



CITY COUNCIL MEETING MINUTES

Richfield, Minnesota

Council Special Meeting

December 22, 2025

ITEM #1	CALL TO ORDER
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The meeting was called to order by Mayor Supple at 6:00 p.m. on December 22, 2025, in the Council Chambers.

Council Present: Mary Supple, Mayor; Walter Burk, Sean Hayford Oleary, Rori A. Coleman-Woods

Remote Access: Council Member Christensen participated remotely via interactive technology for an excused medical reason.

Absent: Sean Hayford Oleary

Staff Present: Sack Thongvanh, Assistant City Manager; Sam Ketchum, Attorney; and Michelle Friedrich, City Clerk.

Absent: Katie Rodriguez, City Manager

Guests: None

ITEM #2	PLEDGE OF ALLEGIANCE
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Mayor Supple led the Pledge of Allegiance.

ITEM #3	APPROVAL OF AGENDA
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MOTION: made by Council Member Coleman-Woods, seconded by Council Member Burk to approve the Agenda as presented.

Voting Aye: Mayor Supple, Council Member Burk, Council Member Christensen (remote), and Council Member Coleman-Woods.

Motion carried: 4-0

ITEM #4	APPROVAL OF MINUTES
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None.

ITEM #5	OPEN FORUM
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Mayor Supple reviewed the participation options for residents at the Council meeting including in-person comments, comments by voicemail or email, and an option to request to participate virtually with advance notice. Mayor Supple noted that more information on submitting comments can be reviewed at www.richfieldmn.gov/citycouncil.

Four residents addressed the Council during the Open Forum opportunity.

Ashley Heurung, Richfield, spoke in support of cooperation with Immigration and Customs Enforcement (ICE) and policies encouraging voluntary compliance with immigration laws, citing public safety, fiscal responsibility, and rule of law.

Stephanie Kilpatrick Salazar, Richfield, spoke regarding the impact of ICE presence on families, students, and school attendance, expressing concerns about community fear and safety regardless of immigration status.

Justin Campbell, Richfield, thanked City snowplow operators for their work maintaining streets and neighborhoods.

Ava McKnight, Richfield, urged the City not to allow ICE activity on public property and expressed concern regarding residents' rights and community safety.

ITEM #6	PROCLAMATIONS AND PRESENTATIONS
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None.

ITEM #7	CONSENT CALENDAR
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None.

ITEM #8	CONSIDERATION OF ITEMS, IF ANY, REMOVED FROM CONSENT CALENDAR
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None.

ITEM #9	PUBLIC HEARINGS
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None.

ITEM #10	PROPOSED ORDINANCES
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None.

ITEM #11	RESOLUTIONS
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- a. Resolution Approving Labor Agreement with International Union of Operating Engineers, Local 49 (2026–2027)

Council Member Coleman-Woods presented the item.

Council Member Coleman-Woods presented the proposed two-year labor agreement as effective January 1, 2026, through December 31, 2027, and includes cost-of-living adjustments, market adjustments, increased clothing and safety boot allowances, licensure/certification pay adjustments, and continuation of insurance benefits including Minnesota Paid Leave.

MOTION: made by Council Member Coleman-Woods, seconded by Council Member Burk approving the resolution for the Labor Agreement Between the City Of Richfield and International Union Of Operating Engineers, Local 49 (Labor And Trades) Bargaining Unit For Years 2026-2027.

**RESOLUTION 12391
 APPROVING LABOR AGREEMENT BETWEEN THE CITY OF RICHFIELD AND
 INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 49 (LABOR AND
 TRADES) BARGAINING UNIT FOR YEARS 2026-2027**

Voting Aye: Mayor Supple, Council Member Burk, Council Member Christensen (remote), and Council Member Coleman-Woods.

Motion carried: 4-0

- b. Resolution Modifying Healthcare Savings Plan for Police Patrol (Local 123)

Council Member Burk presented the item.

Council Member Burk noted modifications include immediate enrollment upon employment, transition from fixed-dollar to percentage-based contributions and depositing unused leave balances into the Healthcare Savings Plan rather than cash payout. The plan will be effective January 1, 2026.

MOTION: made by Council Member Burk, seconded by Coleman-Woods approving the resolution Modifying Post Employment Health Care Savings Plan (HCSP) For Law Enforcement Labor Services (LELS) Local #123 Police Patrol.

**RESOLUTION 12392
 MODIFYING POST EMPLOYEMENT HEALTH CARE SAVINGS PLAN (HCSP) FOR LAW
 ENFORCEMENT LABOR SERVICES (LELS) LOCAL #123 POLICE PATROL**

Voting Aye: Mayor Supple, Council Member Burk, Council Member Christensen (remote), and Council Member Coleman-Woods.

Motion carried: 4-0

ITEM #12	OTHER BUSINESS
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None.

ITEM #13	CITY MANAGER’S REPORT
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Acting City Manager Thongvanh reported that, following discussion, the City Council did not adopt any changes to the legislative platform related to violence prevention language. He clarified that Richfield police officers are not informing individuals that it is illegal to follow ICE vehicles and reaffirmed that the City of Richfield does not participate in the enforcement of federal immigration law. He further explained that if a Richfield police officer were to interfere with or obstruct federal immigration enforcement activities, the officer could be subject to federal obstruction charges, which would be reported to the POST Board for review and possible action regarding the officer’s license.

ITEM #14	COUNCIL DISCUSSION
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- a. Hats off to Hometown Hits.

Council Member Christensen shared holiday well-wishes with residents.


Council Member Coleman-Woods noted recent participation in local school visits focused on local government education.

Mayor Supple thanked the community for demonstrating solidarity and compassion during recent community stress.

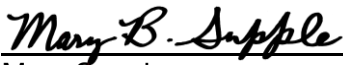
ITEM #15	ADJOURNMENT
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MOTION: made by Council Member Burk, seconded by Council Member Coleman-Woods to adjourn the meeting at 6:24 p.m.
 Voting Aye: Mayor Supple, Council Member Burk, Council Member Christensen (remote), and Council Member Coleman-Woods.
Motion carried: 4-0


Date Approved: January 13, 2026



 Michelle Friedrich
 City Clerk



 Mary Supple
 Mayor



 Katie Rodriguez
 City Manager