

Wednesday, March 25, 2020

NOTICE: County buildings are closed to the public due to COVID-19 concerns and restrictions on public gatherings of no more than 10 people, as set forth by Governor Reynolds in her State of Public Health Emergency Disaster Proclamation. To access and participate in the meetings remotely, please contact 641-939-8108 for information.

- 9:00 A.M. Call To Order Courthouse Large Conference Room
- 2. Pledge Of Allegiance
- 3. Approval Of Agenda
- 4. Approval Of Minutes

Documents:

#### 03-18-2020 MINUTES.PDF

5. Approval Of Claims For Payment

Documents:

### **VENDOR PUBLICATION REPORT 3-25-20.PDF**

6. Utility Permits & Secondary Roads Department

Documents:

# HEART OF IOWA PERMIT UT-20-010.PDF

- 7. 9:02 A.M. Public Hearing FY 2020/2021 County Budget
- 8. Adoption Of FY 2020/2021 County Budget
- 9. Approval Of Employee Health Care Plan
- 10. Resolution To Adopt Amended Joint Venture Agreement Re: Greenbelt Home Care

Documents:

RESOLUTION TO ADOPT GHC AGREEMENT AND ATTACHED AGREEMENT.PDF

11. Approval Of Signage Grant

Documents:

### HC BETTERMENT GRANT APPLICATION.PDF

- 12. Appointment Of Sherman Township Clerk
- 13. Application For Liquor License Meadows Hills Golf Course

Documents:

# MEADOW HILLS LIQUOR LICENSE APPLICATION.PDF

14. Application For Liquor License - Radcliffe Friendly Fairways

Documents:

### RADCLIFFE FRIENDLY FAIRWAYS LIQUOR LICENSE APPLICATION.PDF

15. Change Of Status - Sheriff's Office

Documents:

### CHANGE OF STATUS - SHERIFF.PDF

- 16. COVID-19 Update
- 17. Public Comments
- 18. Other Business
- 19. Adjournment/Recess
- 20. 9:20 A.M. Resolution To Adopt Emergency Health Leave Policy Courthouse Large Conference Room

Documents:

# RESOLUTION TO ADOPT EMERGENCY HEALTH LEAVE POLICY.PDF

- 21. 9:30 A.M. Drainage
  Courthouse Large Conference Room
- 22. 10:45 A.M. Drainage District 9 Bid Letting VIEW DD 9 BID LETTING AGENDA Courthouse Large Conference Room\*
- 23. Drainage District 143 Hearing
  Courthouse Large Conference Room

<sup>\*</sup> Physical location subject to change.

# HARDIN COUNTY BOARD OF SUPERVISORS MINUTES – MARCH 18, 2020 WEDNESDAY - 9:00 A.M. EMERGENCY OPERATIONS CENTER

Chair Lance Granzow called the meeting to order. The meeting location was changed in response to the COVID-19 outbreak. Also present were Supervisor Reneé McClellan; and Jessica Sheridan, Dave McDaniel, Matt Jones, Darrell Meyer, Angela De La Riva, Machel Eichmeier, Don Knoell, Jody Mesch, Lori Kadner, Carey Callaway, Jessica Lara, Pauline Lloyd, Linn Adams, Justin Ites, and Angela Silvey. Supervisor BJ Hoffman was absent.

The Pledge of Allegiance was recited.

McClellan moved, Granzow seconded to approve the agenda as posted. Motion carried.

McClellan moved, Granzow seconded to approve the minutes of March 11, 2020; March 13, 2020; and March 16, 2020. Motion carried.

McClellan moved, Granzow seconded to approve the March 18, 2020 claims for payment. Motion carried.

McClellan moved, Granzow seconded to table the addition of Rural Iowa Waste Management Association to the County's Avesis eyecare plan. Motion carried.

McClellan moved, Granzow seconded to approve the Workforce Development merger with Region 6 and Region 10. The merger will become effective once all member counties and the State approve and a 28E agreement is executed. Motion carried.

McClellan moved, Granzow seconded to approve the application for use of Courthouse grounds submitted by Iowa's Ride Eldora for July 14, 2020 from 11:00 a.m. to 6:30 p.m. Motion carried.

McClellan moved, Granzow seconded to approve the Commercial Tax Abatement Policy. Questions were received from Machel Eichmeier and Don Knoell. Roll Call Vote: "Ayes" McClellan and Granzow. "Nays" None. Absent: Hoffman. Motion carried.

McClellan moved, Granzow seconded to table the Community Betterment Match (Signage) Grant. Motion carried.

Granzow explained that due to a new 28E agreement with Greenbelt Home Care, a new Supervisor representative needed to be appointed, as the same Supervisor should not serve on the Board of Health and GHC Board. Granzow moved, McClellan seconded to remove Hoffman from the Board of Health, appoint McClellan in his place, and appoint Granzow as alternate. Motion carried.

Granzow moved, McClellan seconded to appoint McClellan as the County Public Information Officer for contact during the COVID-19 emergency. Motion carried.

Thomas Craighton, Emergency Management Coordinator, provided a COVID-19 update. Craighton spoke about the Governor's gathering size restriction, consequences for non-compliance, and electronic meetings becoming the norm. Craighton encouraged social distancing and requested residents call 211 or Hansen Family Hospital's hotline if in need of testing.

Discussion was held on closing County offices to the public to prevent coronavirus spread and maintaining continuity of services. Following input from Carey Callaway, Quaker Security; and department heads in attendance, McClellan moved, Granzow seconded to close the County courthouse and offices to the public, subject to any exceptions adopted by County departments, effective March 18, 2020 at noon. Roll Call Vote: "Ayes" McClellan and Granzow. "Nays" None. Absent: Hoffman. Motion carried.

