



**City Council Meeting/Training Session– Meeting Agenda
January 17, 2023 – 5:30 P.M. – Foley City Hall**

1. Call the meeting to order.
2. Pledge of Allegiance.
3. Approve the agenda.
4. Council Training Session
5. Other Business
6. Adjourn

Foley City Council Training

SARAH BRUNN, CITY ADMINISTRATOR
ASHLEY BUKOWSKI, CITY ATTORNEY
ADAM RIPPLE, CITY ATTORNEY



When local governments don't update their technology.....



Why residents are reluctant to use community parks.



When local governments go overboard warning about potential dangers



General City Information

- ▶ Foley is a Statutory A city
 - ▶ Elected Mayor and Council; Appointed City Clerk
 - ▶ Council appoints all personnel
 - ▶ Council can appoint independent boards and commissions to advise the Council on issues
 - ▶ Council retains all administrative and legislative authority, but may delegate all day-to-day operations to staff except hiring and firing.

Role of Individual Council Member

- ▶ Council member's statutory duties are performed by the Council as a whole.
- ▶ Most important responsibility is to participate at Council Meetings—make and second motions, participate in discussion, and vote on matters before the Council.
 - ▶ Prepare and read packet
 - ▶ Talk to staff in advance about questions
- ▶ Devote time to problems of basic policy and act as liaisons between the city and the general public.
- ▶ Two Council Members and Mayor/City Clerk may call a special meeting of the City Council.

The Council's Authority

- ▶ Conducting elections within the City
- ▶ Setting and interpreting rules governing its own proceedings
- ▶ Exercising all the powers of cities that the law does not delegate to others
- ▶ Legislating for the city
- ▶ Directing enforcement of city ordinances
- ▶ Preparing the budget; levying taxes

The Council's Authority

- ▶ Appointing administrative personnel.
- ▶ Transacting city business.
- ▶ Managing the city's financial operations
- ▶ Appointing members of the boards
- ▶ Conducting the city's intergovernmental affairs
- ▶ Protecting the welfare of the city and its inhabitants
- ▶ Serving as the Board of Review or delegate to county.
- ▶ Providing community leadership

Other Committees

- ▶ Planning Commission
- ▶ EDA
- ▶ Personnel Committee
- ▶ Other (ad-hoc, as needed)
- ▶ Primary responsibility is doing research and making recommendations to the city council.

Role of the Mayor

- ▶ Official Head of the City
- ▶ Executes Official Documents
- ▶ Presiding Officer at Council Meetings
- ▶ Declares Local Emergencies
- ▶ Calls Special Council Meetings
- ▶ Council appointment tie-breaker
 - ▶ If all other options exhausted

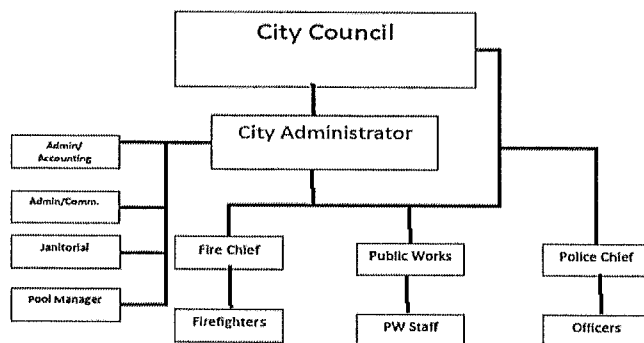
City Staff

- ▶ Statutory Appointive Officers (required)
 - ▶ City Clerk
 - ▶ City Treasurer
 - ▶ Foley has a combined City Administrator – Clerk/Treasurer

City Staff

- ▶ Council delegates majority of personnel management authority to City Administrator – Clerk/Treasurer
- ▶ Only City Council has the authority to hire or fire employees
- ▶ Council sets salaries for employees as negotiated.

City of Foley Organizational Chart



City Staff

- ▶ Accounting Technician
- ▶ Admin/Communications Assistant
- ▶ Admin/Utility Billing
- ▶ Police Chief
 - ▶ Police Officers
- ▶ Public Works Director
 - ▶ Public Works Operators
- ▶ Fire Chief
 - ▶ Firefighters
- ▶ Pool Manager
 - ▶ Lifeguards/WSI

Communications

Foley, Minn., rethinking plan to police town with private security

By KYLE HARRIS FOR MPR

Foley, Minn. — Foley officials are jettisoning plans to hire private security to patrol the streets of the town.

The city council voted 2-1 Tuesday to go with the sheriff's office for a new police services contract. The town council also rejected a plan to hire private security.

City Administrator Sarah Brown said Foley is asking the sheriff's office to have four more officers. The city is also looking for a new police services contract.

Minnesota: Foley Hires Private Security For Police Protection

By KYLE HARRIS FOR MPR

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MPRNEWS Sections Members More

Foley to hire private security to patrol streets

By KYLE HARRIS FOR MPR

October 19, 2011

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Communications



Communications

- ▶ Communications Plan
 - ▶ Key messages
 - ▶ Audiences
 - ▶ Vehicles/Tools/Partners
 - ▶ Public Information Officer
 - ▶ City Administrator or Mayor

City Finances

- ▶ Funds
 - ▶ General Funds
 - ▶ Special Revenue Fund (Pool, Fire)
 - ▶ Debt Service Fund (Bonds)
 - ▶ Capital Projects Fund (Street Improvements)
 - ▶ Proprietary Funds
 - ▶ Enterprise Funds (Water/Sewer)
 - ▶ Fiduciary Funds

Budgeting

- ▶ The City Budget Process
 - ▶ June/July/August
 - ▶ City staff prepares draft budget and presents to council.
 - ▶ Council sets priorities and goals.
 - ▶ Council reviews debt, investments, etc.
 - ▶ September
 - ▶ City Council sets preliminary levy, staff certifies the preliminary levy to the County Auditor.
 - ▶ Once preliminary levy is set, the final levy can be equal to or less than the preliminary levy, but not more.
 - ▶ October & November
 - ▶ Further budget review, if necessary

Budgeting

- ▶ The City Budget
 - ▶ December – Public Hearing
 - ▶ TNT notices sent to the public with summary budget info.
 - ▶ City Council grants final approval to tax levy/budget.
 - ▶ Staff forwards the budget/tax levy info to county auditor for collection.
 - ▶ January
 - ▶ New budget year starts. Tax payments are received the first part of July and December. LGA payments are received the last part July and December.
 - ▶ Fiscal Year is January – December

City Borrowing/Debt

- ▶ Debt Limit
 - ▶ 3% estimated market value
- ▶ Bonding
 - ▶ General Obligation
 - ▶ Special Assessment
 - ▶ Revenue
 - ▶ Refunding
 - ▶ Street Reconstruction
 - ▶ Conduit

Political Straight Talk

It is better to promise to investigate than to promise to act.

It is better to say 'If other council members will go along with me' than to say 'I will get your zoning changed.'

It is better to say 'Let me see what I can do' than to say 'I can do.'

It is better to speak about the larger picture than about specific citizen demands until you have the facts.

It is better to say 'I don't know what can be done' than to promise action when you are not sure.

It is better to blame official constraints (state law, federal law, court decisions) than to say you can do what is beyond your ability.

It is better to say "No" than to say "Yes" and then have to make excuses why not.

It is better to be realistic about "getting half a loaf" than to be idealistic about "getting the whole loaf."

It is better to say "I haven't made up my mind" than to tacitly support any and every demand by constituents.

