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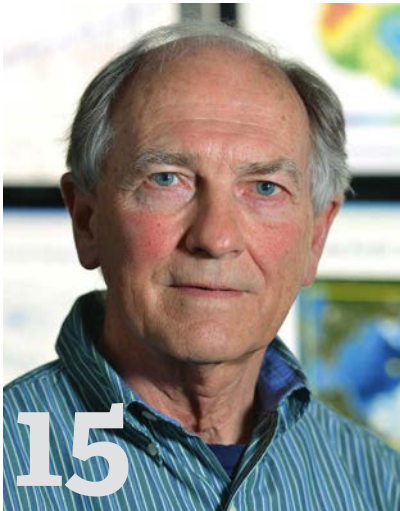
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Bits and bites of the finer side of Iowa business



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2,000 school board members

BY SUZANNE BEHNKE



Teachers usually get the thanks for their many hours and tireless work with students.

But the Iowa Association of School Boards and its executive director, **Lisa Bartusek**, want to remind us that May is School Board Recognition Month — who knew? — and that Iowans can thank the 2,000-plus people statewide who are elected and serve on these panels.

"These locally elected citizens oversee billions in educational expenditures, develop policies and make critical decisions that impact their entire community," the association explained in a release.

IASB has a toolkit to help, www.ia-sb.org/sbrm.

The association is a nonprofit organization representing Iowa's 333 public school districts, nine area education agencies and 15 community colleges.

By the way, working parents, here's your reminder that summer break is nearing. If you're like me and need to find care for your soon-to-be free child, the Des Moines Moms blog (<https://bit.ly/2EGNmya>) has a nice list of options of summer camps to help out.

Are you planning to be Out to Lunch?

BY PERRY BEEMAN

In one of the surest signs yet that winter really has given up and we can make summer plans, an expanded Out to Lunch series begins May 23 downtown. These events, which will be around town, feature food trucks, vendors and live music. They all run from 11 a.m. to 1:30 p.m. on Wednesdays. The Des Moines Area Regional Transit Authority (DART), which is sponsoring the events with MidAmerican Energy Co., notes that all the events will be near the free D-Line shuttle.

The schedule:

- **May 23** at the west lawn of the Statehouse.
- **May 30** on High Street between Seventh and Eighth streets.
- **June 6** on Walnut Street between 10th and 12th streets.
- **June 13** at Cowles Commons.
- **June 20** on Walnut Street between Sixth and Seventh streets.
- **June 27** on East Court Avenue between Fifth and Sixth streets.

We used to hunt mammoths. Now we hunt housing (and parking)

BY KATE HAYDEN

Small-town living has ruined apartment hunting for me.

Life before Des Moines was a matter of checking one local renter's guide and getting to know the coffee shop regulars on Main Street. If it wasn't for the carpet in the bathroom and the weird, iron-heavy taste coming from the tap water, I could have stayed in that two-bedroom-six-closet mansion forever. But I'm now entering my first foray in the Des Moines market with several gridded pages at the back of my planner devoted entirely to the search for housing, with the pros and cons (but the amenities!!) that come with it. The "House Hunters" narrative voice is burned into my brain.

I have been both comforted and warned about my decision to start apartment seeking in May, because it is both the best and the worst time to start seeking, depending on who is offering you advice. You will either find the best rates and specials of the year, or you will doom yourself to overpaying on units among peak seasonal demand.

If I wasn't paying a third of my monthly income in student loans, this would have all been over in a week. But graduates can't be choosers, or something, and in the meantime I wasn't prepared to realize how big an issue parking was going to be. Having an out-of-town boyfriend who visits with a truck the size of Montana ranks higher than I thought it would on the unit priorities list; when downtown units advertised an extra \$90-115 for a parking spot, I nope'd right out of the neighborhood. Plus, what's this about extending meter hours right before I moved to town?

I'm whining, but my Milwaukee friends are really feeling the parking/housing crunch. When I visit, usually arriving around midnight, it takes an additional 30 minutes for me to drive aimlessly around a 10-minute radius, waiting for someone to move their car for open street parking. Milwaukee at least recognizes it has a problem, and if you call in and ask for night parking permission before 2 a.m. you can get by without a ticket (if you move your vehicle by 6 a.m.). It works for weekend visitors, but if you have a house apartment crammed with eight people, it's still far from ideal. If you're a resident with no parking and an impending snowstorm, there are no good choices.

Anyway, forward open studio/1BRs to katehayden@bpcdm.com, or just send me condolences for the loss of my old gem of a habitat. If someone in the startup community could get started on the next Tinder-but-for-roommates, that'd be helpful too.



In case you missed it...

A brief look back at news from the past week on BusinessRecord.com

Crowell's bucket list

Eric Crowell, president and CEO of UnityPoint Health-Des Moines, is retiring.

<https://bit.ly/2JSslhP>

SBA backs \$2.7M

U.S. Small Business Administration backed \$2.7 million in private loans to Central Iowa businesses in April.

<https://bit.ly/2rkrgkT>

'Brunch with the Boss'

Ankeny businesses are promoting a new contest designed to connect young Iowans with businesses and careers.

<https://bit.ly/2JQ9QzU>

April market gloom

A majority of Iowa-based companies posted April losses in their stock prices.

<https://bit.ly/2le10DB>

Partnership priorities

The Greater Des Moines Partnership has come up with a short list of main priorities for federal action.

<https://bit.ly/2jyjhch>

Read more notebook items anytime at businessrecord.com/notebook

ONE GOOD READ: What's it mean to reverse-scale a business?

BY KATE HAYDEN

When I meet with founders and startup supporters across Des Moines, everyone has a similar vision for their company: scale, then scale and scale.

On a Friday-night popcorn-fueled blog-binge, my favorite non-tech blog, A Beautiful Mess, (<https://bit.ly/2waty7n>) introduced me to the business concept of reverse scaling.

Although I don't subscribe to the Oui Fresh Beauty Box, I was surprised to read that sisters Elsie Larsen and Emma Chapman would be capping the number of subscribers who can receive the curated box of natural beauty brands — other small businesses that the sisters have developed partnerships with to promote a more natural beauty routine.

That goal is part of the problem, Chapman wrote in a blog post: If the subscription service became too large, the small brands that it features wouldn't be able to keep up with production demands.

"The siren's call of scaling big is ever present and sometimes totally appropriate, but when it means losing sight of what you set out to do, it's just not the right choice," Chapman wrote. "For the goals of our beauty box, reverse scaling is what ultimately makes the most sense."

Has anyone here faced a similar business decision? I'd love to hear your story. Email me anytime at katehayden@bpcdm.com.

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A CLOSER LOOK: A local leader you should know

MIKE NAIG

state secretary of agriculture

BY PERRY BEEMAN

Mike Naig took over as Iowa agriculture secretary as his boss and mentor, Bill Northey, emerged from a colorful confirmation period and took his new job as U.S. secretary of agriculture. Naig settled into his new job — one important step up from his old one — just in time to see the U.S. and China embark on a trade spat that has soybean and pork farmers fearing a direct economic hit. At home, crop planting was delayed by a winter that was stubbornly holding on. We talked to Naig about his ascension to the top job, his unusual 40th birthday present, and what he considers the key to success in a very public job.

How was your transition to the new job?

I was appointed on March 1. My 40th birthday was March 2. It was an eventful week. We are mainly trying to stay the course. Since I had an extended time with [former Agriculture Secretary Bill Northey, whose confirmation to a federal position took longer than expected], we had plenty of time to adjust. That adjustment has been a priority. Of course, on soil and water quality we've had a busy session with Senate File 512 passing [to provide money for water quality work]. We are actively working on what is next. We aren't marking time. We are ready to roll.

Does it feel like staying the course?

Having served as the deputy for nearly five years, I'm very comfortable with the direction we are going. I have been intimately involved with animal disease prevention and with water quality. The [state's] Nutrient Reduction Strategy passed in 2013. I arrived in the fall. Those are things I've been involved in. But even with water, things have been changing rapidly. We are moving ahead, but we have good momentum. I don't expect a sharp change in direction.

Some continue to push for the local sales tax for outdoor recreation and conservation. Good idea?

I was very much supportive of Senate File 512, which lays out water quality funding for the next 12 years. But that is just the next 12 years. There was always going to need to be

another conversation about what is next. 512 allowed us to move from demonstration to implementation. The predictability allows us to attract more partners.

Now on the sales tax in particular, I do think it's going to be worth watching. As we look at comprehensive tax reform, there is certainly discussion about the sales tax. That's part of the discussion.

What were the biggest lessons you learned from your predecessor and colleague, Bill Northey?

He traveled the state extensively. You have to get out and visit people. Even in tough economic times, there is a lot of optimism out there, and you could miss that [without traveling]. And there are some issues out there. You need to sit across the table from folks.

The other thing I saw him do, and it pays dividends, is you have to listen and learn. You intersect with so many issues. Something will come across my desk that I didn't even know about.

Do people agree with pretty much everything you say?

[Laughs.] There are very sharp, independent-minded people out there. They will come up and share their opinions.

What makes you tick?

I think what I see as an important piece of the job is you create a vision and try to articulate that. How do we want to treat our customers? Then give the team flexibility and room to operate. The team you put around yourself is critically important. I like that people piece. I like turning them loose. It's good to do vision checks once in a while, but I know that not every good idea that emanates from this place is coming from me. I'm hungry to know what others are thinking.

Are you sort of matter of fact, level-headed?

Maybe you should ask my staff. I try to be. We have had some great days here, and we've had really tough days, like the avian influenza outbreak in 2015. You have to keep an even keel. I think I'm pretty fair.



PHOTO BY DUANE TINKEY

HOMETOWN: Cylinder

LIVES IN: Urbandale

AGE: 40

FAMILY: Wife, Jaime; three sons

EDUCATION: Bachelor's degrees in biology and political science, Buena Vista University

BACKGROUND: Worked for agricultural trade associations and Monsanto, and as deputy secretary of the Iowa Department of Agriculture and Land Stewardship, which he now leads.

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How do you handle big challenges?

We had a job to do [with avian influenza]. As bad as my day was, there were [poultry] producers out there whose livelihood was on the line.

How do you foster innovation?

One thing that is so true about agriculture is the one constant is change. We feel very connected to that. Things don't stand still. We need to change with the times.

You think about a soil conservation program that has been in existence for decades, doing good work, as a foundation for water quality work. But there are differences in approaches. That has required us to take some innovative approaches. For instance, traditional cost-share approaches to cover crops. This past year, we offered an incentive to offer a crop insurance discount for people who use cover crops [such as winter wheat, rye or sorghum, which hold the soil in place when corn isn't growing]. More than 90 percent of farmers are involved in crop insurance, so it allows us to reach a broad audience. That's a way to spread more dollars around.

We have to scale up in a way that we haven't before when it comes to installing conservation practices [such as no-till farming, bioreactors, wetlands, buffer strips], and that requires innovation.

In the animal industries, I see a lot of potential there to upgrade our technology. I think we can improve our information technology here at the department.

Just generally, it can be challenging to upgrade information technology in government, but we're working through that. We are able with support from the Legislature and [the U.S. Environmental Protection Agency] we've been able to make improvements.

What other innovations are coming?

I think we'll see the autonomous tractors. Also, we have layers of data. To what extent can you have that data inform your decisions? I hope we look back and say, "This is when precision ag and also precision conservation took off." People are out there, but widespread application will be coming.

What will stop a major bioterrorism attack?

I think biosecurity, generally, within animal disease needs to be a focus. It's costly and can be an inconvenience. You have to slow yourself down to observe what is inside and what is outside, but it's critically important. The best thing we can do is keep disease out of the buildings.

The farm economy is experiencing some stress. We have been on a downward trend. The USDA outlook is looking like the worst may be behind us. All of the stressors that come with that downward pressure. Layer into that trade, tariffs and NAFTA negotiations that could be a headwind. And the [Renewable Fuel Standard, which sets how much ethanol must be used by refiners].

What do you do in your spare time?

I try to stay active. Our three boys are active. Sports, activities. We love to be outdoors. I spend as much time as I can at our farm [at Cylinder] helping my dad and uncle. The boys would rather be up there. ■

Closer Look suggestion?

Do you know a leader who's new or of growing interest in Des Moines' business community? Send an email to the editor with the name, position and reason you think your nominee should be interviewed by our reporters. Send suggestions to suzannebehnke@bpcdm.com

“One thing that is so true about agriculture is the one constant is change. We feel very connected to that. Things don't stand still.”

Mike Naig, state secretary of agriculture

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UNIVERSITY RESEARCH

‘Nanotech in our hands’



SUBMITTED PHOTO

“WE REALLY
WANTED TO SEE
OUR IDEA TAKE
PHYSICAL FORM.”

DEREK LYONS

PROFESSORS TACKLE
WAY TO MARRY NANOS
WITH GENE DETECTION

BY KATE HAYDEN

UNIVERSITY:
Simpson College

RESEARCHER:
Derek Lyons
Aaron Santos

STATUS:
Ongoing

OVERVIEW

At a national level, Simpson College professors Derek Lyons and Aaron Santos had seen promising nanotechnology research fail to deliver usable solutions for practical problems.

“Nanotechnology has been this dream that has never come true,” Lyons, a biochemist, said.

“It’s a backbone of all of modern biotechnology, being able to modify DNA, because you can get a new trait. But you’ve got to be able to detect what was there,” Lyons said. “The entire ag industry is running this for GMO corn — to know if it’s genetically modified, you need to check the genetics. ... It’s such a broad thing, but it’s been done in such an isolated way that it takes a biochemist to test for genetics.”

METHOD

Research by Lyons and physicist Santos started six years ago and stalled for more than five years as the two struggled to break through challenges, Lyons said.

“We were very bitter about where the nanotechnology field was at and how many applications come out of it,” Lyons said. “Nanotechnology was starting to associate with failure and empty promises, like the flying car. Everybody says they’re working on it, and you never get it.”

Nationally, researchers could demonstrate what nanotechnology was — a California researcher created the world’s smallest smiley face way back in 2006 by nano-assembling DNA strands — but the process was costly and couldn’t do much more beyond forming shapes.

Lyons and Santos started by taking microscopic images of nanoparticles as the particles “float” in the organic matter sample. As they float, the particles begin to attract and build structures held together by DNA strands.

“Smiley faces don’t cure cancer. So we said, ‘What do we care about, and what could we solve with this?’ ” Lyons said. “We had to pick something we knew well, and we had to pick something we had support for in the area.”

Lyons and Santos turned to genetic testing — a cumbersome and time-consuming process that is used in everything from soybean fields and wildlife management to hospital laboratories and international trade regulations.

Traditional genetic testing takes enzyme samples from a piece of genetic material and tests them in a chemical solution. “It’s a lot of

training. It’s a bachelor’s degree at Simpson,” Lyons said.

Once the researchers identified gene detection as a possible application, research picked up the pace. Lyons and Santos built the first prototype, a foot-long metal box stuffed with wires, that walked away from the old genetic testing model of chemical reactions based on enzymes. Leaving chemistry behind made the testing process faster for users, Lyons said.

“It looked more like a metal brick than a nice, usable device,” Lyons said. “But something that we’ve learned along the hard way is you should fail a lot, but do it quickly. We did not do it very quickly for a long time.

“There’s a finite amount of things that you can do wrong, and we’re not scared to try all of them and do all the wrong things to get to the thing that works.”

Despite neither researcher being an electrical engineer, they soon condensed the “metal brick” into a device about the size of an iPhone 6, with a sample card that can test up to 200 genetic material samples at once for genetic traits.

RESULTS

In summer 2017, Lyons and Santos worked with the Simpson-based venture capital corporation Emerge Foundation to found DNP123: the parent corporation owned by Santos and Lyons that owns products like ExpresSeed, which is currently piloting in agricultural industries.

“We really wanted to see our idea take physical form, and we’d been in nanotechnology for too long where all we saw was just looking at theoretical pictures,” Lyons said. “It felt so good to have nanotech in our hands, instead of on a piece of paper.”

ExpresSeed is learning how to customize the product to each specific industry Lyons and Santos seek to serve. DNP123 received a Proof of Commercial Relevance loan from the state of Iowa to use for customer discovery of ExpresSeed’s handheld system.

“For us, the most fun thing about this is to finally see nanotechnology have an application,” Lyons said.

TO LEARN MORE

Read more about their research and ExpresSeed at these links:

- www.dnp123nano.com
- www.expresseedgenetics.com.

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UNIVERSITY RESEARCH

Striving for green beer



SUBMITTED PHOTO

“THAT’S PART OF BEING A GREEN BREWERY — MAKING SURE THOSE THINGS THAT SAVE YOU MONEY AND ARE GREEN, YOU MAINTAIN THOSE.”

John Bueltel, Keg Creek Brewing

JOE BOLICK

UNI’S CERTIFICATION HELPS BREWERS CONSERVE WATER

BY KATE HAYDEN

UNIVERSITY:
University of Northern Iowa

RESEARCHER:
Joe Bolick,
communications and public
relations director of the Iowa
Waste Reduction Center

STATUS:
One year in operations

OVERVIEW

The Iowa Waste Reduction Center established the Iowa Green Brewery Certification in 2016 after center staffers realized their typical services were ignoring a growing industry in the state.

“We were looking at other ways we could achieve our core mission, which is to provide environmental assistance to small businesses across the state,” said Joe Bolick, the communications and public relations director for IWRC at the University of Northern Iowa.

Craft breweries are “growing exponentially across the state,” Bolick said — the national Brewers Association reports a steady increase in operating craft breweries, rising from 27 breweries in 2011 to 76 breweries in 2017.

The brewing process relies heavily on water supply and other resources, and the traditional compliance system that IWRC uses to serve manufacturers and other industries in Iowa didn’t work well with the microbrewing industry, Bolick added.

METHOD

The staff worked with 16 breweries across the state to understand the brewing process and environmental ramifications before launching the Iowa Green Brewery Certification. Today, the IWRC certifies breweries on a scale of bronze, silver, gold and platinum based on points the brewery receives for sustainable practices.

To be certified, the IWRC will set up a free audit to visit and inspect a brewery to determine its scoring on environmental and sustainable practices. IWRC staff members inspect breweries based on applicable environmental regulations, management of waste and resources, energy efficiency and water conservation and quality.

“We understand it is a very water-intensive process, so we try to find solutions to minimize that impact,” Bolick said. “There are fairly significant points awarded for minimizing your water-to-beer ratio.”

The IWRC is starting a new internship program this summer in partnership with the Brewer’s Association. The intern will work closely with the association’s sustainability mentor and four Iowa brewers to collect environmental practices data and compare the sustainability measures with other breweries of similar sizes nationally.

The audit is free to breweries, funded by the IWRC through the 1987 Groundwater Protection Act, which established the IWRC to provide environmental assistance to small businesses in Iowa. The IWRC will also assist brewery staff in exploring grant programs or finding farmers who will use a brewery’s spent grain.

RESULTS

Since establishing the Iowa Green Brewery Certification in 2016, the IWRC has certified six breweries across the state. The IWRC has had interest from organizations in three other states, including Illinois, that want to replicate the process, Bolick said.

“We took that first year and took it small; we certified those five breweries to kind of get the process down,” Bolick said. “This year we’re going to at least double that number, and also work possibly with some other states.”

The IWRC is now working with three more Iowa breweries on the certification process, he said.

CONTINUED ON PAGE 11 >>

CONTINUED FROM PAGE 10 <<

"A lot of these breweries are going through an expansion. ... They had one set up, but they're going through an expansion, so they have us come in and take a look at some of the sustainability measures, give them some recommendations on what they can do in their new facility," Bolick said. "We have four of those within the next two or three months that are going to be opening."

Keg Creek Brewery of Glenwood was going through a facility expansion in 2016 when Vice President John Bueltel heard of the Green Brewery Certification process at an Iowa Brewers Guild event that spring.

"We wanted to have something very efficient," Bueltel said. "We were trying to be as green as we could. We really looked that over as we were moving through that process to see which [practices] would match."

Keg Creek Brewery scaled facilities from a three-barrel system to a larger production brewery, and used IWRC guidelines to aid designing a system that recycles cooling water that exchanges heat during the fermentation process. Keg Creek Brewery also turns over spent grain, a byproduct of the malt extraction process, to local farmers, who can use it to feed livestock or compost to fertilize food crops.

The staff also monitors the condition of Keg Creek Brewery's facilities, monitoring for carbon dioxide leaks or any other wear that could affect efficiency.

"That's part of being a green brewery — making sure those things that save you money and are green, you maintain those," Bueltel said.

The brewery started production in the new facility in January 2017, and is now a silver-certified Iowa Green Brewery.

In 2017, the Iowa Green Brewery Certification was awarded the Commitment to Iowa Award from the Iowa Recycling Association.

"It's taken on a more active role within this industry. We spent the last two years diving into it and really becoming knowledgeable," Bolick said. "Now it's sharing that knowledge and what we've developed here in Iowa with the rest of the country, if we can."

TO LEARN MORE

More information and a list of certified Iowa breweries are available at - <https://iwrc.uni.edu/green-brewery/certified>.

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UNIVERSITY RESEARCH

How genetic testing data affects the insurance market



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“THE TERM ‘OVERCONFIDENCE’ SOUNDS NEGATIVE, BUT IT’S MEANT TO BE NEUTRAL THE TERM ‘OVERCONFIDENCE’ SOUNDS NEGATIVE, BUT IT’S MEANT TO BE NEUTRAL”

RICHARD PETER

RESEARCHERS LOOK AT FOUR DIFFERENT TYPES OF PROPOSALS OR CONSENT LAWS

BY JOE GARDYASZ

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OVERVIEW

As the cost of genetic testing continues to drop and people gain more widespread access to information about their individual risk for serious health conditions, policymakers will need to weigh whether prevailing laws are adequate to protect consumers' private health information while also preventing a disruption of health and life insurance markets.

Richard Peter, an assistant professor of finance at the University of Iowa Tippie College of Business, has examined the implications that enhanced genetic testing technology and availability will have on insurance markets and consumer decision-making from a variety of angles.

A study conducted by Peter with two fellow researchers that was published last year in the Journal of Health Economics concluded that allowing insurance companies to use the results of genetic testing under a "consent law" approach would provide the best social benefit out of four potential levels of disclosure that were evaluated.

