



# Pen City Current

Wednesday, Aug. 8, 2018 | 9 pages | Volume 2 • Issue 186

## City balks on new personnel manual

*Back-to-back tie votes puts manual on hold, however changes have been in place since July 1*

BY CHUCK  
VANDENBERG  
PCC EDITOR



Photo by Chuck Vandenberg/PCC

Fort Madison Mayor Brad Randolph swears in new 3rd Ward Councilman Matt Mohrfeld at Tuesday's City Council meeting as, behind from left to right, Councilmen Rusty Andrews, Mark Lair, and Chad Cangas look on.

get the manual in front of the council in June, but the process had taken longer than expected.

Morawitz asked City Manager David Varley what kind of changes were in place and Varley listed such changes as sick hour accrual limits, family sick leave, bereavement days, adjustments on uniform reimbursements, adjustments in overtime calculations, compensatory time changes, among other

See **MANUAL**, page 8

FORT MADISON - City leaders have balked, on a couple tie votes, at approving a personnel manual that governs employee benefits. However the changes defined in the manual are already in place.

At Tuesday's meeting of the Fort Madison City Council, amendments to the personnel manual were presented for a vote by the council, but when the motion was put up for discussion, Councilman Bob Morawitz asked why the council hadn't seen a copy of the changes.

City Finance Director Peggy Steffensmeier said the manual went in front of the city's personnel attorney and it has been discussed with city staff, but the plan has been in place since the fiscal year began July 1. She said staff originally wanted to

## Five locals honored for volunteer service

*Tebbs one of four honored by governor for service to county's ISU Extension and Outreach*

BY CHUCK VANDENBERG  
PCC EDITOR

LEE COUNTY - Four Lee County Extension board members were honored by the Governor at a regional ceremony in Ottumwa on Wednesday.

Rick Tebbs, Tom Mohrfeld, Steven Newberry and Tina Loges were all honored for volunteer service with the Iowa State University Extension and Outreach Lee County Council.



Tebbs with Lt. Governor Adam Gregg and Gov. Kim Reynolds.

stewardship, as well as community and county-focused organizations.

Tebbs was born and raised in Fort Madison and said volunteerism carries a simple philosophy for him.

"I just want to make a difference," he said.

"That's what I tell people and I always felt that way. You're lucky enough to have support of family and friends and you want to make a positive impact. I want people to know that volunteering, for me, isn't about

Tebbs was honored for 20 years with the council. The board itself was honored at the Lee County Fair this year for a century of service to Lee County residents.

As volunteer service is a commitment with all of the award winners, Tebbs literally has close to 150 years of combined volunteer service in multiple organizations focused on outdoor

See **VOLUNTEERS**, page 4

## Mohrfeld takes over 3rd Ward

BY CHUCK VANDENBERG  
PCC EDITOR

FORT MADISON - Only one person stepped up to take on the 3rd Ward seat that was up for appointment Tuesday, but he's a familiar face and jumped right into service.

Fort Madison businessman Matt Mohrfeld was the only candidate to offer to fill the seat through 2019. Mohrfeld was sworn in by Mayor Brad Randolph at Tuesday's regular council meeting.

Mohrfeld takes the seat held by Travis Seidel who

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# For the Record/Obituaries

## For the Record

### Fort Madison Police Report

8/6/2018 - 7:04 a.m. - Fort Madison Police responded to a report of vandalism in the 600 block of Ave. E.  
 8/6/2018 - 4:42 p.m. - Fort Madison Police responded to a report of larceny theft in the 1200 block of 25th St.  
 8/6/2018 - 5:35 p.m. - Fort Madison Police responded to a report of a personal injury accident in the 2000 block of 303rd Ave.

### Lee County Sheriff's Report

8/6/2018 - 12:00 a.m. - Lee County Sheriff's deputies arrested Elizabeth Alarcon, 38, of Cedar Rapids on a warrant for violation of probation. She was taken to Lee County Jail and held.