—Robert J. Horgan, Associate Professor of Political Science
University of Richmond, Richmond, VA

Types of Council Meetings

- ▶ Annual Meeting (1st meeting of the year)
 - ▶ Designate official newspaper
 - ▶ Elect acting mayor
 - ▶ Select Official Depository
 - ▶ Designate Bank account signatories
- ▶ Regular Meetings
 - ▶ 1st Tuesday of month
 - ▶ 3rd Tuesday of the month (as needed)

Types of Council Meetings

- ▶ Adjourned Meetings
 - ▶ Meetings postponed to a future time for lack of a quorum, convenience, or complete pending business from a regular meeting
- ▶ Special Meetings
 - ▶ Meetings to conduct business that comes up in between Council Meetings. Requires 3 day notice
- ▶ Emergency Meetings
 - ▶ Meetings to deal with natural disasters

Remote Attendance at Meetings

- ▶ Councilors can appear and participate in a meeting remotely using "interactive technology"
- ▶ Requirements
 - ▶ One member must be physically present
 - ▶ All members of the public and council must be able to see and hear each other
 - ▶ Votes must be conducted by roll call
 - ▶ Each location must be open and accessible to the public
 - ▶ Minutes need to reflect the reason for remote appearance

Meeting Process/Procedure

- ▶ Quorum
 - ▶ A minimum of three Council Members needed
- ▶ Open Meeting Law
 - ▶ Meetings must be open to the Public
 - ▶ Violations occur when three or more Council Members meet and decide business in private
 - ▶ Exceptions include performance evaluations, discussion of non-public data, attorney-client privilege, misconduct allegations/charges, and labor negotiations
 - ▶ Do not "reply all" to any email which includes a quorum of councilmembers.
- ▶ Quorum Outside of Meetings

Role in Preserving Order

- ▶ A statutory city council is authorized to preserve order at its meetings.
- ▶ The presiding officer (mayor) is vested with the authority to:
 - ▶ Follow council's approved agenda and limiting discussion to current agenda items.
 - ▶ Ruling on questions of procedure.
 - ▶ Calling members of the council or public to order if they are being unruly and removing if necessary – may request law enforcement assistance.
 - ▶ Declaring meetings recessed or adjourned.

Public Comment

- ▶ Audience members do not have the statutory right to take an active part in the council's discussion at a meeting.
- ▶ Open Forum
 - ▶ Not required but is a common at meetings.
 - ▶ Should be managed by considering the following:
 - ▶ Limiting time and topic.
 - ▶ Advance written notice – prior to meeting or sign up sheet before open forum begins.
 - ▶ Council's should consider policy of not responding immediately to open forum. Instead, refer to staff for additional information gathering and report back to council.

Ordinances, Resolutions and Motions

- ▶ Ordinance is any council enactment that regulates or governs people or property—law of the city. Public hearing required.
- ▶ Resolutions are decisions, opinions, and directives of the City Council in a formal form. Usually, no public hearing required.
- ▶ Motions are a matter of parliamentary procedure and are used to introduce and amend ordinances and resolutions and take other actions.

Conflicts of Interest

- ▶ Gifts are prohibited
- ▶ Contracts
 - ▶ Cannot have an interest in contract
 - ▶ Certain limited exceptions require disclosure, abstention and unanimous vote.
- ▶ Conflict of Interest
 - ▶ Personal stake in outcome of a decision or when councilmember cannot be impartial.
 - ▶ Needs further evaluation on type of decision, type of interest, need for participation of vote, opportunity to appeal.
 - ▶ Violations are gross misdemeanor; contract is void.

Making Decisions

- ▶ A group of councilmembers is tasked with gathering information to make decisions which are in the best interest of the community.
- ▶ A council will not always agree on the final decisions that are made – but councilmembers should be respectful of what decision the majority makes.

MN Government Data Practices Act

- ▶ All data maintained by City and Councilmembers in official capacity is "government data."
- ▶ Obligation to preserve data
- ▶ Most government data is public and must be made available.
- ▶ Some data is private and there are penalties for improper disclosure.
- ▶ Personnel data is biggest liability!
 - ▶ Don't talk about personnel data – refer requests to City Administrator.
- ▶ Follow data practices policy adopted by City.

Social Media Accounts

- ▶ Councilmembers need to be careful with social media accounts:
 - ▶ If using a personal social media account to comment on city business it must remain fully open to the public.
 - ▶ Personal social media accounts can be subject to city data requests if public business is conducted on them.

Planning and Zoning

- ▶ State Law authorizes a City to create zoning and subdivision ordinances to regulate the types of land use in a City.
- ▶ State Law encourages a City to develop a comprehensive plan to outline its future growth needs and goals and objectives.

Planning and Zoning

- ▶ Variances
- ▶ Conditional Use Permits
- ▶ Site Plan Reviews
- ▶ Subdivisions/Plats
- ▶ Annexations

Planning and Zoning

- ▶ Planning Commission
 - ▶ Appointed by the council
 - ▶ Council members on PC
 - ▶ Role:
 - ▶ A. Advisory to city council
 - ▶ B. preparing/maintaining comp plan
 - ▶ C. recommend comp plan and zoning ordinance revisions
 - ▶ D. review plat and site plans in light of comp plan, zoning ordinance, and subdivision ordinance

Planning and Zoning

- ▶ Development Process
 - ▶ Developer submits a preliminary plat outlining a proposed development on a particular parcel of land.
 - ▶ Preliminary Plat is referred to City Staff and the City Council for review and comment.
 - ▶ City Council holds Public Hearing on proposed development.

Personnel

- ▶ Supervision and direction
- ▶ Exempt vs. non-exempt
 - ▶ Comp time: unique to public employees
- ▶ Union vs. non-union
 - ▶ Collective bargaining agreement; negotiation
 - ▶ Grievance process
 - ▶ "fair share fee"
- ▶ FMLA
- ▶ Veterans Preference; military leave

Additional Resources

- ▶ League of Minnesota Cities
 - ▶ www.lmc.org
 - ▶ Resource Library
 - ▶ League Bulletins
 - ▶ Listservs
 - ▶ Cities Magazine
 - ▶ Policy Committees
- ▶ MN Mayor's Handbook

Wrap-Up

► Any questions?

A Good Start to Good Governance

**Guidance for Newly Elected City Officials
from the League of Minnesota Cities**

Congratulations on your election! Serving a city says a lot about a person's sense of public responsibility, but being on city council isn't easy. The League of Minnesota Cities offers guidance to elected officials across the state on a variety of topics and we're here to help. Here's just a sample:

- **Can I rehash the city council meeting with my colleagues at the café after we adjourn?**

Find out if council can talk about city business outside of a public meeting. — see page 11.

- **Can I talk to the public works director about some department performance problems I've identified?**

Find out what power a single councilmember has to make changes — see page 2.

- **Can I improve the efficiency of our city government by using email to communicate among councilmembers?**

Find out if it's a problem that the public can't see and participate in these discussions — see page 12.

Comprehensive
resources for new
city officials like you at:
www.lmc.org/goodstart

Don't think twice about turning to the League of Minnesota Cities for answers!

This booklet represents just a sample of the governance information and resources the League offers. When you need to know more, turn to the League!

- Contact the League anytime with any questions at (800) 925-1122 or research@lmc.org.
- Check out more great resources for new city officials at www.lmc.org/goodstart.

League of Minnesota Cities

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www.lmc.org

The information below on elected officials and council structure and role is an excerpt from Chapter 6 of the League's Handbook for Minnesota Cities.

The *Handbook* is available FREE on the League's website at www.lmc.org. It has information for city councils on:

- the form and structure of Minnesota Cities;
- elections, elected officials, and council meetings;
- regulatory and development functions of cities, liability, finance, budgeting and debt, and more.

Elected officials and council structure and role

The cornerstone of city government in Minnesota is the elected city council. The city council fashions the policies that determine a community's present and future well-being. Because people look to their local government for leadership, much of the responsibility for community development falls on the shoulders of city councilmembers.

Although the mayor is a member of the council in statutory cities and the clerk is a member of the council in Standard Plan cities, the mayor and clerk in all cities have some special duties. This document will discuss the special aspects of these positions and the city council's role in city governance.

■ Terms of office

All terms of office in statutory cities begin on the first Monday of January following the election. The terms of the old officers end at this time, or as soon after that as the newly elected officers qualify by taking an oath and filing a bond, if one is required. If the newly elected officer refuses or fails to qualify, the incumbent officer continues to hold office until the council declares the office vacant and appoints a successor. The length of the various terms of office is provided by statute.

