all new street signs around town. I have some, and we have already replaced some of them. The estimate is \$2,770.80. This should replace all the "road name" signs in town. We will be eliminating almost all the old bent round poles and painted signs, and the new signs will mostly be placed on top of stop

or yield signs. I think I have most all the brackets and posts I need. I would like to request permission to use that amount of money for signs. New signs will definitely improve the look of each intersection. DeGeest made a motion to approve the purchase of new signs. Green seconded the motion. All voted aye motion carried.

Electrical Superintendent Report

We had a cutout break that feeds one house on Madison Street, I was gone that day so Central came and fixed that. We had a couple more outages from trees falling into the lines from a storm.

Barry and I worked on getting services cut over to the new underground. We have everything done up to where we stopped our primary. We also have one service to convert on Madison Street this week.

Went through some of the areas we buried last year and put more dirt where the trenches have settled over the year. Darin picked up some grass seed so once we have some more chances of rain we will go through and start seeding what has been done so far.

We are getting West Side Park and Jail Pond panels wrapped up this week so I can get the inspector here to final them out. We have a spare conduit we took over for some bathrooms at West Side and we took a 3" conduit to the east side of the park for future. We are getting a conduit across to the island for an outlet today. I was waiting for a gazebo to be built but I haven't seen anyone over there for a few months so we are just setting a post with an outlet on it.

I helped with some culvert replacements along 3rd street and 2nd street. Will help with the other ones that Darin wants to do this month as well. Helped clean the wet well at the lagoon also.

The storm siren behind Old city hall (Land and Title Company) was being fed from the building, at some point the breaker got shut off or tripped so the siren didn't work the last time they did tests. We got this re-fed from the transformer in the alley way, so we don't have to worry about that. I do have plans to move this one to Madison Street once we get that completed the rest of the way. There used to be one there and it got hit by lightning a few years ago. This would help better cover the campground and school. We do have enough coverage with the new one behind the fire station, so moving this isn't a huge priority.

Getting some of these little projects wrapped up before we start any more underground. I have about 2 blocks I would like to get done from Duff Street that goes East and North through some alley ways. This would complete "A" phase except for the loop back to the Catholic Church.

We have a meeting with WAPA on Wednesday. I asked Carl to sit in on it if he would like. They just go over PowerPoint to go over the amount of water runoff they have had, and what they are predicting.

We have two poles to replace hopefully this week. One is on a single-phase line; the other is just an anchor pole. I will be getting the poles from Central.

Worked on budget off and on over a few days.

Finance Officers Report

Most of the month was spent doing regular duties, working on the budget, and training Morgen. She has taken charge of the cemetery stuff and is working on that when not helping me out.

With the mayor's approval, she will attend the annual conference at the beginning of October.

I spent quite a few days each week working with the budget, helping Darin and Chance with theirs by providing reports and detailed histories of certain items when asked.

We both spent time looking at past minutes in search of several items.

Worked with Carl on internal control policy. Will finish this up and present it to the council when done.

This is my first day back after a bout of food poisoning last week. I have a lot of catching up to do. I was planning on taking a vacation this week, but the food poisoning put a stop to that.

As of September 28th, Morgen has fulfilled her 90-day probation period.

Mayors Report

Reviewed and signed the letter of representation as part of the audit closing.

Reviewed examples of other municipalities' Internal Control Procedures and worked on markups with Cindy. Having this updated Internal Control Procedure will help address some of the audit findings and also serve as an onboarding guide for future city finance officers.

Collaborated with Magdalena and Jim to define the roles and responsibilities of the city council and city superintendents regarding junk vehicles. Worked with Mr. Taylor on revising ordinance 92.38 and the junk vehicle notification letter.

Reviewed the Ringneck & Western diagnostics notes from Cassidy Schnabel from their inspection back in July. Returned comments to Cassidy, noting that the documents

confuse city vs. county for work by others. There is no further information on when the work on these intersections may commence.

Reviewed the proposed 2026 budget in preparation for the city council budget meeting. Talked with Susan Urban to find out what the county was offering their employees for raises in 2026.

Now that I have had a chance to work with the city employees for a while, I plan to conduct performance evaluations. I will seek feedback from the city employees' peers as well as the council members. I view the evaluations as a means to provide constructive feedback on areas they are doing well and other areas we would like to see improvement. These evaluations are not a club over the head as the employee should already be aware if we are not satisfied with their performance.

The meeting adjourned at 10:39 p.m.

Carl Bode,

Mayor

ATTEST

Cindy Geiman

Finance Officer