



City Attorney states the Commission could adopt the proposed recommendations as in the report. You do have the authority to amend or change recommendations. Purpose of today proceedings. Any facts that are not related should not be discussed.

Mr. Matthew Galibert states he had asked what should be expected by a statement. I am not aware of what I have prepared is going to afford with the rules as stated. Really new experience for the first time and nerve wrecking as ever. I was not told that I would be allowed to make a statement at 12:43 MT today. This does not feel transparent. Complaints reside and interviewed with investigator I felt this would be the end of it and not in a public setting to discuss. Embarrassed with it. Candid emotional toll. He does not understand why any of this had to happen. I don't understand why Mr. Dassinger told police that he was unstable. He states if had intentionally upset someone I have not been told. People told me what I have done is brave. I feel ashamed as I brought it on myself. I feel worried of about what I saw on body cameras. HR and a couple of people said to justify rather than apologize. Once people that I trusted to make such claims on a proper basis. As you can tell that my voice is not good after an illness. Mr. Galibert states Mr. Dassinger definition of other harassment is dependent upon complaint. When Mr. Dassinger met with PD did not appreciate his attitude. Mr. Dassinger continued in an inappropriate way, and they have actual footage. He states the investigator recommended improving chapter 29 to better improve chapter 29. Investigator did not provide an "could not substantiate any violation of harassment" This appears that the investigator made a determination. This investigator has not analyzed has been conducted and provided.

City Attorney Wenko asks Matthew Galibert if he is still desiring a written apology and request of expungement of the report that was made at the end. She states he is asking for no written statement from Greg Beck or Shelly Nameniuk at this time.

Administrator Dustin Dassinger thanks the Commission for taking the time for reviewing investigation report. He states the allegations were not substantiated by himself. One claim does states that he received on 2/16/2024 a text that "Matt has gone roque". He states his text stated that Mr. Galibert strewed his personal information throughout the parking lot. He had answered this call and headed to city hall. Administrator Dassinger states arriving at city hall in sense the train had already left the station and had conversation with Mr. Beck. Beck found property in parking lot.

City Administrator Dustin Dassinger states he had acted on the information had available to him that morning. He states the HR policy manner is written in chapter 29 other harassment by another person. Opinion of employee is personal demand and a crucial aspect of this definition. He states specifically Mr. Galibert and Administrator Dassinger were in front of city hall with the Police Department staff. No substantiation of any form of harassment. Stringent under state or federal regulations. Administrator Dassinger does feel he applied the HR code consistently and fairly. He states he has served nearly 25 years. My personal file is explementary. He based his actions on information on prior observations. It is Administrator Dassinger's firm belief harassment is not warranted. Dassinger states the newspapers articles have tarnished his reputation and myself. He will

not write a rebuttal to those articles and will take the high road. Commission refrains any disciplinary action.

City Attorney Christina Wenko asks for questions from the Commissioners to Mr. Matt Galibert. The Commissioners did not have any questions.

City Attorney Christina Wenko asks for questions from the Commission to Greg Beck

Commissioner Jason Fridrich asks who the hell throws out their meds and personal property around.

Risk Management Greg Beck states he has had employees come to my office and not file anything formally but talked about situations that had happened at that time or leading up to this incident. No comments from upper management. He states staff had concerns having been in their office and making them uncomfortable, not sure if dangerous.

Commissioner Fridrich states that Mr. Beck said this guy is not stable. Commissioner Fridrich asked what had transpired and found unfortunately and other comments that were coming up I would admit that was probably inappropriate. Commissioner Fridrich asks Mr. Beck that did it every cross your mind and call Matt and find out what happened.

Mr. Beck states this is outside of my authority and expertise.

Commissioner Fridrich asks what was the conversation with Deputy City Administrator Linda S. Carlson or HR Director Shelly Nameniuk. He states nobody seemed to feel that there was a concern enough to pick up the telephone and call Matt. Commissioner Fridrich asks Mr. Beck of the protection of all employees and their welfare. When call was made to access the building that the building was secure. He questions that if a call would have been made to Matt this would not have what had today.

Commissioner Robert Baer questions Mr. Beck as how did he determine how that stuff scattered on the pavement was Mr. Galibert's being angry.

Risk Management Greg Beck states conversations leading up to this date numerous points seeing stuff carried in and out as he was quitting. Mr. Beck did not know if Mr. Galibert had been terminated or if he turned in his notice and left. Personal belongings were scattered around 3 parking spots. Mr. Beck initially texted HR Director Nameniuk and asked her.