■ Oath of office

Whether or not officials need a bond, they must take and sign an oath of office before exercising any of their powers. This includes members of councils, boards, commissions, and administrative officers. This applies to appointed as well as to elected officials. The oath is as follows:

"I, (name) do solemnly swear to support the Constitution of the United States, the Constitution of the State of Minnesota, and to discharge faithfully the duties of the office of (insert brief description of office) of the city of (insert city), Minnesota, to the best of my judgment and ability, so help me God."

If the officer objects to an oath on religious grounds, the word "affirm" can substitute for the word "swear," and the phrase "and this I do under the penalties of perjury" can substitute for the phrase "so help me God."

Any person with authority to take and certify acknowledgments may administer the oath, including the city clerk, a justice of the peace, a notary public or a register of deeds. The candidate taking the oath must lift his or her hand while reciting the oath. The candidate qualifying for office must take the oath and sign a copy of the oath in the presence of the administering official.

The signed copy should go to the city clerk for filing. City assessors should file their copy with the county auditor. If an officer must also submit a bond, the oath should be attached to the bond and both documents should go to the city council for approval and then to the clerk for filing.

City council and its powers

It is the duty of the mayor, clerk, and councilmembers to ensure the city is fulfilling its duties under the law and lawfully exercising its powers.

City officials can sometimes be held personally liable for failing to act or for taking unauthorized actions on the part of the city. To avoid personal-liability lawsuits, city officials should gain a working knowledge of the laws that regulate city government. Whenever there is any doubt about the validity of an action or procedure, city officials should consult their city attorney.

■ Role of the individual councilmember

Councilmembers' statutory duties are to be performed, almost without exception, by the council as a whole. For example, the council, not individual councilmembers, must supervise administrative officers, formulate policies, and exercise city powers.

Councilmembers should devote their official time to problems of basic policy and act as liaisons between the city and the general public. Councilmembers should be concerned, not only with the conduct of daily affairs, but also with the future development of the city.

The most important single responsibility of a councilmember is participation at council meetings. In statutory cities, each councilmember, including the mayor, has full authority to make and second motions, participate in discussions, and vote on every matter before the council.

In a statutory city, any two councilmembers of a five-member council or any three members of a seven-member council may call a special meeting. Care should be exercised to give proper notice, however.

YOU'LL
WANT
TO
KNOW
THIS

As individuals, councilmembers have no administrative authority. They cannot give orders or otherwise supervise city employees unless specifically directed to do so by the council. The council, however, has complete authority over all administrative affairs in the city. In Plan B cities, this authority is generally restricted to conducting investigations and establishing policies to be performed by the manager.

■ The council's authority

The city council is a continuing body. New members have no effect on the body except to change its membership. This means that all ordinances and resolutions remain in effect until the council alters or rescinds them, or until they expire through their own terms. At any time, the council can change any resolution, ordinance or administrative order whether or not the individuals presently on the council are the same as those serving when the council originally took action.

There are exceptions to this rule. For example, the council cannot dissolve a perpetual-cemetery-maintenance fund. In addition, the council cannot rescind or unilaterally alter any valid contracts. This means the law of contracts applies to the council as it does to any other party. Whether a contract was validly made is a question of fact.

The following information outlines the major areas of council authority and responsibility.

1. Judging the qualification and election of its own members

The council evaluates the credentials of individuals who are, or who claim to be, members of the council. This power includes certifying election results, determining whether an individual has the necessary qualifications to hold office, and deciding whether a council vacancy has occurred.

2. Setting and interpreting rules governing its own proceedings

The council has the following powers:

- To preserve order during its own meetings.
- To establish rules of procedure.
- To compel the attendance of members at meetings and to punish nonattendance. The council does not have the power to remove members from office, but it may punish members by fines or by deducting a part of the absentee's compensation for failure to comply with attendance orders.

3. Exercising all the powers of cities that the law does not delegate to others

Except for powers that the statutes delegate to a specific official or independent board or commission, the council has the authority to exercise all powers given to the city.

4. Legislating for the city

The council may enact ordinances by a majority vote of all its members except where a larger number is required by law. The power to legislate also includes setting administrative policies and otherwise establishing public policy for the city.

The council has the power to declare that violations of any ordinance are a crime and may prescribe penalties for ordinance violations. The statutory city code limits the penalty for ordinance violations to a fine of up to \$1,000 or 90 days in jail, or both.

5. Directing the enforcement of city ordinances

The council directs the enforcement of city ordinances by determining the level of law enforcement, setting qualifications for the police chief and police officers, purchasing certain types of equipment for police use, and by directing and supervising the work of police officers indirectly, through the police chief. The city council also directs all departments and employees responsible for the administration of its policies and ordinances in the general administration of their duties. The city council generally should not direct the enforcement efforts of its employees as to particular situations.

6. Appointing administrative personnel

In Standard Plan and Plan A cities, the council has the sole authority to appoint all city employees.

In Plan B cities, the council appoints a city manager, who in turn appoints all city employees. The council may not dictate that the city manager appoint a particular person to city employment. Additionally, the council may not give any orders to any subordinate of the manager, either publicly or privately.

7. Transacting city business

The transaction of city business includes a wealth of activities, such as purchasing, executing legal papers, taking bids, letting contracts, making discretionary administrative decisions, and evaluating the work of the administrative departments and personnel.

8. Managing the city's financial operations

The council has full authority over the city's financial affairs, including but not limited to:

- Levying taxes.
- Adopting a budget.
- Auditing and settling accounts.
- Safekeeping and disbursement of public monies.
- Borrowing money.
- Designating depositories.

Councils should seek the advice of their staff and of consultants in making many of these decisions.

9. Appointing members of the boards

The council may create departments and advisory boards and appoint officers, employees, and agents for the city as deemed necessary for the proper management and operation of the city.

10. Conducting the city's intergovernmental affairs

The council may make agreements for the joint exercise of powers through agreements with other units of government, appoint people to serve on intergovernmental bodies, conduct city business with state and federal agencies, and participate in intergovernmental programs and the work of municipal associations such as the League of Minnesota Cities.

11. Protecting the welfare of the city and its inhabitants

Elected officials must formulate policies that will help the city solve anticipated problems and adjust to social and economic trends. This requires long-range planning regarding city facilities and needs.

12. Providing community leadership

In addition to participating in civic events, city officials provide leadership by promoting new ideas and suggesting new programs to improve the community and its surrounding areas.

Mayor

As the head of the city, the mayor officially speaks for both the government and the community as a whole. In all statutory cities and in most charter cities, the mayor is the presiding officer and a regular member of the city council. The mayor has all the powers and duties for the office of councilmember in addition to those of mayor.

In a home rule charter city, the charter spells out the duties and responsibilities of the mayor. This chapter, however, deals with mayors of statutory cities.

Many mayors belong to the Minnesota Mayor's Association (MMA), which is affiliated with the League and holds an annual conference on issues of interest to mayors. Contact the League for more information about the MMA.

■ Official head of the city

As the official head of the city, the mayor has three important responsibilities:

First, the mayor usually serves as the city's representative before the Minnesota Legislature, federal agencies, and other local governments.

Second, the mayor performs ceremonial duties on behalf of the community. The mayor usually greets important visitors, gives formal and informal talks, and takes part in public events. Because local civic groups frequently ask the mayor to speak, the mayor must be prepared to explain city problems and defend city programs.

A third responsibility is to exert leadership in city affairs. Because the mayors of statutory cities lack significant individual authority, this responsibility frequently calls for tact rather than overt acts of direction or supervisory control.

■ Executing official documents

The mayor of a statutory city must sign ordinances, contracts authorized by the council, and written orders for payment of claims that have been audited and allowed by the council. These are ministerial duties, and the mayor may not refuse to sign if the purpose, approval, and form are legally correct and complete.

