



Richfield City Council Agenda

June 16, 2026 -- 5:00 PM

**Richfield Municipal Center
Executive Conference Room
6700 Portland Avenue South**

- 1. Call to Order**
- 2. Closed Executive Session**
 - a. Convene to a closed-session meeting to conduct a performance evaluation of City Manager Katie Rodriguez, pursuant to Minnesota Statute 13D.05, subd.3(a).**
- 3. Adjournment**

Auxiliary aids for individuals with disabilities are available upon request. Requests must be made at least 96 hours in advance to the City Clerk at 612-861-9739.

Includes Materials - Materials relating to these agenda items can be found in the Council Chambers Agenda Packet book located by the entrance. The complete Council Agenda Packet is available electronically on the City of Richfield website.



City Council Meeting 6/16/2026
Agenda Section: Closed Executive Session
Agenda Item: 2.a.

Report Prepared By:

Mark McKinley, Administrative Assistant

Department Director:

Katie Rodriguez, City Manager

Item for Consideration:

Convene to a closed-session meeting to conduct a performance evaluation of City Manager Katie Rodriguez, pursuant to Minnesota Statute 13D.05, subd.3(a).

EXECUTIVE SUMMARY

The City Council first met in a closed-session meeting on June 9, 2026, for the City Manager's 2026 performance evaluation. This second closed-session meeting allows the City Council to review the evaluation with the City Manager and provide feedback discussed during the June 9 closed-session meeting. In accordance with MN Statute 13D.05, the City Council will summarize its conclusions regarding the evaluation at the next regular, open council meeting, scheduled for June 23, 2026.

RECOMMENDED ACTION

By Motion: Recess the meeting to hold a closed session meeting for the purpose of conducting a performance evaluation of City Manager Katie Rodriguez, pursuant to Minnesota Statutes section 13D.05, subd. 3(a).

HISTORICAL CONTEXT

The City Council evaluates the performance of the City Manager annually. The evaluation process provides an opportunity for the Council to review accomplishments, discuss organizational goals and priorities, and consider employment-related matters, including compensation. The initial evaluation took place during a closed-session meeting on June 9, 2026.

EQUITABLE OR STRATEGIC CONSIDERATIONS OR IMPACTS

Through the performance evaluation process, the City Council reviews the City Manager's effectiveness in implementing Council priorities, advancing strategic initiatives, stewarding public resources, and fostering an organizational culture that supports equitable service delivery and community outcomes.

POLICIES (RESOLUTIONS, ORDINANCES, REGULATIONS, STATUTES, ETC.)

Minnesota Statutes § 13D.05, subd. 3(a) permits a public body to close a meeting to evaluate the performance of an individual who is subject to its authority. At the next regular, open council meeting, the City Council must provide a summary of its conclusions regarding the evaluation.

CRITICAL TIMING ISSUES

Timely completion of the City Manager evaluation supports the City Council's annual

performance review process.

FINANCIAL IMPACT

The City Council may discuss compensation and related employment terms as part of the City Manager performance evaluation. Any resulting changes to salary, benefits, or other compensation would have a financial impact on the City's budget and would be acted upon by the City Council in accordance with applicable laws and procedures.

LEGAL CONSIDERATIONS

The closed-session meeting is authorized under Minnesota Statutes § 13D.05, subd. 3(a), which permits a public body to close a meeting to evaluate the performance of an individual subject to its authority. Any discussion must be limited to performance evaluation matters. At the next open meeting, the City Council must summarize its conclusions regarding the evaluation. Any compensation adjustments or amendments to employment terms must be considered and approved in an open meeting in accordance with applicable law.

ALTERNATIVE RECOMMENDATION(S)

The City Council may choose not to conduct the performance evaluation at this time and reschedule the evaluation for a future meeting.

ATTACHMENTS

None