Commissioner Robert Baer asks Mr. Beck if he has ever known anyone to scatter their personal things after quitting or being terminated.

Mr. Beck answers yes.

Commissioner Baer asks Mr. Beck if he checked his office.

Mr. Beck states he did not.

Commissioner Baer states when you see things scattered especially medication why was not the first concern that he was not attacked. A phone call would have stopped this. This started with you.

Mr. Beck states no, he collected his personal property to protect his identify and protect him. Then I contacted Ms. Nameniuk.

Commissioner John Odermann asks if staff approached with your concern because you are responsible for safety.

Mr. Beck states that he is guessing that the City had that training back in October and they may have felt uncomfortable, not threatened. They were letting me know that something potentially may be known.

Commissioner Fridrich asks if these incidents documented.

Mr. Beck states no these were just general conversations.

Commissioner Fridrich stats that every time someone comes and complains should it be documented, did HR document it.

Mr. Beck states this should have been recorded.

City Attorney Christina Wenko asks the Commissioners if they have any questions for HR Director Shelly Nameniuk.

Commissioner Robert Baer states to HR Director Shelly Nameniuk that this is de ja vu. He states he was on the Civil Service Commission and this same sort of incident with Ms. Nameniuk had happened. Commissioner Baer had given Ms. Nameniuk suggestions at that time and because the decision went in her favor at that time, she did nothing about improving herself. He states he had read through the report and states that none of the meetings were documented on the employees. Commissioner Baer asks Ms. Nameniuk if she has any documentation.

HR Director Shelly Nameniuk states she does not have any documentation.

Commissioner Baer states that when your own employee in HR stated that his behavior was threatening towards her, maybe uncomfortable, was any of this documented.

Ms. Nameniuk states feeling uncomfortable could be the situation today, maybe situation was not to the level of concern of discipline but it should be documented. They were not at any point to be disciplined Mr. Galibert was frustrated with his superior and Administrator Dassinger.

Commissioner Baer got a copy of his evaluation and it states meets standards to exceed standards. This was on 12/4/23. Why was this not part of the investigation and nothing wrong with his behavior. It was his behavior erratic or concerned about his mental health. Why was not all documented? If you are seeing of how Mr. Galibert was acting you should have been writing some things down. His probation could have been extended. I see a bunch of problems but nothing is being documented. If not documented it didn't happen. It goes back to the last period was in. Nothing document then we circle the wagon and come up with a bunch of allegations and make employee look bad. Commissioner Baer asked if the EAP program was offered or Ms. Nameniuk could have requested Mr. Galibert to be seen by EAP counselor to check out his mental health. Not once was he told that he needs to go there. Nothing was done but we are all concerned of Matthew's mental health.

Commissioner Jason Fridrich states that two-hour meetings became the normal.

HR Director Shelly Nameniuk states she got involved when Mr. Dassinger and Matthew met for 4 ½ hour visit. Talked about how long it took and any resolution to the meeting. Dustin asked to set up another meeting and talk it through and Matt knew where we were. Matt came into my office the day before and visited with me. Most of these interactions happened right before that day.

Commissioner Fridrich states conversations with Matt were they informal. Was he coming in complaining administration and his supervisor? He is coming to HR with complaints of Administrator and/or Supervisor. Were any of these conversations documented. Commissioner Fridrich states the meeting was 2/7/2024. Now HR was involved. Multi hour meeting 2/7. All the Commission got out of that meeting is that Josh had a chicken scratch that no one can read.

Ms. Nameniuk states Josh wanted a little bit of clarification from Matthew. Matt came to him with guarantees with additional staff and promotion. Dustin wanted to get on the same page we need to figure out how we are going to work together, or your need to move on. We never really came to a conclusion.

Commissioner Fridrich asks Ms. Nameniuk was there an outline of the meeting or an agenda.

Ms. Nameniuk, states no, no agenda

Commissioner Fridrich asks when you have a meeting like this maybe something should be documented. Several meetings with city department meetings. HR needs to be involved by Dustin. We have nothing that we can look at of what was discussed, of what happened. Isn't that the first thing of HR is documentation.