■ Power to make some appointments

The power to appoint usually resides in the council. The mayor has authority to make the following appointments, however, subject to council approval:

- Park board members.
- Public library board members.
- Emergency management director.
- Hospital board members.
- Some police civil service commission members.
- HRA members.
- EDA members.

The mayor has authority to make the following appointments without needing council approval:

- City art commission members (First Class cities).
- The mayor also appoints to fill vacancies in elective offices if the council vote to fill the vacancy is tied.

■ Presiding officer at council meetings

Plan A and Plan B statutory city councils are usually composed of five members consisting of the mayor and four councilmembers. In a Standard Plan city, the council consists of the mayor, the clerk, and three councilmembers. Any statutory city, however, may adopt a council size of seven following a council ordinance and voter approval at the next general city election.

The mayor serves as presiding officer at council meetings. The mayor generally recognizes speakers for debate and motions, and rules on questions of council procedure. The power to rule on council procedure is especially significant because once rulings are made they are binding on the council, unless the council votes to challenge them.

A statutory city mayor can vote on all motions put before the council, but does not have the right to veto council actions. The right of the mayor to make and second motions is implied from the mayor's privilege of voting and taking part in regular council deliberations. The mayor has an obligation to be impartial and objective in conducting the meeting. Mayors may also call special meetings.

■ Declaring local emergencies

Only the mayor can declare a local emergency. A local emergency cannot last for more than three days except with the consent of the city council. A local emergency must receive prompt and general publicity. The clerk must promptly file any order or proclamation declaring, continuing or terminating the emergency.

A declaration of a local emergency invokes the response and recovery aspects of any local or interjurisdictional disaster plans and may authorize aid and assistance. No interjurisdictional agency or official may declare a local emergency unless expressly authorized by an agreement. An interjurisdictional disaster agency must provide aid and services in accordance with the agreement.

Team mindset by leaders

Highly cohesive teams have more success achieving the goals they have set for themselves. Lack of civility within a team working environment impacts team performance by causing unnecessary stress and tension among team members. Leaders of highly cohesive teams do the following:

1. Cut people slack — remember the situation likely is new for everyone and may be causing angst for all.
2. Don't play the blame game. Don't play the power game. Councils and council-staff represent a team.
3. Focus on process, not the people involved.
4. Assume good motives of others.
5. Listen to learn, rather than pretending to listen while formulating a counterargument.
6. Ask expansive questions and be patient with silence while waiting for a response. Compromise is good, but understanding all the underlying interests may lead to a new idea that meets everyone's needs.
7. Practice interpersonal empathy. Remember empathy does not mean giving up your beliefs; rather, it means listening, respecting others' positions, and validating their worth.
8. Identify individual strengths of team members and recognize their unique contributions to validate belonging.
9. Learn to delegate with clear expectations to empower others.
10. Celebrate success — all success. Realize success comes in all shapes and sizes.

The information below on meetings and hearings is an excerpt from the League's Governing and Managing Information Memo on "Meetings of City Councils." The section on the open meeting law applies to all city councils, city boards, commissions, and other public bodies.

The League has many Information Memos on topics for city councils such as:

- Securing Payment of Utility Charges;
- Acquisition and Maintenance of City Streets;
- Liquor Licensing and Regulation, and more.

You can find these memos on the League's website at www.lmc.org. Or to get a FREE copy of any memo or to ask a question about city government, contact the League's Research Service at (800) 925-1122 or research@lmc.org.

Meetings and hearings

■ Meetings

A meeting is a gathering of a quorum of public officials to discuss, decide or receive information on matters over which they have authority. The members of the public usually do not speak at a meeting, although some city councils will occasionally recognize a member of the audience.

1. Types of meetings

There are basically two different types of meetings:

- **Regular meetings.** Regular meetings of a statutory city council are held at times established by council rules. A council will typically meet once a month on a particular day, although some councils may have regular meetings scheduled more frequently. Home rule charter cities should consult their charters and any council rules concerning the scheduling of regular meetings.
- **Special meetings.** Special meetings are meetings held at times or places that are different from the regularly scheduled meetings. These are often scheduled to deal with specific items that need to be addressed before the next regular meeting. Generally, any matter can be addressed at a special meeting that can be addressed at a regular meeting. There are different types of special meetings, such as emergency meetings and continued meetings, which are discussed in more detail in a later section of this memo.

2. First meeting of the year

There is no date set by statute for the first meeting of the year. In most statutory cities, the date is set by an ordinance establishing rules of procedure for the council. A home rule charter city should consult both its charter and any procedural rules the council has adopted.

The term of office for new statutory city councilmembers begins on the first Monday in January. The first meeting is usually held on or shortly after this date. In the meantime, all previously chosen and qualified councilmembers shall serve until their successors qualify. The first day of a new term in a home rule charter city is generally set by the charter.

The following must be done at the first meeting of the year:

- Appoint an acting mayor.
- Select an official newspaper.
- Select an official depository for city funds. (This must be done within 30 days of the start of the city's fiscal year.)

In addition, although not required by statute, many city councils will also do the following at the first meeting of the year:

- Review council's bylaws and make any needed changes.
- Assign committee duties to members.
- Approve official bonds that have been filed with the clerk.

Home rule charter cities may have additional requirements for their first meeting of the year in their charters.

■ Hearing from the public

A public hearing is a meeting that is held where members of the public can express their opinions.

1. Discretionary hearings

The council can regulate the time, place, and manner of the public comment portion of meetings and make sure that people who want to speak on the issue get the opportunity. The council does not deliberate or discuss matters during the public-comment portion of this type of meeting; instead, it listens to the public. Once the public-comment period is finished, the council will often continue with or wrap up the meeting.

In order to recess or continue a meeting of this sort, the council should not formally end the public-comment part of the hearing. Many city councils will allow public comment even when not legally required to do so. Generally, public-comment portions of meetings are for the purpose of allowing the public to comment on a specific issue. Such comment periods can be helpful in raising concerns about an issue that the council may not have considered.

2. Public Comment Portion of Meetings

When a specific statute, ordinance or charter provision requires that the council hold a public hearing, the notice requirements must be followed carefully. Often there are special notice requirements that are more substantial than the notice that is needed for a simple special meeting. For example, hearings required for zoning ordinance amendments and special assessments have special notice requirements.

Following are several of the more common matters that require public hearings:

- Street vacation.
- Annexation by ordinance.
- Local improvement projects that will be paid for with special assessments.
- When special assessments are made to property.
- Storm sewer improvement district purchases and improvements of waterworks, sewers, drains, and storm sewers.
- Adoption of a housing redevelopment authority (HRA) resolution.
- Adoption of an economic development authority (EDA) enabling resolution.
- Sale of port authority land.
- Sale of EDA land.

- Increase of levy for an EDA.
- Continuation of a municipal liquor store after a net loss for two of three consecutive years.
- Adoption or amendment of a zoning ordinance.
- Subdivision applications.
- Granting of a conditional use permit.
- Adoption of a charter amendment by ordinance.

There are other situations that may require public hearings. Contact the League's Research Department at (651) 281-1200 or (800) 925-1122 for further information if you are unsure about a particular situation.

The open meeting law

The Minnesota open meeting law generally requires that all meetings of public bodies be open to the public. This presumption of openness serves three basic purposes:

- To prohibit actions from being taken at a secret meeting where it is impossible for the interested public to become fully informed concerning decisions of public bodies or detect improper influences.
- To ensure the public's right to be informed.
- To afford the public an opportunity to present its views to the public body.

The open meeting law also contains some specific notice and record-keeping requirements, which are discussed in detail in later sections of this document.

■ Groups to which the law applies

The open meeting law applies to all governing bodies of any school district, unorganized territory, county, city, town or other public body, and to any committee, sub-committee, board, department or commission of a public body.

Thus, the law applies to meetings of all city councils, planning commissions, advisory boards, firefighter relief associations, economic development authorities, and housing redevelopment authorities, among others.