8/6/2018 - 10:30 a.m. - Lee County Sheriff's deputies arrested Nicholas Wayne Burgess, 34, of Keokuk, in the 100 block of N 7th St., on a judgment hold. He was taken to Lee County Jail and held.  
 8/6/2018 - 4:05 p.m. - Lee County Sheriff's deputies arrested Elizabeth Alarcon, 38, of Cedar Rapids, at the Sheriff's office, on a temporary hold. She was taken to Lee County Jail and held.  
 8/6/2018 - 4:43 p.m. - Lee County Sheriff's deputies arrested Cynthia Renee Pullinger, 26, of West Burlington, at the Sheriff's office, on a temporary hold. She was taken to Lee County Jail and held.  
*Those listed above are presumed innocent until proven guilty in a court of law.*



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## OBITUARIES

### ROY MELVIN SHEETS

Roy Melvin Sheets, 74, of Fort Madison, Iowa, passed away at 1:15 a.m. Monday, August 6, 2018 at the University of Iowa Hospitals and Clinics in Iowa City, Iowa.

Born July, 8, 1944 in Fort Madison, Iowa the son of Earl and Gloria Mae (Copeland) Sheets. On December 31, 1962, at Fort Madison, Iowa he married Linda Jondall.

Survivors include his wife: Linda of Fort Madison, Iowa; one daughter: Angela Klesener of Nauvoo, Illinois; two sons: Michael Sheets of Nauvoo, Illinois and Leroy Sheets of Lumber Bridge, North Carolina; one grandson: Nicholas Klesener; siblings: Mary Dalrymple of Fort Madison, Iowa, Patty Powelson of Denmark, Iowa, Kenny Sheets of Fort Madison, Iowa, Ralph Sheets of Fort Madison, Iowa, Richard Sheets of Fort Madison, Iowa and Linda Nicholson of Springfield, Illinois. Also, several nieces and nephews.

He was preceded in death by his parents, one brother: David Sheets and son in law: Randy Klesener.

Roy worked in the Sante Fe Railroad Bridge and Building Department. He was a United States Navy Veteran serving during the Vietnam era. He enjoyed fishing, being outside working in his yard, and movies.

His body has been entrusted to the Schmitz Funeral Home for cremation.

A graveside service will be held at 10:30 a.m. on Thursday, August 9, 2018 at Soldiers' Circle, Oakland Cemetery with full military rites by the Fort Madison Veteran's Honor Guard.

A memorial has been established in his memory.

Schmitz Funeral Home of West Point is assisting the family with arrangements. On-line condolences to the family may be left at [www.schmitzfuneralhomes.com](http://www.schmitzfuneralhomes.com).

## OBITUARIES

### KATHRYN "KATHY" INGEBRITSON

Kathryn "Kathy" Noreen Ingebritson, 84, of Fort Madison, IA, passed away at 9:45 a.m. on Monday, August 6, 2018 at Fort Madison Community Hospital. She was born on August 24, 1933 in Melrose, IA to William &



INGEBRITSON

Nora Dinneen Malone. She married Phillip J. Ingebritson on June 25, 1960 at St. Paul's Church in Burlington, IA. She worked at Burlington Bank & Trust and was a homemaker. She was a member of Sacred Heart Church, Altar & Rosary Society, T.T.T. & P.E.O.

Kathy is survived by: her husband: Phillip Ingebritson of Fort Madison, IA; 2-sons: John Ingebritson of Iowa City, IA & Mark (Kelly) Ingebritson of Highlands Ranch, CO; 2-grandsons: Matthew & Nathan Ingebritson; 1-brother: William (Sharon) Malone of Goshen, IN; 1-sister: Patricia Malone of Burlington, IA and a number of nieces & nephews. She was preceded in death by: her parents, 1-brother & 3-sisters.