| McClellan moved, Granzow seconded to appr<br>Supervisor, effective 03/27/2020. Motion carri | rove the resignation of Kattrina Wilcox, Dispatch ed.  |
|---|--|
| Public Comments: None.  |  |
|   | 2021 county budget hearing to be held next week. e public should submit any comments in writing or |
| Jody Mesch, Property Manager, had questions   | on signage.  |
| McClellan moved, Granzow seconded to adjou  | rn. Motion carried.  |
|   |  |
| Lance Granzow, Chair  | Jessica Lara   |
| Board of Supervisors  | Hardin County Auditor  |

| Alliant Energy                                       | \$9,568.36             |
|--|------------------------|
| Angela De La Riva                                    | \$121.50               |
| Arnold Motor Supply                                  | \$56.50                |
| Barco Municipal Products Barnhart Electric Inc       | \$181.11<br>\$339.47   |
| Black Hills Energy                                   | \$193.17               |
| Bruce A Dieken                                       | \$7.80                 |
| Builders FirstSource                                 | \$15.99                |
| Cam Spray  | \$8.67                 |
| Campbell Supply Co                                   | \$161.90               |
| Capital City Equipment Company                       | \$10.99                |
| Casey's General Store                                | \$28.00                |
| Casey's General Store                                | \$26.40                |
| Central Lock & Koy Inc                               | \$645.60               |
| Central Lock & Key, Inc CenturyLink                  | \$505.00<br>\$16.71    |
| CenturyLink  | \$369.28               |
| Christopher L Barber                                 | \$120.00               |
| Cintas Corporation                                   | \$113.86               |
| City of Iowa Falls                                   | \$31.43                |
| Connie J Mesch                                       | \$50.00                |
| Cooley Pumping LLC                                   | \$95.00                |
| Corporate Translation Services Inc dba Language Link | \$15.25                |
| Crosser Electric Inc.                                | \$81.25                |
| Dennis Kramer, Landlord Don's Truck Sales Inc        | \$150.00<br>\$712.00   |
| Elaine Frerichs                                      | \$15.00                |
| Fast Lane Motor Parts LLC                            | \$223.20               |
| Frank Dunn   | \$1,598.00             |
| Franklin Rural Elec Co-Op                            | \$25.13                |
| Fredregill Funeral Home                              | \$1,300.00             |
| Galls Incorporated                                   | \$17.65                |
| GECRB/AMAZON   | \$1,643.04             |
| Hansen Family Hospital                               | \$80.00                |
| Hy-Vee<br>Ia Weed Commissioner Assn                  | \$131.16<br>\$140.00   |
| Interstate Batteries                                 | \$63.35                |
| Jerico Services Inc                                  | \$14,280.00            |
| Jody L Mesch   | \$40.00                |
| John Deere Financial                                 | \$395.43               |
| John L McCarter                                      | \$607.95               |
| Jolene Balvanz                                       | \$152.63               |
| Joseph R Donald                                      | \$12.36<br>\$59.50     |
| Ken's Repair King Const. & Overhead Door Inc         | \$58.50<br>\$1,855.00  |
| Kit Paper  | \$1,833.00             |
| Martin Marietta Aggregate                            | \$799.00               |
| Mid American Energy                                  | \$35.96                |
| Mid-America Publishing Corp                          | \$25.25                |
| Midland Power Cooperative                            | \$1,928.30             |
| Midwest Wheel Companies                              | \$429.32               |
| Perma-Chink Systems Inc                              | \$267.43               |
| Pinecrest Mobile Home Park                           | \$295.00               |
| Polk County Treasurer Quaker Security LLC            | \$184.77<br>\$1,275.00 |
| R Comm Wireless                                      | \$1,275.00<br>\$75.00  |
| Racom Corporation                                    | \$126.00               |
| Reliable1  | \$858.67               |
| Renee L McClellan                                    | \$488.72               |
| South Hardin Signal Review Inc                       | \$28.00                |
| Speck Electric                                       | \$5,889.64             |
| Steven G Recker                                      | \$90.00                |
| Storey Kenworthy Summit Food Service LLC             | \$152.85<br>\$4,000.46 |
| Thomson Reuters - West                               | \$4,009.46<br>\$54.56  |
| Times Citizen  | \$616.32               |
| Van Wall Equipment                                   | \$56.63                |
| Vanguard Appraisals, Inc                             |                        |
| ranguala Applaicaic, me                              | \$2,725.00             |
| Wesley Wiese William J Hoffman                       | \$2,725.00<br>\$40.00  |

| Lance Granzow, Chair | Jessica Lara          |  |
|----------------------|-----------------------|--|
| Board of Supervisors | Hardin County Auditor |  |

\$57,037.20

**Grand Total** 



# APPLICATION AND AGREEMENT FOR USE OF HIGHWAY RIGHT-OF-WAY FOR UTILITIES ACCOMMODATION

| Form 810025 (03-16)   | HIGHWAY               | RIGHT-U        | F-WAT FOR UTILITIE                  | :5 ACCC               |                | AHUN       |
|---|-----------------------|----------------|-------------------------------------|-----------------------|----------------|------------|
| FOR DEPARTMENT USE ONLY   | 1 197 237 2 8         |                |                                     |                       |                | Straight   |
| Permit Number   | Highwa                | ay Number      |                                     | County                |                |            |
| UT-20-016   | 20                    | •              |                                     | Hardin                |                |            |
| OOT Project Number  |                       |                |                                     | Expiration            | n/Complet      | ion Date   |
|   |                       |                |                                     |                       |                |            |
| APPLICANT (INDIVIDUAL OR COMPANY)   |                       |                |                                     |                       |                |            |
| First Name  | Middle Initial        | Last Name      |                                     | Phone N               | lumber         | Ext.       |
| ay  |                       | Duncan         |                                     | (641) 48              |                |            |
| Company Name  |                       |                |                                     | Phone N               | lumber         | Ext.       |
| leart of Iowa Communications  |                       |                |                                     | (641) 48              | 6-2205         |            |
| Street Address  |                       |                | City/Town                           | Staf                  | e ZIP Cod      | le         |
| 02 Main Street, P.O. Box 130  |                       |                | Union                               | IA                    | 50258-0        | )130       |
| e-Mail Address  |                       |                | ndary e-Mail Address                |                       |                |            |
| duncan@heartofiowa.coop   |                       | 1.hake         | en@FinleyUSA.com Linda H            | laken, Perm           | it Specialis   | it         |
| NSTALLATION TO BE ACCOMMODATED  |                       |                |                                     |                       |                |            |
| pproval is hereby requested to enter within the st  | late highway right    | of-way for the | accommodation of a utility installa | tion as detail        | ed on the att  | achmen     |
| nd further described as follows.  |                       |                |                                     |                       |                |            |
| he installation shall consist of:   |                       | -4- 1: -1 D/   | W Tourstine begins discontinu       |                       |                | / 1: 1/    |
| Buried fiber communications cable and equipment oltage, 48-72 fibers, .5" O. D., 1.25" HDPE Duc |                       |                | w. Trenching, boring, direct but    | ned, placing          | peus at R/ w   | lines, i   |
|   | <b>,</b>              | <b></b>        |                                     |                       |                |            |
| Eldora WO #2020-02 Eldora CO  |                       |                |                                     |                       |                |            |
|   |                       |                |                                     |                       |                |            |
|   |                       |                |                                     |                       |                |            |
|   |                       |                |                                     |                       |                |            |
|   |                       |                |                                     |                       |                |            |
|   |                       |                |                                     |                       |                |            |
|   |                       |                |                                     |                       |                |            |
|   |                       |                |                                     |                       |                |            |
|   |                       |                |                                     |                       |                |            |
| nd shall be located as shown on the detaile   |                       |                |                                     |                       |                |            |
| ccommodation Policy for submittal of detail   | ed plan requiren      | nents. See Sec | tion 115.8 (3).) http://www.iowa    | <u>dot,gov/traffi</u> | c/pdfs/Utility | Policy,p   |
| ORK SITE LOCATION   |                       |                |                                     |                       |                |            |
| he proposed work as described above is loc  | cated in Section      | 15,22,13,24,   | 17,18,2 , Twp. 88N                  |                       |                |            |
| tange 19,20W o  | on Highway No.        | 20 g           | enerally located 2-10.5             | (miles)               | east           |            |
| direction) from the Town of Owasa   | • ,                   |                | (city, county line, or other lan    |                       |                | d is mor   |
| pecifically located as being from 174.64  |                       | (1             | Milepost #) and 260+60.24           | •                     | (Highway       |            |
| 182.17 (Milepost #) and   | 381+95.24             | •              | lighway Station) on the cross       | ings S to N           | side of I      | hiahway    |
| (willepost #) and   | 301.73.21             | (r             | nighway Station) on the eross       | ingo o to it          | side of i      | ligitway   |
| Visclosure Statement: The information furnished   | I on this form will ' | be used by the | Department of Transportation to     | determine ar          | proval or de   | nial of th |
| pplication. Failure to provide all pertinent informa  |                       |                |                                     |                       |                |            |
| e provided to the public upon request.  |                       |                |                                     |                       |                |            |
|   |                       |                |                                     |                       |                |            |
|   |                       |                |                                     |                       |                |            |

