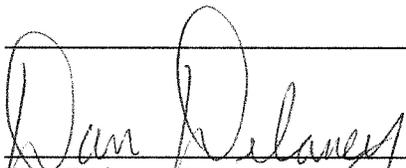
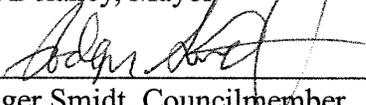


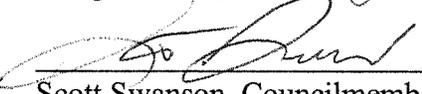
City Council Overall Summary and Comments: _____

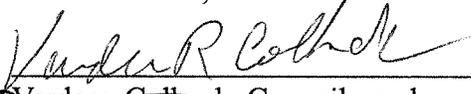
Joel's performance review for the years 2024 and 2025 is satisfactory.

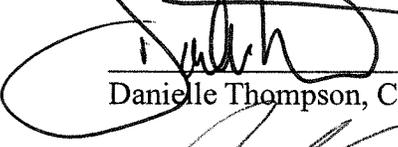
The council recommends Joel's Title to be changed to "Utility Director", keeping him at a pay grade 19. The council also recommends moving Joel's salary to step 9 effective 1/1/2026.

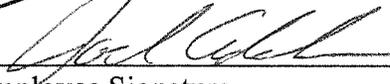

Dan Delaney, Mayor

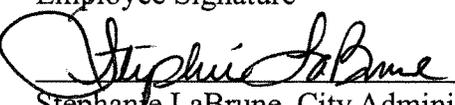

Rodger Smidt, Councilmember


Scott Swanson, Councilmember


Verdeen Colbeck, Councilmember


Danielle Thompson, Councilmember


Employee Signature


Stephanie LaBrune, City Administrator

12/16/2025
Date of Performance Evaluation