METHOD

A German native, Peter began the study while he was a junior professor at Ludwig-Maximilians-Universität in Munich, where he earned a doctorate in finance in 2013 before coming to the University of Iowa in August 2015.

Insurers are already observing a tendency toward "adverse selection" by individuals due to more information from genetic tests, Peter said in a telephone interview. For instance, people who have tested positive for the gene that causes Alzheimer's disease are five times more likely to purchase long-term care insurance than those who have not been tested, according to research studies.

Conversely, consumers with a family history of a genetic disease who test negative for that gene may seek to use that information to secure a better insurance rate. At the same time, consumers who may benefit from genetic testing may hesitate to have it done if they fear that insurers could use the data to deny coverage.

"Entire genome sequencing is now available for less than \$1,000," he said. "To the extent that consumers have more information, might that undermine certain insurance markets? ... I anticipate it's an issue that's going to come up within the next five to 10 years as it becomes more of a mainstream thing."

The study modeled an insurance market operating under four different types of legislation:

- A duty to disclose, where individuals are obligated to disclose the results of any genetic test taken.
- A code of conduct principle, where an individual must disclose that a genetic test has been taken, but not the result.
- A consent law, where an individual may disclose the results of a test that has been taken.
- An information ban, where individuals may not disclose that a test has been taken, nor the results.

The criteria used to evaluate each policy came from a social welfare model that assumes that consumers are rational decision-makers, Peter said. "We model an insurance market where we look at risk-averse consumers." The study looked at how the availability of a genetic test affects both the supply and demand sides of the market to determine how consumers would be affected.

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“Public policy can either exacerbate or mitigate the resulting adverse selection problems and has therefore a major impact on the efficiency of insurance markets and social welfare,” the researchers wrote.

RESULTS

A ban on the use of genetic tests by insurers seems to be the most widely adopted policy, according to the study. In the United States, the Health Insurance Portability and Accountability Act (HIPAA) of 1996 and the Genetic Information and Nondiscrimination Act (GINA) of 2008 together effectively prohibit the use of genetic information, including family health history, in determining coverage or premiums for both group and individual health insurance for people who haven't been diagnosed with the condition.

One potential value of operating under a consent law is that uninformed individuals are treated by the insurance company as if they were high risks, because they cannot provide verification of a negative test result, the study concluded. Consequently, a positive test result cannot make an individual any worse off. As the study states, “From an economic rationality perspective, the best course of action would be to allow insurance contracts to reflect that information because it would encourage consumers to test more efficiently.”

However, there is some evidence in the study that shows people might be susceptible to behavioral biases that would cause them to not act in their own best interest, Peter said. For instance, a person who has been tested or could be tested for a genetic-related disease that runs in his family may not want to know if he has the condition, even though it could help him to make better health care decisions.

Peter is currently working on additional research related to genetic testing, including a look at the effects of improved disease prevention technology and how it may change the role of genetic information. Another study he's working on examines the extent to which individuals' risk perceptions may prevent them from pursuing optimal strategies for treating diseases.

“If they misperceive the likelihood of certain diseases, it could explain why people have a hard time doing the right thing for their health,” he said. “There may be a follow-up project where we collect data to this [hypothesis] related to their health.”

TO LEARN MORE

Read the study:

- <https://www.sciencedirect.com/science/article/abs/pii/S016762961630248X>rose



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UNIVERSITY RESEARCH

CEOs who wear rose-colored glasses



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“THE TERM ‘OVERCONFIDENCE’ SOUNDS NEGATIVE, BUT IT’S MEANT TO BE NEUTRAL THE TERM ‘OVERCONFIDENCE’ SOUNDS NEGATIVE, BUT IT’S MEANT TO BE NEUTRAL”

THOMAS BERRY-STÖLZLE

OVERCONFIDENT
INSURANCE LEADERS
MAY COUNTERBALANCE
NATURAL AVERSION TO RISK

BY JOE GARDYASZ

UNIVERSITY:
University of Iowa

RESEARCHER:
Thomas Berry-Stölzle
Evan Eastman
Jianren Xu

STATUS:
To be published this summer
in the North American
Actuarial Journal.

OVERVIEW

Overconfidence may be detrimental in some situations, but for an insurance company CEO, it could very well be a desirable trait for the company and its shareholders, says a University of Iowa researcher.

Chief executives of property and casualty insurance companies who display overconfidence as a personality trait will tend to underestimate their firm’s loss liability for outstanding claim losses, otherwise known as the loss reserve, according to a research study to be published this summer, called “CEO Overconfidence and Earnings Management: Evidence From Property-Liability Insurers’ Loss Reserves.” Consequently, lower loss reserves reported result in higher earnings reported by their companies.

Thomas Berry-Stölzle, associate professor and faculty director of the Vaughan Institute of Risk Management and Insurance in the Tippie College of Business, co-authored the study with Evan Eastman, an assistant professor of risk management at Florida State University, and Jianren Xu, an assistant professor of business at the University of North Texas.

“The term ‘overconfidence’ sounds negative, but it’s meant to be neutral,” Berry-Stölzle said. “Every individual is to some degree risk-averse, so from a shareholder standpoint, a risk-averse CEO may not take enough risk for the company. Having a CEO who is overconfident may counterbalance the natural risk aversion that we all have. So it may actually be good to have a CEO who is overconfident, to reach the level of risk that you would like to have.”

METHOD

Property and casualty companies have a broad range of latitude in how much they set aside in loss reserves, according to the study, which builds on research that examines behavioral biases in business decisions. Recent work in finance provides empirical evidence that managerial overconfidence affects corporate decisions, including corporate investment mergers and acquisitions, dividend policy, CEO turnover, and the exploitation of innovative growth opportunities, according to separate research studies.

The researchers hypothesized that if overconfident managers overestimate the returns on their investment projects and

underestimate losses, they are likely to underestimate their firm’s loss liability for outstanding claim losses. Therefore, a negative relationship between managerial overconfidence and insurers’ initial loss reserves is expected. The researchers tested the hypothesis with data from 1991 to 2014 from 40 property-casualty insurers.

Using the updated loss reserve estimate as a proxy for the unbiased expectation of outstanding claim losses, the differences between the initial loss reserve set by management and the updated estimate after five years is a direct measure of managerial accounting discretion — otherwise known as reserve error.

The study used two types of personal financial decisions made by CEOs — when they chose to exercise stock options in the company, and whether they purchased additional stock in their company — as indicators of whether the executive was “overconfident.” The study data included 317 observations from 40 unique companies.

If a CEO exercised his or her options twice in a row when the model said it would not be in their best interest, then on the assumption they were waiting for the stock price to continue to rise, they were deemed overconfident. About 60 percent were in that category. On the second measure, about 30 percent of the CEOs fell into the top quintile of added stock purchases that placed them in the overconfident category.

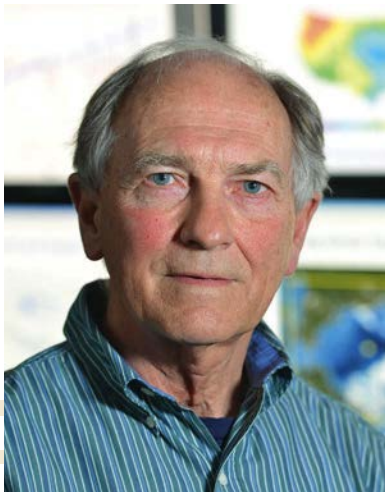
RESULTS

One of the report’s key takeaways is that it’s important for clients, investors and shareholders to know the CEO’s temperament, because it influences the company and its performance as a whole, Berry-Stölzle said.

The results of the research have been presented at several academic conferences and underwent three rounds of revisions in preparation for being published in the journal.

Notably, none of the research yet makes any specific claims about how the decisions happen, Berry-Stölzle said. “It may be in an indirect way — that the CEO sets the tone and creates the culture that leads to these outcomes,” he said. “It’s first of all interesting that this link exists. Future research needs to figure out what’s actually going on in the company to see how this link works.”

Wind turbines alter crop field climate



SUBMITTED PHOTO

“AT NIGHT WHEN IT GETS PRETTY CALM, THE CROP COOLS DOWN AND IF IT’S A HUMID NIGHT YOU START TO GET DEW FORMATION. IF YOU ADD THE TURBINES, IT LOOKS A LITTLE MORE LIKE THE DAYTIME.”

GENE TAKLE

IOWA STATE UNIVERSITY RESEARCHERS REPORT THAT THE WIND TURBINES THAT DOT IOWA’S LANDSCAPE — ESPECIALLY IN NORTHERN IOWA — MAY HELP CROPS GROWING AROUND THEM

BY PERRY BEEMAN

UNIVERSITY:
Iowa State University

RESEARCHER:
Gene Takle, et al

STATUS:
In progress

OVERVIEW

Iowa is the nation’s top corn grower. When wind energy boomed here, farmers began signing leases to provide a small patch of land for each of the hundreds of turbines that can make up a wind farm. They knew going in that they could still plant crops right up to the turbine site. There was some discussion about noise and possible bird deaths, but not much about how the wind turbines would affect the crops, if at all.

METHOD

Iowa State agronomy professor Gene Takle led a team of plant and soil scientists and extension specialists who have looked into this question since 2009. Would the turbines change the microclimate in the fields?

“It’s unusual because we’re continuing the previous land use and we’re adding another,” Takle said in an ISU report. “We’re sort of double-cropping because these can be thought of as two forms of energy production. The Chinese do this when they plant soybeans in between horticultural crops. We’re planting turbines.”

Scientists have studied moisture levels, winds, relative humidities and other weather data, and are expanding to wind pattern research now.

RESULTS

Takle said wind in a field typically carries moisture away from the crops, sending it into the atmosphere and bringing cooler, drier air downward. When night falls, winds drop and the land cools.

“The biggest changes are at night, and that’s because during the day there’s a lot of chaotic turbulence, just because the sun is heating the surface and the wind is gusty,” Takle said.

“At night when it gets pretty calm, the crop cools down and if it’s a humid night you start to get dew formation. If you add the turbines, it looks a little more like the daytime. So the dew formation is delayed and it may start to evaporate sooner.”

Because turbines could shorten the damp period, fungus and mold might be less of a problem, Takle reasoned. And harvest could speed along because fall conditions could be drier.

Wind turbines tend to push warmer air down, resulting in higher temperatures near the surface.

“Satellites can measure surface temperatures and you can see little dots across the state of Iowa and locate every wind farm because they’re slightly warmer than the surrounding area. So we know it has an effect that’s large enough to be seen there,” Takle said.

The turbines even help the crops thrive, pushing air down, which releases a store of carbon dioxide just under the surface. As we all learned in our science classes, plants use carbon dioxide and water to form glucose to store energy. And the wind tends to move plant leaves, letting more light hit the bottom of the plant and the ground.

The warmer conditions at night are a challenge, because corn typically cools off at night, sending some of the carbon dioxide back to the atmosphere, Takle said.

That’s challenging news for crops that already have faced a long period of warmer nights, even without turbines around. In fact, crop yields can drop.

“Nighttime temps have been going up over the last 40 years and are becoming a limiting factor for crop yields,” Takle said.

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BusinessRecord
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 OF INFLUENCE

2018 MEREDITH

Emerging Woman of Influence Award

For the past 19 years the Business Record has been honoring women who are recognized community-wide for the impact they have made in Central Iowa with the Women of Influence Awards. In an effort to recognize the next generation of women who have been and will continue to make an impact on our community, the Business Record is proud to be presenting the **2018 Meredith Emerging Woman of Influence Award**.

This award is designed to recognize an up-and-coming female leader who has not only already achieved career success and recognition within her peer group for her community involvement and is poised to take on an even larger community-wide role in the years to come.

Nominations are due no later than noon on May 25th, 2018. The winner will be honored at the Women of Influence event on August 9th, 2018.

The ideal candidate will be a woman who:

- Is successful in her chosen field
- Has made significant contributions to the community civic, through nonprofit, and philanthropic involvement
- Has a personal and professional reputation showing high integrity and ethical standards
- Continues to advance in her chosen field and/or is moving into further leadership positions in the community

Deadline: Friday May 25th at noon

Submissions:

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E-mail: jasonswanson@bpcdm.com

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UNIVERSITY RESEARCH

CONTINUED FROM PAGE 15 <<

On balance, the turbines appear to help crops, though not enough research has been done to pin down a precise change in yield.

"We measured increased carbon dioxide uptake during the day, but an increased respiration at night," Takle said. "But over the course of the day there was more uptake. So as far as the impact of the turbines on the carbon dioxide processes and the photosynthesis process in the near vicinity of the turbines, it's a net gain."

His team would like to look at the result of wind movement through a farm as it slows and then tends to rise, which could create clouds if the air is warm and moist, and potentially rain.

"Are wind farms a preferential location for cloud formation or something that's going to provide more rain in an area beyond the wind farm? We don't know. We have some preliminary measurements that suggest that this is a real effect. Theoretically, you say, 'Yes, there should be an effect,' but is it large enough to be measured or to be important?" Takle asked.

The researchers don't have a good answer about whether grain yields change any more than natural variability would dictate, Takle said, but they hope farmers will improve their observations of crops near turbines so measurement strategies can be fine-tuned.

The ISU team now is studying how wind disruptions around turbines could affect how much power turbines produce. The researchers installed a sonic radar to measure winds above turbines. The team will also look to improve forecasts, because wind farm owners have to sell energy a day before production on the regional market, said Takle, who retires this month.

The scientists also are looking into what Takle describes as the failure of a 60-year-old theory on how air moves near the ground. They will take high-resolution wind speed measurements at 13 spots up and down some turbine towers. That work will also feed into improving forecasts of energy production.

TO LEARN MORE

Read Gene Takle's bio:

- <http://www.meteor.iastate.edu/faculty/takle/>

Read a news release on the project:

- <https://bit.ly/2JfN9or>

Read our story about Takle's search into climate change and agriculture:

- <https://bit.ly/2qPZMjq>

Creating and preserving reputation and trust

“IN EACH OF THE CORPORATE REPUTATION PAPERS, WE FIND THAT IN THEORY AND BY OBSERVING BEHAVIOR IN AN EXPERIMENT, THAT SEPARATING OWNERS AND MANAGERS CAN HELP THE FIRM FOCUS MORE ON BUILDING LONG-RUN REPUTATIONS AND AVOID SHORT-TERM TEMPTATIONS.”



SUBMITTED PHOTO

THOMAS RIETZ

CORPORATE REFORM
CAN HAVE A DARK SIDE,
BUT IT DOESN'T HAVE
TO BE THAT WAY

BY KENT DARR

UNIVERSITY:

University of Iowa
University of Oxford
University of Texas at Dallas

RESEARCHER:

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Tippie College of Business;
Thomas H. Noe,
University of Oxford Saïd
Business School and Balliol
College;
Michael J. Rebelló,
University of Texas at Dallas
School of Management

OVERVIEW

In October 2017, Japan's Kobe Steel, a company with more than a century of reputation on the line, admitted that it had falsified data to show some of its copper, aluminum and steel products met the specifications requested by customers. In fact, it was all bad metal; customers included Boeing and Toyota. In March, the CEO resigned, other execs stepped down, all in an effort to restore the reputation of an industry giant.

The authors of this series of papers on corporate reputations and the trust or lack of it those reputations engender lead off one of their studies with a few words from the New York Times about Kobe Steel's journey of self-discovery — it self-reported the deceit by admitting that a hunger for short-term profits had clouded its adherence to quality-control standards.

The authors point out that in the last decade Kobe hasn't been the only corporate giant to confess to misguided business practices and take dramatic steps to avoid future transgressions and restore reputations. Wells Fargo & Co. comes quickly to mind. In 2009 and 2010, Toyota, a company with a reputation for quality, the authors point out, recalled cars, redesigned systems and developed the "ToyotaWay" in response to acceleration problems in some models.

Out of the desire, or need, for damage control, "an increasingly sophisticated multi-billion dollar industry of reputation-management consultants has emerged to help firms navigate and lower the costs of reputation crises caused by (the results of) opportunism," the authors said, noting that corporate reform efforts designed with the consultants "sometimes succeed in repairing damaged reputations."

"It's not just corporate reputations, it's trust in general. At some level, a well-functioning economy relies on trust. At a basic level, we have to trust each other to make exchange happen. You can't contract for everything, so trust matters. Trust can occur in a simple exchange (and we've worked some on that) and in institutional settings, such as a corporation building a reputation," said Thomas Rietz, professor of finance in the University of Iowa's Henry B. Tippie College of Business.

METHOD

To date, there are four papers in the series on reputation and trust. In most studies, the authors combined game theory — a method that relies on mathematical models and is common in economic research — with observations of behavior in an experiment.

To create a unique model for testing reputation management in Ownership Structure, Reputation and Recovery, they devised a laboratory formula that tested three time periods in an economy made up of a single company that operated variously under an owner-manager arrangement and under an independent, professional management structure.

"In the model, firm reputation is synonymous with the expected quality of its products. Product quality determines the price of the firm's products. Quality is controlled by a manager (who might be the owner) whose opportunism — diverting firm resources, intended for investment in quality assurance, to personal consumption — can lower product quality. The firm has an oversight system that polices the manager. The effectiveness of the oversight system is known by the manager but not by outsiders," they said.

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UNIVERSITY RESEARCH

CONTINUED FROM PAGE 17 <<

STATUS:

Published: March 3, 2018

TITLES:

Trust, Reciprocity and Rules, published in Economic Inquiry

Product Market Efficiency: The Bright Side of Myopic, Uniformed and Passive External Finance, published in Management Science

Organizational Reputation in Firms with Owner-Manager Conflicts, working paper

Ownership Structure, Reputation and Recovery: Theory and Experiment, working paper.

What they wanted to discover was whether a firm managed by an owner was more susceptible to making opportunistic choices — doing things on the cheap — to manipulate prices. They made these interesting observations: “A. Reform has a dark side. When reputation is attached to an anonymous entity rather than an agent, the possibility of re-engineering the entity makes commitment to reputation-assuring policies more difficult. Thus, as the effectiveness of corporate reform technology improves, corporate reputations may become more unstable.

“B. In the shadow of reform, separating ownership and management can provide a competitive advantage in reputation maintenance. Thus, the option to reform should increase the degree of association between firm reputation and professionalized management.

“C. Because product market pricing deviates from rational expectations, in practice, efficient reputation management is likely to involve considerable investment in coordinating consumer expectations, e.g., public relations and advertising. Such investments are complements, not substitutes, for effective oversight and managerial incentive programs.”

RESULTS

In many cases, the research flipped conventional thinking on its head.

Following rules, for example, “may undermine more trusting and reciprocal (trustworthy) behavior that otherwise would have occurred, leading to worse outcomes,” they said in Trust, Reciprocity and Rules.

In Product Market Efficiency, which examined the influence of short-term financing on decisions regarding product quality, “We show that, having an outside owner and delegated management can create better outcomes for consumers in terms of product quality than owner-managers,” Rietz said.

Organizational Reputation in Firms with Owner-Manager Conflicts found that separating owners and managers can support long-run reputations better than in companies that combine ownership and management.

Remarkably enough, knowing that companies can fall back on corporate reform strategies seems to encourage those companies to cut corners. “This shows that, having an opportunity to reform a reputation increases the chances you’d cheat,” Rietz said. The problem is worse for companies that are owner-managed than for those that have separate owners and professional managers.

“In each of the corporate reputation papers, we find that in theory and by observing behavior in an experiment, that separating owners and managers can help the firm focus more on building long-run reputations and avoid short-term temptations, Rietz said.

TO LEARN MORE

Read the four studies.

Trust, Reciprocity and Rules
- <https://onlinelibrary.wiley.com/doi/pdf/10.1111/ecin.12512>

Product Market Efficiency: The Bright Side of Myopic, Uniformed and Passive External Finance
- <https://www.biz.uiowa.edu/faculty/trietz/papers/NRR.pdf>

Organizational Reputation in Firms with Owner-Manager Conflicts
- <https://www.biz.uiowa.edu/faculty/trietz/papers/NRRTheory.pdf>

Ownership Structure, Reputation and Recovery: Theory and Experiment
- <https://www.biz.uiowa.edu/faculty/trietz/papers/NRRExp.pdf>



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David Zrostlik
ABI Chair
Stellar Industries, Garner

IOWANS AND EMPLOYERS: Involved in Their Communities, State

This edition of Business Record Iowa is all about how Iowa stacks up. What makes our state a great place to live, work and grow a business? One key factor is the many ways in which Iowans and their employers are heavily involved in our state and in our communities. Taken collectively, ABI members and their employees pay more taxes, buy more goods and services, and donate more time and money to Iowa causes than any other single entity in the state.

In our case, I am proud of the employees of Stellar Industries and all they do for our host communities of Garner, Kanawha and Mason City. It is that way with ABI members all over Iowa. They are involved in their community and their state. And that is as it should be.

Inside this edition of Business Record Iowa, you will find much more about why Iowa is such a terrific place to do business. If we have left something out, be sure and let us know. Your feedback is important to us.

A VIEW FROM THE TOP

Speaking of Iowa and business, Iowa's best annual business event is less than a month away. ABI members from across the state and beyond will converge on Coralville for the association's 115th annual convention. The 2018 Taking Care of Business Conference will be held June 5-7, and you simply won't believe the incredible program in store for you.

At the conference you will find several internationally known speakers. You will see fabulous, first-class meeting and event venues. You will be treated to delicious Iowa cuisine, play golf at one of the Midwest's finest courses and experience terrific hospitality. Best of all, you will interact and network with Iowa's top business people. You do NOT want to miss this conference.

There is no better investment you can make in your business than to attend this event. Register now at www.ABITakingCare-OfBusiness.com. Thank you for your support for ABI.

EXPERT ADVICE

How innovative are we?

It seems nearly every week a new ranking comes out giving Iowa a placement on some new list: retaining young professionals, work/life balance, most foods available on a stick ... the list goes on. Recently Iowa was listed as the No. 43 Most Innovative State. You read that right: FORTY-THIRD. Although that's not where I'd like to see Iowa on this list, I don't think a ranking should be our primary focus. Instead, let's focus on things we can change to make our businesses more relevant, innovative and effective, and from there the rest will likely take care of itself.