The utility company, corporation, applicant, permit holder or licensee, (hereinafter referred to as the Permit applicant) agrees with the lowa Department of Transportation (hereafter referred to as the Department) that the following stipulations and those special requirements as listed on this document shall govern under this permit after it is approved by the Department.

# A. General

- 1. The installation shall meet the requirements of local municipal, county, state, and federal franchise rules and regulations, regulations and directives of the Iowa State Commerce Commission; the Iowa Department of Natural Resources, all rules and regulations of the Department and any other laws or regulations applicable.
- 2. The Permit Holder shall be fully responsible for any future adjustments of the facilities within the established highway right-of-way caused by highway construction or maintenance operations.
- 3. As per Section 115.8(8) of the Utility Accommodation Policy, As-Built plans are due within 90 days after completion of construction, the utility owner shall submit to the district representative an as-built plan.
- 4. The work described in this permit shall be completed as proposed in compliance with the stipulations and special requirements within one year from the date Department approval is received for said request. Failure on the part of the Permit Holder to abide by the stipulations or in constructing the work described as stipulated and within the time frame stated shall render this agreement and request null and void. The Permit Holder also agrees to save the State of Iowa and the Department harmless of any damages or losses that may be sustained by any person, or persons, on account of the conditions and requirements of this agreement.
- 5. Non-compliance with any of the terms of the Department's policy, permit, or agreement, may be considered cause for shut-down of construction operations, revocation of the permit, or withholding of relocation reimbursement and/or withholding of future application approvals until compliance is confirmed. The cost of any work deemed necessary to be performed by the State in removal of non-complying construction will be assessed against the Permit Holder.

### **B.** Construction and Maintenance

- 1. The location, construction and maintenance of the utility installation covered by this application shall be in accordance with the current Department's Utility Accommodation Policy. <a href="http://www.iowadot.gov/traffic/pdfs/UtilityPolicy.pdf">http://www.iowadot.gov/traffic/pdfs/UtilityPolicy.pdf</a>
- 2. Before beginning any work in the highway right-of-way, it is the responsibility of the Permit Holder to obtain an easement from the drainage district if necessary. The Department assumes no responsibility for advising the Permit Holder of each location of a drainage district crossing. It is the Permit Holder's responsibility to locate these crossings and obtain any necessary easements or permission from the drainage district. See Code of Iowa, Chapter 468 for additional information.
- 3. A copy of the approved permit shall be available on the job site at all times for examination by Department personnel.
- 4. Operations in the construction and maintenance of this utility installation shall be carried on in such a manner as to cause minimum interference to or distraction of traffic on said highway.
- 5. Traffic protection shall minimally be in accordance with Part VI of the current Manual on Uniform Traffic Control Devices for Streets and Highways. The applicant shall be responsible for correctly using traffic control devices including signs, warning lights, and channelizing devices as needed while work is in progress or the clear zone is impacted. Flagging operations are the responsibility of the applicant. The Department's TC XXX Series Standards are the preferred traffic control specification plans. <a href="http://www.iowadot.gov/design/stdplne\_tc,htm">http://www.iowadot.gov/design/stdplne\_tc,htm</a>
- 6. The applicant shall seed and mulch all disturbed areas within the highway right-of-way and shall be responsible for the vegetative cover until it becomes well established. Any surfaced areas such as driveways or shoulders and sodded waterways and plantings which are disturbed shall be restored to their original condition. Any damage to any other underground facilities during installation shall be repaired at the permit holder's expense.
- 7. All personnel in the highway right-of-way shall wear ANSI 107 Class 2 apparel at all times when exposed to traffic or construction equipment.
- 8. As per Policy Section 115.4(9) parking or storage in the clear zone is prohibited. When not in actual use, vehicles, equipment and materials shall not be parked or stored within the clear zone or median.
- 9. Unless specifically noted in Special Requirements section, all work performed within the right-of-way shall be restricted to 30 minutes after sunrise to 30 minutes before sunset.
- 10. Pedestals shall be placed within 12 inches of the right-of-way line.
- 11. All above and below ground appurtenances (pedestals, hydrants, drains, accesses, etc.) shall be marked with high visibility posts and signs. The minimum height requirement for the signs shall be 5 foot. Urban Roadway Sections may be exempted with department approval.

