



CITY COUNCIL MEMORANDUM

TO: City Council

FROM: Susi Lampe, CMC, IaCMC, IaCFO – Assistant City Manager/City Clerk/Treasurer

DATE OF MEETING: January 26, 2026

ITEM TITLE: POTENTIAL CLOSED SESSION Per Iowa Code 21.5(1)(i) – City Manager Review

BACKGROUND:

21.5 CLOSED SESSION

1. A governmental body may hold a closed session only by affirmative public vote of either two-thirds of the members of the body or all of the members present at the meeting. A governmental body may hold a closed session to the extent a closed session is necessary for any of the following reasons:

- (i) To evaluate the professional competency of an individual whose appointment, hiring, performance, or discharge is being considered when necessary to prevent needless and irreparable injury to that individual's reputation, and that individual requests a closed session.

DISCUSSION:

I have a written request from the City Manager requesting a closed session. The City Attorney has approved going into a closed session for the above-stated reason. NO action may be taken in the closed session.

RESULTS:

The City has established priorities during strategic planning sessions. This item supports the vision from that session of **encouraging a supportive environment for businesses, workforce, and economic development**. This item helps achieve that vision by providing a formal mechanism for the City Council and City Manager to align on performance goals and feedback, ensuring our leadership team remains effective, accountable, and fully supported in executing the City's strategic direction.

FINANCIAL CONSIDERATION:

There is no financial consideration to have a closed session.

RECOMMENDATION:

Staff recommends a motion to enter into a closed session, pursuant to Iowa Code 21.5(1)(i) for review of the City Manager.