One factor that contributed to our spot on this list is ranking near the bottom of states in retaining science and engineering grads. If we're going to be more innovative on the whole, we need to focus on putting innovative thinkers into positions to initiate change. This is a challenge many businesses and state organizations are focused on. If we don't draw the best and brightest to stay in or move to Iowa, we'll only fall further behind.

So how do we get grads, who are motivated by making a difference and pushing the status quo, to make Iowa their home and help drive our businesses forward? We can ensure we're adopting technologies that streamline processes and make doing business simpler, faster and more effective. We can take advantage of opportunities to evolve our workplaces to embrace change and consider that the way it's always been done isn't necessarily the best way anymore. When we do this, innovation will be the byproduct and our standing on this particular list will rise.

As with most things in life, being proactive is better than being reactive if you want to be innovative. Adoption and integration of new technologies is an area where being proactive is especially beneficial, and a major factor in gaining and retaining talented people.



Brett Burkhart
Partner, Shift Interactive
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◀ EVENT REWIND



Leadership Iowa Session IV

April 5-6 | Franklin County

Leadership Iowa spent two days in Franklin County last month—its sixth session of the year. The session focused on the topics of agriculture and renewable energy in Iowa. The group visited a variety of locations, including Eagle's Catch Tilapia Farm, Latham Hi-Tech Seeds, Whispering Willow Wind Farm and Sukup Manufacturing. Guest speakers provided insight into Iowa's global impact on agriculture and the state's role in the future of renewable energy.





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Jessica Hyland

Director, Public Policy,
ABI

jhyland@iowaabi.org

Regional Meetings

Every year, post-legislative session, ABI plans regional meetings to discuss both what happened during the legislative session and what is on the minds of ABI members as they look forward to the next year. Grass-roots participation by our members drives our policies. Please plan to participate in one of these meetings held around the state, and give your input on the direction in which ABI should move. To sign up for a regional meeting, visit www.iowaabi.org and go to the "Events" page. We look forward to seeing you there!

Elections

In addition to a wrap-up of the 2018 session, ABI's policy team will provide members with a preview of the general election in November. With many retirements of pro-business legislators and an uncertain political atmosphere, it is critical that we work hard to elect legislators committed to sustaining a favorable business climate in Iowa.

Primaries are June 5, and many races have multiple candidates from the same party vying for a place on the ballot. Notable primaries include the Democratic ticket for governor, the secretary of agriculture, three of Iowa's four congressional districts and several key legislative seats. ABI will track these races and inform you who makes the ballot.

Between now and November, representatives from ABI and other Iowa organizations will interview candidates about important business issues and review incumbents' voting records as we prepare to endorse candidates ahead of the Nov. 6 election.

Rulemaking

We have written about ABI's work on rulemaking and the important impact rules can have on Iowa businesses. That is why ABI's policy team closely monitors rulemaking that relates to issues important to business. Each month the Administrative Rules Review Committee (ARRC), made up of legislators assigned by their caucuses to this permanent statutory committee, meets to hear agencies present their proposed rules and to hear from members of the public who would like to make comments on those rules.

Just like with legislation, we have a chance to weigh in on how a rule is crafted and let legislators, regulators and the governor's office know what impact rules have on businesses. Rulemaking work goes on year-round, in contrast to the legislative session, which continues for only several months of the year. Each month, ABI's policy team reviews and comments on any rules that are positive, negative or could need changes or clarifications from the business perspective. Recently, ABI has been particularly active on Iowa Workforce Development rules because IWD has been systematically reviewing and moving forward a significant number of rule changes.



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DAVID ZROSTLIK
President, Stellar Industries

BOB WERSEN
President, Interpower Corporation

CHARLES SUKUP
President, Sukup Manufacturing Company

A SENSE OF COMMUNITY

What makes Iowa a great place for manufacturers?

Iowa has a large variety of industries scattered throughout Des Moines, Cedar Rapids and the many rural communities. That variety is at the core of what makes Iowa's business environment so unique.

While the agricultural and renewable energy industries in Iowa rise to the top of national prominence, the manufacturing industry has carved out a large percentage of the state's business. There are more than 5,000 manufacturing businesses in Iowa, and about 88 percent of Iowa's exports are manufactured goods. The robust manufacturing industry in the state comes from the top-notch amenities it offers.

Des Moines has ranked among the tops of lists when it comes to best cities to live, work and start a business. But those benefits stretch beyond Iowa's capital. The workforce around the state is educated and boasts a rugged, Midwestern work ethic. In 2017, Iowa high schools saw a 91 percent graduation rate, which ranks among the top rates in the country.

With the economy churning and Iowa businesses continuing to grow, the state is expected to see even more growth in 2018. In a survey ABI sent to board members in 2017,

80 percent of respondents expected sales to expand in 2018. About 50 percent of survey respondents expected the number of employees in their business to grow over the first quarter of the year.

With plenty of good news to go around for Iowa manufacturers in 2018, we asked some business leaders in the industry: What makes Iowa a great place to do business and live, and what are some of the challenges for the future?

IOWA VALUES DRIVE IOWA BUSINESS

Mary Landhuis fully knows what the typical worker looks like in Iowa. Landhuis, who is president of the Lisle Corp. and the company's subsidiary EZWay Inc., based in Clarinda, has seen those Midwestern work qualities firsthand.

Iowa workers are productive, boast a strong work ethic and stay loyal. Nationally, the average timespan that an employee works for the same company is four years. In Iowa, it's 12 years. It's a big reason why Lisle Corp., a manufacturing company that produces automotive specialty tools, has been in business for 115 years.



“We consider ourselves
an important part of
the community ... Both
in what we do and the
employees we provide
livelihood for...”

Lori Schaefer-Weaton
*President,
Agri-Industrial Plastics*



“Workforce will be an
ongoing challenge.
It’s not just in Iowa
but across the nation.
Promoting more of the
trades and those skills
for children in the
state who don’t want
to go on to a four-year
degree is beneficial.”

Mary Landhuis
*President,
Lisle Corp. and
EZWay Inc.*



A CUSTOM PUBLICATION FOR ABI

“People are what has allowed us to stay in business for 115 years, there’s no doubt about it,” Landhuis said. “That’s the biggest part.”

Landhuis took over as the president of Lisle Corp. last month after serving as the president of EZWay for 15 years. She worked in Chicago before coming back to her hometown of Clarinda.

Landhuis has heard from people around the country who wondered if Lisle Corp. could have seen the same success in another state as it has in Iowa. One person she knew in Colorado said that Iowa was the perfect place for the company to plant its roots and grow for more than a century.

“He commented and said Lisle Corp. would not be able to achieve what it does if it were to locate to Colorado,” Landhuis said. “We have the people. It’s interesting to hear the great comments people out of state have about us.”

Many other Iowa business leaders agree. Because of Iowa’s agricultural background, workers are ingrained with typical Midwestern values.

“It’s kind of a general work ethic attitude and an attitude that you’ve got to earn. It’s not expected,” said Charles Sukup, president of Sukup Manufacturing. “We have this ag-centric, solving problems on your own, being self-starters, good work ethic type of attitude. I think that comes from our long history on the farms.”

Beyond the work ethic of employees, the Iowa business community at large is open and accepting of people entering the space. Fred Buie learned that when he first came to Des Moines in the late 1990s to buy Keystone Electrical Manufacturing in Des Moines. After working at General Electric for most of his career, Buie wanted to buy his own company. He was looking for a small company, and Keystone was the perfect size and fit his vision.

He officially bought the company in 1998. What struck him when going through the buying process was how supportive the business community was, from the banks to the competition in the space. After working the majority of his life on the East Coast, Buie, who is African-American, felt like he could just focus on his business in Des Moines, rather than worry about politics or any other issues.

“Coming to Des Moines as an African-American, I didn’t feel like I had to deal with that at all,” Buie said. “I would say that it was very easy for me to focus on running the business. I didn’t have to deal with a lot of social issues, political issues or any other kind of issues that you could run into in trying to get your business going.”

“What I found was that the banking community and the business community in the Des Moines area was very, very supportive and that caught me a bit by surprise.”

COMMUNITY-DRIVEN BUSINESS

Just as the communities provide support for them, Iowa manufacturers and business-

es provide crucial benefits and give back to the cities they live in.

In most rural areas, manufacturing businesses serve as some of the top job providers in the area. Dave Zrostlik, president and CEO of Stellar Industries based in Garner, a town of about 3,000 people, said his company provides about 450 jobs across its main factory in Garner and others around the state.

Stellar Industries is also an employee stock ownership plan (ESOP) provider, giving employees the opportunity to invest in the company. Zrostlik also just retired from the school board after serving for more than 15 years. He’s as invested in his community as the community is invested in Stellar Industries.

“When we do things at the company, we always think of how it’s going to impact the community and the people around us,” Zrostlik said. “We want to make sure we’re a good citizen of our communities because we count on our community to support us.”

Zrostlik isn’t alone. Many other business leaders in Iowa help give back and serve the communities they live in. Lori Schaefer-Weaton, president of Agri-Industrial Plastics in Fairfield, said the company strives to make the community a better place, whether that be funding various community buildings inside the city or providing livelihoods for its about 100 employees.

“We consider ourselves an important part of the community of Fairfield,” Schaefer-Weaton said. “Both in what we do and the employees we provide livelihoods for. We’re just a big community player in terms of supporting other things behind that, like quality of life sites, things like our civic center or buildings.”

A SMALL-TOWN QUALITY OF LIFE

Bob Wersen, president of Interpower Corp. in Ottumwa, was born and raised in California. While attending the University of California-Berkley in the 1960s, Wersen started his first business to help pay for tuition. Although it was small in the large scheme of business, Wersen’s company was relatively successful — he graduated with only \$600 of college debt.

As the company grew, Wersen wanted to have more control over how his products were designed and manufactured, which made California a difficult place to stay. He researched and talked with many states, but settled on moving to Oskaloosa in the early 1990s.

That move was successful as well — his business has grown about three times in total revenue since then and has remained very profitable. But while the business environment in Iowa was right for Wersen, he appreciates the quality of life the state offers just as much, particularly in traffic and drive times. In California, drive times are notoriously long, especially in the Los Angeles area. The drive from Oskaloosa to Des Moines — about 60 miles — to catch dinner and a show is usually an hourlong, cruise-control trip.



When Wersen and his wife went back to California last year to visit family, they mapped out what they thought was a 4½-hour drive from Orange County to Fresno. About six hours later, they arrived, late for dinner.

When Wersen talks to his acquaintances in California, they can hardly believe the lack of traffic in Iowa.

"I was explaining that to a California acquaintance, and he said, 'You're putting me on,'" Wersen said. "He couldn't believe it. The traffic is really, really an attractive thing. You can go to any place."

The small-town feel also is a plus.

It's safe and provides a quality environment to raise a family, away from the hustle and bustle of big cities.

Schaefer-Weaton left the state to attend Valparaiso College in Indiana. She started her career in Chicago and lived there for about 15 years before moving back to Iowa to take over her father's business. Beyond avoiding her long commute, about 45 minutes each way, she wanted to raise her family in a more close-knit community, unlike the large suburbs of Chicago.

Her children didn't have to choose their sport at a young age. They could essentially do whatever they wanted with school activities.

"That was the driver, getting close to family, having a good quality of life and watching my kids have a chance to do a lot of different things," Schaefer-Weaton said. "We're a small town. If you want to go out for tennis one year and golf the next, you can. Knowing your teachers, knowing your kids' friends and having that connection to the community is a big deal."

A CHALLENGE FOR THE FUTURE

The values and community-driven mindset give Iowa a leg up on other states. But because many manufacturers are based in rural locations across the state, one trend has been concerning for many: a declining workforce.

Iowa's unemployment rate fell to 2.8 percent this year, the lowest in almost two decades. That's good news for the economy, but not necessarily for manufacturers. Iowa has slow or declining population growth everywhere except for its major cities. That causes a problem for manufacturers looking for production employees.

"It's scary to see the polls from high school kids not looking at manufacturing or vocational jobs in Iowa that are great-paying jobs," Sukup said. "They are great skills, and people thinking that's not attractive enough is scary. There's great potential."

The trend in declining production workforce has been a nationwide problem as well, but Iowa has started some quality programs, like Elevate Advanced Manufacturing, to invest in the next generation of workers.

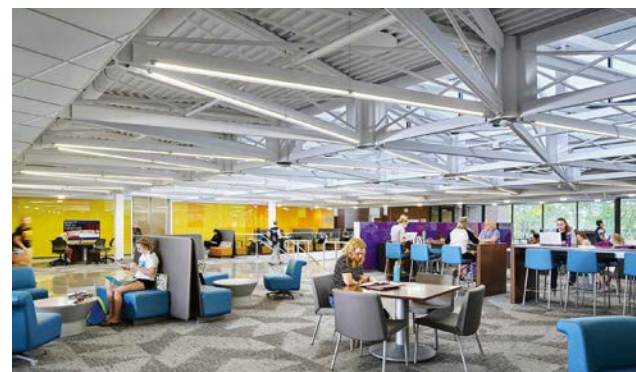
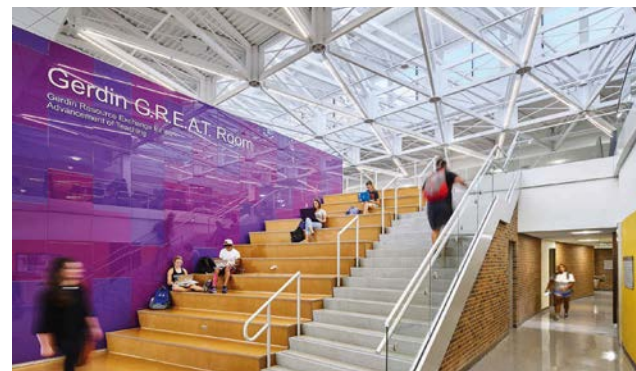
"Workforce will be an ongoing challenge. It's not just in Iowa but across the nation," Landhuis said. "Promoting more of the trades and promoting those skills for children in the state who don't want to go on to a four-year degree is beneficial."

One remedy some business leaders proposed is using immigration — whether that be from other states or other countries — to bolster the workforce. Buie said many of his workers are immigrants.

"We have a very, very diverse workforce," he said. "I can't take credit for originating this idea or looking into the future and seeing this trend coming, but that's where we've been able to find most of our production workers. Embracing the immigrant community is one key thing."

Buie said it will be tough to increase the manufacturing workforce from within. It'll be key for companies to expand their horizons when hiring workers.

"You have to be open to all avenues of getting employees," Buie said.



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Whatever the future may hold for the manufacturing workforce, Iowa has been providing assistance and advice for its manufacturers for many years. Iowa State University has a Center for Industrial Research and Service (CIRAS), which provides low-cost assistance for manufacturers. Many leaders have credited the center with providing quality and crucial assistance at an affordable cost.

ABI also provides leaders with connections for advice and discussion, which helps their businesses grow and allows them to continue to serve communities.

"Just the resources, the assistance and having the access to a pool of people to pick up the phone and call and to talk to about an issue is very valuable," Buie said. "Here in Iowa, I find business leaders very willing and open to doing that."

"... having the access to a pool of people to pick up the phone and call and to talk to about an issue is very valuable."

Fred Buie
 President,
 Keystone Electrical
 Manufacturing



Building Trust in Iowa

Congratulations 2018 Torch Award Winners!



(L-R) Royale Concrete, Jessica Ledger-Kalen, Owner; UnityPoint Health, Eric Crowell, CEO; Hubbell Realty Company, Rick Tollakson, CEO; Silent Rivers Design + Build, Chaden Halfhill, Owner; Zach Johnson Foundation, Tracey Meyers, Executive Director; Beckley Automotive Services, Steve Beckley, Owner

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EMBARRASSED EXECUTIVE

Questions you're too afraid to ask your doctor may point to serious health issues

Why do I have diarrhea so often?

Where did my energy go?

How do I stop from sweating so much?

What happened to my sex drive?

Why is my brain not as sharp as it once was?

As a top executive, you're expected to have all the answers. Every decision you make affects the health of your company. But when it comes to your own health, you may have more questions than answers. Sometimes, those questions are too embarrassing to ask anyone.

- Why do I have diarrhea so often?
- Where did my energy go?
- How do I stop from sweating so much?
- What happened to my sex drive?
- Why is my brain not as sharp as it once was?

As sensitive as all those topics are, the last one is the most concerning because it affects your job performance. But it might be the job itself that's causing all these concerns.

It could all be due to stress. Stress affects everyone. For executives, it's magnified by long hours, frequent travel and weighty decisions. Digestive issues, fatigue, excessive perspiration,

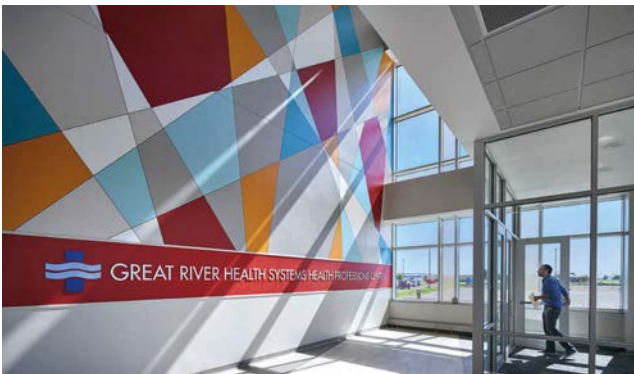
low libido, lapses in judgment and other symptoms may come and go. But over time, constant work-related stress takes its toll, causing more serious health issues, including obesity, depression, anxiety, heart attack and stroke.

As an executive living and working in Iowa, you're in good hands. Iowa was recently ranked the No. 3 state in health care by U.S. News & World Report — and the top state overall. You have quality care to help manage your stress and overall health.

The best way to learn to manage your stress is to understand your symptoms and their triggers. The moment stress becomes overwhelming, talk to your doctor to rule out — or prevent — other health problems.



Heather Mohr, DO
Internal Medicine & Executive Health Departments, The Iowa Clinic
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ELEVATE IOWA

Fifteen Scholarships Awarded for Manufacturing Training

Elevate Advanced Manufacturing, a non-profit initiative spreading the word about career opportunities in manufacturing, has awarded 15 \$500 scholarships to high school seniors who are going to attend an Iowa community college in the fall for a career in advanced manufacturing.

"Manufacturing firms supply more than 208,858 jobs to Iowans," said Mike Ralston, president of the Iowa Association of Business and Industry. "These well-paying careers require education and training beyond high school, but don't require the often-burdensome cost of a bachelor's degree. Recent studies have shown that two-year degree holders, especially in high-demand manufacturing occupations, can earn salaries that surpass those of college graduates."

This year, Elevate Advanced Manufacturing received 58 scholarship applications, and all 15 community colleges will be recognized along with their awardee. Elevate Advanced Manufacturing and the community colleges will award the scholarship at each senior's high school award ceremony this spring.

The community colleges can choose to award the non-winner applicants with dollars from the college or by asking a local man-



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ufacturer company to sponsor a scholarship for the student. Doing so will benefit the college by bringing more students and promoting its advanced manufacturing programs.

In addition to a \$500 scholarship, Elevate Advanced Manufacturing scholarship recipients will be honored at the Legends in Manufacturing Award Ceremony on Oct. 2 at Prairie Meadows Event Center.

The 2018 scholarship awardees are:

Quinn Swaim, *Des Moines Area Community College, Industrial Maintenance and Welding Technician & Technology*

Graham Walter, *Eastern Iowa Community College, Welding Technician & Technology*

Patrick Kuper, *Hawkeye Community College, Industrial Maintenance*

Quintin McAdams, *Indian Hills Community College, CNC, Robotics, Machining*

Ethan Hauk Dahl, *Iowa Central Community College,*

Transportation & Logistics, Welding Technician & Technology, Diesel Mechanics

Jed Knoblock, *Iowa Lakes Community College, Plumbing, Heating and Cooling*

Talon Hala, *Iowa Valley Community College, Welding Technician & Technology*

Jonathon Frederickson, *Iowa Western Community College, Design Technology*

Jonathan Haugland, *Kirkwood Community College, Computer Numerical Control, Machining, Manufacturing Technology*

Matthew Bruce, *North Iowa Area Community College, Tool & Die*

Nathan Simon, *Northeast Iowa Community College, Welding Technician & Technology*

Marcus Hernandez, *Northwest Iowa Community College, Welding Technician & Technology*



Alexandra Monaghan

Elevate Advanced Manufacturing Program Coordinator

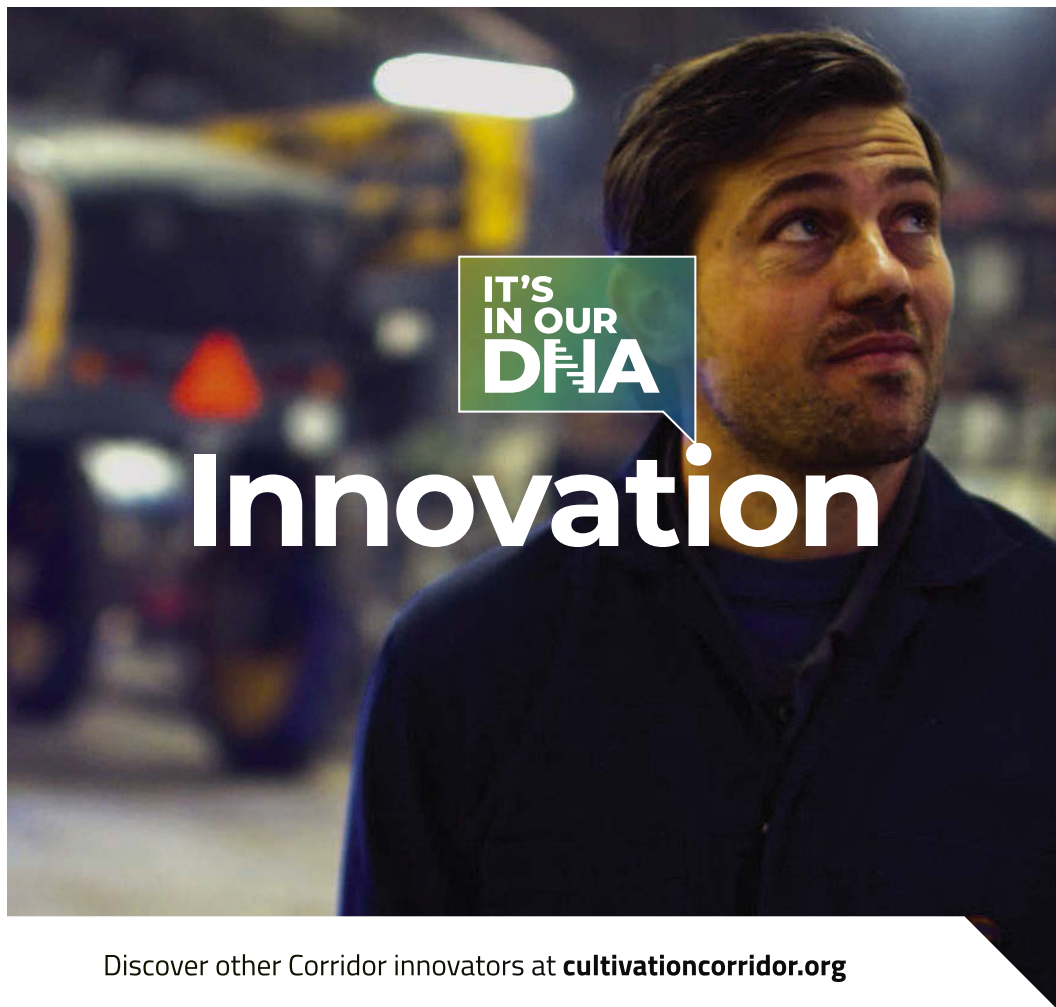
amonaghan@measuredintentions.com

Reece Mayes, *Southeastern Community College, Industrial Maintenance*

Brody Neas, *Southwestern Community College, Electrical Technologies*

Clayton Coleman, *Western Iowa Community College, Welding Technician & Technology*

For more information about manufacturing careers, visit www.elevateiowa.com.