# C. Liability

- 1. To the extent allowable by law, the Permit Holder agrees to indemnify, defend, and hold the Department harmless from any action or liability arising out of the design, construction, maintenance, placement of traffic control devices, inspection, or use of the Permit Holder's facilities. This agreement to indemnify, defend, and hold harmless applies to all aspects of the Department's application review and approval process, plan and construction reviews, and funding participation.
- 2. The Permit Holder shall indemnify and save harmless the State of Iowa, its agencies and employees, from any and all causes of action, suits at law or in equity, for losses, damages, claims or demands, and from any and all liability and expense of whatsoever nature, arising out of or in connection with the Permit Holder's use or occupancy of the public highway.
- 3. The State of Iowa and the Department assume no responsibility for damages to the Permit Holder's property occasioned by any construction or maintenance operations on said highway if the facilities are not located in accordance with this permit.
- 4. The State of Iowa, its agencies or employees, will be liable for expense incurred by the Permit Holder in its use and occupancy of the highway right-of-way only when negligence of the State, its agencies or employees, is the sole proximate cause of such expense. Whether in contract, tort or otherwise, the liability of the State, its agencies and employees, is limited to the reasonable, direct expense to repair damaged utilities, and in no event will such liability extend to loss of profits or business, indirect, special, consequential or incidental damages.

# D. Notification

- 1. The Permit Holder is responsible for contacting **lowa One-Call (1-800-292-8989)** and request the location of all underground utilities forty-eight (48) hours before excavation. Before beginning work in the highway right-of-way, the Permit Holder shall also contact any other known utility located in the area of the proposed work.
- 2. The Permit Holder agrees to give the Department forty-eight (48) hour notice of its intention to start construction or to perform routine maintenance on the highway right-of-way. Said notice shall be made to the local DOT contact person whose name is shown on Page 3.
- 3. 511 Notification-In accordance with Iowa Code section 321.348, cities and utilities may not obstruct or close primary highways or primary highway extensions (State highways within city limits) without prior consent of the Iowa DOT, except in emergency situations. Before setting up a lane closure or a vertical/horizontal restriction of any kind on a primary highway, call your local Iowa DOT Maintenance garage and call the Traffic Management Center per attached documents. Except in emergency situations, a 10 day advance notice is required.

http://www.iowadot.gov/traffic/utility/pdfs/511UtilityNotification.pdf

# E. Buy America

Buy America applies to relocations of utility facilities that must move due to highway projects under certain specific conditions that include reimbursable locations and relocations due to interstate projects.

Please contact the Department's District Engineering Operation Technician (EOT) for more information on Buy America requirements or visit the following link: <a href="http://www.iowadot.gov/traffic/utility/utility.html">http://www.iowadot.gov/traffic/utility/utility.html</a>

| Permit Number: |      |
|----------------|------|
|                | <br> |

# FOR DEPARTMENT USE ONLY

Special Requirements - in addition to the stipulations above, the following special requirements shall apply to this permit:

# **Applicant Signature and Agreement**

The undersigned have read the stipulations of this permit agreement as stated, as well as attachments which may be included, and by signing this application agree to abide by all stipulations and to complete the work as proposed in compliance with the stipulations and attachments within one year from the date Department approval is granted for said request. Failure on the part of the applicant to abide by the stipulations or to construct the work desired as stipulated and within the time frame stated shall render this agreement and request null and void. The undersigned also agrees to save harmless the State of Iowa and the Iowa Department of Transportation from any damage or losses that may be sustained by any person or persons on account of the conditions and requirements of this agreement.

| Name of Agent (Print or Type)  | Agent/Owner (Signature                                   | )                            | Title      |  |
|--|--|------------------------------|------------|--|
| Jay Duncan   | ( peffice  |                              | Plant Ma   | nager  |
| Name of Owner (Print or Type) Heart of Iowa Communications   |  |                              | Date 3//   | 7/2020   |
| e-Mail Address<br>jduncan@heartofiowa.coop   |  |                              | -          |  |
| CITY ACTION (IF PROPOSED WORK IS WITHI   | N AN INCORPORATED  | CITY, CITY ACTION IS R       | EQUIRE     | 0)   |
| "The undersigned city joins in the grants embecondition that all of the covenants and undertaking of the undersigned city and recommends action of                 | ngs therein running to the                               | Iowa Department of Trail     | nsportatio | n shall inure to the benefit                         |
| Recommend Approval Do  | Not Recommend Approval                                   |                              |            | None Required  |
| Handwritten Signature  | Title  |                              | Date       |  |
| Type or Print Name   |  | Authorized Official for th   | e City of  |  |
| e-Mail Address   |  |                              |            |  |
| COUNTY ACTION (IF PROPOSED WORK CRO  | SSES COUNTY RIGHT-                                       | DF-WAY, COUNTY ACTI          | ON IS RE   | EQUIRED)   |
| "The undersigned county joins in the grants em condition that all of the covenants and undertaking of the undersigned county and recommends action."               | ngs therein running to the<br>on on said permit applicat | Iowa Department of Trail     | nsportatio | n shall inure to the benefit<br>ed county official". |
| Recommend Approval Do I  | Not Recommend Approval                                   |                              | <u> </u>   | None Required  |
| Handwritten Signature  | Title  |                              | Date       |  |
| Type or Print Name   |  | Authorized Official for th   | e County   | of   |
| e-Mail Address   |  |                              |            |  |
| FEDERAL HIGHWAY ADMINISTRATION ACTION  | ON (WHEN REQUIRED)                                       |                              |            |  |
|  | Not Recommend Approval                                   |                              |            | None Required  |
| Authorized FHWA Representative Signature   |  |                              |            | Date   |
| DEDARGANT OF TRANSPORTATION FINAL  | ACTION   |                              |            |  |
| DEPARTMENT OF TRANSPORTATION FINAL Application Approved App  | lication Denied  | Do moit h                    | Number:    |  |
|  | ····   | Permit                       | vumber.    | Date   |
| Authorized Highway District Representative   | Signature  | 49.64                        |            |  |
| e-Mail Address   |  |                              |            |  |
| Notice of intention to commence activities on the hig<br>actually commencing the activities as herein grante<br>Transportation representative. Except in emergenci | d by this approved applicat                              | on. Notice is to be given to | the follow | ving lowa Department of                              |
| Local DOT Contact Person (Type or Print Name)  |  |                              |            | Phone Number   |
| Street Address   |  | City/Town                    |            | State ZIP Code IA                                    |
| e-Mail Address   |  |                              |            |  |