The Minnesota Supreme Court has held, however, that the governing body of a municipal power agency, created under Minn. Stat. §§ 453.51-453.62, is not subject to the open meeting law because the Minnesota Legislature granted these agencies authority to conduct their affairs as private corporations.

■ What is a meeting?

There is no statutory definition of the term "meeting" for the purpose of the open meeting law. Minnesota courts have generally ruled that a meeting is a gathering of a quorum of public officials to discuss, decide or receive information on matters over which they have authority.

Because the term "meeting" has not been clearly defined, the issue of whether or not a meeting has been held must be decided on a case-by-case basis. Some examples of cases are discussed in further detail in a later section of this memo.

■ Gatherings to which the law applies

The open meeting law applies to any gathering of a quorum or more of public officials where the members discuss, decide or receive information as a group on issues relating to the official business of the public body.

A "quorum" is a majority of the members of a statutory city council. A majority of the qualified members of any board or commission also constitutes a quorum. Home rule charter cities may have different quorum requirements in their charters.

Thus, the open meeting law would apply to any of the following types of gatherings:

- Regular and special meetings.
- Public hearings.
- Executive sessions.
- Work sessions.
- Retreats.

■ Exceptions and the procedures to use them

There are some exceptions to the open meeting law. Under certain circumstances, some meetings may be closed. There are also some meetings that must be closed. Before a meeting can be closed under any of the exceptions, the council must state on the record the specific grounds permitting the meeting to be closed and describe the subject to be discussed. All closed meetings, except those closed as permitted by the attorney-client privilege, must be electronically recorded at the expense of the public body. Unless otherwise provided by law, the recordings must be preserved for at least three years after the date of the meeting.

1. Meetings that may be closed

The public body may choose to close certain meetings. The following types of meetings may be closed:

- ***Meetings to consider strategies for labor negotiations under PELRA.*** Although a meeting to consider strategies for labor negotiations may be closed, the actual negotiations must be done at an open meeting if a quorum of the council is present.

Procedure. The following must be done to use this exception:

- Before closing the meeting, the council must decide to close the meeting by a majority vote at a public meeting.
- Before closing the meeting, the council must state on the record the specific grounds permitting the meeting to be closed and describe the subject to be discussed.
- A written roll of all people present at the closed meeting must be available to the public after the closed meeting.
- The meeting must be tape-recorded.
- The recording must be kept for two years after the contract is signed.
- The recording becomes public after all labor agreements are signed by the city council for the current budget period.

If an action claiming that other public business was transacted at the closed meeting is brought during the time the tape is not public, the court will review the recording privately. If it finds no violation of the open meeting law, the action will be dismissed and the recording will be preserved in court records until it becomes available to the public. If the court determines there may have been a violation, the entire recording may be introduced at the trial. However, the court may issue appropriate protective orders requested by either party.

- ***Meetings to evaluate the performance of an individual subject to the public body's authority.***

Procedure. The following must be done to use this exception:

- The public body must identify the individual to be evaluated prior to closing the meeting.
- The meeting must be open at the request of the individual who is the subject of the meeting, so some advance notice to the individual is needed in order to allow the individual to make an informed decision.
- Before closing the meeting, the council must state on the record the specific grounds permitting the meeting to be closed and describe the subject to be discussed.
- The meeting must be electronically recorded, and the recording must be preserved for at least three years after the meeting.
- At the next open meeting, the public body must summarize its conclusions regarding the evaluation. The council should be careful not to release private or confidential data in its summary.

- ***Attorney-client privilege.*** Meetings between the governing body and its attorney to discuss active, threatened, or pending litigation may be closed when the balancing of the purposes served by the attorney-client privilege against those served by the open meeting law dictates the need for absolute confidentiality. The need for absolute confidentiality should relate to litigation strategy, and will usually arise only after a substantive decision on the underlying matter has been made. This privilege may not be abused to suppress public observations of the decision-making process, and does not include situations where the council will be receiving general legal opinions and advice on the strengths and weaknesses of a proposed underlying action that may give rise to future litigation.

Procedure. The following must be done to use this exception:

- Before closing the meeting, the council must state on the record the specific grounds permitting the meeting to be closed and describe the subject to be discussed. The council should also describe how a balancing of the purposes of the attorney-client privilege against the purposes of the open meeting law demonstrates the need for absolute confidentiality.
- The council must actually communicate with its attorney at the meeting.
- **Purchase or sale of property.** A public body may close a meeting to: determine the asking price for real or personal property to be sold by the public body; review confidential or nonpublic appraisal data; develop or consider offers or counteroffers for the purchase or sale of real or personal property.

Procedure. The following must be done to use this exception:

- Before closing the meeting, the public body must state on the record the specific grounds for closing the meeting, describe the subject to be discussed, and identify the particular property that is the subject of the meeting.
- The meeting must be tape-recorded and the property must be identified on the tape. The recording must be preserved for eight years, and must be made available to the public after all property discussed at the meeting has been purchased or sold or after the public body has abandoned the purchase or sale.
- A list of councilmembers and all other persons present at the closed meeting must be made available to the public after the closed meeting.
- The actual purchase or sale of the property must be approved at an open meeting, and the purchase or sale price is public data.
- **Security Briefings.** A meeting may be closed to receive security briefing and reports, to discuss issues related to security systems, to discuss emergency-response procedures and to discuss security deficiencies in or recommendations regarding public services, infrastructure, and facilities — if disclosure of the information would pose a danger to public safety or compromise security procedures or responses. Financial issues related to security matters must be discussed, and all related financial decisions must be made at an open meeting.

Procedure. The following must be done to use this exception:

- Before closing the meeting, the public body must state on the record the specific grounds for closing the meeting and describe the subject to be discussed. When describing the subject to be discussed, the public body must refer to the facilities, systems, procedures, services or infrastructure to be considered during the closed meeting.
- The closed meeting must be tape-recorded, and the recording must be preserved for at least four years.

2. Meetings that must be closed

There are some meetings that the law requires to be closed. The following meetings must be closed:

- **Meetings for preliminary consideration of allegations or charges against an individual subject to the public body's authority.** While the law permits the council to announce that it is closing a meeting to consider charges against an individual, it is still the best practice not to refer to that individual by name. The council should state only that it is closing the meeting to give preliminary consideration to allegations against someone subject to its authority. However, if someone requests the name of the employee who is the subject of the closed meeting, the name will probably have to be furnished since the existence and status of any complaints against an employee are public data.

Procedure. The following must be done to use this exception:

- Before closing the meeting, the council must state on the record the specific grounds for closing the meeting and describe the subject to be discussed.
- The meeting must be open at the request of the individual who is the subject of the meeting. Thus, the individual should be given advance notice of the existence and nature of the charges against him or her, so that the individual can make an informed decision.
- The meeting must be electronically recorded and the recording must be preserved for at least three years after the meeting.

- If the public body decides that discipline of any nature may be warranted regarding the specific charges, further meetings must be open.
(Note: There is a special provision dealing with allegations of law enforcement personnel misconduct; see next discussion*.)

- **Portions of meetings at which any of the following data is discussed:**

- Data that would identify alleged victims or reporters of criminal sexual conduct, domestic abuse, or maltreatment of minors or vulnerable adults.
- *Internal affairs data relating to allegations of law enforcement personnel misconduct or active law enforcement investigative data.
- Educational data, health data, medical data, welfare data or mental health data that are not-public data.
- An individual's medical records governed by sections §§ 144.291 to 144.298.

Procedure. Before closing the meeting, the council must state on the record the specific grounds for closing the meeting and describe the subject to be discussed. The meeting must be electronically recorded, and the recording must be preserved for at least three years after the meeting.

■ **Notice requirements**

Public notice must be given of all meetings of a public body. The notice requirements differ depending on the type of meeting.

However, if a person receives actual notice of a meeting at least 24 hours before the meeting, all notice requirements under the open meeting law are satisfied, regardless of the method of receipt.