Ms. Nameniuk states if a meeting to discuss some discipline but that was not where we were going with and setting up future goals. Sitting down with supervisor and you are trying to rectify this. Coaching and set goals or ask them to resign. Please explain. Ms. Nameniuk states it was a casual conversation to try to see if this would work.

Commissioner Fridrich states casual if we have a discussion. If you are setting up a meeting with HR that is a formal meeting.

Commissioner Baer asks Ms. Nameniuk did you observed his body language change in different meetings. He wasn't raising his voice but clearly changed his body language and these were signs to look for. Creating a hostile work environment and retaliated because he did not get his why. Why did you not document and send to EAP program? Why would you not document? You were saying that he was hostile before than with all the employees here. On the day that Greg finds his stuff, compliant that person has gone rogue. This was what you felt. It was based on your feelings and not your fact. Both of you escalated the situation. Why not call him first? Then led Mr. Dassinger to believe that people had gone hostile.

Nameniuk states none of that fit together to me except for that date. I was still looking at the positives. When you start putting all together and looking through and see what sees in the parking lot. We maybe need to be cautious. Nameniuk suggested that we should possibly do a welfare check.

Commissioner Fridrich states you, Ms. Nameniuk and Ms. Carlson said that an employee had gone roque.

Shelly said that an employee may have gone roque.

City attorney Christina Wenko asks for questions for Mr. Dassinger.

Commissioner Fridrich asks what happened when Mr. Dassinger showed up at city hall

Mr. Dassinger states that Ms. Nameniuk was in parking lot. I asked her to stay in the vehicle until get situation figured out. I was unaware what had taken place between Shelly, Linda and Beck. He then met with Mr. Beck and PD were on scene. At that point in time, Mr. Beck did not witness items or know for sure if that was in parking lot in the morning. Get to the bottom of it. Mr. Dassinger asked IT to pull video. No calling a timeout in this process. Mr. Galibert arrived in city hall and met with police officers. Mr. Galibert had

no access until they had seen what happened. Mr. Dassinger met with Mr. Galibert in parking lot with police. His intent was not to belittle Mr. Galibert and seen video later of what happened later. Property was accidentally left and possibly ran over.

Commissioner Fridrich asks Mr. Dassinger did you ever think you should have checked on Mr. Galibert wellbeing?

Dustin states he checked on city hall staff and checked their safety. He did not have Mr. Galibert phone number.

Commissioner Fridrich asks Mr. Dassinger if there was ever a time, he felt Mr. Galibert was dangerous.

Dustin states Mr. Galibert's walking around with his resignation letter in his hand and his behavior drastically changed off of probation. He never acted violent.

Commissioner Fridrich states one time visibly upset and shut his door loudly. I don't know how we get to that level that fast. That he is coming here to harm someone. Do we sit back and look at fact and say nothing is really adding up quite yet and see what happened. He showed up for work.

Dustin stated he acted on formation that was given to me. It was said that Matt has gone roque and what had taken place at city hall. Resignation letter and demands not met. At that point I am taking in of what is taking place. Did Matt make any threats prior to that no he did not. There does not mean there could be work place violence.

Commissioner Fridrich questions Mr. Dassinger as to do you regret any comments that you made on video of calling Mr. Galibert bipolar, if he is going to hurt anyone, me or Josh. He has been very unstable when he got there.

Dustin states informed the police officers of what my opinion was. More visible signs once he got off probation.

Jason – once met with HR you didn't think it was important to document?

Dustin – follow up meeting after josh and I had. Matt was unhappy with immediate supervisor, and job not fitting into his job description. That is when I asked another meeting with Shelly. The goal of improvement not only working condition for Matt and also for Supervisor. His immediate supervisor was writing things down. His supervisor always carries a notebook. This meeting was not a casual meeting.

Commissioner Fridrich states the thought process of bringing HR to the meeting. I call it coaching if you are working.

Dustin – I wanted another witness there and important to have another person in the room except for Josh and I.

Commissioner Fridrich states if there are concerns documentation should be done.

Dustin – documentation is very important.

Commissioner Fridrich states it is interesting that dealing with employee concern and nothing is written down anywhere.

Dustin – documentation is very important.

Commissioner Baer states this is very disturbing to me especially because you are the Administrator. Looking over evaluation. Supervisor gives him glowing reviews on 12/4 and that is the only performance eval. How does someone get a glowing review and then less a month and a half the guy become a roque employee and thinks he is going to go postal. On 1/26 meeting with Matt, he is being very demanding, insubordinate, he is there to lecture you. Why wasn't he fired, if this was his behavior why was he not immediately terminated?

