

Pipestone, Minnesota
September 2, 2025

Pursuant to due call and notice thereof, a Special Meeting of the Pipestone City Council was duly held in the Municipal Building at 12:00 noon on the 2nd day of September 2025. Mayor Dan Delaney called the special meeting to order. Roll call was taken and a quorum was declared. Members present: Dan Delaney, Rodger Smidt, Danielle Thompson, Scott Swanson and Verdeen Colbeck. Absent: None. Others present: Kyle Kuphal, Ted Stout, Joan Stout, Teri Petersen, Theresa Draper, Tami Taubert, Harlan Nepp, Jim Morgan, Tim Haubrich, Recreation Director Robert Petersen, Cable Access Coordinator Steve Moffitt, and City Administrator Deb Nelson.

Mayor Delaney stated the purpose of the special meeting was to conduct the annual performance review for Robert Petersen. Delaney shared that it is the employee's decision to have their evaluation during an open or closed session and Petersen elected to have his in an open session.

Delaney then shared there are six questions for the employee to answer and began the review process.

1. What accomplishments are you most proud of with Petersen responding:
 - When he was promoted to Recreation Director in 2016 he brought the Recreation Fund Balance from just a little over \$3,000 to over \$800,000;
 - Has added new programs to the Recreation Department and Aquatic Facility;
 - Has a great team; and
 - Added the addition of the soccer field.
2. In which areas would you like to improve and what is your plan to make those improvements?
 - Always constantly tweaking what works in the past or what can work better;
 - Work on relationships;
 - Can improve on anything and everything;
 - Be conscious of needs.
3. What are your goals for the department in the next year?
 - Improve sand play area at the Aquatic Facility;
 - Maintain staff we have – always looking for more staff;
 - Discussing the addition of a splash pad;
 - Early stages of a new Rec Center;
 - Maintain what we have now.
4. What can the City Council and staff do to support you?
 - Have worked 33 years, eight of those years as the Recreation Director and feels that we should tap into employees why;
 - When an employee feels optimistic, they feel empowered;
 - Have confidence in employees and their abilities;
 - Notice employee strengths and keep communications open;

- Allow employees to be the best they can be and trust you have hired the best.
5. On a scale of 1 to 10, how would you rate your performance?
 - Nobody's perfect and but I would rate myself at an 8.5 – there is always room for improvement. I would practice patience.
 6. How have you worked to improve the City's relationship and communications with the City's residents?
 - I have a great Recreation Board;
 - I get out and get to the people in the community;
 - I reach out and talk to the public and make them feel comfortable;
 - I have a good working relationship with other departments.

Tim Haubrich with Pepsi stated he enjoys donating to the Twins trip as Robert visits with Tim and explains where the funds are going and how the trips go.

Jim Morgan stated that his son has worked for Robert and when his son comes home from college that his son always looks Robert up.

Theresa Draper shared that she works part-time for Robert and he is always making sure she has the equipment she needs to conduct her fitness classes. She also shared that her daughters worked for Robert and they value his opinion.

Tammy Taubert stated that her daughters played softball under Robert and one worked as a lifeguard. She said you don't find too many people that are out doing what Robert does and that he leads by example.

Councilmember Smidt stated Robert runs the Rec Center with his heart and he is impressed with the improvements that Robert has made at the Rec Center.

Councilmember Swanson stated he mirrors what Councilmember Smidt said and that Robert is a true inspiration to the kids of Pipestone.

Councilmember Thompson stated that Robert consistently brings new ideas before the Park & Recreation Board, has great staff at the Rec Center and the Rec Center is a great asset to the community.

Councilmember Colbeck stated Robert is a great communicator to the residents and is amazing with money.

Mayor Delaney stated that Robert is doing great in his position; is a very good person; the residents expect perfection and Robert does the best he can.

Motion was made by Delaney, seconded by Smidt and unanimously carried to give Robert Petersen a satisfactory evaluation.

ADJOURNMENT

Motion was made by Colbeck, seconded by Thompson and unanimously carried to adjourn the meeting at 12:40 p.m.

Dan Delaney
Mayor

ATTEST:

Deb Nelson
City Administrator