



BELLE PLAINE CITY COUNCIL
NOTICE OF MEETING AND AGENDA

CITY HALL
218 NORTH MERIDIAN STREET
BELLE PLAINE, MINNESOTA

CLOSED SESSION
Monday, February 2, 2026
6:30 PM

Or as soon thereafter as may reasonably be held.

Pursuant to Mn. Stat. Sec. 13D.05, subd. 2(b) for preliminary consideration of allegations against individual subject to council authority.



MEMORANDUM

DATE:	February 2, 2026
FROM:	Amy Jirik, Finance Director
AGENDA ITEM:	Closed Session
BACKGROUND:	Staff received a complaint per policy the City Attorney was advised of the complaint. The City Attorney reviewed the information and based on state statute a closed session is the appropriate process to address. Information will be provided at the closed session.
ACTION:	Discussion.

APPROVED

**BELLE PLAINE CITY COUNCIL
CLOSED SESSION
February 2, 2026**

1. CALL TO ORDER. 1.1. ROLL CALL.

The Belle Plaine City Council met in Closed Session on Monday, February 2, 2026 at 7:05 PM in the council chambers of City Hall, 218 North Meridian Street, Belle Plaine, MN. Mayor Ladd called the meeting to order with Councilmembers James Evans, Rex Stacey, Luke Otto and Brady Hartmann present.

Also present were City Attorney Vose and Finance Director/Acting HR Jirik.

2. APPROVAL OF AGENDA.

Motion by Councilmember Hartmann, second by Councilmember Stacey, to approve the agenda as presented. ALL VOTED AYE. MOTION CARRIED.

Mayor Ladd read the following statement:

Pursuant to Mn. Stat. Sec. 13D.05, subd. 2(b) for preliminary consideration of allegations against individual subject to council authority.

3.0. CLOSE MEETING.

Mayor Ladd closed the meeting at 7:06 PM.

4. DISCUSSION.

The Council held discussion and gave direction to staff.

4. ADJOURN CLOSED MEETING.

MOTION by Councilmember Stacey, second by Councilmember Evans, to adjourn the meeting at 7:53 PM. ALL VOTED AYE. MOTION CARRIED.

Respectfully Submitted,

Renee Eyrich
Recording Secretary

[REDACTED] met with City Attorney Vose regarding respectful workplace policy and actions of the Mayor. We discussed multiple staff have brought forward concerns to department heads about conduct that is perceived to be inappropriate for the workplace. Concerns range from the Mayor verbally attacking, bullying, intimidating, and threatening the City Administrator over the phone within earshot of multiple staff. The Mayor being heard yelling at the City Administrator through closed door meetings with the Administrator in her office at city hall. The Administrator addressing individual staff members about things they said in Council meetings that the Mayor was unsatisfied with. This has led to a perceived disrespectful workplace environment and confusion about staff management/direction and ability to perform work duties. In addition, the Mayor as a private citizen administers a private Facebook account on which at least one other council member actively posts. The Facebook account administrator has blocked some city staff members and family members from seeing comments he posts. Comments posted by others with hidden responses from the Mayor including naming specific city staff members in disrespectful posts and alluding to firing specific city employees. Staff concerns include negatively impacting public employees character/image. Another staff concern is that disrespectful comments narrated by public officials, albeit acting in a private capacity, are ratcheting up ill will toward city employees and threatening employee safety. One instance mentioned was a case of a large dog being released in a fenced in backyard during an inspection. Another instance mentioned was a resident verbally abusing staff at city hall wherein 11 city employees meeting up front in front of another resident were told they were "pieces of shit city employees". Department heads are reporting the City Administrator may be a victim of angry outbursts, bullying, and intimidation. Department heads are also concerned disrespectful rhetoric fanned by public officials puts public employees in a very unsafe environment feeling like they have targets on their backs. Department heads requested an independent investigation of potential issues of angry outbursts, bullying, and intimidation surrounding the Mayor/City Administrator work environment. Department heads also requested consideration by the Council of steps that could be taken to reduce disrespectful rhetoric pertaining to public employees. Steps could include releasing statements to tamp down tone of rhetoric and/or adopting council conduct with staff/staff conduct with council policies which include anti-bullying and fair treatment language, call out need for respectful communication, and clarify chain of command.