Dustin states the City gives an employee a chance. Termination proceedings because of that we would probably be sitting in a civil service meeting. Purpose to meeting we were trying to work out things.

Commissioner Baer were you and his supervisor to come up with some goals to continue to be a functionals employee for the city.

Dustin – goal to work with his supervisor to have work completed. There were no goals outlined for Mr. Galibert to work out and only to work goals to work with supervisor and working supervisor.

Commissioner Baer states he should have at least got a verbal warning that he was out of line at this time but he was not. Commissioner Baer has issues with that. How did you come up with Mr. Galibert was bipolar?

Dustin states Mr. Galibert would start low, go high, come down low, demands in meetings or other questions, next day get an email about meeting. My personal meetings.

Commissioner Baer asks if there was any documentation of that behavior.

Dustin states no.

Commissioner Baer states people diagnosed with bipolar are rarely aggressive. If we are going to label someone that is roque it would be someone who is antisocial or psychotic. Problem with labels. If that was the case, why was he not sent to be evaluated?

Dustin states that he did suggest there were resources to him. I cannot order an employee with EAP.

Commissioner Baer states an employer has the right to request that the employee to attend EAP. This is an action that should be done if this employee was unstable.

Commissioner Odermann states is there is anything in this whole series of events you would have done different.

Dustin states he would have hoped to take a time out to do things better. He wishes he could have slowed situation down more, more knowledge and information it would have not gotten his far, better video that we would see it. It was very unfortunate circumstance and feel for Mr. Galibert and acted on information that was given to me at that time and prior. He has nothing against Mr. Galibert and no malicious intent.

City Attorney Wenko asks for any more questions to anyone.

Commissioner Odermann states in light of Dr. Bears comments he thinks there is some incidents of insubordination here. Isn't there a level of documentation to make that determination as well?

Nameniuk – if it is really severe and we were trying to make this a good working relation. Supervisor was not at that point to do a disciple.

Commissioner Odermann states this is so concerning to me. Several people that there were concerns, and we have nothing documents. If a concern level of insubordination, how do we not have any documentation? Really frustrating. Has a lot of conversation and nothing is documented. As far as HR. policy goes this did not happen. We could have documented it all.

Shelly states this is right. That is something we can do better. We have talked about this before and sometimes we push it too far to fix things before it gets documentation. We could have documented better.

Commissioner Baer states cases where serious concern by department head about employee performance, working with HR could require participation in EAP. If they were going as bad as this was recording in this part why was there not an action plan. We are to use the policy to protect the senior staff but don't use the policy for our own employees. It was brought up that was where was a concern of employees and safety but there were

employees in building and employees on their way to work. We have a system alerting all employees to not come to work. Don't want to do that as we don't want to alert Mr. Galibert because he is the person of concern. Why bring him into the city hall. Once you know what is happening use the system. Why not protect everyone and have everyone stay home until going on.

Dustin – we are working on emergency operations plan. We could have used a max text message to current employee. To alert potential employee to potentially situation at city hall. It could go both ways. He was greeted by police officers. With that in place I felt people at work and coming to work were safe.

Commissioner Baer states when it was all done and it wasn't the way it was originally. Why were not the employees in the building told that things were, okay? Whose decision is to make sure everyone knows that all is good and clear and come to work at. Ease the anxiety that was crated to the employees that were here. Worried about employees and not warn them of the crisis and it is over. Were all supervisors contacted and said that you need to tell your workers that everything was good.

Dustin states there was a meeting in my office with supervisors. No documentation.

City Attorney Christina Wenko states if there are no further questions, she gives recommendations and suggestions. Policy recommendations first and personnel recommendation second.

1. Issue written apology to Mr. Galibert report is silent of who should issue that report.

Commissioner Fridrich stats all three should write a written and the city on behalf of city commission write an apology. It is warranted. Situation that was very disappointing in my eyes. Commissioner Baer and Commissioner Odermann Baer agree

2. Payment for potential moving expense – Matt and Attorney – they are asking for no payment
3. Reasonable expensive for potential counseling sessions.  
If this is something that he is still asking for.

Matt states yes, he is still requesting this.

Commissioner Baer states this situation was greatly blown out of portion. Mr. Galibert does not have to go through this. I'd do feel this is our responsibility to pay for counseling to help him get through item. Seven sessions to help him but I do believe that we are responsible for that.

