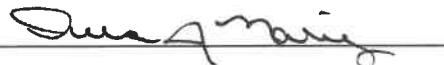


1. Meeting called to Order by Mayor John Kaczmarczyk on Wednesday, January 14, 2026, at 7:01 p.m. at the Elkhart Community Center.
2. Pledge of Allegiance - Mayor John Kaczmarczyk led the Pledge of Allegiance.
3. Roll Call - Council Members
Present: Travis Warnke, Jill Edler, Angie Schaffer, and Brad Fordyce
4. Approval of Agenda - Council Member Fordyce moved, Edler seconded, to approve the January 14, 2026, agenda without amendment.
Ayes: Travis Warnke, Jill Edler, Angie Schaffer, and Brad Fordyce.
5. Closed Session - Pursuant to Iowa Code Ch. 21.5(c); To evaluate the professional competency of an individual whose appointment, hiring, performance or discharge is being considered, and when necessary to prevent needless and irreparable injury to that individual's reputation and that individual requests a closed session. Council Member Fordyce made a motion to open closed session at 7:02 p.m. Second by Elder. Ayes: Travis Warnke, Jill Edler, Angie Schaffer, and Brad Fordyce. Council Member Schaffer made a motion to close closed session at 7:52 p.m. Second Edler. Ayes: Travis Warnke, Jill Edler, Angie Schaffer, and Brad Fordyce.
6. Following Adjournment of the Closed Session, Council may take action on any matter discussed during the Closed Session.
Council returned from recess at 7:54 p.m. They discussed measures currently in place when employees leave employment. Council requested a written policy for approval addressing employee terminations. The City Attorney will work on this and it will be added to the Agenda for Council approval. Council requested updates on developments in the case involving the City Administrator. Council agreed that no further action was necessary at this time.
7. Council Member Edler motioned to adjourn at 8:04 p.m., Warnke seconded.
Ayes: Travis Warnke, Jill Edler, Angie Schaffer, and Brad Fordyce.



John Kaczmarczyk, Mayor

Attest:



Debra J. Nabity, City Clerk