Permit Number:



www.iowadot.gov

# Site Plan & Attachments Checklist for IDOT Utilities Accommodation Permit

| V | Plans showing IADOT Highway Centerline, Highway Number, DOT Stationing and Milepost are required.  |
|---|--|
| V | Visible orientation (North Arrow) and identifying landmarks are required.  |
| V | Clearly identify Right Of Way (ROW) line with horizontal distance from highway centerline shown, including all breakpoints and changes in the ROW distances.   |
| V | Provide Iowa One Call design request information. (Minimally, the list of utilitities)   |
| V | List all of the existing utilities in the installation area. Describe how your installation will address existing utilities that are in conflict, and show all observable existing features, such as power poles, pedestals, markers, handholes, trees, etc. |
| 7 | Show all Construction features/Bore Pits with the running line and horizontal distance from roadway edge or centerline. (showing Clear Zone compliance) http://www.iowadot.gov/traffic/pdfs/UtilityPolicy.pdf  |
| V | Show the start/stop stationing and depths or elevations for all bores, longitudinal and transverse.  |
|   | Show the start/stop stationing and depths or elevations for all plowing locations.   |
| V | Show casing start/stop locations, lengths, diameter, and material if casings are used.   |
| V | Show all facilities that are to be installed on the site plan.  This includes pedestals, wire, conduit, poles, guy anchors, junction boxes, handholes and manholes.  ALL MUST BE REFERENCED BY DOT Stationing and distance from centerline.                  |
| 7 | Show where installation starts and stops, leaves ROW, stops at existing pedestal, pole, etc.  Use IADOT stationing and distance from centerline of the start and stops.  |
|   | Identify any physical focal points, posts, pedestals, shutoffs, overflow valves, hydrants, etc.  |
| V | Describe any other work to accomplish installation before, during and/or after installation, including: removal of brush/trees, removal of underbuild, construction of access, fence removal, fence replacement, etc.  |
| V | Identify unusual issues to be pointed out on the site plan.  CLARITY IS THE KEY, we can't assume you will do it if it is not shown in the plan.  |
|   | Attachments  |
|   | Proper Traffic Control Standards (IADOT TCxxx Series Standard plans preferred)  Available at - http://www.iowadot.gov/design/stdplne_tc.htm  |
|   | Required Height / Depth Typical (Supplied by the Department)   |
|   | Tile Repair Guide (Rural Locations) (Supplied by the Department)   |
|   | Special Seeding Requirements and Erosion Control (Supplied by the Department)  |
|   | 511 Lane Restriction Requirements (If lane restriction is anticipated) (Supplied by the Department)  |
| V | If paper applications are submitted, at least 2 sets of site plans (11 x 17 preferred) and 1 original of the permit application with all original signatures (Scanned and emailed copies are accented)   |

ALL ITEMS MUST BE LEGIBLE FOR REVIEW AND FOR RESCANNING PURPOSES

| Where upon Board Member  | moved that the following resolution be adopted:   |
|--|---|
| RESOLUTION   | I NO  |
| RESOLUTION TO ADOPT AMENDED JOINT V  | ENTURE AGREEMENT RE: GREENBELT HOME CARE  |
| <b>WHEREAS,</b> Hardin County previously approved by joint venture regarding Greenbelt Home Care; an | motion the entry of an amended agreement for the d  |
| <b>WHEREAS,</b> Hardin County and the other parties hagreement; and                                  | ave now executed an amended joint venture   |
|  | ded should be formally adopted by resolution under tary of State pursuant to Iowa Code Section 28E.8;   |
| County Board of Supervisors adopts the attached  | of Supervisors of Hardin County, Iowa, that the Hardin Third Amended and Reinstate Articles of Amendment reenbelt Home Care, and further directs the County etary of State to give effect to this resolution. |
| The motion was seconded by Board Member thereof, the roll was called and the following Boa           |   |
| Ayes:<br>Nays:<br>Absent:<br>Abstain: none   |   |
| Whereupon, the Chair of the Board of Supervisor this, 2020   | s declared said Resolution duly passed and adopted<br>).  |
| Lance Granzow, Chair Board of Supervisors  |   |
| Attest:  |   |
| Hardin County Auditor  |   |

#### THIRD AMENDED AND REINSTATED ARTICLES OF

#### AMENDMENT OF JOINT VENTURE AGREEMENT FOR THE

### **CREATION OF GREENBELT HOME CARE**

- 1. Hardin County, Hardin County Board of Health
- 2. City of Eldora
- 3. Greenbelt Home Care

for the purpose of continuing the Joint Venture Agreement for the Creation of Greenbelt Home Care entered into and restating and amending the same, the parties make the following recitations:

WHEREAS, certain Parties entered into an amendment of the Joint Venture Agreement for the Creation of Greenbelt Home Care as of the 31, day in March 2005; and

WHEREAS, the City of Eldora had given written notice of its intention to withdraw as a member of the Joint Venture Agreement and resign all offices held in Greenbelt Home Care, an lowa non-profit corporation ("GHC") pursuant to the terms and provisions of the original Joint Venture Agreement as amended which membership interest has been reallocated among the remaining voting members of GHC as described herein; and

WHEREAS, the City of Eldora has agreed to withdraw its written notice of intention to withdraw as a member and remain a member of the Joint Venture Agreement as modified herein; and

WHEREAS, the Parties hereto desire to amend the Joint Venture Agreement as amended and restate the Articles of Amendment of the Joint Venture Agreement to accurately reflect the membership and structure of GHC as the same will exist herein; and

WHEREAS the Parties to these Third Amended and Reinstated Articles of Amendment must take steps to elect to continue the operation of GHC prior to the effective withdrawal of the City of Eldora, and have executed this Agreement to presently bind the members of the reconstituted membership and structure of GHC which would otherwise occur as of July 1, 2020.