It should also be noted that statutory cities have some additional requirements for mailing notice to their councilmembers regarding special meetings. There may also be additional notice requirements for home rule charter cities to consider. These cities should consult their charters for more information.

1. Regular meetings

A schedule of the regular meetings must be kept on file in the city office. If the city decides to hold a meeting at a different time or place, it must give the notice required for a special meeting.

Cities must keep a schedule of the regular meetings of the council on file at the primary office of the council. This requirement can be complied with by posting the regular meeting schedule in a convenient public location.

2. Special meetings

A special meeting is a meeting that is held at a time or location different from that of a regular meeting.

A city must post written notice of a special meeting on its principal bulletin board or on the door of its meeting room if it does not have a bulletin board. If notice is posted on a bulletin board, the bulletin board must be located in a place that is reasonably accessible to the public. The notice must give the date, time, place, and purpose of the meeting. It must also be mailed to each individual who has filed a written request for notice of special meetings. As an alternative to posting the notice, the city can publish notice in the official newspaper at least three days before the meeting.

A city must post written notice of a special meeting on its principal bulletin board or on the door of its meeting room if it does not have a bulletin board at least three days prior to the meeting. In statutory cities, the clerk must mail notice of special meetings to all councilmembers at least one day before the meeting.

In calculating the number of days for providing notice, do not count the first day that the notice is given, but do count the last day. If the last day is a Saturday, Sunday or a legal holiday, that day is omitted from the calculation and the following day is considered the last day (unless, of course, it happens to be a Saturday, Sunday or legal holiday).

3. Emergency meetings

An “emergency meeting” is a special meeting called because of circumstances that, in the judgment of the public body, require immediate consideration by the public body. Posted or published notice of an emergency meeting is not required. However, the city must make a good faith effort to notify each news outlet that has filed a written request for notice. Notice must be given by telephone or any other method to notify members of the public body. The notice must include the subject of the meeting.

4. Recessed or continued meetings

No additional notice is needed for a recessed or continued meeting if all of the following criteria are met:

- The meeting is a recessed or continued session of a previous meeting.
- The time and place of the meeting was established during the previous meeting.
- The time and place of the meeting was recorded in the minutes of the previous meeting.

5. Closed meetings

The same notice requirements apply to closed meetings as to open meetings. Additionally, advance notice to an individual who will be the subject of such a meeting is needed under certain circumstances (such as to employees who are the subject of performance evaluations or disciplinary proceedings).

■ Written materials

At least one copy of the materials related to agenda items that are made available to the council at or before the meeting must also be made available for inspection by the public. However, this does not apply to not-public data or materials relating to the agenda items of a closed meeting.

■ Common problems in applying the law

There are many situations for which the open meeting law is unclear. This section provides an overview of some of the more common situations and how the law may be applied.

1. Data practices

Generally, meetings may not be closed to discuss data that is not public. However, the public body must close any part of a meeting at which certain types of not-public data are discussed (such as active law enforcement investigative data, police internal affairs data, medical records data, and certain victim, health, medical or welfare data).

If not-public data is discussed at an open meeting when the meeting is required to be closed, it is a violation of the open meeting law. Discussions of some types of not-public data may also be a violation of the Minnesota Government Data Practices Act (MGDPA). However, not-public data may generally be discussed at an open meeting without liability or penalty if both of the following criteria are met:

- The disclosure relates to a matter within the scope of the council’s authority.
- The disclosure is necessary to conduct the business or agenda item before the public body.

Data that is discussed at an open meeting retains its original classification under the MGDPA.

However, a record of the meeting is public, regardless of the form. It is suggested that not-public data that is discussed at an open meeting not be specifically detailed in the minutes.

2. Executive sessions

The attorney general has advised that executive sessions of a city council must be open to the public.

3. Committees and liaisons

The attorney general has advised that standing committees appointed by a governing body also are likely subject to the open meeting law.

Many city councils create committees to make recommendations to the council. Commonly, such committees will be responsible for researching a particular area and submitting a recommendation to the council for its approval. Such committees are often labeled as advisory, and the council is still responsible for making the final decision. The law is not clear when these types of committees or citizen panels are subject to the Open Meeting Law. Courts often do a fact analysis when reviewing Open Meeting Law challenges involving so-called “advisory” committees to determine if the committee represents a standing committee whose recommendations the council generally or always follows, or if the committee acts in more of an ad hoc advisory capacity. Many cities err on the side of caution and follow Open Meeting Law guidelines for all its citizen advisory committees.

City councils routinely appoint individual councilmembers to act as liaisons between the council and particular committees. These types of meetings may also be subject to the open meeting law if the committee contains a quorum or more of the council or has decision-making authority. In addition, notice for a special council meeting may be needed if a quorum of the council will be present at the meeting and participating in the discussion.

For example, when a quorum of a city council attended a meeting of the city's planning commission, the Minnesota Court of Appeals ruled that there was a violation of the open meeting law, not because of the councilmembers' attendance at the meeting, but because the councilmembers conducted public business in conjunction with that meeting. Based on that decision, the attorney general has advised that mere attendance by additional councilmembers at a meeting of a council committee held in compliance with the open meeting law would not constitute a special council meeting requiring separate notice. The attorney general warned, however, that the additional councilmembers should not participate in committee discussions or deliberations absent a separate notice of a special city council meeting.

4. Chance or social gatherings

Chance or social gatherings of a quorum are not considered meetings under the open meeting law and are therefore exempt from it. However, a quorum may not, as a group, discuss or receive information on official business in any setting under the guise of a social gathering.

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In 1982, the Minnesota Supreme Court held that a conversation between two councilmembers over lunch regarding an application for a special-use permit did not violate the open meeting law because a quorum was not present.

5. Serial gatherings

The Minnesota Supreme Court has noted that meetings of less than a quorum of the public body held serially to avoid public hearings or to fashion agreement on an issue may violate the open meeting law. In short, this type of situation is a circumvention of the statute. As such, councilmembers should avoid this type of practice.

6. Technology trouble

The open meeting law does not address situations that may occur as a result of communication through telephone calls, letters, email or similar technology. The Minnesota Supreme Court found that the open meeting law did not apply to letters or to telephone conversations between less than a quorum. While it is possible that a similar decision might be reached concerning the use of email and other forms of technology, it should be stressed that if a quorum of members is involved in the communication, it would likely be considered to be a violation of the open meeting law.

In addition, serial discussions between less than a quorum of the council that are used to deliberate matters that should be dealt with at an open meeting would likely violate the open meeting law. Therefore, city councils and other groups to which the open meeting law applies should not use letters, telephone conversations, email, and other such technology if the following circumstances exist:

- A quorum of the council is involved.
- Information relating to official city business is being discussed.

The use of social media by members of a public body does not violate the open meeting law as long as the social media use is limited to exchanges with all members of the general public. The open meeting law does not define the term "social media," but this term is generally understood to mean forms of electronic communication, including websites for social networking like Facebook, LinkedIn, as well as blogs and microblogs like Twitter through which users create online communities to share information, ideas, and other content. The personal use of social media by councilmembers could still be used to support other claims such as claims of defamation or of conflict of interest in decision-making. As a result, councilmembers should make sure that any comments they make on social media are factually correct and should not comment on issues that will come before the council in the future for a quasi-judicial hearing and decision, such as the consideration of whether to grant an application for a conditional use permit.

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City-owned social media accounts and social media accounts of elected officials (being used in their role as an elected official) must keep in mind First Amendment protections when considering policies about comment moderation and the blocking of users. Policies that restrict comments to the topic or delete negative comments — and practices of blocking or restricting friends or followers — could face challenges.