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Do you know Berni?

Dr. Berni del Campo arrived in Iowa's Cultivation Corridor in 2006 after landing an internship at DuPont Pioneer. While pursuing a PhD at Iowa State University, he found access to tools, resources, friends, collaborators and experts that helped him launch Advanced Renewable Technology International (ARTi), an innovative manufacturer of biochar, a biomass-based soil additive and water filtration medium.





TOP TIPS

Incentive programs aim to help Iowans hire and train workers, grow businesses

The national media has caught on and the word is out: Iowa is a great place to live and work. Just this year Iowa was ranked No. 1 in U.S. News and World Report's Best States. For those of us already here, this comes as no surprise. What is surprising is how few people outside of Iowa truly know our story. Also surprising is how many incentive programs Iowa has for businesses that are not fully utilized.

We thought a refresher on some of the numerous incentive programs that aim to help hire and train workers or grow the business presence within the state would be beneficial. This is a partial list and is under current law. While not every program will match up to a business's objectives, it is certainly worth a look. The list below just scratches the surface of eligible programs. We encourage you to talk with your trusted adviser to find out more.

- **Work Opportunity Tax Credit** – A Federal tax credit available to employers for hiring individuals from certain “target” groups who consistently face significant barriers to employment. This could include unemployed veterans, TANF and SANP recipients, and ex-felons.
- **High Quality Jobs Program** – An Iowa program that provides qualifying businesses assistance to offset some of the costs incurred to locate, expand or modernize an Iowa

facility. This could include loans (may qualify as forgivable), tax credits, exemptions and refunds.

- **New Jobs Tax Credit** – An Iowa tax credit available to businesses providing additional training to employees and expanding their workforce via the New Jobs Training Program.
- **Research Activities Tax Credit** – Iowa companies meeting the qualifications of the Federal Research Credit may also be eligible for refundable Iowa tax credits for qualifying research expenditures.
- **Targeted Jobs Withholding Tax Credit Pilot Program** – For businesses located in Burlington, Council Bluffs, Fort Madison, Keokuk and Sioux City, this program allows these “pilot” cities to match funds withheld by an employer to create economic incentives that can be directed toward the growth/expansion of targeted local businesses.
- **Redevelopment Tax Credit** – An Iowa program aimed at redeveloping brownfield or grayfield sites, this program offers tax credits as an incentive to developers and businesses undertaking these projects.

Long story short, don't miss out on these and other opportunities to assist you in hiring and training workers and/or growing your business presence within the state of Iowa.



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JULY 15-19

Business Horizons 2018
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AUGUST 1-2

Connecting Statewide Leaders – Bringing Boji Back
Okoboji

AUGUST 5-9

Leadership Iowa University
Des Moines

AUGUST 27

Executive Open Golf Outing
Des Moines Golf and Country Club | West Des Moines

AUGUST – TBD

Public Policy Meetings
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OCTOBER 2

Legends in Manufacturing Awards Dinner
Prairie Meadows Event and Conference Center | Altoona

Visit www.iowaabi.org and click the “Events” tab for details on upcoming events.

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SUCCESSION PLANNING

No Time Like the Present

There is an old saying that a journey of a 1,000 miles starts with just one step. That is definitely true of succession and transition planning. It is one of those big, ongoing projects that you know is important, but rarely feels urgent when compared with the other demands of your business. So it sits on the to-do list, uncompleted for months or years.

One of the most important factors of an effective succession plan is the time to implement and perfect your strategy. Time is sadly the one resource you can never get back if you delay getting started. The key to preserving and making use of your time is just getting started — even if it is something small — and building a habit of taking regular, small steps to maintain and increase your momentum.

There are a number of ways to get the ball rolling, which include:

- 1 Engaging your management team in the process and setting aside a specific time every month to work on these issues.
- 2 Finding an accountability partner, like a business adviser, accountant or attorney, to help keep you on track and work through thorny issues.
- 3 Reading and researching succession planning issues.
- 4 Identifying and writing down goals for the business and yourself personally.
- 5 Making succession goals a factor when making your key business decisions, particularly with respect to new hires and promotions.
- 6 Considering whether a sale of the company may be the right choice, whether to employees or to a third party.

There truly is no time like the present. Working through the tough succession planning issues will increase the value of your company, provide peace of mind (in the long term) and maximize the chances that your goals are actually achieved.



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ABI is Iowa's oldest and largest business network, representing almost **1,500 businesses** of all types and sizes employing **over 330,000 Iowans** in all **99 counties**. If you are not sure if your organization is a member of ABI, contact **Dorothy Knowles** at 515-235-0568 or dknowles@iowaabi.org.

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Community Leadership Program Class of 2018



COMMUNITY LEADERSHIP PROGRAM SUPPORTED BY



Graduate & Professional Programs

The Greater Des Moines Leadership Institute's Community Leadership Program raises community awareness and builds leadership skills, equipping participants to drive change in Central Iowa. Class members honed their skills and impacted the community through the following projects:

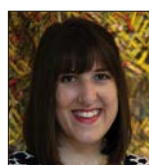
- **Blank Park Zoo** - Further develop the Zoo's inclusivity program for visitors with disabilities.
- **DART/USCRI** - Improve public transit communication resources to facilitate ease of use for refugees and immigrants.
- **Food Bank of Iowa** - Develop an assessment tool to identify and expand partner sites, enabling more locations to provide healthy meals.
- **Genesis** - Market and refine branding to support programs that empower underserved youth and immigrant families.
- **Please Pass the Love** - Define strategic plan and develop marketing materials to advance their mental health program in Iowa schools.

Celebrate the accomplishments of the Class of 2018 at the Leadership Institute Honors luncheon on Friday, May 18.

Register at gdmli.com.



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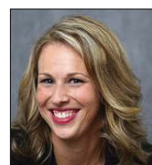
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For the past 19 years the Business Record has recognized women who have made outstanding contributions to the community in a variety of areas with the Women of Influence awards. Nomination criteria is outlined below. Deadline for nominations is May 25th. Awards will be presented at a reception on August 9th.

WOMEN OF INFLUENCE 2018 NOMINATIONS

To be considered, please submit a resume and cover letter specifically addressing accomplishments that meet the judging criteria. Letters of recommendation, while not required, are also encouraged.

The Women of Influence awards celebrate the work of women who have made a difference. They've devoted their lives to doing things most wouldn't. They've spent countless hours on various boards. They're role models with impeccable ethics. They've blazed a trail either personally or professionally for other women to follow.

WHEN CONSIDERED FOR RECOGNITION, CANDIDATES WILL BE JUDGED ON THE FOLLOWING CRITERIA:

- Success in their chosen field
- Lasting impact on the community
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- Role model for other women through not only their achievements but also their high ethical standards

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How to thrive after college

GRINNELL COLLEGE SEES SUCCESS WITH LEARNING COMMUNITY APPROACH

BY JOE GARDYASZ



SUBMITTED PHOTO

“In many ways, the modern work world looks a lot like a preschool classroom, where curiosity, sharing and negotiating are front and center.”

Jeffrey Selingo (left)
author, *“There Is Life After College”*



MIKE LAWRENCE

When Jeffrey Selingo was interviewing for his first full-time journalism position after college in 1995, he was riding back from lunch with the editor when the editor pulled the classic newspaper interview test — dropping him off in downtown Wilmington, N.C., with a four-hour deadline to come back with a story to file.

“I wanted to see how well you could navigate the ambiguity of the situation,” Selingo recalled the editor telling him. He filed a story and was hired for the job, which laid the groundwork for becoming a published author. In a similar way, liberal arts colleges must do a better job of preparing their students for the ambiguity of the working world, says Selingo, author of *“There Is Life After College.”*

Selingo spoke recently at a conference hosted by Grinnell College, *“Purposeful Lives and Meaningful Work: Preparing Students to Thrive*

After College.” College career center administrators and student advisers from 37 liberal arts colleges around the country attended the conference, a testimony to how much brainpower small colleges are devoting to the topic.

Grinnell College is among an increasing number of small liberal arts colleges that have thoughtfully reimagined the traditional career center approach. The college in 2014 launched its Center for Careers, Life and Service, a network of seven career-focused learning communities. About 300 Grinnell students now participate in one or more of the learning communities.

The approach dovetails with the findings of Selingo’s research, which builds on the increasing conviction among education leaders that students are spending too much time and effort on getting into and paying for college, and little to what happens once they get in.

CONTINUED ON PAGE 22 >>

CONTINUED FROM PAGE 21 <<

"Too many kids go off to college thinking, 'As long as I get that piece of paper, I'm going to be golden in this job market,'" Selingo said. "Really, what my book finds is that's no longer true — it's what you do in college, the courses you take, the majors you decide to take on, the other types of experiential learning you do, that actually end up being much more important in the job market than the degree itself."

To encourage better engagement, Grinnell has instituted a policy of assigning three advisers to each student — a faculty adviser, a career adviser and a residential adviser.

The approach impressed Selingo, who has traveled extensively to all sizes of college campuses nationwide. "The fact of the matter is, no one person can really provide students with all they need, so I'm very impressed with this idea of a three-person advising corps," he said.

Navigating the job market is considerably different from how it used to be. In his presentation, Selingo noted that Google now has more contract and freelance workers than it does full-time employees — and among U.S. employers freelance work has increased by more than 50 percent in the past decade.

"So employees are going to have to learn how to self-direct their learning throughout their lifetime. It's going to be critically important to us to help students develop these skills while they're still in college."

In his research for his latest book, Selingo found that in a study of 20 million online job ads, three-quarters of the ads had just 25 skills that appeared across all industries, and the top five were remarkably similar themes of communication/writing, organizational skills and problem-solving. Employers specifically list those "navigational" skills because they're no longer assured that they're embedded in the degree, he said.

"In many ways, the modern work world looks a lot like a preschool classroom, where curiosity, sharing and negotiating are front and center," Selingo said.

Grinnell College provides an environment for building those navigational skills.

Among the faculty who lead the seven learning communities at Grinnell is Mike Lawrence, a former oil company executive whom the college recruited to lead the new Business and Finance Community. Lawrence held senior positions with Exxon-Mobil and BP and most recently worked with several graduate business school programs.

"I think Grinnell is really in a leadership position [with the communities]," said Lawrence, who was hired last summer. "While the communities are newer, one of the key things I looked for when I came here was that that the work we're doing with the CLS is a strategic part of

the college, and that's important. That kind of support [from the trustees and administration] makes a big difference."

Early on, freshmen can meet with exploratory teams from the seven communities as part of the advising process, and have the option to join or leave communities as their interests evolve. The Business and Finance Community has about 80 students participating currently, he said.

The Center for Careers, Life and Service, which now has 22 advisers on staff, was originally developed as part of Grinnell's strategic planning process in 2012, said Mark Peltz, the center's dean.

A primary goal is getting students engaged in "high-impact" experiences, Peltz said. "It's really about building a portfolio of experiences before graduation."

An element that Grinnell added with the CLS is an Employer Engagement Team that coordinates with employers ranging from local businesses to multinational corporations to bring representatives to campus. That team is led by Kelly Harris.

"For decades, Grinnell didn't have anyone dedicated to cultivating relationships with employers," Peltz said. "Now we have a leader and a team dedicated to that."

Lawrence noted that students in his community who were anthropology majors have landed positions with leading firms such as McKinsey Consulting. Another graduate of the Business and Finance Community who double-majored in music and economics accepted an offer with health care software company Epic Systems Corp.

"Personally, in my community, one of the biggest opportunities is to really teach the students how to tell that compelling career story," Lawrence said. "Technology is changing things so quickly — it's a matter of how do you present your story, and how you're going to be a life-long learner for that company or industry that makes you attractive." ■



JOE GARDYASZ

Business Record HR & Education
beat reporter

HAVE AN IDEA OR TIP?

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THE "BIG SIX" COLLEGE EXPERIENCES

I had at least one professor who made me excited about learning.

My professors cared about me as a person.

I had a mentor who encouraged me to pursue my goals and dreams.

I worked on a project that took a semester or longer to complete.

I had an internship or job that allowed me to apply what I was learning in the classroom.

I was extremely active in extracurricular activities and organizations while I attended college.

SOURCE: GALLUP-PURDUE INDEX

GALLUP STUDY AFFIRMS VALUE OF COLLEGE-CAREER CONNECTIONS

Colleges need to improve how they measure and foster student engagement, which is a key factor in post-college career success, says a leading education researcher.

"A relationship-rich experience in college doubles the likelihood of career success," Brandon Busteed, executive director of Education and Workforce Development with Gallup, recently told attendees at the Future Ready Iowa conference in Des Moines.

In addition to working at an internship or job during college and being involved in extracurricular activities, having at least one professor who makes the student excited about learning and working on longer-term projects is among six key undergraduate experiences (see box) that prime graduates to succeed in their work and lives after college, according to a report from the Gallup-Purdue Index, a representative study of 70,000 college graduates conducted by Gallup.

"The connection between the relevance of students' education to their career and their overall well-being tells us that students thrive when they can envision a path from their studies to their future work," according to the report. "In practice, colleges and universities should think purposefully about drawing more connections between the college experience and the careers for which students are preparing."



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CALENDAR

16

WEDNESDAY

Articulating Your Worth Luncheon

Host: Association for Women in Communications Iowa Chapter

About: Gina Skinner-Thebo will help discover how to advance your career and achieve pay equity by properly articulating your worth to employers, clients and others.

When: 11:30 a.m. to 1 p.m.

Where: West Bank

16

WEDNESDAY

Aspirant Series: An Entrepreneurial Leadership Event

Host: Iowa Center for Economic Success

About: This leadership event is designed to provide you with the knowledge, hands-on application, relevant tools, necessary contacts, business mentors and applicable inspiration to immediately put a plan into action.

When: 7:30 a.m. to 5 p.m.

Where: Drake University - Olmsted Center

17

THURSDAY

COMMUNITY FOUNDATION CELEBRATION LUNCHEON

Host: Community Foundation of Greater Des Moines

About: Join the Community Foundation in celebrating the many ways our community is made better together through charitable giving.

When: 11:30 a.m. to 1:15 p.m.

Where: Community Choice Credit Union Convention Center Ballroom

18

FRIDAY

Leadership Institute Honors and Community Leadership Program Graduation

Host: Greater Des Moines Leadership Institute

About: Leadership Institute Honors recognizes individuals who have made a difference in our community. Celebrate the contributions of six community leaders and the accomplishments of our newest Community Leadership Program graduates.

When: 11:30 a.m. to 1 p.m.

Where: Downtown Des Moines Marriott

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TODD ASHBY

Todd Ashby is the executive director of the Des Moines Area Metropolitan Planning Organization. For more information about the Des Moines Area MPO, visit www.dmampo.org.



Pilot program helps firms fill empty shipping containers

The pilot website ContainerLocator.com has demonstrated proof of concept and is drawing praise from the tech community.

The website empowers companies to track down international shipping containers that are arriving in Iowa full of goods and leaving empty. Once they locate a container arriving near them, website users can contact ocean carriers and negotiate lower shipping rates using containers that would otherwise leave empty.

International trade is critically important to Iowa's economy. This project will help companies across Iowa export more efficiently and grow their businesses.

The concept for the Container Locator was hatched in the spring of 2014 through the Freight Roundtable, a forum organized by the Des Moines Area Metropolitan Planning Organization (MPO) to discuss issues related to freight transportation among key stakeholders, including the Greater Des Moines Partnership and the International Traders of Iowa.

The MPO contracted with CyBIZ Lab in the Ivy College of Business at Iowa State University to determine the feasibility of a container-tracking website and then to build it. The resulting website tracks relevant information about intermodal containers, including their origin, capacity, destination and shipping company.

With this tool, Iowa companies can now lower their shipping costs, ocean carriers can increase revenue by filling containers that would otherwise be transported empty, and the end consumer stands to benefit from the overall lower cost of delivering goods.

The tech community is taking notice. The website garnered the Des Moines Area MPO the prestigious and highly competitive 2018 award for "Best User of Technology" from the Technology Association of Iowa. Additionally, CyBIZ Lab's contribution to the project was featured in one of the case studies that helped Iowa State win the "Talent Award" from the Association of Public and Land-grant Universities (APLU) 2017 Innovation & Economic Prosperity (IEP) University Awards, which recognizes innovative student learning initiatives.

After nearly a year of testing, we've learned we have a viable technology to fulfill a unique niche in the international movement of goods, not only in Iowa but more broadly in the Midwest and eventually the nation. We found strong interest among shippers and ocean carriers, who recognize the potential efficiency that this tool will offer to businesses at the state, regional and national levels.

Based on feedback during the testing phase, ContainerLocator.com will undergo improvements in the coming months and re-launch later this year. The site remains free to use during the testing phase. Companies are invited to test out the site and send feedback to info@dmampo.org. ■

Have an opinion?

We're always on the lookout for community leaders who want to voice their opinion on the issues affecting Central Iowa business. If there's an issue or challenge in your industry that you think our readers should hear about, consider submitting a column for publication. For more information, contact the editor at suzannebehnke@bpcdm.com.

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Woman Business Owner of the Year Award

For the past 19 years the Business Record has been honoring women who are recognized community-wide for the impact they have made in Central Iowa with the Women of Influence Awards. In an effort to recognize the female business owners who have been and will continue to make an impact on our community, the Business Record is proud to be presenting the **2018 University of Northern Iowa College of Business Administration Woman Business Owner of the Year Award.**

Nominations are due no later than noon on May 25th, 2018. The winner will be honored at the Women of Influence event on August 9th, 2018.

The ideal candidate will be a woman who:

- Significant achievement and success through their company
- Personal and professional reputation showing high ethical standards
- Investment in time mentoring others
- Strong business community network connections
- Education and professional experience
- History of the company and impact individual has had on the organization

Deadline: Friday May 25th at noon

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Trump's breadcrumbs

"Rudy Giuliani figured it out," said a familiar voice.

I was approaching Terrace Hill on my afternoon walk last week when my friend K.C. suddenly appeared, as he often does, when I least expected him.

"Figured what out?" I asked.

"That no one cares about Donald Trump's lies," K.C. said.

"For months," he said, "President Trump has denied that he reimbursed Michael Cohen \$130,000 to pay off porn star Stormy Daniels.

"Then, Giuliani goes on Fox TV and says Trump did pay Cohen. Everyone thought Giuliani had committed a huge faux pas, until the next day when Trump tweeted his own admission.

“Rudy (Giuliani) told Trump to clean up his lies, before they became perjury.”

— DAVE'S FRIEND K.C.

"Giuliani figured out that Trump's lies don't matter," K.C. said. "Not with his base, anyway."

"Think about it," he continued. "During the 2016 campaign, and even after Trump took office, news reporters were careful about how they characterized Trump's untrue statements. Most were reluctant to call him an outright liar.

"Now, everybody does. But nobody cares. Even evangelical Christians, who you'd think would care about things like honesty and sexual promiscuity, don't seem to care.

"I'm guessing that after Giuliani joined Trump's legal team, he said something like this:

"Hey, boss, don't sweat the small stuff. People know you lie, and they don't care.

"If the special prosecutor is going to get you, it won't be for a crime that you say you didn't commit. It will be for obstruction of justice. That's what brought down Nixon and nearly did in Bill Clinton."

"Obstruction is always easier to prove than a real crime," K.C. explained. "It's easier to prove perjury than collusion or conspiracy. Rudy told Trump to clean up his lies, before they became perjury. He probably told Trump that if he cleaned up his lies, he could tell special prosecutor Robert Mueller to take a hike."

"So," I said, "you think that, if Trump goes back and corrects his lies, Mueller won't be able to touch him?"

"Not at all," K.C. said. "That's what Giuliani thinks. But he's nearly as senile as Orrin Hatch. "I think Mueller has done a good job of rounding up evidence," K.C. said. "Did you see the list of questions he wants to ask the president?"

"There were more than 40 questions on the list that the New York Times printed. They covered everything from the president's fixer lawyer Michael Cohen to the firing of FBI Director James Comey. Mueller also wants to know what Trump did when he learned that Attorney General Jeff Sessions would recuse himself from the Russia investigation. And he wants to explore any and all connections between Trump and his campaign and Russians.

"It looks to me like Mueller is slowly tightening the noose," K.C. said. "And Trump has been helping every step of the way."

"That doesn't make sense," I said. "Trump has been resisting tooth and nail."

