

MINUTES OF THE SPECIAL MEETING
OF THE ADRIAN CITY COUNCIL HELD
IN THE COUNCIL CHAMBERS OF CITY HALL
FRIDAY, JUNE 29, 2018

CALL TO ORDER: The Special Meeting was called to order by Mayor Faber at 6:30 A.M.

ROLL CALL: Roll call indicated the following present:

Councilmember's: John W. Faber, Ron Lonneman, Dean Von Holtum, Joe Hornstein, & Tracy Kunkel
Dept. Heads: Administrator/Clerk-Treasurer Bruce A. Heitkamp

PERSONNEL ISSUE; Gross Misconduct Allegations of Employee: Mayor Faber explained the Council previously convened in Closed Session (June 25, 2018 Regular Meeting) to investigate the off-duty conduct of a City police officer. Items of review during the investigation included:

- District Court Prosecution File No. 18CR00465 and Court File No. 53-CR-18-547
- City of Adrian/Adrian Public Utilities Personnel Policy
- Adrian Police Department Officer Code of Ethics Policy
- League of Minnesota Cities "Police Department Management & Liability Issues" memorandum
- Oral advice from City Attorney Bill Wetering, League of Minnesota Cities Attorney Jana Sullivan, and League of Minnesota Cities Advisor Joyce Hottinger

CURRENT EMPLOYMENT STATUS; Patrolman and Fireman: Heitkamp stated the exempt employee is currently on paid Administrative Leave. A Tennesen Warning and Garrity Warning were previously offered to the employee; in conjunction with the Police Officer Discipline Procedures Act (PODPA). It was noted that other procedures regarding police officer discipline are found within PODPA. However, the League's memorandum explained that all of the PODPA procedures weren't necessary when criminal charges are present; as is this event with this employee.

EMPLOYMENT STATUS; Administrative Leave, Termination, and Possible Resignation: Motion by Hornstein, second by Lonneman, motion carried to notify the employee that he'll remain on paid Administrative Leave until the end of the next pay period; which is Saturday, July 14, 2018. After that pay period, the employee's Patrolman and Fireman positions will be terminated with the Adrian Police Department and the Adrian Fire Department, respectively. As part of the motion and if the affected employee wishes, the Council will accept his resignation; received by a signed letter and received prior to Saturday, July 14, 2018. Heitkamp was directed to notify this employee of the Council's investigative findings by certified letter. This certified letter is to be sent to the employee's given alternate address. RCV 5-yes, 0-no

ADJOURNMENT: With no further business appearing, motion by Von Holtum, second by Kunkel, motion carried to adjourn the Regular Meeting at 7:42 A.M. RCV 5-yes, 0-no

/s/ Administrator/Clerk-Treasurer Bruce A. Heitkamp

/s/ Mayor John W. Faber