Commissioner Fridrich states no issue with the sessions. Commissioners Sobolik feels this is appropriate Commissioner Odermann has nothing to add. Mayor Decker – yes agrees to payment.

Attorney Wenko states of chapter 29 changes. She does agree with Report for updates to article 29.08. Code contains conflicting sections. We need to get this updated. Last time looked at its 5+ years ago recommend that we look at this every few years. Not stagnant. Need to make sure it is updated. Fully support recommendation. Attorney highlights the Code does not mere federal and state of definitions of harassment. We should be making sure the code should replicate state and federal. Taking an overall review of chapter 29.

Commissioner Fridrich states there is no such things other than harassment other than protected laws.

Attorney Wenko suggests that we need to figure that out and have someone that has experience in employment law to help us understand that this is correct as there is other types of harassment. Under federal standards, it has to be a protected class. Attorney Wenko states when we have extensive employee issues in the past, we have reached out to outside council that has assisted with us. Ms. Wenko will send out code and will have on the committee HR, Attorney Wenko, Administrator Dassinger and if want working group absolutely. Whatever changes we make will be a lot of involvement. Start with people experts in the area. Commission and additional Civils Service member involved. Recommend with attorney we would sit down and make some educational session with staff so they are aware of what is changed. Also needed is a policy for emergency situations. Ms. Wenko states that there are lots of things have been learned from this situation. We have the ability to adopt a protocol if this should happen again. I would support this recommendation. She states there needs to be staff relationship building. There are various ways that the city can be better building relationships internally. Task with Mr. Dassinger and executive team on how we can do that.

Commissioner Odermann feels that relationships internally and externally would benefit as well.

City Attorney Wenko states Mr. Beck, did not find that any discipline was warranted about Mr. Beck said the investigative attorney.

Commissioner Fridrich states he went back and forth this a lot. He does believe Mr. Beck was doing what he thought was right and in the best interest as a safety mgr. comments and actions that deserve some kind of disciplinary action. Mr. Beck should receive some sort of written warning. Against taking Report recommendation.

Commissioner Baer feels at least minimum written warning. Additional training is required. Concerned about your actions. Decisions of how acting was inappropriate.

Things said should have been confidential, and I think additional training and dealing with potentially hostile situation or communication or anything with how to react in a potential situation where there could either be an employee or hostile or been abducted.

Commissioner Sobolik feels violations of privacy that were interrupted.

Commissioner Baer comments that Mr. Beck made to staff claiming that we had a mentally ill employee going off. He denies saying this but several staff being interviewed said that this is what Mr. Beck stated.

Commissioner Sobolik does feel training is very important, but I did feel that information was private. Some kind of end all communication is something that making sure part of the training that this is important. Delineation of whom is going to carry out that information. I am not sure of written warning. Situations can go fast and people do not know what is going on my textbook doesn't tell me what to do. Struggling don't feel that Mr. Beck stepped out of line making a reprimand. Snow balled very quickly.

Commissioner Odermann tends to agree with Commissioner Sobolik. Beck's responsibly is that staff in city hall are safe. I am not so sure that we are standing in judgment here would have acted any differently. I think he did his best in that moment. I would not be opposed to a coaching form to be placed in his file. Coached and directed to get additional training.

Commissioner Baer is concerned that people need to have calm cool heads to come into situations and paid to make these decisions. These are not new trainees on the job. A simple phone call to Mr. Galibert could have stopped this entire process. We look for Mr. Beck to be for maintain the safety of building and employees. Mr. Galibert was one of those employees. Commissioner Baer feels he failed at his job at this time. Since though was written down and hearsay and he reacted on hearsay instead of facts. I feel a write warning needs to be in his file.

Commissioner Fridrich went back and forth and settled on warning as there needs to be some consequences. This investigation, the cost, the time, there has to be some kind of consequences. I would stick with warning.

Commissioner Odermann states there has to be consequences. Significant harm here. This is a hearing that typically would not be heard by a significant number of people that are hearing right now. I struggle with the fact with a written warning there has to be significant consequences here.

MOTION BY: Jason Fridrich

SECONDED BY: Robert Baer

To approve the policy recommendations as stated in the Investigative Report.



Commissioner Fridrich does support Dr. Baer's recommendation of a written warning, total lack of documentation by HR past experiences I have had with HR issues with continued thing and hear it over and over again. I would even be more to the reprimand side to the truth.

