



**CITY COUNCIL
WORK SESSION MEETING MINUTES**

**January 8, 2024
6:00 – 6:30pm**

1) Call to Order

2) Personnel Policy Review

Mayor Whalen called the meeting to order 6:00 p.m.

Administrator Kruggel gave an overview of the history of the personnel policy and the updates to the policy over the years. The language is based on the League of Minnesota City's (LMC) recommended template and the updates to the policy are based on legislative changes or LMC recommended revisions. Councilmember Reffkin wished to discuss certain sections of the personnel policy with the Council.

The City Council had discussions on various sections of the personnel policy and how the policy may or may not affect the public. Reffkin stated concerns about consistency while dealing with the public.

There was discussion about the bathrooms in City Hall and how those need to be addressed in the near future and will be discussed at the Strategic Planning Session.

The City Council directed staff to reach out the legal counsel so they can provide guidance on these sections of the personnel policy. This item will be brought back for discussion at a future Work Session.

3) Adjourn

Motion by Lacy, seconded by Vickery to adjourn the work session at 6:32 p.m.