



**CITY OF DUBUQUE, IOWA
CITY COUNCIL MEETING**
Historic Federal Building: 350 W. 6th
Street - Second-Floor Council
Chambers.
May 12, 2026 at 5:30 PM

CLOSED SESSION

1) Professional Evaluation(s) – Chapter 21.5(1)(i) Code of Iowa

ADJOURNMENT

The agenda with supporting documents may be accessed at www.cityofdubuque.org or at the City Clerk's Office, 50 W. 13th Street, during regular business hours.

This notice is given pursuant to Chapter 21, Code of Iowa, and applicable local regulations of the City of Dubuque, Iowa and/or governmental body holding the meeting.

Written comments regarding the above items may be submitted to the City Clerk's Office at ctyclerk@cityofdubuque.org or by mail to 50 W. 13th St., Dubuque, IA 52001, before said time of meeting.

Individuals requiring special assistance should contact the City Clerk's Office as soon as feasible at (563) 589-4100, ctyclerk@cityofdubuque.org. Deaf or hard-of-hearing individuals can use Relay Iowa by dialing 711 or (800) 735-2942.

TO: The Honorable Mayor and City Council Members
FROM: Michael C. Van Milligen, City Manager
SUBJECT: Closed Session for Evaluation Request
DATE: March 4, 2026

I understand that the Dubuque City Council intends to evaluate my professional competencies and conduct with respect to my performance related to specific goals that have been established for me, as City Manager, by the Council for this year and beyond.

I understand that such an evaluation will involve a direct and frank conversation between the members of the Council regarding my professional competency and performance and may include questions or statements that are both supportive and/or critical of my past and current performance and may require the sharing of information which may be harmful to my reputation if publicly disclosed. I believe that a full and frank discussion is in the best interest of the City and in my own best interest to ensure any performance issues or concerns are fully and freely addressed.

Therefore, I believe a closed session is necessary and proper to foster a full and frank discussion, and I believe a closed session is necessary to prevent needless and irreparable injury to my reputation. For these reasons, please consider this letter a formal request that the City Council conduct this evaluation and discussion of my performance and goals in a closed session on May 12, 2026, at 5:30 p.m., pursuant to Iowa Code section 21.5(1)(i).

21.5 Closed session

1. A governmental body may hold a closed session only by affirmative public vote of either two-thirds of the members of the body or all of the members present at the meeting. A governmental body may hold a closed session only to the extent a closed session is necessary for any of the following reasons:

.....

i. To evaluate the professional competency of an individual whose appointment, hiring, performance, or discharge is being considered when

necessary to prevent needless and irreparable injury to that individual's reputation and that individual requests a closed session.

.....

Your consideration of this request for my evaluation scheduled for May 12, 2026, is appreciated.

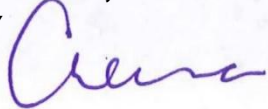

Michael C. Van Milligen

MCVM:sv

Attachment

cc: Crenna Brumwell, City Attorney
Adrienne Breitfelder, City Clerk

CRENNA M. BRUMWELL, ESQ.
CITY ATTORNEY



TO: MAYOR BRAD M. CAVANAGH AND MEMBERS OF THE CITY COUNCIL

DATE: FEBRUARY 23, 2026

RE: CLOSED SESSION FOR EVALUATION REQUEST

I understand that the Dubuque City Council intends to evaluate my professional competency and conduct with respect to my performance related to specific goals that have been established for me, as City Attorney, by the Council for this year and beyond.

I understand that such an evaluation will involve a direct and frank conversation between the members of the Council regarding my professional competency and performance and may include questions or statements that are both supportive and/or critical of my past and current performance and may require the sharing of information which may be harmful to my reputation if publicly disclosed. I believe that a full and frank discussion is in the best interest of the City and in my own best interest to ensure any performance issues or concerns are fully and freely addressed.

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cc: Adrienne N. Breitfelder, City Clerk

TO: Mayor Brad M. Cavanagh and Members of the City Council
FROM: Adrienne Breiffelder, City Clerk
DATE: March 4, 2026
SUBJECT: Closed Session for Evaluation Request

I understand that the Dubuque City Council intends to evaluate my professional competency and conduct with respect to my performance related to specific goals that have been established for me, as City Clerk, by the Council for this year and beyond.

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