Friends may call after 2:00 p.m. on Thursday, August 9, 2018 with the family to receive friends from 5:30 to 6:30 with a rosary to be recited at 6:30 p.m. on Thursday evening at King-Lynk Funeral Home & Crematory. The funeral mass will be held at 10:00 a.m. on Friday, August 10, 2018 at Sacred Heart Church with Rev. Joseph Phung officiating. A luncheon will immediately follow the funeral mass. Burial will be held at Sacred Heart Cemetery in Burlington, IA. A memorial has been established for Holy Trinity Catholic Schools. Online condolences to Kathy's family may be left at the King-Lynk Funeral Home & Crematory website: [www.kinglynk.com](http://www.kinglynk.com).

### Pen City Current obituary policy

The Current runs obituaries at no charge to funeral homes and they run the day they are submitted in most cases. They are also run as submitted by the funeral homes.

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Pen City Current will not publish an e-Edition Sunday, August 12 through Monday, August 20 so our team can enjoy some time this summer. Breaking news will be published online when possible. Our free e-Edition will be back Tuesday, August 21. Thank you for reading!

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Pen City current

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## Local News/Lottery Numbers

# Keokuk's Wolfe is FMAAA Exhibitor for August

BY BRIAN RIGGS  
FMAAA Director

FORT MADISON - Erika Wolfe, well-known silversmith from Keokuk, IA, displays new work with her show "Signature Pieces".

Reception for the artist occurs August 10th from 5-7pm. E. I. Dupont is the sponsor for the exhibition. Erika will also take the stage at Lunch-ala-Art program that occurs August 31st at noon. The luncheon features a differing food vendor from Ft. Madison every month followed by gallery talk by the artist regarding her show. Call 319-372-3996 to register for luncheon. The following is Erika's Artist Statement:

There is jewelry - and then there are Erika pieces. Easy to spot and clearly recognizable when you are familiar with her work. Buyers know they have found something special and collectors can't stop at owning just one of her pieces.

"The human body is the most intimate gallery that I can think of and the challenge of making beautiful and timeless jewelry - art that is personal, to be displayed in public as a personal statement of individual taste - deeply appeals to me," says Erika.

For the month of August, featured guest artist, Erika Wolfe, will be exhibiting what she calls her, "Signature Pieces" and new Touchstones along with a special selection of her one of a kind and limited edition series, earrings at the FMAAA gallery show, with an opening reception on Friday, August 10 from 5 to 7PM.

The Signature pieces Erika Wolfe explains, "Are pieces that most express my personal creative design style. I stress the geometric because I believe it to be a visual form that is easily understood - a kind of universal law that expresses an absolute dimension." She adds, "My pieces set up an aesthetic in which various forces of volumes and voids, color and texture, balance between stone and setting, play and interact."

Everything begins with a detailed drawing and takes three dimensional form and space from that point on. Many of the pieces for this show come from her special collection of long treasured and saved up stones or work requiring a particularly challenging process of assembly and construction. Everything that she creates is fabricated from sterling silver sheet, wire or tubing and can require truly dedicated amount of time and patience to bring to its final and completed form. "At times the challenge becomes an all consuming task but also one that is more satisfying and meaningful than anything else that I am able to do," she says.

Over the years, Erika has donated auction pieces of her jewelry to the Keokuk Art Center, "Festival of Trees and Gifts," the FMAAA Expressions auction and the Main Street, Keokuk, "Summer Street Festival" events.

With a masters degree in silversmithing from California State University, Erika taught high school students until early retirement in 1996. Leaving California for Keokuk brought her closer to her family and gave her the opportunity to devote more of her time to her creative work.

"My talent is a God given gift," Erika concludes, "and as long as He continues to guide my hands and my mind I will go on using the special ability that has been given to me."



Photo courtesy of FMAAA

The works of Erika Wolfe of Keokuk will be featured at the Fort Madison Area Arts Association in August. A reception will be held Aug. 10, from 5 p.m. to 7 p.m. with E.I. DuPont sponsoring.

## Mohrfeld says serving is an honor

MOHRFELD - Continued from Page 1

resigned after being found guilty of a felony drug charge on June 1.

