



**CITY OF DUBUQUE, IOWA
CITY COUNCIL MEETING**
Historic Federal Building: 350 W. 6th
Street - Second-Floor Council
Chambers.
September 2, 2026 at 5:30 PM

**Council meetings are streamed live and archived at
www.cityofdubuque.org/media and broadcast on CityChannel Dubuque
Mediacom cable channel 8 and ImOn channel 5.**

ROLL CALL ORDER FOR MEETING

Roussell, Cavanagh, Sprank, Leyendecker, Resnick, Staver, Wethal

SPECIAL SESSION

1. City Manager Retirement Date

City Manager providing correspondence indicating that his last day of work with the City of Dubuque will be Friday May 28, 2027.

Suggested Disposition: Receive and File

2. City Manager Executive Recruitment RFP – Consultant Scoring Review

City staff will review the City Council's scoring for the City Manager Executive Recruitment RFP consultant. City staff and the City Council will then discuss and determine the next steps in the process.

Suggested Disposition: Receive and File; Council

ADJOURNMENT

The agenda with supporting documents may be accessed at www.cityofdubuque.org/agendas or at the City Clerk's Office at ctyclerk@cityofdubuque.org or by mail to 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.

City of Dubuque

SPECIAL SESSION # 1.

City Council

ITEM TITLE: City Manager Retirement Date

SUMMARY: City Manager providing correspondence indicating that his last day of work with the City of Dubuque will be Friday May 28, 2027.

**SUGGESTED
DISPOSITION:** Receive and File

ATTACHMENTS:

1. City Manager Correspondence

Adrienne Breittfelder

From: Mike Van Milligen
Sent: Wednesday, July 1, 2026 3:55 PM
To: City Council
Cc: Crenna Brumwell; Cori Burbach
Subject: Retirement
Attachments: 25_09_05 Retirement - June_ 2027.pdf

In my retirement letter to you I advised I would be retiring in June 2027. I have reviewed the calendar and want you to know my last day of work with the City of Dubuque will be Friday May 28, 2027.

I greatly appreciate you have already begun the process to select a new City Manager. I know it is the hope of all of us that a new City Manager will be selected before my departure date providing some overlap. If you do not have a new City Manager on board before May 28, 2027, I would be willing to extend my retirement date, if you so desired, but that is a decision you can make at a later date.

Mike

Michael C. Van Milligen
City Manager
City of Dubuque
50 West 13th Street
Dubuque, IA 52001
Telephone: 563-589-4110
Fax: [563-589-4149](tel:563-589-4149)
www.cityofdubuque.org

Dubuque: Masterpiece on the Mississippi

Before printing this e-mail, please determine if it is truly necessary

*** Please note, I do not expect a reply outside of business hours or on weekends.***

Stephanie Valentine

From: Mike Van Milligen
Sent: Friday, September 5, 2025 6:10 AM
To: City Council
Cc: Crenna Brumwell; Adrienne Breitfelder; Cori Burbach
Subject: Retirement - June, 2027

Dear Mayor Cavanagh and Esteemed Members of the Dubuque City Council:

Entering 2025 I was planning to retire within 5 years. Coming way too close to being killed by a hit and run drunk driver on March 27, 2025, has caused me to pick a time sooner rather than later.

In our life we have multiple defining moments. A few of mine were:

1. Being fortunate to have two loving parents who had grown up during the Great Depression and then both served in the Army in the Pacific Theater in World War II.
They taught me that, "Family is about Love and Respect."
In their lives they modeled the secrets to success:
Hard Work.
Good Attitude.
Be Humble and Kind.
Make Good Choices, the most important one being your life partner.
These were special lessons to learn from members of, "The Greatest Generation."
2. Coming out of college and getting my first full-time job as a Police Officer in Carbondale, Illinois.
The next 7 years instilled in me the importance and the gratification of public service and provided me the best supervisors, mentors, and lifelong friends anyone could ask for. They taught me that listening and problem solving are foundational to achieving results, and in the end, you must take action.
3. Meeting my wife, Nancy, in graduate school was a life changing event.
Nancy put into practice the concepts of Love and Respect building a healthy family. I also learned what Nancy meant by her saying, "If there is room in the heart, there is room in the home." I have been able to experience the joy of having over 30 children live in our home, including our own 5 children. And, now to experience the joy of having 18 grandchildren, with the newest arrival coming August 4, 2025.
4. Being hired in Skokie, Illinois, then being promoted to Assistant Village Manager,
Having the opportunity to learn from one of the best Village Managers in our profession on how to run local government like a business to achieve meaningful outcomes that affect people's quality of life.
5. Being hired as the City Manager in Dubuque beginning in January 1993.
This has been a great honor, as I have had the privilege of being a small part of an amazing team consisting of tremendously talented people, including city employees, elected officials, and members of organizations we have been proud to call partners. Our mantra has always been, "Planning, Partnerships, and People." My personal goal has been to empower others, as beautifully expressed by the Conductor of the Boston Philharmonic Orchestra, Benjamin Zander, when he said, "The conductor of an orchestra doesn't make a sound. He depends, for his power, on his ability to make other people powerful."

Of course, the most important people are the residents of this great city, and they are the reason this is the “Masterpiece on the Mississippi.”

6. But, not every defining moment is positive. March 27, 2025 I was struck in downtown Dubuque by a hit and run drunk driver. Having experienced this, “brush with death,” it helped crystallize my thoughts on retirement.

Satchel Paige said, “How old would you be if you did not know how old you were?” Age is not just a chronological number. After almost 50 years in public service I still look forward to coming to work and being part of this great team. For the last 20 years I have gotten up early every morning spending over 2 hours exercising. Over the last 6 years I have walked over 18 million steps, walking 4 – 6 miles a day, having been on an 82-day streak without a miss when I was struck by the drunk driver. I also love to read books and do research, challenging myself to be in a state of continuous improvement and discovery.

The automobile accident reminded me that life can change in the blink of an eye and that if I hope to have a third career after first Policing and then City Management, and to have the time and flexibility to enjoy time with my beautiful wife and wonderful family, I need to retire from the 24/7 demands of being the City Manager of Dubuque. My children and grandchildren are spread out across the country, and I look forward to being able to spend more time with them.

I plan to retire as City Manager of Dubuque in June, 2027, a little over 20 months from now. I thought it important that once Nancy and I had made this decision that I share it with you. I hope this advance notice provides you as the Mayor and City Council time to plan for the selection of the next City Manager and the transition that will need to take place.

In my time in Dubuque I have had the honor to work with and work for people of great character. Thank you for the kindness you have shown me and thank you for your exceptional leadership.

Mike

Mark Twain said, “The two most important days in your life are the day you are born and the day you find out why.”

City of Dubuque

SPECIAL SESSION # 2.

City Council

ITEM TITLE:	City Manager Executive Recruitment RFP – Consultant Scoring Review
SUMMARY:	City staff will review the City Council’s scoring for the City Manager Executive Recruitment RFP consultant. City staff and the City Council will then discuss and determine the next steps in the process.
SUGGESTED DISPOSITION:	Receive and File; Council
ATTACHMENTS:	None