NOW THEREFORE, in consideration of the mutual promises and other valuable considerations contained herein, the Parties hereto agree as follows:

- 1. Amendment and Agreement. The Parties hereto agree that these Third Amended and Reinstated Articles of Amendment of the Joint Venture for the Creation of Greenbelt Home Care shall modify and supersede the amendment of Joint Venture Agreement of the Creation of Greenbelt Home Care entered as of the 31<sup>st</sup> day of March, 2005, and shall be effective as to all parties hereto upon execution and shall establish the relationship among and between Hardin County, the City of Eldora and Greenbelt Home Care. All provisions of the Joint Venture Agreement dated March 31, 2005, not herein amended shall remain effective to all Parties hereto. The Joint Venture Agreement for the Creation of Greenbelt Home Care is hereby amended as follows:
  - A. Section I (a) of the Joint Venture Agreement as amended is hereby deleted and the following is substituted.
    - a) Organization. GHC shall have voting members who shall be Hardin County, Iowa, Hardin County Board of Health and the City of Eldora, Iowa. The members shall have those rights and powers accorded voting members under Iowa Code Chapter 504A and as provided in the Articles of Incorporation and Bylaws of GHC.
  - B. Section I (b) of the agreement is hereby deleted and the following is substituted:
    - b) <u>Capitalization.</u> Each member shall contribute to the capitalization of GHC in the following percentages (the contribution percentage):

Hardin County, Iowa 99% City of Eldora 1%

To the extent that GHC requires capital in addition to the initial or subsequent capital contribution, the Parties agree that GHC may obtain, consistent with any applicable member debt, covenants and the terms of its Articles and Bylaws, debt financing for such working capital in such amounts and on such terms as shall be necessary to carry out undertakings of GHC under this Agreement, including receiving loans from members.

- C. Section I (C) of the Agreement is hereby deleted and the following is substituted:
  - c) Loans: No further repayment of notes shall be required as a part of the restructuring of the membership interest, provided, however, that in the event GHC shall elect to require additional funds for operation, Hardin County and the City of Eldora shall first lend additional amounts to GHC in proportion to their respective membership percentages until total amount loaned by all Parties

shall again equal \$54,286.00. The Parties further agree that in the event that any party shall fail to lend GHC the amount determined under this paragraph as required shall have its membership contribution reduced by the amount failed to be loaned by said party to GHC and that the resulting directorship of the said party shall be reduced proportionally. Any payments made available by GHC to pay off loans shall be paid to the Parties with respect to the amount loaned by that party proportionally rather than based upon the membership interest of such party.

- D. Section 6 of the Joint Venture Agreement as amended is hereby deleted and the following is substituted:
  - 6. <u>Dissolution</u>: GHC may be dissolved in accordance with the laws of the State of Iowa. In the event of dissolution, all assets, real and personal, shall be distributed in accordance with Iowa Code Section 504A.48. After the distribution of assets pursuant to Iowa Code Section 504A.48(I). 504A.48(2) and 504A.48(3), any remaining assets of the corporation shall be transferred to the then existing members which have made capital contributions to GHC in pro rata shares based upon their respective contribution percentages (as defined in the Joint Venture Agreement and amended) if such organizations are qualified as tax exempt under Section 501(C)(3) of the Internal Revenue Code or such organizations then qualify as a governmental unit under section 170(c) of the Internal Revenue Code, or corresponding provisions of future United States Internal Revenue law, provided, that if any member is not so existing and qualified, such asset shall be distributed to the legal successor of each such member if such legal successor is so qualified. In the event that the members or their respective legal successors are not existing and so qualified, the remaining assets if any shall be disposed of by transfer to one or more corporations, associations, institutions, trust or foundations organized and operated for 1 or more of the purposes of this corporation, and described in section 501(C)(3) of the Internal Revenue Code of 1986, or the State of Iowa of any political subdivision thereof for exclusively public purposes, in such proportions as the members of the corporation shall determine. Notwithstanding any provisions herein to the contrary, nothing herein shall be construed to affect the disposition of property and assets held by this corporation upon trust or other condition, or subject to an executory or special limitation, and such property, upon dissolution of the corporation shall be transferred in accordance with the trust, condition, or limitation with respect to it.

E. Section 10 of the Joint Venture Agreement of August 5, 1998 is hereby amended by deleting the notice information for Amicare Management Services, North Iowa Mercy Health Center, Eldora Regional Medical Center and Ellsworth Municipal Hospital d/b/a Hansen Family Hospital. The designation of a representative for Hardin County in the notice provision is hereby modified to provide that notice to Hardin County and the City of Eldora shall be addressed as follows:

Hardin County Board of Supervisors c/o Hardin County Auditor Hardin County Court House Eldora, IA 50627 City of Eldora 1442 Washington Eldora, IA 50627

F. Section 14 of the Joint Venture Agreement is hereby deleted and the following is substituted in lieu thereof:

<u>Third Party beneficiary:</u> This Agreement is not a third party beneficiary contract and shall not in any respect whatsoever increase the rights of any third-party or create any rights or remedies on behalf of any third-party with respect to GHC, Hardin County, Hardin County Board of Health, or the City of Eldora.

- G. Required filings of Amendment: Effective date of Amendment. The Parties hereto acknowledge that GHC is responsible for filing this Amendment with the Hardin County Recorder's Office and with the Iowa Secretary of State. Pursuant to Chapter 28E of the Iowa Code, this Amendment shall not be effective until all filings required are completed.
- H. Paragraph Three (3) of the Joint Venture Agreement of August 5, 1998 is hereby deleted in its entirety.

IN WITNESS WHEREOF, the Parties hereto have executed these Third Amended and Restated Articles of Amendment of Joint Venture Agreement for the Creation of Greenbelt Home Care this 18th day of December, 2019 and certify that the governing bodies of each member have authorized the execution of the foregoing.

# **Hardin County**

City of Eldora

BY:

Hardin County Supervisor

Mayor

BY:

City Clerk

Hardin County Board of Health

BY: Ty 7 Play

**Greenbelt Home Care** 

BY: '

Authorized Officer

# A Running Start on Development Community Betterment Match Grant Application

# A. Introduction

Please fill out this application completely and truthfully. The Community Betterment Match Grant is a 50/50 match grant, which means the grant funds are eligible to cover no more than half of your project costs. Each grant award will not exceed \$500.00, and the awards will only be given to commercial or industrial sites for exterior signage projects. (If you have a question as to whether or not your project is eligible for a grant award, please do not hesitate to contact the phone number at the bottom of the application.) Thank you for applying for the Community Betterment Match Grant Fund and for your dedication to improving Hardin County's economic climate.

