

**MINUTES OF THE SPECIAL COUNCIL MEETING
ZEARING CITY COUNCIL
CITY HALL, ZEARING, IOWA
MONDAY, AUGUST 25, 2025**

7:00pm Mayor Herr called the meeting to order and roll call was taken; Present: Tisdale, Perisho, Good, Pascuzzi, Johnson. Absent: none.

Mayor Herr opened the first public hearing of the night to hear comments for/against the re-zoning of the property on the north west corner of W. Main St. and Vine St. Planning & Zoning had already held their own public hearing and recommended the plot be rezoned from agriculture to residential. There was no one in attendance to speak and no comments were dropped off at City Hall prior to the meeting. Mayor Herr closed the public hearing at 7:02pm.

Good motioned to give Ordinance 179 amending the City of Zearing Zoning Map it's first reading. Tisdale seconded the motion. A roll call vote was taken. Ayes: Tisdale, Perisho, Good, Pascuzzi, Johnson. Motion carried 5-0.

At 7:05pm Mayor Herr opened the second public hearing of the night to discuss penalties on non-compliance of swimming pool enclosures. It was unanimously agreed that the guidelines need to be set with safety in mind and the goal is to have those with pools follow city code. With that in mind the penalty needs to be extreme enough to be taken seriously, but the city is not trying to make money off the situation. The conclusion was come to that the city can either put into place a monetary fine enforceable as a municipal infraction after warning is given and ignored or the city can drain the pool if code is not followed. While it was a public hearing, there was not really anyone from the public giving any input on the topic. The council decided to think on it and revisit the topic at the next council meeting. Mayor Herr closed the public hearing at 7:20pm.

Employee Reviews:

- a. City Superintendent: The Council discussed many items pertaining to the superintendent's performance. Overall, there is a dissatisfaction with his performance. Documentation using written forms will be used going forward to keep track of grievances and ensure timely communication. Also, an evaluation summary will be completed and kept on file. Tisdale motioned to put the City Superintendent on a two month probation and schedule a follow-up review for October 6, 2025 at 7pm, Good seconded the motion. Motion carried 5-0. Perisho motioned to give a 3% cost of living increase, putting him at \$20.60/hour, Johnson seconded the motion. Motion carried 5-0.
- b. City Clerk: The Council discussed the Clerk's performance. She has completed available trainings, asked for help as needed, applied for and received a grant. Overall, the Council is satisfied with her performance. An evaluation summary will be kept on file. Good motioned to give her a 3% cost of living increase, putting her at \$18.54/hour, Perisho seconded the motion. Motion carried 5-0.

8:27pm Perisho motioned to adjourn, Good seconded the motion. Motion carried 5-0.

Martin Herr, Mayor of Zearing, Iowa

Attested:
Amy Womeldorff, Zearing City Clerk