"Yes and no," K.C. said. "Trump doesn't realize it, but he is his own worst enemy. You know how he loves Twitter and can't resist tweeting about anything and everything that involves him?"

"Sure," I said. "They say it's his way of going around the news media to stay in direct touch with his supporters."

"He's doing more than staying in touch with his people," K.C. said. "His tweets created a trail, just like the one Hansel and Gretel left in the forest with breadcrumbs. Only his tweets won't lead him out of the woods."

"Mueller is using Trump's tweets to create a road map to everything Trump has done, or wanted to do, in the past three years.

"It's all in the breadcrumbs," K.C. said as he walked away. ■

Service needs human touch

My dad passed away a few weeks ago and, as executor, I've been making a lot of official phone calls to everyone from the Social Security Administration to Hyundai where his car lease was financed.

In almost all cases, I start with someone in a call center and may or may not get transferred to someone within the organization. I'm stunned at the robotic responses I get from most of the people on the other end of the line. With noted exception, there's no expression of condolences or even an acknowledgment that my family has suffered a loss. They are clearly following a script, and nothing is going to get them to step away from the prescribed words.

I'm not expecting to have a five-minute conversation about how wonderful my dad was or how much we'll miss him. But when someone says, "I am calling to report the death of my father. He had a lease with your company, and as executor, I am calling to find out what documentation you need," the next sentence uttered should not be, "VIN please."

I have a friend who owns a large agency on the West Coast, and she called to commiserate with me this past weekend because they landed a huge client two months ago and on Friday the CEO called to tell her that

they were canceling the contract and hiring someone else. When she asked why, his answer was, "Your process was too rigid. For big projects it makes sense, but when we needed something quick and simple, we spent days waiting for scopes of work for a job that should have taken an hour."

Two very different examples, but the problem is the same. Employees who have been trained in processes but not trained to recognize when they should step out of the process and use their brains, hearts or humanity. Part of your culture, training and onboarding needs to be about the rules, but an equally important part needs to be about when the rules should be bent or broken.

I know that most people hate the seemingly endless phone prompts that make you listen to the menu and then choose the best option. We think a real human will be better. But it's even more disheartening when the human is as robotic as the quagmire of a company's automated operator.

I'm a big fan of process. (Well, I am a big fan of businesses having process; I have to admit, I might do an end run now and then!) I understand the importance of uniformity, efficiency and the ability to scale. But we have to help our employees recognize that there's

DREW McLELLAN

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always an exception to the rule. We can't surrender to the process to the point that we blindly follow it, even when it doesn't make any sense or isn't humane.

Our employees are our brand. They either represent the best or the worst of us. How they respond to your customers will make or break your business. When they sacrifice their relationship with your client because "it's how we have to do it" there's a price that will be paid.

Have you hired people who robotically follow the defined path, or have you sought people with some emotional intelligence and the insight and courage to step away from the process when it's called for?

This is a hiring and culture issue. This is a training issue. This is a customer retention issue. This is a brand issue. You want employees who follow the rules. But you need employees who know when they should sidestep the rules to truly take care of your client. ■



This week's QR code will take you to an article about building a team with the emotional intelligence you need in today's economy.

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– **Lori Schaefer-Weaton**, President, Agri-Industrial Plastics

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CITY ORDINANCES

ORDINANCE NO. 15,656

AN ORDINANCE to amend the Municipal Code of the City of Des Moines, Iowa, 2000, adopted by Ordinance No. 13,827, passed June 5, 2000, as heretofore amended, by amending Section 26-142 relating to revocation, expiration and extension of permit, and by adding a new Division 7. Plumbing Fixture Counts of Article III. Building Code, consisting of Sections 26-370, 26-371, 26-372 and 26-373, relating to plumbing fixture counts.

Be It Ordained by the City Council of the City of Des Moines, Iowa:

Section 1. That the Municipal Code of the City of Des Moines, Iowa, 2000, adopted by Ordinance No. 13,827, passed June 5, 2000, as heretofore amended, is hereby amended by amending Section 26-142 relating to revocation, expiration and extension of permit, and by adding a new Division 7. Plumbing Fixture Counts of Article III. Building Code, consisting of Sections 26-370, 26-371, 26-372 and 26-373, relating to plumbing fixture counts as follows:

Sec. 26-142. Revocation, expiration and extension of permit.

(a) Any permit required by this chapter may be revoked by the building official upon the violation of any section of this article. In addition to the revocation of a permit a person shall be guilty of a misdemeanor punishable by fine as provided by section 1-15 of this Code, or shall be guilty of a municipal infraction punishable by a civil penalty as provided by section 1-15 of this Code.

(b) A willfully false statement in an application for a permit shall be sufficient cause for revocation.

(c) Every permit, except a demolition permit, issued by the building official under the provision of the building codes shall expire under any one of the following conditions:

(1) Failure to begin work authorized within 180 days after issuance of the permit.

(2) Suspension or abandonment of work for 180 days after commencement of the work. Time of occurrence of suspension or abandonment of work shall be computed from the date of the most recent inspection since which no progress has been made.

(3) Failure to complete work on a structure designed for residential uses or a townhouse structure that is part of a townhouse development of eight (8) or fewer units within one year after issuance of a permit.

(4) Failure to complete work on a structure designed for commercial uses, industrial uses, or a townhouse structure that is part of a townhouse development of more than eight (8) units within two years after issuance of a permit. For permits with a valuation exceeding \$10,000,000.00 work shall be completed within three years after issuance of a permit.

(d) The building official is authorized to grant one 180-day extension of time for permits set to expire in one year and up to three 180-day extensions of time for permits set to expire in more than one year.

(e) Extensions in subsection (d) of this section may be further extended by action of the city council. An expired permit may not be reissued without a permit fee except by resolution of the city council.

ARTICLE III. BUILDING CODE

Division 7. Plumbing Fixture Counts

Sec. 26-370. Plumbing Systems Scope.

Delete section 2901.1 of the 2015 International Building Code and insert in lieu thereof the following new section:

2901.1 Scope. The provisions of this chapter and the Uniform Plumbing Code as adopted by Sec. 26-601 and the State Plumbing and Mechanical Systems Board shall govern the erection, installation, alteration, repairs, relocation, replacement, addition to, use or maintenance of plumbing equipment and systems. Toilet and bathing rooms shall be constructed in accordance with Section 1210. Plumbing systems and equipment shall be constructed, installed and maintained in accordance with the Uniform Plumbing Code.

Sec. 26-371. Separate Facilities.

Delete section 2902.2 of the 2015 International Building Code and insert in lieu thereof the following new section:

2902.2 Separate Facilities. Separate toilet facilities shall be provided for each sex.

Exceptions:

(1) Residential installations.

(2) In occupancies with a total occupant load of 10 or less, including customers and employees, one toilet facility, designed for use by no more than one person at a time, shall be permitted for

use by both sexes.

(3) In business and mercantile occupancies with a total occupant load of 50 or less including customers and employees, one toilet facility, designed for use by no more than one person at a time, shall be permitted for use by both sexes. Sec. 26-372. Drinking Fountains for Small Occupancies

Delete section 2902.6 of the 2015 International Building Code and insert in lieu thereof the following new section:

2902.6 Small Occupancies. Drinking fountains shall not be required for an occupant load of 30 or less.

Sec. 26-373. Drinking Fountain Alternatives

Insert the following new section 2902.7 to the 2015 International Building Code:

2902.7 Drinking Fountain Alternatives. Where food is consumed indoors, water stations shall be permitted to be substituted for drinking fountains. Bottle filling stations shall be permitted to be substituted for drinking fountains up to 50 percent of the requirements for drinking fountains.

Section 2. This ordinance shall be in full force and effect from and after its passage and publication as provided by law.

FORM APPROVED:

Jessica D. Spoden, Assistant City Attorney

T. M. Franklin Cownie, Mayor

Attest:

I, Diane Rauh, City Clerk of the City of Des Moines, Iowa, hereby certify that the above and foregoing is a true copy of an ordinance (Roll Call No. 18-0716), passed by the City Council of said City at a meeting held April 23, 2018 signed by the Mayor on April 23, 2018 and published and provided by law in the Business Record on May 11, 2018. Authorized by Publication Order No. 10322.

Diane Rauh, City Clerk

ORDINANCE NO. 15,657

AN ORDINANCE to amend the Municipal Code of the City of Des Moines, Iowa, 2000, adopted by Ordinance No. 13,827, passed June 5, 2000, as heretofore amended, by amending Sections 114-2909, 114-3033, 114-3441.05 and 114-3451, relating to traffic and vehicle regulations.

Be It Ordained by the City Council of the City of Des Moines, Iowa:

Section 1. That the Municipal Code of the City of Des Moines, Iowa, 2000, adopted by Ordinance No. 13,827, passed June 5, 2000, as heretofore amended, is hereby amended by amending Sections 114-2909, 114-3033, 114-3441.05 and 114-3451, relating to traffic and vehicle regulations, as follows:

Sec. 114-2909. East Thirty-ninth Court Mattern Avenue to East Fortieth Street.

East Thirty-ninth Court, on the west side, from East Sheridan Avenue to a point 50 feet south thereof, no parking any time.

East Thirty-ninth Court, on the west side, from East Sheridan Avenue to Hull Avenue, no parking any time.

East Thirty-ninth Court, on the west side, from Easton Boulevard to a point 75 feet south thereof, no parking no time.

East Thirty-ninth Court, on the west side, from a point 75 feet south of Easton Boulevard to a point 135 feet south thereof, school passenger loading and unloading 7:00 a.m. to 4:00 p.m. school days, 30-minute limit.

East Thirty-ninth Court, on the east side, from Mattern Avenue to East Sheridan Avenue, no parking any time.

East Thirty-ninth Court, on the west side, from East Ovid Avenue to East Seneca Avenue, no parking any time.

East Thirty-ninth Court, on the east side, from East Seneca Avenue to East Fortieth Street, no parking any time.

Sec. 114-3033. East Broad Street South Union Street to Southeast Tenth Street.

East Broad Street, on the south side, from South Union Street to Southeast Seventh Street, no parking any time.

East Broad Street, on the south side, from Southeast Eighth Street to Southeast Eighth Court, no parking any time.

East Broad Street, on the north side, from Southeast Fifth Street to a point 50 feet east thereof, no parking any time.

East Broad Street, on the north side, from Southeast Eighth Court to Southeast Tenth Street, no parking any time.

Sec. 114-3441.05. East Luster Lane--Southeast Thirty-third Street to East Havens Avenue.

East Luster Lane, on the north side, from East Twenty-third Street to and including the cul-de-sac at East Havens Avenue, no parking any

time.

East Luster Lane, on the south side, from a point 75 feet north of East Havens Avenue to East Havens Avenue, no parking any time.

East Luster Lane, on the east side, from Southeast Nineteenth Court to Bloomfield Road, no parking any time.

Sec. 114-3451. East Madison Avenue First Street to dead end east of East Forty-second Street.

East Madison Avenue, on the south side, from First Street to a point 100 feet west of East Eighth Street, no parking any time.

East Madison Avenue, on the north side, from a point 100 feet west of Cornell Avenue to a point 85 feet east of Cornell Avenue, no parking any time.

East Madison Avenue, on the north side, from a point 125 feet west of North Union Street to a point 275 feet east thereof, no parking any time.

East Madison Avenue, on the north side, from a point 100 feet west of East Eighth Street to East Tenth Street, no stopping or standing 7:00 a.m. to 5:00 p.m. school days.

East Madison Avenue, on the south side, from a point 100 feet west of East Eighth Street to East Tenth Street, no stopping or standing.

East Madison Avenue, on the south side, from East Tenth Street to McDonald Street, no parking any time.

East Madison Avenue, on the north side, from a point 50 feet west of East Fourteenth Street to a point 50 feet east of East Fourteenth Street, no parking any time.

East Madison Avenue, on the north side, from East Twenty-third Street to East Twenty-fourth Court, no parking any time.

East Madison Avenue, on the south side, from East Twenty-third Street to a point 60 feet east, no parking any time.

East Madison Avenue, on the south side, from East Twenty-fifth Street to East Twenty-ninth Street, no parking any time.

East Madison Avenue, on the north side, from East Twenty-ninth Street to East Thirty-second Street, no parking any time.

East Madison Avenue, on the south side, from East Thirty-second Street to a point 50 feet west thereof, no parking any time.

East Madison Avenue, on the north side, from East Fortieth Street to Briarcliff Drive, no parking any time.

East Madison Avenue, on the south side, from Briarcliff Drive to East Forty-first Street, no parking any time.

East Madison Avenue, on the north side, from East Forty-first Street to a point 50 feet east of East Forty-second Street, no parking any time.

East Madison Avenue, on the south side, from East Forty-second Street to a point 50 feet west thereof, no parking any time.

Section 2. This ordinance shall be in full force and effect from and after its passage and publication as provided by law.

FORM APPROVED:

Lawrence F. Dempsey, Assistant City Attorney

T. M. Franklin Cownie, Mayor

Attest:

I, Diane Rauh, City Clerk of the City of Des Moines, Iowa, hereby certify that the above and foregoing is a true copy of an ordinance (Roll Call No. 18-0718), passed by the City Council of said City at a meeting held April 23, 2018 signed by the Mayor on April 23, 2018 and published and provided by law in the Business Record on May 11, 2018. Authorized by Publication Order No. 10323.

Diane Rauh, City Clerk

ORDINANCE NO. 15,658

AN ORDINANCE to amend the Municipal Code of the City of Des Moines, Iowa, 2000, adopted by Ordinance No. 13,827, passed June 5, 2000, as heretofore amended, by amending Sections 114-636, 114-639, 114-640, 114-640.01, 114-640.03, 114-641, 114-642, 114-643, 114-644, 114-645, 114-650, 114-652, 114-653 and 114-655, and by repealing Sections 114-637, 114-638, 114-654, and by repealing all of Division 10, Parking Meter Districts of Article XVI, Schedules, including Sections 114-3831 through 114-4115, relating to regulation of parking meters.

Be It Ordained by the City Council of the City of Des Moines, Iowa:

Section 1. That the Municipal Code of the City of Des Moines, Iowa, 2000, adopted by Ordinance No. 13,827, passed June 5, 2000, as heretofore amended, is hereby amended by amending Sections 114-636, 114-639, 114-640, 114-640.01, 114-640.03, 114-641, 114-642, 114-643, 114-644, 114-645, 114-650, 114-652, 114-653 and 114-655, and by repealing Sections 114-637, 114-638, 114-654, and by repealing all of Division 10,

Parking Meter Districts of Article XVI, Schedules, including Sections 114-3831 through 114-4115, relating to regulation of parking meters, as follows:

DIVISION 4. PARKING METERS

Sec. 114-636. Parking meter and resident permit parking district.

The parking meter and resident permit parking district shall be constituted of all the streets and avenues located within the area bounded by the north right-of-way line of West Martin Luther King Jr Parkway beginning at the west bank of the Des Moines River, thence west to the west side of Sixteenth Street, thence north along the westerly side of Sixteenth Street to the south side of Locust Street, thence west along the south side of Locust Street to a point even with the west side of Eighteenth Street, thence northwest along the westerly side of Eighteenth Street to the south side of Grand Avenue, thence west along the south side of Grand Avenue to the west side of Nineteenth Street, thence north along the west side of Nineteenth Street to the north side of Woodland Avenue, thence east along the north side of Woodland Avenue to the north extension of the west side of Twelfth Street, thence north along the north extension of the west side of Twelfth Street to a point even with the westerly extension of the north side of Chestnut Street, thence east along the west extension of the north side of Chestnut Street and along the north side of Chestnut Street to the west side of Ninth Street, thence north along the west side of Ninth Street to the south side of Keosauqua Way, thence northwest along the south side of Keosauqua Way to the west side of Tenth Street, thence north along the west side of Tenth Street and along the north extension of the west side of Tenth Street to the south right-of-way line of Interstate 235, thence east along the south right-of-way line of Interstate 235 to the west bank of the Des Moines River, thence south along the west bank of the Des Moines River to the north side of Grand Avenue, thence east along the north side of Grand Avenue to the west side of Robert D. Ray Drive to a point even with the westerly extension of the north side of Lyon Street, then east along the west extension of the north side of Lyon Street and along the north side of Lyon Street to the east side of to the east side of Pennsylvania Avenue; thence south along the east side of Pennsylvania Avenue to the point of intersection with the east extension of the south side of East Locust Street and said point also being the east side of East Seventh Street; thence south along the east side of East Seventh Street and Southeast Seventh Street to the north right-of-way line of East Martin Luther King Jr Parkway; thence west along the north right-of-way line of East Martin Luther King Jr Parkway and along the right-of-way line West Martin Luther King Jr Parkway to the point of beginning.

Sec. 114-637. Reserved.

Sec. 114-638. Reserved.

Sec. 114-639. Parking Meter and Resident Permit Parking District Map.

The city traffic engineer shall cause to be filed in the office of the city clerk a detailed map depicting the boundaries of the parking meter and resident permit parking district as established by this division.

Sec. 114-640. Designation of parking spaces.

The city traffic engineer may apportion the appropriate parts of the streets in the parking meter and resident parking district into individual parking spaces and may cause such parking spaces to be designated by meters placed on the sidewalk or border area of the street. No vehicle shall be parked which is not entirely within the limits of the space adjacent to the parking meter. The city traffic engineer may cause the removal of any parking meter placed for any parking space.

Sec. 114-640.01. Resident parking permits.

(a) The city traffic engineer is authorized to issue a resident parking permit for residents living within the parking meter and resident parking permit district, as defined by Sec. 114-636. Resident parking permits may be issued on an annual or monthly basis. The fee for a Type A permit shall be \$50.00 per month, while the fee for a Type B shall be \$25.00 per month. Fees may be prorated on a monthly basis from the start of the effective period of the permit for permits issued after the start of the effective period. Resident parking permits will be of a color and design, as determined by the city traffic engineer, and this color and design will change as needed for enforcement purposes.

(b) The city traffic engineer is authorized to issue, at no charge, a Special Parking

CITY ORDINANCES

Permit to any current holder of a Resident Parking Permit, when it is determined that an authorized activity within the Resident Parking Permit District precludes the holder of a Resident Parking Permit from being able to use the adjacent parking area designated for Resident Permit Parking.

(c) A Special Parking Permit daily meter fee shall not be waived when the reason for a parking restriction is related to a valid emergency restriction, such as but not limited to, snow removal. The holder of a valid Resident Parking Permit may apply and would be eligible for issuance of a Special Parking Permit under Sec. 114-361.21, with the permit fee waived, but would still be responsible for paying the daily cost of any parking meter, as computed under Sec. 114-361.19(e), at any parking metered space not temporarily restricted. The issuance of a Special Parking Permit will not supersede any emergency parking restrictions imposed by an authorized city official.

Sec. 114-640.03. Residency requirements for issuance of a resident parking permit. Residents must establish to the satisfaction of the city traffic engineer that they have a current residence within the boundaries of the parking meter and resident permit parking district to be eligible for issuance of a resident parking permit. Proof of residence will normally be a copy of a signed and executed lease document. Sec. 114-641. Installation, construction and maintenance of meters.

In the parking meter district the city traffic engineer shall cause parking meters to be installed upon the curb or sidewalk immediately adjacent to the parking spaces provided in section 114-640 of this division. The parking meters shall be placed not more than three feet from the curb nor more than four feet from the front line or back line of the parking space as indicated. The city traffic engineer shall be responsible for the regulation, control, operation, maintenance and use of parking meters. Each device shall be so set as to display a signal showing legal parking upon the deposit of the appropriate coin into the appropriate coin slot, lawful money of the United States of America, insertion of a valid credit card, debit card or city issued pre-paid parking card, or application of such other payment method authorized and approved by the city traffic engineer for the period of time prescribed by this division. Each device shall be so arranged that upon the expiration of the lawful time limit it will indicate by a proper visible signal that the lawful parking period has expired. The right of such vehicle to occupy such space shall then cease and the operator, owner, possessor or manager thereof shall be subject to the fines and penalties provided in this chapter. Sec. 114-642. Operation of meters.

Except in a period of emergency determined by an officer of the fire or police department or in compliance with the directions of a police officer or traffic control sign or signal, when any vehicle shall be parked in any parking space alongside or next to which a parking meter is located, its operator shall, upon entering the parking meter space, immediately deposit or cause to be deposited in the proper coin slot of the meter only those United States coins designated for use in the meter, immediately insert or cause to be inserted a valid credit card, debit card or city issued pre-paid parking card, or immediately apply such other payment method authorized and approved by the city traffic engineer in accordance with the direc-

tions affixed by the manufacturer to the meter. Failure to do so shall constitute a violation of this division. Upon making payment so required, the parking space may be lawfully occupied by the vehicle during the time prescribed for the part of the street in which the parking space is located. Any person placing a vehicle in a parking meter space adjacent to a meter which indicates that unused time has been left in the meter by the previous occupant shall not be required to make additional payment so long as the occupancy of that space does not exceed the indicated unused parking time. If the vehicle shall remain parked in any such parking space beyond the parking time limit and if the meter shall indicate illegal parking, the vehicle shall be considered as parking overtime and beyond the period of legal parking time. Such parking shall be deemed a violation of this division. If any motorcycle shall remain parked in any such parking space beyond the parking time limit set for such parking space and if the meter shall indicate such illegal parking, any and all such motorcycles so remaining shall be considered as parking overtime and beyond the period of legal parking time, and such parking shall be deemed a violation of this division. Sec. 114-643. Parking meter rates and time zones.

(a) Three parking meter rate and time zones within the parking meter and resident permit parking district designated as zone I, zone II and zone III shall be established and may subsequently be amended by resolution adopted by the city council. The parking meter rate and time zones may be comprised of contiguous or non-contiguous area. Zone I shall designate a peak pricing area and all zones shall designate the locations of thirty-minute meter parking spaces and the locations of handicapped meter parking spaces. The resolution establishing the parking meter rate and time zones together with all appended zone maps and descriptions incorporated therein shall be filed in the office of the city clerk.

(b) Four-hour meters are utilized in parking meter rate and time zone I at the rate of \$1.25 per hour. Within the peak pricing area the rate is \$1.75 per hour after 5:00 p.m. Thirty-minute meters are utilized in zone I at designated locations at the rate after the initial fifteen minutes of free parking of \$1.25 per hour. No vehicle shall be parked in a four-hour meter parking space in zone I beyond four hours. No vehicle shall be parked in a thirty-minute parking space in zone I beyond thirty minutes.