"I really have to say at this point, it's an honor to step up for the city of Fort Madison and serve on the council. Sometimes it's a thankless job, but I think its a very important job and it's an honor and to serve with people like this, and staff like this," Mohrfeld said. "It is a privilege and I will do everything I can as 40-some year resident of Fort Madison to be the best councilperson I can be."

Randolph said the fact that Mohrfeld stepped to the plate speaks well of the city.

"I appreciate Mr. Mohrfeld stepping up," Randolph said. "I think the fact that he's been a lifelong resident and he's an active community leader, very involved in just about everything that's going on in town, just speaks volumes to what we're trying to accomplish here. I think he's going to be a welcome addition to the council and I look forward to working with him."



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Pick 3 - Midday	Daily	Noon	12:20 pm
Pick 3 - Evening	Daily	9:40 pm	10:00 pm
Pick 4 - Midday	Daily	Noon	12:20 pm
Pick 4 - Evening	Daily	9:40 pm	10:00 pm



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5 7 13 15 29  
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**From the Front/Weather**

**Tebbs says years of service is to “make a difference”**

**VOLUNTEERS** - Continued from Page 1

the feather in your cap, or the pin, or the plaque - it's letting them know that I care.”

Tebbs said the key to extended volunteerism is a strong family.

“A lot of my volunteerism wouldn't be possible without the support of my wife of 29 years. She's been wonderful and put up with a lot, and a person couldn't be volunteering like this and have a job and a family without that kind of support.

Lee County Extension Program Coordinator Lee Ann Schaffer-Smith said the commitment of the board in her year and half with extension shows why it has been successful in the county for the past 100 years.

“With Rick, he's very committed and very knowledgeable. He's my go-to guy and he makes himself available...

and sometimes it's hard to get that from people. The partnership he's helped forge between conservation and the extension is neat to see and that's stuff very important to him.”

Tebbs said he's been on the board for 20 years and believes in term limits, so he's stepping off this year. The extension will have candidates on the election ballot for the board in the general election in November. Those interested in serving should contact the Shaffer-Smith for information on how to get on the ballot.



NEWBERRY



LOGES



LINDNER

In addition to his work with the Lee County Extension board, Tebbs is probably one of the most visible men in the county. He has, or has held, positions with Pheasants Forever, Holy Family Parish Council, the Catholic Radio board in Fort Madison, 18 years in various capacities, including trustee, with the Fort Madison Elks; Knights of Columbus for 25 years; did a four-year term on God's Portion Day for Holy Trinity Catholic schools; was Habitat chairman for Pheasants Forever; 15 years with Ducks Unlimited when Fort Madison had a chapter; 20 years with the Iowa Conservation Alliance where he was a founding member educating and lobbying the Iowa legislature on conservation stewardship; and six years with the Iowa Wild Turkey Federation, among others.

Steve Newberry was selected for a length of service award by ISU Extension and Outreach Lee County for his 40 years of service on the Lee County Extension Council. Tom Mohrfeld was selected for his 30 years of service on the council. Chris Lindner, Chairperson, was selected for his 20 years of service on the council and Tina Loges was selected for her 10 years of service.

Ken Parrish from Fort Madison was also listed on the individual honorees, as a member of the Des Moines County Emergency Preparedness Team and Des Moines SKYWARN.

The extension needs people in the county to step up and serve,” Tebbs said. “They are on a ballot and they are voted on for four-year terms. I've ran five terms and was voted in five times. My term is up this year and I believe in term limits and told them I wouldn't be putting my name on the ballot.”

Shaffer-Smith said the work of the volunteers shows in all the Extension's programs.

“The level of service and dedication these volunteers provide to Lee County Extension is invaluable,” states Lee Ann Schaffer-Smith, Program Coordinator. “The Extension Council is the heart of Lee County Extension.”

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**THU 09 Aug** Clear Skies  
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**FRI 10 Aug** Light Rain  
High- 83.7° F | Low - 70.7° F

**SAT 11 Aug** Light Rain  
High- 78.6° F | Low - 66.1° F

**SUN 12 Aug** Light Rain  
High- 78.1° F | Low - 67.1° F

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## From the Front

# Council wants to see changes in policy before voting again

**MANUAL** - Continued from Page 1

changes.