Commissioner Odermann states the city has have to make sure that we stick to the facts of this instances. We talk about what happened in this situation. Take past experience and 5 of us have to make.

Commissioner Baer lists items for concern. That is not data that should be taking into consideration into this report. I would agree there is a lack of documentation to this report and that is concerning but we have to stick to the facts of this incidents. Can't allow past experience to create an emotional reaction to the lack of documentation.

City Attorney Wenko advises the Commission to focus their discussion on the Report and the facts surrounding the Report and not to consider facts outside the report as it creates due process issues because the respondent employees do not have an opportunity to defend themselves against those allegations in today's proceeding. Need to focus on what you have in front of you.

Commissioner Baer is concerned as a commission if we are going to keep going these things. If there is a pattern and it's being repeated, I am at a loss.

City Attorney Wenko asks if you have enough information in the Report to make that recommendation that is fine.

Commissioner Baer states based on what we have right now read flags as a commission so many red flags that were missed by HR Director that she should have been able to pick up she dropped the job. It is her job to advise the supervisor of what he can do if Mr. Galibert is acting inappropriate but yet she did not do her job. I think more than just a warning is warranted here. She is the one they go to for answers and I don't feel she is doing her job.

Attorney Wenko states there is room for improvement how we empower our staff to know and trust them of when it is the right time to document a report. Possibly better training that now is the time to report. She states working with departments she thinks that is something that is city wide. We have to be better in this process too.

Commissioner Sobolik states the city is looking at what happened on 2/16. There was not an HR situation here yet. Trying to get the supervisor to work together. I don't believe HR was present and involved but just a middle man. That morning I am not sure if documentation would have helped. We are looking for Shelly to have documented.

Commissioner Baer states his thought is if we go back to the meetings that Ms. Nameniuk was involved in, she could have suggested again that Mr. Galibert is being seen by EAP therapist as they are all concerned of his actions and his emotions, steps should have been taken by hr. that if we are so concerned about his mental health is okay. How do we go from that Mr. Galibert was ever hostile but things are sprawled out on pavement and how do you go from no hospitality to he is a roque employee? She is the hr. director to give direction to supervisors and Mr. Dassinger. No accountability. Not acting like an HR Director in these meetings or on this date.

Commissioner Odermann states the biggest concern on the incident as HR Director because a phone call was not made. Would be a natural thing for HR to do is a welfare check. I think that was the biggest mistake that date and not grounds for warning.

President Scott Decker does agree the lack of documentation is very concerning. Facts in front of us. Background as professional you probably dealing in mental health, etc. you identify easier. President Decker feels that Ms. Nameniuk should identify that too. If you would recommend that you set yourself up if you recommend EAP. Fine line. Agree with you all documentation is concerning, probably just offering an immediate apology would have been great but we have to deal with the facts in front of us. Does it rise to the level of reprimand I do not know if I can support that? Things need to change in our HR that need to be addressed. Things could have been deescalated right from the get go.

MOTION BY: John Odermann

SECONDED BY: Suzi Sobolik

To accept the findings and recommendations as listed in the report.

DISPOSITION: Roll call vote...Aye 3, Nay 2 (Fridrich, Baer), Absent 0  
Motion declared duly passed

### **AS IT RELATES TO DUSTIN DASSINGER**

City Attorney Wenko states Mr. Dassinger in his statement there were various findings not substantiated by his conduct. Mr. Dassinger written warning or written reprimand would be appropriate.

Jason, I agree with this. All commissioners agree with this written warning.

MOTION BY: Jason Fridrich

SECONDED BY: Robert Baer

To accept the recommendation of a written warning.

DISPOSITION: Roll call vote...Aye 5, Nay 0, Absent 0  
Motion declared duly passed

City Attorney Christina Wenko states copies or drafts that would be provided with the result of proceedings, modify and update based on motions and we will get those sent out and Ms. Wenko will take and work with city staff to get on proposed recommendations and bring those forward as they are ready.

4. **ADJOURNMENT**

President Scott Decker adjourns the meeting at approximately 4:20 P.M.

OFFICIAL MINUTES PREPARED BY:

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Rita Binstock, Assistant to City Administrator

APPROVED BY:

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Dustin Dassinger, City Administrator

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Scott Decker, President  
Board of City Commissioners

Date: July 16, 2024