(c) Twelve-hour meters are utilized in parking meter rate and time zone II at the rate of \$0.75 per hour. Thirty-minute meters are utilized in zone II at designated locations at the rate after the initial fifteen minutes of free parking of \$0.75 per hour. No vehicle shall be parked in a thirty-minute parking space in zone II beyond thirty minutes.

(d) Twelve-hour meters are utilized in parking meter rate and time zone III at the rate of \$0.25 per hour. Thirty-minute meters are utilized in zone III at designated locations at the rate after the initial fifteen minutes of free parking of \$0.25 per hour. No vehicle shall be parked in a thirty-minute parking space in zone III beyond thirty minutes.

(e) At the direction of the city traffic engineer, temporary reduced parking meter rates may be charged during all or any designated times of meter operation for any parking spaces for up to six months, as an incentive to attract additional

parking customers during times when unused spaces are available. Such temporary reduced rates shall be charged only when a preliminary analysis has indicated that total parking revenues will increase at the parking spaces where such reduced rates are proposed. The implementation of temporary reduced rates shall be subject to the prior review and approval of the city manager and city attorney to ensure compliance with any financial obligations of the parking facilities system. Any time that temporary reduced rates are charged, the city traffic engineer shall conduct an analysis to determine the impact on actual revenues and shall terminate the temporary reduced rates if such rates have an adverse impact on actual revenues to the parking facilities system.

Sec. 114-644. Hours of meter operation.

Except on Sundays and the legal holidays of New Year's Day, January 1; Memorial Day, the last Monday in May; Independence Day, July 4; Labor Day, the first Monday in September; Thanksgiving Day, the fourth Thursday in November; and Christmas Day, December 25, parking meters in the parking meter and resident parking district established by this division shall be operated every day between the hours of 9:00 a.m. and 9:00 p.m.; provided, however, that on those segments of streets where parking is prohibited during specified times by this chapter, the parking meters on such segments of streets shall be operated only at times parking is permitted.

Sec. 114-645. Overtime parking.

(a) No person shall cause or allow any vehicle registered in the name of or operated by such person to be parked in a metered parking space beyond the period of legal parking time for such parking space established in accordance with section 114-643, or to make payment at any parking meter for the purpose of parking beyond the maximum legal parking time for such parking space established in accordance with section 114-643.

(b) No person shall permit any vehicle to remain or be placed in any parking space adjacent to any parking meter while such meter is displaying a signal indicating that the vehicle occupying such parking space has already been parked beyond the period prescribed for such parking space.

(c) A person who violates any provision of this section shall pay a fine of \$15.00.

Sec. 114-650. System of accounting established. The director of finance is directed to establish a system of accounts relating to the purchase, use, operation, maintenance, repair and control of parking meters and the receipts and disbursements in any manner connected therewith, including the amount of any contract entered into by the city council or city manager with any person respecting the use, operation, maintenance and repair of parking meters or parts thereof in the installation or transportation charges connected therewith in accordance with any contract.

Sec. 114-652. Manner of collecting moneys from meters.

All moneys shall be collected from parking meters under the direction and control of the city traffic engineer. All moneys so collected shall be deposited by the city treasurer. The maintenance and operation shall be under the supervision, direction and control of the city traffic engineer.

Sec. 114-653. Designation of collectors; disposition of moneys collected.

The city traffic engineer shall designate a city employee or employees under its direct supervision to make regular collections of the money deposited in parking meters. The person so designated shall remove from the parking meters the coin box contained therein, placing it in a locked coin collection cart provided for collection purposes and shall deliver such locked coin collection cart to the counting room or bank designated by the city treasurer, where the coin collection cart will be unlocked, the coins contained therein counted, and deposited in the special parking meter fund.

Sec. 114-654. Reserved.

Sec. 114-655. Reservation of powers.

Nothing in this division shall be construed as prohibiting the city from providing for bus stops, taxicab stands and other matters of similar nature, including the loading or unloading of trucks, vans or other commercial vehicles.

Sec. 114-3831—114-4174. Reserved.

Section 2. (a) The city traffic engineer shall in a systematic manner install all necessary modifications to parking meters and shall install all appropriate signage within the parking meter and resident parking district to implement the changes to parking meter rates and hours of meter operation contained in the amendments to the Municipal Code of this ordinance. The city traffic engineer shall deliver to the police chief a written notice of completion upon the complete installation of all such necessary modifications to parking meters and all such appropriate signage for a defined area within the district.

(b) Prior to the date of delivery to the police chief of such notice of completion for any area within the parking meter and resident parking district, the parking meter rates and hours of meter operation contained in the Municipal Code prior to the amendments of this ordinance shall remain in effect and continue to be enforced for that area. Upon the date of delivery to the police chief of such notice of completion for a defined area in the district, the changes to parking meter rates and hours of meter operation contained in the amendments to the Municipal Code of this ordinance shall come into effect and be enforced for that defined area.

(c) The city council hereby ratifies and confirms all prior actions of the city traffic engineer, police chief and city manager relating to application and enforcement of properly posted extended hours of parking meter operation and parking meter rates consistent with the amendments to the Municipal Code of this ordinance.

(d) The city traffic engineer and police chief are hereby authorized and directed to post free parking and cease parking meter enforcement for designated parking spaces on the Walnut Street bridge and the Locust Street bridge.

Section 3. This ordinance shall be in full force and effect from and after its passage and publication as provided by law.

FORM APPROVED:

Lawrence R. McDowell, Deputy City Attorney

T. M. Franklin Cownie, Mayor

Attest:

I, Diane Rauh, City Clerk of the City of Des Moines, Iowa, hereby certify that the above and foregoing is a true copy of an ordinance passed by the City Council of said City at a meeting held May 7, 2018 signed by the Mayor on May 7, 2018 and published and provided by law in the Business Record on May 11, 2018. Authorized by Publication Order No. 10324. Diane Rauh, City Clerk

POLK COUNTY NOTICES

POLK COUNTY PUBLICATION BILL LIST TO BE PAID 5-1-2018		
VENDOR		AMOUNT
REASON: CAPITAL OUTLAYS		
IOWA EVENTS CENTER	\$274,152.581	
KELTEK INC	\$524.251	
MIDAMERICAN ENERGY	\$2,016.291	
PLUMB SUPPLY	\$62.932	
THERMO ENVIRONMENTAL INSTRUMENTS		
LLC	\$44,200.693	
VAN METER INDUSTRIAL INC	\$2,795.801	
REASON: CHGS FOR SVCS: NON-STAT. FEES		
RASMUSSEN, JULIANNA	\$5.001	
REASON: HUMAN SRVS PROV CHGS		
86TH STREET PARTNERSHIP	\$451.001	
AB HOME IMPROVEMENT LLC	\$75.001	
AFFINITY CREDIT UNION	\$430.001	
ALL CITY SERVICES	\$1,220.002	
ANAWIM HOUSING	\$209.331	
APEX INSULATION AND CONSTRUCTION	\$6,595.822	

BAPTISTE, COREY	\$451.001
BEACON OF LIFE	\$1,260.003
BEE-LINE SEWER SERVICE LLC	\$868.752
BELLOMA, SCOTT	\$451.001
BENEDICT HOME	\$983.002
BENNETT GRAND WOODS LLC	\$415.001
BEST HEATING COOLING ELECTRIC INC	\$3,500.001
BNT INVESTMENT INC	\$100.001
CALIBER HOLDINGS LLC	\$2,300.001
CANTERBURY HEIGHTS LP	\$650.001
CANTERBURY PARK III LLC	\$200.001
CAPITAL ONE COMMERCIAL	\$4.951
CASELLI HOLDINGS	\$270.661
CENTENNIAL PLACE COOP HOUSING	
ASSOC	\$430.001
CENTRAL IOWA SHELTER & SERVICES	
INC	\$3,500.001
CLAYTON, MIKE	\$685.001
CROWN POINTE APTS	\$955.001
CW CONSTRUCTION	\$11,231.002

DES MOINES HEATING COOLING LLC	\$3,600.001
DES MOINES REGENCY MANOR	\$390.001
DES MOINES WATER WORKS	\$1,037.098
DOBBERTIN TWIN PINE LLC	\$430.001
DRAKE PARK TOWNHOMES	\$100.001
ESTATE OF KENNETH DOWNING	\$430.001
FAMILY DISCOUNT	\$780.004
FEXSTEVE LIMITED COMPANY	\$8,422.002
FORGET PROPERTIES LLC	\$225.501
FREDERICK, ELENA	\$451.001
FRITZLER FAMILY ENTERPRISES	\$685.001
GRAY, IVAN	\$225.501
HAMILTON'S FUNERAL HOME INC.	\$1,550.002
HARBACH LOFTS LLC	\$430.001
HARBOR OF HOPE MISSION	\$430.001
HART, JAMES	\$250.001
HAWKEYE FRONTIER PROPERTIES LLC	\$375.001
HERITAGE MECHANICAL COMPANY	\$85.001
JMAE	\$100.001
KADING PROPERTIES LLC	\$362.001

KOETHE, STEVEN	\$430.001
LEHS, KENT	\$860.002
MAGNOLIA MANOR L.P.	\$100.001
MAPLE LANE APARTMENTS	\$533.001
MC CLISH, TODD	\$1,278.002
MCAFEY, ROBERTA	\$887.002
MEADOW VISTA ESTATES LLC	\$628.001
METRO APPLIANCE REPAIR LC	\$200.001
MIDAMERICAN ENERGY (GA'S ONLY)	\$543.564
MR FREEZE HTG & A/C	\$4,125.003
NATIONWIDE ADVANTAGE MORTGAGES	\$1,532.041
NUMBER 16 LLC	\$430.001
O.P.M. PARTNERS, INC.	\$685.001
PATRICIA RESIDENTIAL COOP INC	\$451.001
PENNYMAC	\$1,173.981
PERRY'S SERVICE STATION	\$120.164
POCHOP, JOHN	\$795.001
PPM INC	\$533.001
PRAIRIE VILLAGE ALTOONA COOP	\$290.001
PUTZ, WILLIAM	\$860.001

POLK COUNTY NOTICES

QUALITY CARPENTRY	\$7,455.811
RANDOLPH INVESTMENT CORP.	\$430.001
REAL ESTATE 2828 INVESTMENTS LLC	\$200.002
RELAX INN	\$60.001
ROSE AVENUE RESIDENTIAL COOP	\$225.501
S4 PROPERTIES LLC	\$900.001
SHORT, ROBERT	\$20,268.877
SIDDENS, BOB	\$430.001
SINK PAPER COMPANY	\$114.541
SOUTHERN HORIZON LLC	\$685.001
SOUTHERN KNOLLS LLC	\$486.002
ST. VINCENT DE PAUL	\$200.001
STEVE L. WOLVERS	\$314.001
STOVER HEIGHTS RETIREMENT	\$225.501
SUMMER WOODS APARTMENTS LLC	\$451.001
SUTTON HILL RESIDENTIAL COOP	\$533.001
TAHER, INC.	\$20,261.021
TIMBERLAND AT MEREDITH	\$273.131
UNITED HEATING & AIR CONDITIONING	\$785.001
VILLAGE AT WESTCHESTER	\$430.001
WANDA MANOR COOP	\$762.001
WESLEY COMMUNITY SERVICES	\$19,230.652
WEST COAST LAND INVESTMENTS LLC	\$385.001
WILLIAMS, MARK	\$628.001
WILLOW PARK PARTNERS, LLC	\$450.931
REASON: LICENSES AND PERMITS	
ARMOR ELECTRIC	\$171.001
BROWN, ASHLEY	\$35.001
GLOVER, BRYAN	\$35.001
REASON: MENTAL HEALTH SVCS	
AMERICAN BAPTIST HOMES OF THE	
MIDWEST	\$1,172.001
CITY OF MITCHELLVILLE	\$64.301
CORRECT CARE SOLUTIONS LLC	\$21,491.122
DES MOINES WATER WORKS	\$638.506
DESJARDINS, PATRICIA	\$100.001
FAMILY DISCOUNT	\$1,200.006
HOLLIS, RICHARD R.	\$144.382
HY-VEE FOOD STORE #1887	\$19.941
HY-VEE FOOD STORE #01136	\$1,342.9268
HY-VEE FOOD STORE #01148	\$38.282
HY-VEE FOOD STORE #01151	\$79.604
HY-VEE FOOD STORE #01155	\$20.001
INTREDIUM	\$17,712.501
IOWA FAMILY ASSISTANTS	\$1,420.861
IOWA PHYSICIANS CLINIC MEDICAL	\$47.671
LAW OFFICES OF JOEL E. FENTON, PLC	\$474.001
LT ASSOCIATES	\$99.001
MIDAMERICAN ENERGY (GA'S ONLY)	\$1,525.3519
NELSEN & FETTELSON LAW GROUP PLC	\$510.002
NICEWARNER, SPENCER	\$480.001
ST LUKE'S HOSPITAL-CR	\$130.001
URBANDALE WATER DEPT.	\$34.151
REASON: MISCELLANEOUS	
BEAVERDALE BETTERMENT COALITION	\$5,000.001
BEAVERDALE LITTLE LEAGUE	\$10,000.001
BRUBAKER ELEMENTARY	\$1,000.001
BUILD LINCOLN HIGHER BOOSTER CLUB	\$5,000.002
CAPITOL PARK NEIGHBORHOOD ASSOC	\$4,000.001
DES MOINES CAROUSEL FOUNDATION	\$5,000.001
DOUGLAS ACRES NEIGHBORHOOD	
ASSOCIATION	\$4,000.001
DSM NORTH HIGH SCHOOL POLARBears	
BOOSTER	\$5,000.002
EAST DES MOINES SWIM CLUB	\$3,500.001
FAIRGROUNDS NEIGHBORS	\$2,500.001
FAIRMONT PARK NEIGHBORHOOD	
ASSOC	\$3,200.001
GRANDVIEW UNIVERSITY	\$5,000.001
KNOXVILLE POLICE DEPARTMENT	\$3,071.461
NEWTON POLICE DEPARTMENT	\$4,028.251
NORTHEAST NEIGHBORS INC	\$3,000.001
RAILS WRESTLING CLUB	\$2,500.001
SAYDEL BOOSTER CLUB	\$5,000.002
REASON: OTH SVCS & CHGS	
ACKELSON SHEET METAL, INC.	\$2,420.001
ADAIR COUNTY HOME CARE	\$2,482.001
AMERICAN ABSTRACT & TITTLE CO	\$650.002
APPLEBY, TODD	\$77.402
ARCHER, SHANNON K.	\$179.201
ASCHEMAN, PHILIP L PH.D.	\$2,150.003
AUDUBON COUNTY MEMORIAL	
HOSPITAL	\$1,195.481
AUTOMATIC DOOR GROUP INC	\$113.301
BENI, LINDSAY	\$156.501
BERNARD, BRUCE D & ASSOCIATES	\$500.001
BLANKENFELD, PAMELA S.	\$17.441
BLR	\$1,395.001
BOB'S SEPTIC TANK AND MOBILE	\$100.001
BORSETH LAW OFFICE PLLC	\$294.001
BROADLAWNS MEDICAL CENTER	\$1,300.001
BURNS, LAURA	\$1,278.001
CAPITOL CITY MINI STORAGE III	\$264.162
CARLITO'S WAY LLC	\$4,255.001
CARPENTER, JOSEPH L	\$77.402
CENTURY LINK	\$2,861.555
CINTAS CORPORATION	\$797.351
CITY OF RUNNELLS	\$500.001
CLARKE COUNTY HOSPITAL	\$8,368.091
COMPETITIVE EDGE	\$787.732
CONNOLLY, JASON T.	\$61.041
CONTROL INSTALLATIONS IA INC.	\$26,561.115

CORRECT CARE SOLUTIONS LLC	\$252,769.211
COZO	\$100.001
CROW'S AUTO SERVICE INC	\$407.307
CSC	\$433.561
CUNNINGHAM & KELSO PLLC	\$2,778.003
DALLAS COUNTY PUBLIC HEALTH	
NURSING	\$11,656.991
DES MOINES REGISTER	\$1,440.9610
DES MOINES WATER WORKS	\$5,496.479
DEXYP	\$3.691
DOUGLAS COUNTY SHERIFF	\$50.001
DROPN STORE	\$250.001
DSM AREA REGIONAL TRANSIT AUTH	\$4,166.671
EDMONDSON, AMY L	\$6.631
ERICKSON, NATHAN A.	\$691.803
FEDEX	\$475.763
FEXSTEVE LIMITED COMPANY	\$9,225.001
FIRST CHOICE DISTRIBUTING	\$110.001
FORBES, MELISA D.	\$17.441
G & K SERVICES	\$132.143
GREATER REGIONAL OUTREACH-PUBLIC	
HEALTH	\$12,453.901
GREEN COUNTY MEDICAL CENTER	\$3,863.111
GREENTECH OF IOWA LLC	\$16,275.001
GUTHRIE COUNTY	\$5,833.441
HEALINGARTS, PLLC	\$1,400.001
HEARTLAND WINDOW TREATMENTS INC	\$3,240.001
HERC-U-LIFT INC	\$410.001
IOWA DIVISION OF CRIMINAL	
INVESTIGATION	\$60.001
IOWA FIRE EQUIPMENT	\$1,349.0510
IOWA STATE ASSOCIATION OF COUNTIES	\$220.001
IOWA STATE UNIVERSITY	\$1,332.672
IRON WORKS LTD	\$124.001
J.J. KELLER & ASSOCIATES INC	\$995.001
JIM'S JOHNS INC	\$130.001
JOHNSON, JOSIE	\$14.001
KAVALIER & ASSOCIATES P.C.	\$4,583.331
KELTEK INC	\$755.255
KING, WILLIAM R.	\$809.711
KOCH BROTHERS	\$154.781
LAPPE, KRISTY	\$186.001
LASER RESOURCES	\$3,141.941
LAVORATO, JANIS	\$76.002
LIVE 2 B HEALTHY	\$1,500.001
LLOYD VETERINARY MEDICAL CENTER	\$421.401
MADISON COUNTY PUBLIC HEALTH	\$5,147.431
MCCABE, JODY	\$237.501
MCKEE, VOORHEES & SEASE, P.L.C.	\$50.001
MCMAINS, KIMBERLY A.	\$72.491
MEDIACOM	\$181.431
MENARDS-ALTOONA	\$3,200.941
MENNEN, NICHOLAS	\$20.001
METRO WASTE AUTHORITY	\$65.391
MIDAMERICAN ENERGY	\$73,794.883
MTM RECOGNITION	\$679.962
MULLEN, LELA J	\$1,000.001
MUNOZ, KELLI M.	\$23.981
NADING LAW FIRM	\$1,191.003
NATIONAL RECREATION AND PARK	
ASSOC	\$340.002
NATIONAL SHERIFF'S ASSOCIATION	\$290.001
NELSEN & FEITELSON LAW GROUP PLC	\$192.001
NELSON, SONJA	\$1,125.001
NEVELN CENTER, INC	\$1,545.001
ON-TARGET SOLUTIONS GROUP INC	\$675.001
OWENS, JUNE	\$1,649.441
PRO-LINE BLDGS	\$2,984.001
PROFESSIONAL COURT REPORTERS OF	
IOWA	\$687.902
RACOM CORPORATION	\$13,589.006
RAHNER INC	\$1,000.001
REINALDO CORREA STUDIO LLC	\$9,500.001
ROCHESTER ARMORED CAR CO INC.	\$334.501
ROTARY CLUB OF DES MOINES	\$357.001
RSM US LLP	\$20,450.001
SCHNEIDER GRAPHICS, INC	\$35.001
SHERZAN, GARY	\$1,570.001
SHRED-IT USA, LLC	\$127.502
SIDWELL COMPANY	\$2,832.001
SNYDER & ASSOCIATES INC.	\$68,466.088
STANLEY CONSULTANTS, INC.	\$1,002.001
STERICYCLE, INC.	\$1,123.691
STOCKDALE, SUSAN R	\$222.001
STODGEL, PAULETTE A.	\$57.411
T&M CONSTRUCTION LLC	\$5,152.001
TAYLOR, MARY ALICE	\$55.501
TENNANT SALES & SERVICE CO	\$2,369.551
TRANS IOWA, L.C.	\$2,121.702
TRILIX MARKETING GROUP INC	\$3,627.653
U.S. CELLULAR	\$220.681
UNITED STATES POSTAL SERVICE	\$63,200.002
VAN METER INDUSTRIAL INC	\$15,246.891
VERIZON WIRELESS	\$7,390.263
VISITING NURSE SERVICES	\$4,814.092
W.J. HIGGINS & ASSOCIATES, INC.	\$2,897.501
WARREN COUNTY HEALTH SERVICES	\$7,522.881
WELCH ALLYN INC	\$430.001
WHEELER,CHELSEY	\$46.501
WINDSTREAM	\$255.221
XENIA RURAL WATER DISTRICT	\$809.506
Z GROUP LLC	\$117.871