Councilmembers unable to make a meeting may ask to attend meetings through interactive technology, such as Skype, Zoom, Teams, or other technology where the user can be seen and heard. There is an exception to the open meeting law where a member can be in attendance through the use of interactive technology. The remote location must be a public place unless the councilmember qualifies for one of the limited exceptions — which includes the current military service exception or for the health exception for 60 days after the removal of a previously declared emergency under Minn. Stat. 12.31 — both of which only can be used three times per year. Additionally, when one or more members join remotely, then notice must be posted at least three days before the meeting indicating the location from which the remote attendee or attendees are joining. We encourage interested cities to develop a policy for using technology like Zoom with the assistance of your city attorney.

■ **Intentional violations of the open meeting law**

A public officer who intentionally violates the open meeting law can be fined up to \$300. This fine may not be paid by the public body. In addition, a court may also award reasonable costs, disbursements, and attorney fees up to \$13,000 to the person who brought the violation to court.

If a plaintiff prevails in a lawsuit under the open meeting law, a court shall award reasonable attorney fees if the court determines the public body was the subject of a prior written advisory opinion from the commissioner of the Department of Administration, and the court finds that the opinion is directly related to the lawsuit and that the public body did not act in conformity with the opinion. A court is also required to give deference to the advisory opinion in a lawsuit brought to determine whether the open meeting law was violated.

If a public official is found to have intentionally violated this chapter in three or more separate actions, the public official must be removed from office and may not serve in any other capacity with that public body for a period of time equal to the term of office the person was serving. However, removal is only required if the conduct constitutes malfeasance or nonfeasance.

The statute does not address whether actions taken at an improper meeting would be invalid. The Minnesota Supreme Court once held that an attempted school district consolidation was fatally defective when the initiating resolution was adopted at a meeting that was not open to the public.

However, in more recent decisions, Minnesota courts have refused to invalidate actions taken at improperly closed meetings. In an unpublished decision, the court stated that “even a violation of the open meeting law will not invalidate actions taken at that meeting.”

A public body may pay any costs, disbursements or attorney fees incurred by or awarded against any of its members for an action under the open meeting law.

Tables of motions

There are three basic types of motions: privileged motions, subsidiary motions, and main motions. Privileged motions take precedence over subsidiary motions; subsidiary motions take precedence over main motions. The following charts of motions are listed in order of precedence and are based upon *Robert's Rules of Order Newly Revised*, 10th Edition (2000):

Privileged motions — A privileged motion is a motion that does not relate to the business at hand. Such a motion usually deals with items that require immediate consideration.

Motion	Requires a second	Can interrupt speaker	Debatable	Amendable	Votes required to pass	Can be reconsidered
Fix a time to adjourn.	✓			✓	Majority	✓
To adjourn.	✓				Majority	
Recess. (A motion to take an intermission.)	✓			✓	Majority	
Raise a question of privilege. (A motion referring to a matter of personal concern to a member, e.g., asking to have the heat turned up, the windows opened, or the motion be stated again.)		✓			Usually, no vote is taken. The chair decides.	
Call for the orders of the day. (Forces the consideration of a postponed motion.)		✓			Usually, no vote is taken. The chair decides.	

Subsidiary motions — A subsidiary motion is a motion that assists the group in disposing of the main motion.

Motion	Requires a second	Can interrupt speaker	Debatable	Amendable	Votes required to pass	Can be reconsidered
Lay on the table. (To postpone discussion temporarily.)	✓				Majority	
Previous question or call for the question. (To stop debate and force an immediate vote.)	✓				2/3	✓
Postpone to a definite time.	✓		✓	✓	Majority	✓
Commit or refer. (A motion to refer to a smaller committee.)	✓		✓	✓	Majority	If group has not begun consideration of a question.
Amend.	✓		✓	✓	Majority	Y
Postpone indefinitely.	✓		✓		Majority	Affirmative vote only

Main motions — A main motion is a formal proposal that is made by a member that brings a particular matter before the group for consideration or action.

Motion	Requires a second	Can interrupt speaker	Debatable	Amendable	Votes required to pass	Can be reconsidered
Any general motion, resolution, or ordinance.	✓		✓	✓	Majority	✓
Take from the table.	✓				Majority	
Reconsider. (To reconsider a motion already passed/defeated.)	✓	✓	✓		Majority	
Appeal or challenge a ruling of the chair.	✓	✓	Depends		Majority	✓
Rescind. (A motion to strike out a previously adopted motion, resolution, bylaw, etc.)	✓		✓	✓	Varies, based on motion	Negative vote only



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2023 City of Foley

Emergency Communications Plan

Key Contacts:

- Sarah Brunn, City Administrator
- Katie McMillin, Police Chief, EM
- Mark Pappenfus, Director Public Works
- Mayor/City Council
- Jarod Griffith, SEH
- Adam Ripple & Ashley Bukowski, Rinke-Noonan
- Benton County
- Foley Health Board

Subject Matter Experts

- League of Minnesota Cities
- MNDOT
- Federal Emergency Management Agency (FEMA)
- Benton County Public Health/MN Dept of Health
- Benton County Public Health
- Benton County Emergency Operations Center

Executive Summary: The purpose of this plan is to outline key communications regarding the City of Foley's response during an emergency. This plan will be enacted at the discretion of the City Administrator when a situation requires immediate communication to the public. Messages will focus on informing the general public of what is happening at the city level (i.e. transparency), including the City Council, Administrative Offices, Police Department, Fire Department, and Public Works. Plan will also inform public on any steps they need to take during the course of the emergency.

Internal

- City Administrator or mayor will be designated Public Information Officer (i.e. spokesperson) unless otherwise determined
- Inform Key Contacts and Subject Matter Experts
- Clearly define emergency and affected area; scope of emergency
- Determine roles and resources (local, State, and Fed agencies) as needed
- Determine plan for going public: talking points for public, when updates will be given and frequency of updates, communication channels used

Going Public

- Inform the public of the designated Public Information Officer for the City
- Clearly define emergency and affected area (e.g. closure of parks, pool...etc...); scope of emergency

- Deliver periodic, relevant and useful information to the public and answer questions (e.g. nature of the emergency, public resources available, other agencies involved)
- Inform the public of specific steps they need to take to protect themselves (e.g. boil order, alternate routes...etc...); or clearly state that there are no steps required of the public at this time (i.e. not a threat to the public)
- Highlight city staff and their roles during the emergency; where does the public go if they have questions
- Inform the public on how and when they can get the most up-to-date information
- Continue to educate the public as needed after the initial crisis has passed.
- Leadership: whenever possible show council and staff modeling good behavior (e.g. using hand sanitizer, social distancing, wash hands, screens in council room, masks during meetings)
- Share information from partner sites (Fed/State, unemployment information, MNSure, business relief)
- Share good news from partner sites from citizens (Schools, businesses...etc..)
- Open Meeting Laws: Make a good faith effort to give notice for emergency meetings; distribute phone #s as needed for conference call; include subject of meeting;
- Conference Call Meetings: All council members must be able to hear each other
- Special meeting: need 3 day notice, give public ability to comment, take questions through email
- If using technology for meetings, make sure all members are comfortable with using and test tech ahead of time EVERY time to make sure it is working properly

Key Messages

- **The City is...**
 - aware of the problem and is already taking needed action
 - doing everything within its power to solve the problem
 - acting in the best interest of the residents of Foley
- **The City will...**
 - provide timely updates
 - make the public aware of resources as they become available
 - inform the public as situation changes and when the crisis is over
- **The City cares...**
 - about the safety/security of residents and property within Foley as well as surrounding communities
- **The public needs to...**
 - Think – about how the emergency may affect them personally
 - Know – the City is acting in their best interest and working to solve problem
 - Feel – safe, secure and well informed

- Do – take the recommended actions or go about their normal routine as needed; stay informed through official communication channels

Audiences

- Foley residents
- Foley Businesses
- Neighboring communities
- City Employees
- Media

Communication Tools

- **City Website**
 - Static Content
 - Events Calendar
 - Notices – home page
 - City Newsroom
 - Foley PD Newsroom
 - Specialty page – create as needed
- **Social Media**
 - City Facebook
 - Foley PD Facebook
 - Facebook live or posting of prerecorded videos
 - City Twitter
 - City YouTube
- **Media**
 - Benton County News: bconews@midconetwork.com
 - WJON: Richard@wjon.com
 - St. Cloud Times: newsroom@stcloudtimes.com
 - Minneapolis Star Tribune
 - Minneapolis TV media: ABC, NBC, CBS, FOX
- **News Release**
 - City Newsroom
 - Foley PD Newsroom
- **Quarterly Water Bill Message** – Can be used to send quick quarterly notifications (limited characters)

- **City Email lists**
 - City Boards/Commissions
 - City Council
 - City Staff
- FreeConferenceCall.com
- GoTo Meeting
- Zoom
- WebEx
- Conference Call Bridge
- **Official City Correspondence**

Measurement

- Tracking – Facebook and website metrics
- Anecdotal
- Survey Monkey

Community Partners

- Foley Area Chamber of Commerce
- Foley Public Schools
- Foley Civic Group
- Foley Quality of Life Task Force
- Foley Ambassadors
- Foley Community Education
- Other?

