

The Cannon Falls City Council met in a special session on Monday, July 30, 2018 at 6:30 p.m. in the City Council Chambers. Present were Mayor Robby Robinson, Council Members Cedar Abadie, John Althoff, Ken Carpenter, Bill Duncan and Derek Lundell. Also present were Lanell Endres, Interim City Administrator, Roger Knutson, City Attorney, Tim Malchow, EMS Chief and Jeff McCormick, Police Chief. Council Member Morris Mattson was absent.

Purpose            The purpose of the special meeting was to conduct a performance review for ambulance employee Robin Harris. Ms. Harris was present for the review.

Close Meeting    A motion was made by Council Member Carpenter and seconded by Council Member Duncan to close the meeting for the performance evaluation of Robin Harris pursuant to MN Statute 13D.05 sub 3(A). All members present voted aye. The motion was declared passed.

Open Meeting    The Council meeting was re-opened at 7:08 p.m.

Evaluation Results    Mayor Robinson reviewed the evaluation results stating a performance improvement plan was implemented without seeing improved results as outlined in the plan. Council Member Abadie further explained that EMS Chief Malchow documented incidents for a period of several months that led to the implementation of a performance improvement plan which was later extended to allow for additional opportunity for improvement in the areas of documentation performance, patient care and the exercise of sound judgement. She also stated that having not seen the level of improvement specified in the performance improvement plan, it was the recommendation of Chief Malchow to terminate employment of the employee. The Council reviewed the information presented in the closed session.

Council Member Abadie made a motion to terminate employment of Robin Harris based upon the information presented for the reasons as stated. The motion was seconded by Council Member Duncan. All members present voted aye. The motion was declared passed.

Adjournment    The meeting was duly adjourned at 7:11 p.m.

Adopted by the City Council of the City of Cannon Falls on the 21<sup>st</sup> day of August, 2018.

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Lyman M. Robinson, Mayor

ATTEST:

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Lanell Endres, Interim City Administrator