REASON: PERSONAL SERVICES	
ARNDT, DANIEL (PUB WORKS)	\$780.251
ATHLETIC AND REHABILITATION CENTER	\$966.064
CAPITAL ORTHOPAEDICS &	\$676.724
DES MOINES ORTHOPAEDIC SURGEONS	\$75.201
FAIRCHILD, MICHAEL	\$40.001
GRX HOLDINGS LLC	\$20.001
HICKS, MERLE J.	\$40.001
IOWA CLINIC	\$69.891
KNIGHT, MARTIN A.	\$789.741
MERCY CLINICS OCCUPATIONAL MEDICINE	
CLIN	\$313.833
NEMMERS, PATSY	\$618.531
SELLE, WAYNE A.	\$750.341
SORENSEN, DENNIS (PUBLIC WORKS)	\$1,076.011
SPLASHLIGHT RX	\$126.821
SPRAGUE, RAY	\$40.001
ST. DYMPHNA CENTER FOR COUNSELING	\$240.001
STEINBACH, FRANK	\$40.001
STIER, MIKKI	\$40.001
STUBBE & ASSOCIATES	\$963.051
WONG, CHONG P.	\$1,018.631
REASON: SUPPLIES	
ADVENTURE LIGHTING	\$466.262
AIA CORP	\$546.371
AIR FILTER SALES SERVICES INC	\$60.921
AIR MANAGEMENT COMPANY	\$37.441
AIRGAS USA LLC	\$64.291
BECTON DICKINSON	\$5,044.081
BOMGAARS SUPPLY INC	\$139.922
CAPITAL CITY EQUIPMENT CO., INC.	\$19.651
CAPITAL ONE COMMERCIAL	\$5.981
CARQUEST AUTO PARTS	\$857.1321
CCP INDUSTRIES	\$227.091
CENTRAL SALT LLC	\$23,484.056
CHANNING L. BETE CO., INC.	\$588.611
CHARLES GABUS FORD	\$1,003.577
CINTAS CORPORATION	\$1,741.708
CITY SUPPLY CORP	\$10,099.363
CLIVE POWER EQUIPMENT	\$400.001
COOK'S CORRECTIONAL KITCHEN	
EQUIPMENT	\$563.631
CRAWFORD, DAVID M	\$200.001
DANIELS, SHERRILL L.	\$64.141
DEWEY FORD, INC.	\$367.531
EARL'S TIRES & SERVICE WEST	\$126.581
EXCEL/PAY-LESS OFFICE PRODUCTS (PO)	\$341.101
FAREWAY GROCERY STORE #137	\$120.412
FIRST CHOICE DISTRIBUTING	\$1,269.602
FORMAN FORD GLASS	\$15.001
GALL'S INC.	\$3,342.3125
GOLDEN VALLEY SUPPLY CO	\$66.441
GRAHAM TIRE DM COMMERCIAL	\$1,919.482
GRAINGER	\$606.373
HD SMITH HOLDING COMPANY	\$675.001
HOME DEPOT CRC/GECF	\$9.891
HOUSBY MACK INC	\$630.541
INTERSTATE BATTERY SYSTEM	\$308.851
IOWA DES MOINES SUPPLY INC.	\$119.101
IOWA FIRE EQUIPMENT	\$52.001
IOWA SIGNAL INC.	\$2,351.7010
JOHNSTON AUTOSTORES	\$191.521
KECK OIL, INC.	\$4,170.062
KOCH BROTHERS	\$48.731
LOFFREDO FRESH PRODUCE CO INC	\$777.322
MARTIN BROTHERS DIST. CO., INC	\$72,167.5811
MARTIN MARIETTA	\$5,095.143
MCKESSON GENERAL MEDICAL CORP.	\$682.727
MENARDS-ALTOONA	\$5.971
MENARDS-ANKENY	\$697.785
MENARDS-CLIVE	\$50.421
MENARDS-DES MOINES	\$328.907
MHC KENWORTH-DES MOINES	\$145.263
MILLER HARDWARE, INC.	\$5.311
NAPA AUTO PARTS	\$151.547
NORTHERN TOOL & EQUIPMENT CO	\$12.991
P & P SMALL ENGINES INC.	\$34.961
PACER SERVICE CENTER	\$49.901
PAN-O-GOLD BAKING CO ST CLOUD	\$7,327.912
PORTER HARDWARE INC.	\$182.142
PRODUCTS INC	\$91.801
QUICK SUPPLY CO	\$345.001
SECURITY LOCKSMITHS	\$38.353
SHERWIN WILLIAMS CO	\$1,335.187
SINK PAPER COMPANY	\$604.964
SPRAYER SPECIALTIES	\$1,085.681
STEWART, JANEAN L	\$59.351
STRAUSS SECURITY SOLUTIONS	\$28.001
STREICHER'S POLICE EQUIPMENT	\$525.001
TERMINAL SUPPLY CO.	\$206.921
THOMSON REUTERS-WEST	\$1,114.351
TOP NOTCH TREE CARE LLC	\$250.001
US FOODS	\$2,899.162
VAN METER INDUSTRIAL INC	\$1,278.652
VERIZON WIRELESS	\$61.611
WASHBURN LAUNDRY	\$73.741
REASON: USE OF MONEY AND PROPERTY	
BROEKEMEIER, ERIC	\$150.001
REASON: MISCELLANEOUS	
IOWA EVENTS CENTER	
JILL ROBINSON	\$200.00
OVATIONS	\$259,272.60

REASON: OTHER SERVICES & CHARGES	
ACADEMY ROOFING & SHEET METAL	\$360.96
ADVANCE SERVICES, INC.	\$17,426.03
BAKER GROUP	\$2,849.19
LEAH BEERY	\$358.17
ALICIA BRACKETT	\$545.64
CARBONHOUSE	\$625.00
CED, INC.	\$106.00
CHILDSERVE FOUNDATION, INC.	\$5,137.29
CINTAS CORPORATION #762	\$114.70
CONTEMPORARY SERVICES CORP	\$9,909.49
GREATER DES MOINES CVB	\$6,141.20
DES MOINES WATER WORKS	\$15,081.95
ELECTRONIC ENGINEERING	\$498.81
THE DES MOINES EMBASSY CLUB	\$24.57
FEDEX	\$134.94
GARRATT-CALLAHAN CO.	\$1,816.67
IOWA 1:1 INSTITUTE	\$29.28
IOWA STATE POOL PLAYERS ASSOC	\$4,658.40
Nathan Kaylo	\$205.95
KGGO-FM	\$745.45
KHKI-FM	\$1,034.45
KJJY-FM	\$649.40
MATHESON TRI-GAS, INC.	\$183.15
JESSICA VAN SLOTEN	\$682.95
CYNDI LORENZEN	\$1,004.00
MARCO, INC.	\$2,385.69
MID-STATE DISTRIBUTING CO.	\$72.03
MIDAMERICAN ENERGY CO	\$36,484.22
NATIONWIDE OFFICE CARE LLC	\$7,320.54
NEXSTAR, INC.	\$579.50
NYEMASTER GOODE	\$105.00
ONE IOWA	\$2,759.33
PERFICUT COMPANIES, INC.	\$947.21
QCI	\$2,778.30
SAFEHOLD SPECIAL RISK, INC.	\$392.70
SMITH, DAVID L.	\$128.11
JASON SMITH	\$153.71
SYSTEMWORKS LLC	\$6,137.50
TECHNOLOGY ASSOC OF IOWA	\$2,929.01
TENNANT SALES AND SERVICE CO	\$110.50
VAN METER INDUSTRIAL, INC.	\$205.73
WASTE MANAGEMENT OF IOWA	\$1,372.12
IOWA BEVERAGE	\$216.00
BORDENAROS	\$629.38
ATLANTIC BOTTLING COMPANY	\$5,417.02
GLOBAL SPECTRUM	\$1,217.51
LGC	\$2,681.20
PALMER GROUP	\$4,308.34
HAIDA CORPORATIONDBA STU'S BBQ	\$472.88
REASON: PERSONAL SERVICES	
SPECTRA VENUE MANAGEMENT	\$123,853.08
REASON: SUPPLIES	
A-D DISTRIBUTING CO., INC.	\$403.00
CINTAS CORPORATION	\$122.79
CRYSTAL CLEAR WATER CO.	\$66.00
FASTSIGNS #190101	\$286.34
GRAYBAR	\$125.53
MCMMASTER-CARR SUPPLY CO.	\$87.27
MSC INDUSTRIAL SUPPLY CO	\$706.78
SINK PAPER & PACKAGING	\$719.99
STAPLES BUSINESS ADVANTAGE	\$800.33
STETSON BUILDING PRODUCTS, INC	\$63.20
POLK COUNTY EMPLOYEE INSURANCE	
TO BE PAID 5-1-2018	
REASON: OTHER SERVICES & CHARGES	
WELLMARK	\$318,540.07
DELTA DENTAL	\$22,999.07
PROCEEDINGS OF THE POLK COUNTY	
BOARD OF SUPERVISORS	
The Polk County Board of Supervisors met in regular session Tuesday, April 24, 2018 at 9:30 a.m.	
MEMBERS PRESENT: Steve Van Oort, Robert Brownell, John F. Mauro, Tom Hockensmith, Angela Connolly.	
Moved by Mauro, Seconded by Brownell to dispense with the reading of the April 17, 2018 minutes and they stand approved as printed.	
VOTE YEA: Van Oort, Brownell, Mauro, Hockensmith, Connolly.	
The Bills as certified by the County Auditor were allowed or disallowed on each according to the certified list, claim numbers 201804240001 – 201804240942.	
VOTE YEA: Van Oort, Brownell, Mauro, Hockensmith, Connolly.	
PUBLIC HEARING: CONVEYANCE OF TEMPORARY CONSTRUCTION EASEMENT	
Proof of Publication is on file with the Clerk of the Board. No one appeared for or against. Public Hearing closed.	
RESOLUTION: Resolution granting a temporary construction easement to the City of West Des Moines (Veterans Parkway Project).	
PERMITS: New application for 6-month Class "C" Liquor License, Sunday Sales and Outdoor Service Area Permit for Latitude 41, 6170 NW Polk City Drive.	
VOTE YEA: Van Oort, Brownell, Hockensmith, Connolly. PASS: Mauro.	

POLK COUNTY NOTICES

PUBLIC COMMENTS: Sheriff McCarthy and Kevin Schneider gave the board an update on a bill in the legislature that would ban the use of a newly implemented Pretrial Risk Assessment tool. They are hopeful that the Senate will approve an amendment that will allow for the completion of the 18 month pilot program that is underway in Polk County.

RESOLUTIONS: Resolution approving agreement with Aging Resources of Central Iowa for Title III funding (nutrition and support-ive services).

Resolution approving agreement with Catholic Charities Diocese of Des Moines for shelter and case management services (St. Joseph Shelter).

Resolution approving amendment to agree-ment with WesleyLife Community Services for the provision of evening meals to be served at designated Polk County Community Centers.

Resolution authorizing the Auditor's Office to publish Notice of Public Hearing for May 8, 2018 on Disposal of County Interest in Real Estate (parcel west of SE Vandalia Drive).

Resolution authorizing the Auditor's Office to publish Notice of Public Hearing for May 8, 2018 regarding vacation of a sanitary sewer ease-ment on outlot "W" of The Greens at Woodland Hills Plat 1 (northern 15 feet).

Resolution accepting bid (268-1819) from The Concrete Company for "2018 PCC Pavement Patching Program."

Resolution establishing a truck embargo on NE 56th Street (from NE 126th Ave to NE 94th Ave).

Resolution approving major preliminary subdivision plat of Beaver Crossing Plat 3.

Resolution approving major preliminary subdivision plat of Cherkas Woods.

Resolution approving release of mortgage on 1715-24th St (Pillow/Webster).

Resolution approving release of mortgage on 2612 Des Moines St (Saucedo).

Resolution approving agreement with FAB Rehab to address lead hazard repairs at 2532 E. Grand Avenue (Killen).

Resolution approving agreement with Fexsteve Limited to address lead hazard repairs at 3830 Lanewood Drive (Cunningham).

Resolution approving amendment to Memorandum of Understanding with Iowa Department of Public Health for tuberculosis program funding.

Resolution amending master agreement with OPN Architects for additional architectural services (historic courthouse renovation).

Resolution awarding RFP (180-1718) "Construction Management Services for Polk County Historic Courthouse Renovation" to The Weitz Company.

Resolution directing the sale of \$12,195,000 (subject to adjustment per terms of offering) General Obligation Refunding Bonds, Series 2018A.

Resolution authorizing the redemption of Outstanding General Obligation Bonds, Series 2013A, and directing notice be given.

Resolution authorizing the redemption of Outstanding General Obligation Bonds, Series 2013B, and directing notice be given.

Resolution authorizing the redemption of Outstanding General Obligation Bonds, Series

2013C, and directing notice be given.

Resolution approving Community Betterment Grant awards.

REFERRED TOPUBLIC WKS & CO ATTORNEY: Notice of consultation meeting concerning proposed amendment to the 1989 Ankeny Economic Development Urban Renewal Plan, City of Ankeny.

Notice of meeting concerning Westown V Urban Renewal Area Plan Amendment, West Des Moines.

Notice of hearing concerning applica-tion for voluntary annexation into the City of Bondurant.

APPOINTMENTS: Moved by Brownell, Seconded by Mauro that the following Resolution be adopted: BE IT FURTHER RESOLVED THAT the individuals named on this Memorandum be approved for personnel action:

Eric Alaniz, Counselor, CFYS, \$64,463 begin-ning April 24, 2018

Sara Baratta, Site Supr, CFYS, \$54,912 begin-ning May 1, 2018

Kasin Beckwith, Sr Design Tech, Pub Wks, \$79,496 beginning April 30, 2018

Allison Burgus, Yth Rec Aide, Empl Svcs, \$10.03 beginning May 21, 2018

Courtney Downing, Yth Rec Aide, Empl Svcs, \$10.03 beginning May 21, 2018

Ashley Fitzgerald, Util Office Asst, Empl Svcs, \$10.03 beginning May 7, 2018

Chris Frantsvog, Prog Mgr, Health, \$86,637 beginning April 3, 2018

Gabe Hemsted, Util Lab, Empl Svcs, \$10.84 beginning June 4, 2018

Logan Johnson, Util Lab, Empl Svcs, \$10.84 beginning May 7, 2018

Carter Leeper, Util Lab, Empl Svcs, \$10.84 beginning June 4, 2018

Jon McCarthy, Util Lab, Empl Svcs, \$10.84 beginning June 4, 2018

Morgan McCleary, Yth Rec Aide, Empl Svcs, \$10.03 beginning May 21, 2018

Polly Morgan, Fac Attend on-call, Gen Svcs, \$15.38 beginning April 24, 2018

Joe Nelson, Util Lab, Empl Svcs, \$10.84 beginning June 4, 2018

Ben Regenold, Util Lab, Empl Svcs, \$10.84 beginning June 4, 2018

Christopher Rowen, Util Lab, Empl Svcs, \$10.84 beginning June 4, 2018

Robert L. Stanton III, Util Lab, Empl Svcs, \$10.84 beginning May 14, 2018

Markell Sylvain, Util Lab, Empl Svcs, \$10.84 beginning May 7, 2018

Stephanie Torres, Office Spec, CFYS, \$38,343 beginning April 30, 2018

Caleb Winecke, Util Lab, Empl Svcs, \$10.84 beginning May 29, 2018

VOTE YEA: Van Oort, Brownell, Mauro, Hockensmith, Connolly.

LET THE RECORD SHOW all resolutions, including Public Hearings, were approved unanimously, unless otherwise noted.

Moved by Brownell, Seconded by Mauro to adjourn until May 1, 2018 at 9:30 a.m.

NOTICE OF PUBLIC HEARING

Notice is hereby given that a Public Hearing will be held on May 15, 2018 at 9:30 A.M. at the regularly scheduled meeting of the Polk County

Board of Supervisors, Room 120, Polk County Administration Building, 111 Court Avenue, Des Moines, Iowa, 50309, regarding conveyance of a temporary construction easement to the City of Des Moines for the purpose of the expansion of Des Moines River Trail - Phase 2:

AREA
A PART OF THE NORTH 1/2 OF THE SOUTHEAST 1/4 OF SECTION 24, TOWNSHIP 78 NORTH, RANGE 24 WEST OF THE 5TH P.M., NOW INCLUDED IN AND FORMING A PART OF THE CITY OF DES MOINES, POLK COUNTY, IOWA AND DESCRIBED AS FOLLOWS:
COMMENCING AT THE EAST 1/4 CORNER OF SAID SECTION 24; THENCE NORTH 89°(DEGREES) 35'(MINUTES) 56"(SECONDS) WEST ALONG THE NORTH LINE OF SAID SOUTHEAST 1/4, A DISTANCE OF 314.85 FEET; THENCE SOUTH 0°24'00" WEST, 127.50 FEET TO THE POINT OF BEGINNING; THENCE ALONG AN ARC 30.23 FEET TO THE RIGHT, HAVING A RADIUS OF 1110.00 FEET; THE CHORD OF WHICH IS SOUTH 65°54'58" EAST FOR A DISTANCE OF 30.23 FEET; THENCE SOUTH 31°06'44" WEST A DISTANCE OF 85.26 FEET; THENCE SOUTH 0°00'00" WEST A DISTANCE OF 46.19 FEET; THENCE NORTH 86°31'46" WEST A DISTANCE OF 60.81 FEET; THENCE NORTH 31°06'44" EAST A DISTANCE OF 149.32 FEET TO THE POINT OF BEGINNING AND CONTAINING 0.11 ACRES (4923 SQ. FT.)
Persons wishing further information should contact the Polk County Conservation Board, Office of the Director, 515-323-5300.
Published in the Business Record on May 11, 2018.

NOTICE OF PUBLIC HEARING

The Polk County Board of Supervisors will hold a Public Hearing on the 15th of May, 2018 at 9:30 a.m. in Room 120 of the Polk County Administration Building, 111 Court Avenue, Des Moines, Iowa, to consider a proposal to convey real estate of a parcel located between 2616 E. 38th Street and 2601 E. 37th Court, Des Moines, Iowa and described as:
LOT 488 FOUR MILE
To Greater Des Moines Habitat for Humanity for a total of \$2,100.00. For additional information, contact Polk County Public Works, Real Estate Division at (515)286-3705.
Published in the Business Record on May 11, 2018.

NOTICE OF PUBLIC HEARING

The Polk County Board of Supervisors will hold a Public Hearing on the 15th of May, 2018 at 9:30 a.m. in Room 120 of the Polk County Administration Building, 111 Court Avenue, Des Moines, Iowa, to consider a proposal to convey real estate of a parcel located at 2129 23rd Street, Des Moines, Iowa and described as:
LOT 9 BLK 2 FOUNTAIN PLACE
To Greater Des Moines Habitat for Humanity for a total of \$4,600.00. For additional information, contact Polk County Public Works, Real Estate Division at (515)286-3705.
Published in the Business Record on May 11, 2018.

NOTICE OF PUBLIC HEARING

The Polk County Board of Supervisors will hold a Public Hearing on the 15th of May, 2018 at 9:30 a.m. in Room 120 of the Polk County Administration Building, 111 Court Avenue, Des Moines, Iowa, to consider a proposal to convey real estate of a parcel located at 1834 Mondamin Avenue, Des Moines, Iowa and described as:
E 16 F N 1/2 LOT 33 & W 24 F N 1/2 LOT 34 NORTH WASHINGTON PLACE
To Greater Des Moines Habitat for Humanity for a total of \$5,100.00. For additional information, contact Polk County Public Works, Real Estate Division at (515)286-3705.
Published in the Business Record on May 11, 2018.

NOTICE OF PUBLIC HEARING

The Polk County Board of Supervisors will hold a Public Hearing on the 15th of May, 2018 at 9:30 a.m. in Room 120 of the Polk County Administration Building, 111 Court Avenue, Des Moines, Iowa, to consider a proposal to convey real estate of a parcel located at 1326 5th Avenue, Des Moines, Iowa and described as:
S 1/3 LOT 73 & N 16 2/3 F LOT 74 GRAND PARK
To Greater Des Moines Habitat for Humanity for a total of \$3,000.00. For additional information, contact Polk County Public Works, Real Estate Division at (515)286-3705.
Published in the Business Record on May 11, 2018.

NOTICE OF PUBLIC HEARING

The Polk County Board of Supervisors will hold a Public Hearing on the 15th of May, 2018 at 9:30 a.m. in Room 120 of the Polk County Administration Building, 111 Court Avenue, Des Moines, Iowa, to consider a proposal to convey real estate of a parcel located at 1319 Mondamin Avenue, Des Moines, Iowa and described as:
LOT 7 MONDAMIN PLACE
To Greater Des Moines Habitat for Humanity for a total of \$2,800.00. For additional information, contact Polk County Public Works, Real Estate Division at (515)286-3705.
Published in the Business Record on May 11, 2018.

NOTICE OF PUBLIC HEARING

The Polk County Board of Supervisors will hold a Public Hearing on the 15th of May, 2018 at 9:30 a.m. in Room 120 of the Polk County Administration Building, 111 Court Avenue, Des Moines, Iowa, to consider a proposal to convey real estate of a parcel located at 30 Hillside Avenue, Des Moines, Iowa and described as:
E 45F N 105.6F LOT 8 OP SE 1/4 SEC 9-78-24
To Greater Des Moines Habitat for Humanity for a total of \$4,700.00. For additional information, contact Polk County Public Works, Real Estate Division at (515)286-3705.
Published in the Business Record on May 11, 2018.

PUBLIC NOTICES

DEADLINES AND REQUIREMENTS

The deadline for public notices is 3 p.m. Wednesday, 7 business days prior to publication date. TO ENSURE ACCURACY, NO PUBLIC NOTICES WILL BE ACCEPTED BY FAX OR TELEPHONE.

We must be notified of any changes to or cancellations of previously submitted notices no later than noon Thursday prior to publication. Notices should be typed (including all signatures, preferably double-spaced) and accompanied by a cover letter stating any publication requirements (such as the number of times the notice is to be published and whether it must be published by a certain date), whom to bill, and a phone number at which you can be reached should any question arise.

When submitting by mail, send all public notices to: Business Record
Attn: Sami Schrader
The Depot at Fourth
100 Fourth St.
Des Moines, Iowa 50309
(515) 244-9491 ext. 217
By e-mail, send public notices to:

publicnotices@bpcdm.com.
E-mails should be sent either in a Microsoft Word or Excel document, Text, or PDF.
Please direct all inquiries concerning billing and affidavits of publication to Becky Hotchkiss at (515) 288-3338 ext. 436.

NOTICE OF PROOF OF WILL WITHOUT ADMINISTRATION

The Iowa District Court Polk County

Probate No. ESPR073174

In the matter of the Estate of, **Dolores C. Nachtigal**, Deceased.
To All Persons Interested in the Estate of Dolores C. Nachtigal, Deceased, who died on or about March 9, 2018:
You are hereby notified that on the April 10, 2018, the last will and testament of Dolores C. Nachtigal, deceased, bearing date of the October 6,2000, was admitted to probate in the above named court and there will be no pres-

ent administration of the estate. Any action to set aside the will must be brought in the district court of the county within the later to occur of four months from the date of the second publication of this notice or one month from the date of mailing of this notice to all heirs of the decedent and devisees under the will whose identities are reasonably ascertainable, or thereafter be forever barred.
Dated this April 10, 2018.