|    | Name   |
|----|--|
|    | Address City   |
|    | StateZip   |
|    | Phone Email Address  |
| ). | Business Information   |
|    | Name of Business   |
|    | Location of Business   |
|    | Type of Business Number of Employees   |
|    | How long have you been in business?  |
|    | What is your approximate annual revenue?   |
|    |  |
| D. | Project Information  |
|    |  |
| •  | Projects that are NOT eligible: equipment updates, structural work, generic maintenance, etc.  |
| •  | Projects that are NOT eligible: equipment updates, structural work, generic maintenance, etc.  |
| •  | Projects that are NOT eligible: equipment updates, structural work, generic maintenance, etc.  Projects that ARE eligible: signage, painting, storefront restoration, etc.                                       |
| •  | Projects that ARE eligible: signage, painting, storefront restoration, etc.  |
| •  | Projects that ARE eligible: signage, painting, storefront restoration, etc.  Project Name  |
| •  | Projects that ARE eligible: signage, painting, storefront restoration, etc.  |
| •  | Projects that ARE eligible: signage, painting, storefront restoration, etc.  Project Name  |
|    | Projects that ARE eligible: signage, painting, storefront restoration, etc.  Project Name  Project Description (What will you construct or improve, dimensions, materials used, etc.                             |
| •  | Projects that ARE eligible: signage, painting, storefront restoration, etc.  Project Name Project Description (What will you construct or improve, dimensions, materials used, etc  Estimated Total Project Cost |
| •  | Projects that ARE eligible: signage, painting, storefront restoration, etc.  Project Name  Project Description (What will you construct or improve, dimensions, materials used, etc.                             |
|    | Projects that ARE eligible: signage, painting, storefront restoration, etc.  Project Name Project Description (What will you construct or improve, dimensions, materials used, etc  Estimated Total Project Cost |

|    | How will the proposed project increase the overall economic activity of your business? |                                       |  |
|----|--|---------------------------------------|--|
|    |  |                                       |  |
|    |  |                                       |  |
|    | Will the proposed project lead to further development effo                             | rts by your business? If so, Explain. |  |
|    |  |                                       |  |
| Е  | Cost Summary   |                                       |  |
| Г. | Total Project Cost   | \$                                    |  |
|    | = 50% of Project Cost (Business owner contribution)                                    | \$                                    |  |
|    | + 50% of Project Cost (Grant award not to exceed \$500)*                               | \$                                    |  |
|    | •  |                                       |  |

If you have any questions regarding your project, or the grant application itself, please do not hesitate to contact the Economic Development Director, Angela De La Riva for more details and assistance.

Angela De La Riva Hardin County Economic Development Director adelariva@hardincountyia.gov 641-373-0114

<sup>\*</sup>If 50% of the project cost exceeds \$500, the project will still only be eligible to receive a maximum of \$500 in grant funds.

**Applicant** 

**License Application (** 

Meadow Hills Golf Course Name of Applicant:

Name of Business (DBA): Meadow Hills Golf Course

Address of Premises: 24236 Hwy D15

City <u>Iowa Falls</u>

County: Hardin

**Zip:** 50126

**Business** 

(641) 648-4421

Mailing

24236 Hwy D15

City Iowa Falls

State IA

**Zip:** 50126

### **Contact Person**

Name Lorri McConnell-Brouer

Phone: (641) 648-6668

**Email** 

mhgolf2016@gmail.com

)

Classification Class B Beer (BB) (Includes Wine Coolers)

Term:6 months

Effective Date: 04/15/2020

Expiration Date: 01/01/1900

Privileges:

Class B Beer (BB) (Includes Wine Coolers)

**Outdoor Service** Sunday Sales

**Status of Business** 

**BusinessType:** 

**Privately Held Corporation** 

Corporate ID Number:

XXXXXXXX

Federal Employer ID XXXXXXXXX

**Ownership** 

Lorri McConnell-Brouer

First Name:

<u>Lorri</u>

Last Name:

McConnell-Brouer

City:

Iowa Falls

State:

lowa

**Zip:** 50126

Position:

President

% of Ownership: <u>0.00%</u>

U.S. Citizen: Yes

**Insurance Company Information** 

Insurance Company: Wadena Insurance Company

Policy Effective Date: 04/15/2020

Policy Expiration

<u>10/15/2020</u>

**Bond Effective** 

**Dram Cancel Date:** 

**Outdoor Service Effective** 

**Outdoor Service Expiration** 

**Temp Transfer Effective Date** 

**Temp Transfer Expiration Date:** 

# **APPLICANT**

| nd correct. I understand that misrepresentation lenial of the license or permit under Iowa law. |
|---|
| 02-20-2020  |
| Date  |
|   |
|   |
|   |
|   |
|   |
| 2-20-2020<br>Date   |
| <del></del>   |
|   |
|   |

Applicant

License Application (

Name of Applicant:

Radcliffe Friendly Fairways Golf

Name of Business (DBA): Radcliffe Friendly Fairways Golf Course, Inc.

Address of Premises: 26814 Ctv Hwv S-27

City Radcliffe

County: Hardin

**Zip:** 50230

**Business** 

(515) 899-7969

Mailing

PO Box 107

City Radcliffe

State IA

**Zip:** <u>50230</u>

### **Contact Person**

Name Melanie Eide

Phone: (515) 291-1757

Email

rffgolf@netins.net

Classification Class C Liquor License (LC) (Commercial)

Term:8 months

Effective Date: 04/15/2020\_

Expiration Date: 01/01/1900\_

Privileges:

Class C Liquor License (LC) (Commercial)

**Outdoor Service** 

Sunday Sales

**Status of Business** 

BusinessType:

**Privately Held Corporation** 

**Corporate ID Number:** 

**XXXXXXXX** 

Federal Employer ID XXXXXXXXX

Ownership

**Joshua Norem** 

First Name:

**Joshua** 

Last Name:

Norem

City:

Radcliffe

State:

<u>lowa</u>

**Zip:** 50230

Position:

President

% of Ownership: <u>0.00%</u>

U.S. Citizen: Yes

**Insurance Company Information** 

Insurance Company: Nationwide Insurance Company

Policy Effective Date: 04/15/2020

**Policy Expiration** 

12/15/2020

**Bond Effective** 

**Dram Cancel Date:** 

**Outdoor Service Effective** 

**Outdoor Service Expiration** 

**Temp Transfer Effective Date** 

**Temp Transfer Expiration Date:** 

# HARDIN COUNTY Employee Change of Status Report

| Please enter the following   | change(s) as of: <u>03-16-2020</u>                         |
|--|--|
| Name: <u>Chapr</u>   | man, Michael   |
| Address: <u>Eldora</u>   | ı, IA  |
| Department: <u>Sheriff's Off</u><br>Fund<br>Gross  | ice Position: Correctional Officer                         |
| Salary or Hourly Rate: <u>\$16</u>   | <u>.76/hr</u>  |
| STATUS (X) Full-time   | e ( ) Permanent Part-time ( ) Temporary/Seasonal Part-time |
| Reason for change:  ( ) Hired ( ) Promotion ( ) Demotion ( ) Pay Increase ( ) Leave of absence to: | ( ) Resignation ( ) Retirement ( ) Layoff ( ) Discharge    |
| (X) Other: Part Time to  | Full Time  |
| Dates of Employment: Fro<br>Last day of work will be:  | m: To  |
| Beyond the last day of wor   | k, the employee was (or will be) paid for:                 |
| Vacation:<br>Comp:   |  |
| Authorized by:   | Date: 03-12-2020   |
| Approved by:   | Date:opriate Board (If Applicable)                         |



HARDIN COUNTY COURTHOUSE
1215 EDGINGTON AVE.
ELDORA, IA 50627
FILED
MAR 18 2020

# HARDIN COUNTY Employee Change of Status Report

**HARDIN COUNTY AUDITOR** 

| Please enter the following change(s) as of                           | _                            |
|--|------------------------------|
| Name: Hannah Metz  | Department: Communications   |
| Address:   | Position: Dispatcher         |
|  | Salary/Hourly Rate: \$15.00  |
| City State Zip Code  |                              |
| Fund: 0001-05-1040-000-10112   | -                            |
| Status: Full-time Permanent Part-time                                | Temporary/Seasonal Part-time |
| Reason of Change:  |                              |
|  |                              |
| Promotion Retirement   |                              |
| ☐ Demotion ☐ Layoff  |                              |
| Pay Increase Discharge   |                              |
| Leave of Absence   |                              |
| Dates  | -                            |
| Other:   |                              |
| Dates of Employment: to  | Last Day of Work             |
| Dates of Employment: to To   | (if applicable)              |
| Beyond the last day of work, the following vacation time w           | as (or will be paid):to      |
| Authorized by: Authorized Daniel Elected Official or Department Head | From To                      |
| Authorized by:Board of Supervisors                                   | Data                         |
| HTTP://www.HARDINC   | Date<br>Duntyl <b>A</b> .Gov |





# HARDIN COUNTY Employee Change of Status Report

HARDIN COUNTY AUDITOR

| Please enter the following change(s) as of03/18/2020       | _                            |
|--|------------------------------|
| Date   |                              |
| Name: Sarah Robinson                                       | Department: Communications   |
| Address:   | Position: Dispatcher         |
| Cit  | Salary/Hourly Rate: \$15.00  |
| City State Zip Code  |                              |
| Fund: 0001-05-1040-000-10112                               | _                            |
| Status: Full-time Permanent Part-time                      | Temporary/Seasonal Part-time |
| Reason of Change:  |                              |
|  |                              |
| Promotion Retirement                                       |                              |
| Demotion Layoff  |                              |
| Pay Increase Discharge                                     |                              |
| Leave of Absence   | _                            |
| Dates  |                              |
| Other:   |                              |
|  |                              |
|  |                              |
| Dates of Employment: to                                    | Last Day of Work             |
|  | (if applicable)              |
| Beyond the last day of work, the following vacation time w | as (or will be paid): to     |
|  | From To                      |
| Authorized by: Authorized by:                              | 18                           |
| Elected Official or Department Head                        | Date Page                    |
|  | Date                         |
| Authorized by: Board of Supervisors                        |                              |
| Board of Supervisors                                       | Date                         |
|  |                              |
|  |                              |
|  |                              |
| HTTP://www.HardinCo  | DUNTYIA.GOV                  |

| Where upon Board Member  | moved that the following resolution be adopted:   |
|--|---|
| RES  | OLUTION NO  |
| RESOLUTION TO ADOPT EMERGENCY HEALTH LEAVE POLICY  |   |
| <b>WHEREAS</b> , the Unites States President, t<br>Supervisors have declared a health emer | the Governor of Iowa and the Hardin County Board of rgency due to COVID-19; and                                       |
|  | cials have prescribed quarantine and isolation recommendations<br>19 while maintaining essential public services; and |
|  | safety recommendations for quarantine and isolation in this special Hardin County employment policies;                |
|  | he Board of Supervisors of Hardin County, Iowa, that the Hardin attached EMERGENCY HEALTH LEAVE POLICY which shall be |
| The motion was seconded by Board Mer thereof, the roll was called and the follow           | mber and after due consideration wing Board Members voted:  |
| Ayes:<br>Nays:<br>Absent:<br>Abstain: none   |   |
| Whereupon, the Chair of the Board of Suthis day of   | upervisors declared said Resolution duly passed and adopted<br>, 2020.  |
| Lance Granzow, Chair<br>Board of Supervisors   | -   |
| Attest:  |   |
| Hardin County Auditor  |   |

# **EMERGENCY HEALTH LEAVE POLICY**

This emergency health leave policy shall automatically be invoked when the Board of Supervisors has declared a county-wide health emergency in Hardin County, and shall remain in effect until the declared emergency is lifted or the Board of Supervisors otherwise waives the application of this policy.

This emergency health leave policy applies to any Hardin County employee that meets any of the following criteria:

- 1. Travels outside of Iowa for any reason;
- 2. Travels to any city in Iowa that has a confirmed case of COVID-19;
- 3. Resides with anyone returning from travel outside of Iowa for any reason;
- 4. Resides with anyone returning from travel to any city in Iowa that has a confirmed case of COVID-19:
- 5. Tests positive for, or resides with someone who tests positive for COVID-19;
- 6. Provides care for someone with symptoms of COVID-19 or someone who tests positive for COVID-19, without using proper PPE

Any employee of Hardin County who elects to engage in the above activities shall be placed on a 14-day emergency leave from work from date of last possible exposure. For payroll purposes, the mandatory leave shall be accounted for in the following order:

- 1. Comp-time deduction;
- 2. Vacation time deduction:
- 3. Advance on future vacation time;

This policy is intended to discourage behaviors that increase the risk of spreading COVID-19. Nothing in this policy prevents a person from claiming sick leave or any other applicable employment benefit or right under law before, during or after being placed on the 14-day emergency leave under this policy.

Any employee that repeats the above-listed behavior shall be placed on unpaid, uncompensated leave.