The manual also eliminates executive leave for those who are exempt from overtime, such as department heads, who were previously allowed seven days compensatory time.

Morawitz then questioned who had reviewed the changes, specifically the overtime changes.

"This was never brought before the council. We didn't know anything about this and it wasn't in our packet."

Varley said he was bringing it in front of the council now.

Morawitz said he didn't agree with how the process was handled and would vote against the changes.

After a brief discussion on vacation accrual, Morawitz made a motion to table the resolution until the council could see a report outlining the changes.

That motion resulted in a tie, with Moraw-

itz, newly sworn in 3rd Ward Councilman Matt Mohrfeld, and Rusty Andrews voting in favor of the motion and Chris Greenwald, Mark Lair, and Chad Cangas voting against it. As a tie, the motion failed. Then the council voted on whether to approve the new manual, which also failed along the same votes.

Steffensmeier said the manual changes were discussed with employees in departments, but Mohrfeld said he would rather see a summary.

"It sounds like you were fairly thorough. I am going to have to echo a comment that was made. I'm a little uncomfortable voting on that without review. I wouldn't mind seeing a summary of the details on this," Mohrfeld said.

Mohrfeld, who now replaces Travis Seidel in the Third Ward, asked if the changes were already implemented, to which City Finance Director

Peggy Steffensmeier said, yes, to a murmur from the handful of residents in attendance.

"Isn't that problematic?" Mohrfeld asked

Varley said the manual changes have been underway for a while as a result of the Chapter 20 changes at the state level that pulled bargaining rights from public employees. He said the manual was run by city personnel attorney Pat O'Connell to verify state and federal compliance.

"They are no longer allowed to bargain for a lot of things they used to be able to and now it's pretty much restricted to wages," Varley said. "What we did was went through and took what was in their contract and moved the benefits covered into the personnel manual."

Fort Madison Community School District went through the same undertaking with their teacher benefits after the law changed.

"Our goal was to make it as fair and consistent as possible across all departments. It's impossible to do all because state law treats police and fire differently," Varley said. "Overall, the cost to the city is going to be a little higher now. But overall we think the employees in the policy manual will be equal to or better off than when they were under the contract. That's why we're doing this. 66% of employees are not union members."

Mayor Brad Randolph asked how often the manual gets reviewed and Varley said either by city review every three to five years or a change in state or federal law that needs adopted into the manual.

Councilman Rusty Andrews said the manual has been a topic of conversation with employees who've brought it up to him and asked if he had seen it yet.

"It's been worked on for

quite a while so I believe it's thoroughly done," he said. "But when city employees come to me and ask me about it... If it was disbursed to council I think it would be a good idea," Andrews said.

City Public Works Director Larry Driscoll asked if the policy manual isn't approved would the adjustments take place.

"Well, we can go back and take away the money I guess if they don't want to approve it tonight," Varley said. "Take away the money we started July 1, the additional you get for getting a CDL because we increased that 90-cents per hour. If the council wants to take that away from employees and make that retroactive we can do that. But there's quite a few instances of changes like that."

"I think the ask is that they would have liked to have seen the contents of the changes to get a little more time to understand that. I don't dispute it, it sounds like you met with respective parties and got

input," Randolph said. Steffensmeier said she had hoped to have the manual before the council sooner.

"We thought this was going to go to you guys before June," she said. "The attorney didn't get it done. We wanted our employees to know that we were doing this in good faith so we went ahead and did it."

"I don't think we need to deconstruct the entire thing just because it wasn't handled well," Cangas said.

Randolph asked Varley if the city would keep going in the same direction financially, to which Varley said it would.

After the meeting, when asked how the city could continue to administer benefits according to a manual that didn't pass council approval, Randolph said the city is going forward in good faith with its employees. He said the issue will probably be reintroduced as an agenda item at a future council meeting.