Timeline (see separate document)

2023 City of Foley Communications Plan

Key Contacts:

- Sarah Brunn, City Administrator
- Katie McMillin, Police Chief
- Mark Pappenfus, Director Public Works
- Mayor/City Council

Subject Matter Experts

- Jarod Griffith, SEH
- Adam Ripple & Ashley Bukowski, Rinke-Noonan
- League of Minnesota Cities
- Other?

Executive Summary: The purpose of this plan is to outline key communications regarding city activities and initiatives. Messages will focus on informing the general public of what is happening at the city level, including the City Council, Administrative Offices, Police Department, Fire Department and Public Works. Plan will also look for opportunities to partner with other local organizations to help promote positive community events and engagement with the public.

- Increase the public's awareness of city activities (i.e. transparency)
- Deliver relevant and useful information to the public and answer questions
- Remind the public of city deadlines and events (e.g. water billing, pool opening/closing, dog licenses)
- Highlight city staff and Councilmembers to promote interest in and engagement with city officials whenever possible
- Encourage the public to attend city meetings; watch meetings on YouTube
- Educate/remind the public regarding city ordinances

Key Messages

- Your city government is friendly and easy to approach.
- Your tax dollars are being spent wisely.
- There are many ways you can participate in city government.
- Foley is a great community to live, work, raise a family, and run a business.
- City officials are actively working in the best interest of the city.
- We must all obey the rules that we have agreed to follow.

Audiences

- Foley residents
 - Business owners
 - Families

- Retirees
- General Citizens
- Other?
- Visitors
- Neighboring communities

Communication Tools

- **City Website**
 - Static Content
 - Events Calendar
 - Notices – home page
 - City Newsroom
 - Foley PD Newsroom
 - Specialty pages – created as needed (e.g. sale of equipment, wastewater)
- **Social Media**
 - City Facebook
 - Foley PD Facebook
 - City Twitter
 - City of Foley, Minnesota
 - @FoleyMN
 - Username: City of Foley, Minnesota
 - Password: Foley968
 - Contact email: sjbrown@ci.foley.mn.us
 - City YouTube Channel:
<https://www.youtube.com/channel/UCV9ygCR6c1FK7LSuJDrIo5A>
- **Local Media**
 - Benton County News
 - WJON
 - St. Cloud Times
- **Public Event**
 - City Council Meeting
 - Business Expo
 - Townhall
 - Career Day
 - Coffee

- **Feature Article**
 - Highlight City Staff (Administrative, Public Works, Firefighters, new council members, PD)
 - Educational (wastewater)
- **News Release (City, Foley PD)**
- **Water Bill Message** – Can be used to send quick notifications (limited characters)
- **City Email lists**
 - City Boards/Commissions
 - City Council
 - City Staff
- **Official City Correspondence/Letters**

Measurement

- Tracking – Facebook and website metrics
- Anecdotal
- Survey

Community Partners

- Foley Area Chamber of Commerce
- Foley Public Schools
- Foley Civic Group
- Foley Quality of Life Task Force
- Foley Ambassadors
- Foley Community Education
- Benton County Public Health/Minnesota Dept of Health
- Other?

Timeline (see separate document)

2023 Foley City Council Meeting Schedule

All Council Meetings held @ 5:30 P.M. unless noted.

*Second meetings of the month held when needed as determined by Mayor/ Administrator.

January 3

January 17 – Council Training @ 5:30pm – Foley City Hall

February 7

*February 21

March 7

*March 21

April 4

*April 18

May 2

*May 16

June 6

*June 20 (Foley Fun Days)

July 11

August 1

August 15 - **Budget Workshop**

September 5 - **Preliminary Levy Adoption**

*September 19

October 3

*October 17

November 7

November 21

December 5 – TNT Hearing for Final Budget @ 6pm

*December 19

Section 110 – Compensation of Mayor and Councilmembers

Section 110:00. Compensation.

For each regular and special meeting of the City Council, which the Mayor attends, the Mayor shall receive a salary of \$150.00. For each regular and special meeting the City Councilmember attends, those Councilmembers in attendance shall each receive a salary of \$150.00.

The City Administrator Clerk shall keep and maintain a record of the attendance of the Mayor and Councilmembers at all regular and special meetings of the City Council which each Councilmembers attends.

Section 110:02. Additional Compensation.

For services in their attendance at meetings of governmental units, agencies, boards or commissions, including but not limited to the League of Minnesota Cities, the Mayor and Councilmembers shall be compensated in the amount of \$35.00 per meeting.

In addition, the Mayor, or in his absence, the acting Mayor, upon formal written invitation to attend civic functions, and upon such attendance, shall be compensated \$15.00 per occurrence, or mileage and meals, whichever is greater. In addition, the Mayor and Council shall be compensated at the rate of \$25.00 per occasion when required to attend Council committee meetings.

For non-regularly scheduled meetings or training conferences requiring travel outside the Foley City limits and/or requiring a time-commitment of a half-day or more, the Mayor and Councilmembers shall be compensated at a rate of \$75.00 per half-day or \$150.00 per day plus mileage.

This Ordinance shall take effect and be in force from and after January 1, 2021.

Section 110:00 of the 1974 Code of Ordinances was amended by Ordinance Number 207, adopted April 1, 1986.

Section 110:00 of the 1974 Code of Ordinances was amended by Ordinance Number 219, adopted September 6, 1988.

Section 110:00 of the 1974 Code of Ordinances was amended by Ordinance Number 246, adopted August 3, 1992.

Section 110:00 of the 1974 Code of Ordinances was amended by Ordinance Number 283, adopted May 5, 1998.

Section 110:02 of the 1974 Code of Ordinances was amended by Ordinance Number 370, adopted October 3, 2006 and published October 17, 2006.

Section 110:00 of the 1974 Code of Ordinances was amended by Ordinance Number 371, adopted October 3, 2006 and published October 17, 2006.

Section 110:00 and Section 110:02 of the 1974 Code of Ordinances were amended by Ordinance Number 450, adopted May 5th, 2020 and published May 12, 2020.

TO: FOLEY CITY COUNCIL
FROM: SARAH BRUNN, CITY ADMINISTRATOR
SUBJECT: 01-17-23 –COUNCIL MEETING/TRAINING
DATE: JANUARY 13, 2023

Council Training

Training will be done by myself and attorneys Ashley Bukowski and Adam Ripple. A copy of the slides is in your packet as well as some additional reference materials. Please bring your questions – this is a great opportunity to pick the brains of our attorneys! I will also be inviting the members of the EDA and Planning Commission to attend if they are interested.

New Pictures of All Councilmembers

Sara Judson-Brown would like updated pictures of all our councilmembers for our communication outlets. The weather did not cooperate for us last meeting but please plan to have pictures taken at this meeting.

Upcoming Reminders:

January 16, 2023 – City Hall Closed – Holiday

January 17, 2023 – Council Training – 5:30pm

January 25, 2023 – Legislative Action Day @ Capital