

MEMORANDUM

TO: Mayor and City Councilmembers

cc: Ron Johnson

FROM: Andrea McDowell Poehler

DATE: May 2, 2017

RE: Tom Bergeson Evaluation Summary Report

Pursuant to the State's Open Meeting Law, Minn. Stat. Section 13D.05, subd. 3, the City Council conducted a closed meeting for approximately 1 hour as part of its April 24, 2017 special Council Meeting to evaluate the performance of Public Works Director Tom Bergeson. The following City Councilmembers were in attendance: Mayor Robinson, Councilmember Abadie, Councilmember Carpenter, Councilmember Dalton, Councilmember Mattson, and Councilmember McCusker.

The law requires that, at its next open meeting, the public body shall summarize its conclusions regarding the evaluation. The following is submitted for council review and approval as a summary of the evaluation conducted on April 24, 2017.

Mr. Bergeson's review was conducted at the request of Councilmember McCusker.

During the evaluation, the majority of the City Council indicated a positive review of Mr. Bergeson in his position as Public Works Director and had no universal or significant areas of concern.

The Council discussed issues related to Mr. Bergeson's use of flexible hours and determined that the City policy and the use of flexible hours needed further discussion and clarification.

The Council raised concerns regarding the inner-workings of the department and requested Mr. Bergeson work to address these concerns going forward and suggested that department-wide meetings may be appropriate.