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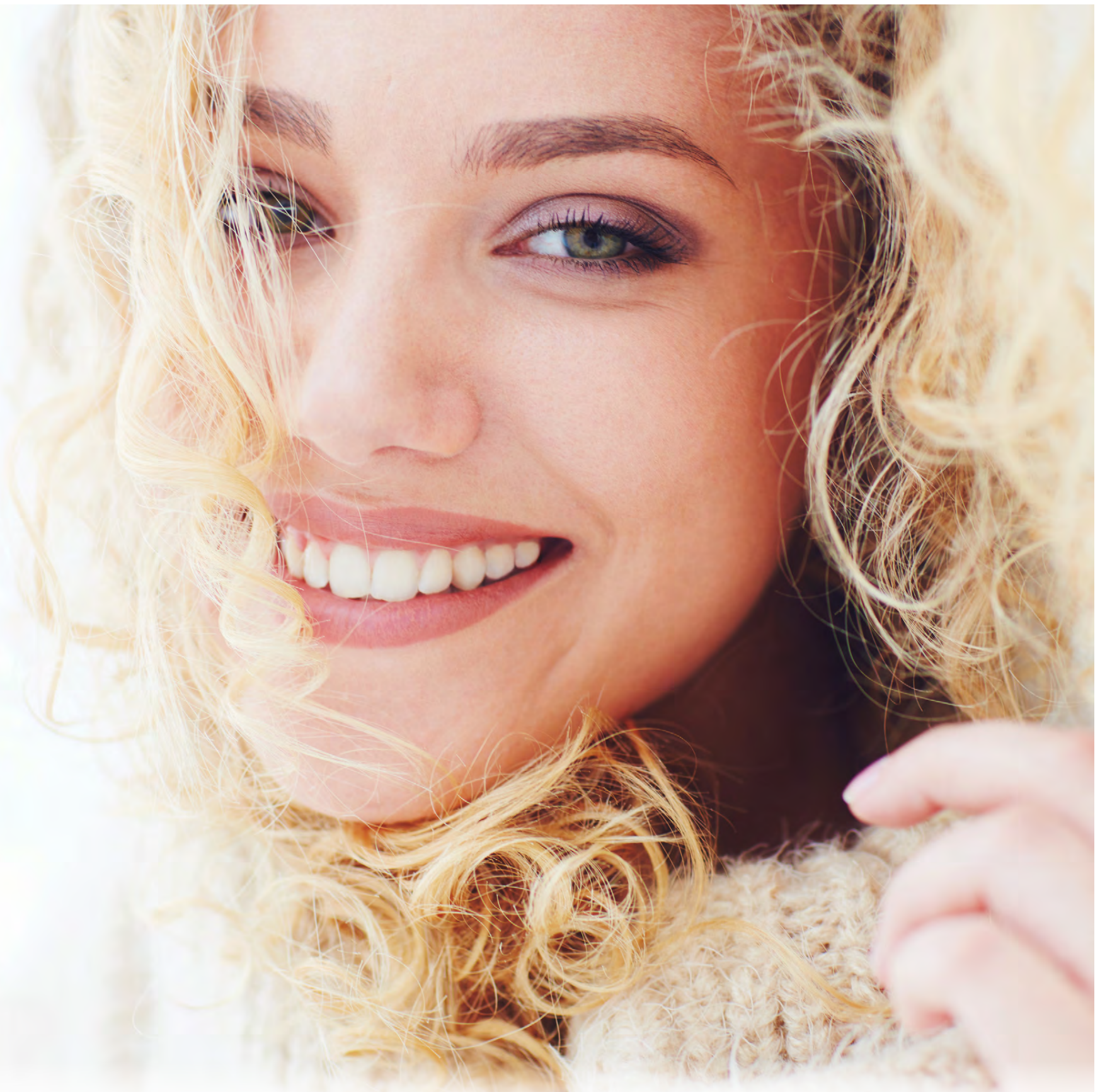


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