Bradley J. Nachtigal
Proponent

Steven C. Despotovich, #AT0002014
Attorney for estate
4200 University Ave, Suite 424
West Des Moines, IA 50266
Date of second publication May 11, 2018.

NOTICE OF PROBATE OF WILL, OF APPOINTMENT OF EXECUTOR, AND NOTICE TO CREDITORS

The Iowa District Court Polk County

Probate No. ESPR073192

In the matter of the Estate of **Marcia L. Harrington**, Deceased.
To All Persons Interested in the Estate of Marcia L. Harrington, Deceased, who died on or about March 30, 2018:
You are hereby notified that on the April 23, 2018, the Last Will and Testament of Marcia L. Harrington, deceased, bearing date of June 3, 2009 and Codicil dated September 28, 2016, was admitted to probate in the above named court and that Charles L. Harrington and Marcia Jo Flaugh was appointed executor of the estate. Any action to set aside the will must be brought in the district court of said county within the later to occur of four months from the date of the second publication of this notice or one month from the date of mailing of this notice to all heirs of the decedent and devisees under the will whose identities are reasonably ascertainable, or thereafter be forever barred.
Notice is further given that all persons indebted to the estate are requested to make immediate payment to the undersigned, and creditors hav-

PUBLIC NOTICES

ing claims against the estate shall file them with the clerk of the above named district court, as provided by law, duly authenticated, for allowance, and unless so filed by the later to occur of four months from the second publication of this notice or one month from the date of mailing of this notice (unless otherwise allowed or paid) a claim is thereafter forever barred.
Dated April 25, 2018.

Charles L. Harrington and Marcia Jo Flaugh
Executors of estate
4125 College Ave.
Des Moines, IA 50311
2710 NE Briarwood Ct.
Ankeny, IA 50021
Randal B. Caldwell, ICIS PIN No: AT0001375
Attorney for executor
Caldwell, Briery, Chalupa & Nuzum, PLLC
211 1st Ave. W.
Newton, IA 50208
Date of second publication May 11, 2018.

NOTICE OF PROOF OF WILL
WITHOUT ADMINISTRATION

The Iowa District Court
Polk County

Case No. ESPRO73204

In the matter of the Estate of,
Johnny Anthony Danos, Deceased.
To All Persons Interested in the Estate of Johnny Anthony Danos, Deceased, who died on or about March 18, 2018:
You are hereby notified that on April 19, 2018, the last will and testament of Johnny Anthony Danos, deceased, bearing date of the October 14, 2009, was admitted to probate in the above named court and there will be no present administration of the estate. Any action to set aside the will must be brought in the district court of the county within the later to occur of four months from the date of the second publication of this notice or one month from the date of mailing of this notice to all heirs of the decedent and devisees under the will whose identities are reasonably ascertainable, or thereafter be forever barred.
Dated on April 19, 2018.
Teresa Van Vleet-Danos
Proponent
Harlan D. Hockenber, #AT0003483
Attorney for estate
2100 Westown Parkway, Suite 210
West Des Moines, IA 50265
Date of second publication: May 11, 2018.

TRUST NOTICE

IN THE MATTER OF THE TRUST:
JOHNNY A. DANOS FIRST AMENDED AND RESTATED TRUST AGREEMENT
To all persons regarding Johnny Anthony Danos, deceased, who died on or about March 18, 2018. You are hereby notified that Teresa Van Vleet-Danos is the trustee of the Johnny A. Danos First Amended and Restated Trust Agreement, dated on October 14, 2009. Any action to contest the validity of the trust must be brought in the District Court of Polk County, Iowa, within the later to occur of four (4) months from the date of second publication of this notice or thirty (30) days from the date of mailing this notice to all heirs of the decedent settlor and the spouse of the decedent settlor whose identities are reasonably ascertainable. Any suit not filed within this period shall be forever barred.
Notice is further given that any person or entity possessing a claim against the trust must mail proof of the claim to the trustee at the address listed below via certified mail, return receipt requested, by the later to occur of four (4) months from the second publication of this notice or thirty (30) days from the date of mailing this notice if required or the claim shall be forever barred unless paid or otherwise satisfied.
Dated on April 19, 2018.
Johnny A. Danos First Amended and Restated Trust Agreement
Teresa Van Vleet-Danos
3315 Southern Hills Drive
Des Moines, IA 50321
Harlan D. Hockenber, #AT0003483
Attorney for Trustee
2100 Westown Parkway, Suite 210
West Des Moines, IA 50265
Date of second publication: May 11, 2018.

CLAIMS REPORT 4/23/18
The City of Polk City

440-PRAXAIR DISTR. INC.	OXYGEN	\$22.54
ACE HARDWARE OF ANKENY	SUPPLIES	\$8.61
AMAZON	BOOKS	\$1,198.90
AMAZON BUSINESS	OFFICE SUPPLIES	\$142.81
ARDICK	EQUIPMENT	CO.
UNIT 214	DECALS	\$125.00
BAKER & TAYLOR	BOOKS-JF	\$673.02
BLUE LAKES AMMUNITION		
AMMUNITION		\$827.32
BOUND TREE MEDICAL		
MEDICAL SUPPLIES		\$1,086.42
C F I	REPAIR ENDLOADER TIRE	\$269.00
CAPITAL SANITARY SUPPLY		
CLEANING SUPPLIES		\$309.64
CENTRAL IOWA TELEVISION	SEWER MAIN LINE-CROSSROADS SEC	\$2,496.00
CENTURY LINK	PHONE SERVICE	\$1,123.74
COPY SYSTEMS INC.	COPIER RENTAL	\$199.39
CRYSTAL CLEAR WATER CO	WATER	\$15.50
DES MOINES STAMP MFG. CO.		
NOTARY STAMPS		\$64.80
EMSLRC	CEH	\$40.00
FERGUSON WATERWORKS		
EQUIPMENT REPAIRS		\$139.35
FERGUSON WATERWORKS	METERS	\$5,734.69
G & L CLOTHING	UNIFORMS	\$135.98
G.C.M.O.A.	ANNUAL MEMBERSHIP	\$35.00
GREATHER DES MOINES PARTNERSHIP		
DMDC 2018	JEFF WALTERS	\$1,100.00
HACH COMPANY	WATER SUPPLIES	\$667.49
HAWKINS INC	CHLORINE	\$392.35
INTERSTATE ALL BATTERY CENTER		
BATTERIES		\$97.60
JAMIE NOACK	REIMBURSEMENT-MONITOR MOUNT	\$129.99
JENNY GIBBONS	REIMBURSEMENT-MILEAGE/MEAL	\$50.18
JEREMY SIEPKER	REIMBURSEMENT - CELL PHONE	\$40.00
KECK ENERGY	FUEL	\$1,102.52
KEYSTONE LABORATORIES INC.		
WATER TESTING		\$75.00
LINDSEY WILLIAMS	REIMBURSEMENT-MILEAGE/CELL PHONE	\$155.54
LOGAN CONTRACTORS SUPPLY		
OPERATING SUPPLIES		\$165.00
MENARDS	SUPPLIES	\$177.77
MERCY NORTH PHARMACY		
RX SUPPLIES		\$362.79
MICROMARKETING, LLC	BOOKS ON CD	\$59.99
MIDAMERICAN ENERGY	UTILITIES	\$11,078.44
MIDLAND POWER CO-OP	UTILITIES	\$384.33
MIDWEST OFFICE TECHNOLOGY		
COPIER RENTAL		\$277.63
MMIT BUSINESS SOLUTIONS GROUP		
COPIER RENTAL		\$119.77
NELSON AUTOMOTIVE	REPAIR PARTS	\$641.00
PITNEY BOWES	POSTAGE METER RENTAL	\$105.00
POLK COUNTY TREASURER		
ANIMAL CONTROL FEES-MARCH		\$61.56
RANGEMASTERS TRAINING CENTER		
SHOTGUN FRONT SIGHT		\$15.00
RED WING SHOE STORE	WORK BOOTS	\$288.32
REGISTER MEDIA	PUBLIC NOTICES	\$829.70
SANDRY FIRE SUPPLY L.L.C.		
CHAINSABW BAR SAFETY KITS		\$1,016.06
SOUTHEASTERN EMERGENCY EQUIPMEN		
MEDICAL SUPPLIES		\$132.84
STAPLES	SUPPLIES	\$106.26
TRACE KENDIG	REIMBURSEMENT - CELL PHONE	\$40.00
TRAVIS NICHOLSON	REFUND COMMUNITY ROOM RENTAL	\$65.00
ULTRAMAX	AMMUNITION	\$293.00
UNITED RENTALS		
LIFT RENTAL-REBULB STATION		\$514.38
VERIZON WIRELESS		
PHONE AND DATA PLAN		\$832.06
WEX	FUEL	\$3,734.16
TOTAL CLAIMS		\$39,758.44
Expenses per fund: General	\$27,875.83; Road	Use \$1,594.17; Water \$1,589.45; Sewer \$8,698.99
Published in the Business Record on	May 11, 2018.	

MEETING MINUTES
The City of Polk City
City Council Meeting
6:00 p.m., Monday, April 23, 2018
City Hall

Polk City, City Council held a meeting at 6:00 p.m., on April 23, 2018. The Agenda was posted at the City Hall office as required by law. These tentative minutes reflect all action taken at the meeting.
Mayor and City Council Members Present:
Jason Morse | Mayor
Robert Sarchet | Pro Tem
Dave Dvorak | City Council Member
Mandy Vogel | City Council Member
Ron Anderson | City Council Member

Jeff Walters | City Council Member
Staff Members Present:
Gary Mahannah | City Administrator
Lindsey Williams | Assistant City Administrator/ Finance Director
Jenny Gibbons | City Clerk
Amy Beattie | City Attorney
Kathleen Connor | City Engineering Representative
Trace Kendig | Police Chief
Mike Schulte | Public Works Director
Daniel Purcell | IT Director
Staff Members Absent:
Dan Gubbins | Fire Chief
Jamie Noack | Library Director
1. Call to Order | Mayor Morse called the meeting to order at 6:00 p.m.
2. Roll Call | Dvorak, Vogel, Sarchet, Anderson, Walters | In attendance
3. Approval of Agenda
MOTION: A motion was made by Walters and seconded by Sarchet to approve the meeting agenda.
MOTION CARRIED UNANIMOUSLY
4. Public Comments | Rob Haspels, American Legion Post 232 informed Council of the proposed plans for Memorial Day Celebration with same ceremony as last year. Haspels also asked Council to spread the word about the available scholarships the Legion has for High School Seniors. Tracy Lund, TLC Gifts described details about the flags on display during the event and intentions to submit Temporary Site Plan application to the Parks Commission May 7, 2018.
5. Consent Agenda Items
Anderson asked for more information regarding item #5.10. Lindsey Williams, Assistant City Administrator/Finance Director reviewed some of the services offered for employees and their families
MOTION: A motion was made by Dvorak and seconded by Anderson to approve the amended consent agenda items removing item #5.8 for discussion.
1. Consider motion to approve the City Council Meeting Minutes for April 9, 2018
2. Consider motion to receive and file the P&Z Meeting Minutes for April 16, 2018
3. Consider motion to approve the April 23, 2018 Claims
4. Consider motion to approve the March 2018 Finance Report
5. Consider motion to approve Resolution 2018-39 setting a public hearing for a FY 17/18 Budget Amendment on May 14, 2018 at 6:00pm
6. Consider motion to approve twelve (12) month Class C liquor license for Fareway Stores #137 located at 1101 South 4th Street effective June 17, 2018
7. Consider motion to approve six (6) month Special Class C Liquor License (BW) (Beer/Wine) for Polk City Chamber & Economic Development Corporation effective May 24, 2018
8. Consider motion to approve Resolution 2018-41 setting a public hearing for a petition request rezoning a portion of Outlot Y of Twelve Oaks Plat 2 from R-1 to R-1A
9. Consider motion to authorize advertising for a full-time Fire Chief
10. Consider motion to approve contractual agreement with Employee Family Resources (EFR) for Employee Assistance Program (EAP)
MOTION CARRIED UNANIMOUSLY
5.8 Consider motion to approve Resolution 2018-41 setting a public hearing for a petition request rezoning a portion of Outlot Y of Twelve Oaks Plat 2 from R-1 to R-1A
Anderson wanted to confirm this proposed change was only creating one (1) more lot
MOTION: A motion was made by Anderson and seconded by Sarchet to approve Resolution 2018-41 setting a public hearing for a petition request rezoning a portion of Outlot Y of Twelve Oaks Plat 2 from R-1 to R-1A
MOTION CARRIED UNANIMOUSLY
6. New Business
1. 2018 Park Improvement Project
a. Mayor Morse closed the regular meeting and opened the Public Hearing on the 2018 Park Improvement Project at 6:15 p.m. The City Clerk, Jenny Gibbons, stated the notice was published April 6, 2018 and no written or verbal comments had been received. City Engineering Representative, Kathleen Connor, provided a report. No one was present to be heard for or against the project.
MOTION: A motion was made by Sarchet and seconded by Anderson to close the Public Hearing and reopen the regular meeting at 6:17 p.m.
MOTION CARRIED UNANIMOUSLY
b. MOTION: A motion was made by Anderson

and seconded by Dvorak to receive and file the bids
MOTION CARRIED UNANIMOUSLY
c. MOTION: A motion was made by Anderson and seconded by Dvorak to approve Resolution 2018-42 making award of construction contract YES: Dvorak, Vogel, Anderson, Walters
NO: Sarchet
MOTION CARRIED
d. MOTION: A motion was made by Dvorak and seconded by Walters to approve Resolution 2018-43 approving contract and bond contingent on approval from City Engineer and City Attorney
MOTION CARRIED UNANIMOUSLY
2. Amending Zoning Ordinance regarding regulations associated with fireworks sales
a. Mayor Morse closed the regular meeting and opened the public hearing on amending the zoning ordinance regarding regulations associated with firework sales at 6:26 p.m. The City Clerk, Jenny Gibbons, stated the notice was published April 13, 2018 and no written or verbal comments had been received. City Administrator, Gary Mahannah, provided a report. No one was present to be heard for or against the amendment.
MOTION: A motion was made by Sarchet and seconded by Vogel to close the Public Hearing and reopen the regular meeting at 6:30 p.m.
MOTION CARRIED UNANIMOUSLY
b. MOTION: A motion was made by Walters and seconded by Sarchet to approve the first reading of Ordinance 2018-500 Fireworks Zoning Ordinance
YES: Sarchet, Anderson, Walters, Vogel
ABSTAIN: Dvorak
MOTION CARRIED
3. Davis Street Reconstruction Project
a. MOTION: A motion was made by Anderson and seconded by Sarchet to approve Resolution 2018-45 approving Change Order No. 1 in the amount of \$13,936.00 for 160 LF extension of a new 8" PVC water main to replace an outdated 4" problematic water main bringing the total contract value to \$857,111.80
MOTION CARRIED UNANIMOUSLY
b. MOTION: A motion was made by Dvorak and seconded by Vogel to approve Supplement No. 2 to the Engineering Services Agreement for Snyder & Associates in the amount of \$3600
YES: Vogel, Sarchet, Anderson, Dvorak
ABSTAIN: Walters
MOTION CARRIED
c. MOTION: A motion was made by Sarchet and seconded by Vogel to approve Resolution 2018-46 approving water main easement
MOTION CARRIED UNANIMOUSLY
4. MOTION: A motion was made by Dvorak and seconded by Walters to approve an agreement with the Iowa Department of Transportation for Traffic safety Improvement Program Funding (TSIP) for the RRFB crosswalk flashers at the intersections of Van Dorn & 3rd Street and Southside Drive and 3rd Street
MOTION CARRIED UNANIMOUSLY
5. MOTION: A motion was made by Walters and seconded by Dvorak to approve the first reading of Ordinance 2018-600 amending Chapter 99, Sewer Service Charges, of the City Code of Ordinances of the City of Polk City, Iowa, by adding a Sewer Surcharge for the Rock Creek Sanitary Sewer Connection
YES: Dvorak, Vogel, Walters
NO: Sarchet, Anderson
MOTION CARRIED
6. MOTION: A motion was made by Vogel and seconded by Anderson to accept Dan Gubbins resignation as Fire Chief effective at such time as a full time Fire Chief is hired
MOTION CARRIED UNANIMOUSLY
7. MOTION: A motion was made by Sarchet and seconded by Walters to approve soliciting requests for proposals to include qualifications and pricing to obtain a consultant to provide financial planning to assist Polk City in long term planning and goals
MOTION CARRIED UNANIMOUSLY
8. MOTION: A motion was made by Sarchet and seconded by Dvorak to approve Resolution 2018-47 establishing an official publication for Polk City
MOTION CARRIED UNANIMOUSLY
9. MOTION: A motion was made by Anderson and seconded by Dvorak to approve Resolution 2018-48 approving Snyder & Associates March 2018 invoices in the amount of \$13,765.00
YES: Vogel, Sarchet, Anderson, Dvorak
ABSTAIN: Walters
MOTION CARRIED
7. Mayor proclaimed May 13-19, 2018 as National Police Week in Polk City, Iowa

PUBLIC NOTICES

8. Reports | Mayor, Council, City Administrator, Staff, Boards, and/or Commissions

- Mayor Morse discussed the importance of proper communication and keeping everything visible to interested parties. He thanked staff for working through a couple of potential issues last Friday and appreciated the efforts to get people working together to handle those issues prior to Council action. Mayor reiterated that the North Polk signs are safe and will be relocated to Bridge Road by the Sports Complex as soon as weather is conducive.
- Council Member Anderson asked where to direct questions regarding signs and Mayor suggested Chapter 166 of the Polk City Code of Ordinances. Anderson thanked the emergency service personnel for the quick response to his home for his mother-in-law.
- City Administrator, Gary Mahannah, offered to move forward with a hearing and accompanying resolutions via Bond Counsel for an additional \$500,000 for Water Improvements reimbursement.
- Council Member Dvorak thanked Chief Gubbins for his many hours over many years invested in the Fire Department.
- Council Member Walters thanked the Fire Department for the pizza delivery event, it was well received with his young children.

9. Adjournment

MOTION: A motion was made by Anderson and seconded by Dvorak to adjourn at 7:22 p.m.

MOTION CARRIED UNANIMOUSLY

Next Meeting Date – Monday, May 14, 2018 at 6:00pm

Jason Morse, Mayor

Attest

Jenny Gibbons, City Clerk

Published in the Business Record on May 11, 2018.

TRUST NOTICE

IN THE MATTER OF THE TRUST
Connie Lynn Alderson Trust
To all persons regarding Mary Alderson, deceased, who died on or about March 2, 2018. You are hereby notified that Farmers & Merchants State Bank is the trustee of the Connie Lynn Alderson Trust, a sub-trust of the Mary Alderson Revocable Trust, dated on August 25, 2017. Any action to contest the validity of the trust must be brought in the District Court of Polk County, Iowa, within the later to occur of four (4) months from the date of second publication of this notice or thirty (30) days from the date of mailing this notice to all heirs of the decedent settlor and the spouse of the decedent settlor whose identities are reasonably ascertainable. Any suit not filed within this period shall be forever barred. Notice is further given that any person or entity possessing a claim against the trust must mail proof of the claim to the trustee at the address listed below via certified mail, return receipt requested, by the later to occur of four (4) months from the second publication of this notice or thirty (30) days from the date of mailing this notice if required or the claim shall be forever barred unless paid or otherwise satisfied. Dated on May 3, 2018.

Connie Lynn Alderson Trust
Farmers & Merchants State Bank
101 West Jefferson Street
Winterset, Iowa 50273
Bruce W. Baker, #AT0000673
Attorney for Trustee
700 Walnut Street, Suite 1600
Des Moines, Iowa 50309
515-283-3187
bwbak@nyemaster.com
Date of second publication May 18, 2018.

TRUST NOTICE

IN THE MATTER OF THE TRUST
Mary Alderson Revocable Trust
To all persons regarding Mary Alderson, deceased, who died on or about March 2, 2018. You are hereby notified that June Ann Mackay and Paul Braunger are the co-trustees of the Mary Alderson Revocable Trust dated on August 25, 2017. Any action to contest the validity of the trust must be brought in the District Court of Polk County, Iowa, within the later to occur of four (4) months from the date of second publication of this notice or thirty (30) days from the date of mailing this notice to all heirs of the decedent settlor and the spouse of the decedent settlor whose identities are reasonably ascertainable. Any suit not filed within this period shall be forever barred. Notice is further given that any person or entity possessing a claim against the trust must mail proof of the claim to the trustee at the address listed below via certified mail, return receipt requested, by the later to occur of four (4) months from the second publication of this notice or thirty (30) days from the date of mailing this notice if required or the claim shall be forever barred unless paid or otherwise satisfied. Dated on May 3, 2018.

Mary Alderson Revocable Trust
June Ann Mackay, Co-Trustee
515 Waterbury Road,
Des Moines, Iowa 50312
Bruce W. Baker, #AT0000673
Attorney for Trustee
700 Walnut Street, Suite 1600
Des Moines, Iowa 50309
515-283-3187
bwbak@nyemaster.com
Date of second publication May 18, 2018.

NOTICE OF PROOF OF WILL
WITHOUT ADMINISTRATION

**The Iowa District Court
Polk County**
Probate No. ESPR073232

In the matter of the Estate of,
Darlene A. Stuckle, Deceased.
To All Persons Interested in the Estate of Darlene A. Stuckle, Deceased, who died on or about February 11, 2018:
You are hereby notified that on the April 23, 2018, the last will and testament of Darlene A. Stuckle, deceased, bearing date of the July 10, 2014, was admitted to probate in the above named court and there will be no present administration of the estate. Any action to set aside the will must be brought in the district court of the county within the later to occur of four months from the date of the second publication of this notice or one month from the date of mailing of this notice to all heirs of the decedent and devisees under the will whose identities are reasonably ascertainable, or thereafter be forever barred.
Dated this April 23, 2018.

Julie Stuckle
Proponent
Steven C. Despotovich, #AT0002014
Attorney for estate
4200 University Ave, Suite 424
West Des Moines, IA 50266
Date of second publication May 18, 2018.

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