



# Minutes

City Council Work Session

Oelwein City Hall, 20 Second Avenue SW, Oelwein, Iowa

November 22, 2021 - 6:30 PM

## Pledge of Allegiance

## Discussions

1. Discussion on Organizational Structure

Mulfinger provided the following letter to council:

*The Mayor with Council member support requested a closed session to talk about an employee's performance and recent comments made to a landlord.*

*The employee informed the City Administrator the day of the comment. The City Administrator followed the personnel policy and disciplined the employee. The Mayor and some council members were contacted by the landlord for a meeting. The Mayor and one council member agreed that a closed session should occur.*

*The Mayor and a council member met with the City Administrator on Friday November 19. The City Administrator listened to their concerns and worked on a plan. The City Administrator let the Mayor and the Council member know that a closed session could not occur, and that council cannot talk about the employee's performance publicly. The City Administrator would follow up with legal advice on the issue.*

*Late Monday, the City Administrator contacted Lynch Dallas as this issue was HR related. The City Administrator was reassured that a closed session could not occur. The City Administrator was also told by Amy Reasner of Lynch Dallas that council cannot discuss the performance of a non-appointed employee. Reasner discussed that council should bring all concerns to the City Administrator and not go out of their way to investigate concerns made by the public, as that is the City Administrators job. Reasner suggested that training for council would be appropriate to ensure that council understood their role at the city.*

*The City Administrator received a letter of resignation from the employee that council was concerned about. This letter penned out a resignation date of December 31, 2021.*

Mulfinger let council know that he will provide a plan to them in December of the next steps for Community Development.

## Adjournment

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Dylan Mulfinger, City Administrator