

**Minutes
City Of Griswold
Work Session, Griswold City Council Chambers
November 30, 2016
6:00 p.m.**

Mayor Jeb Peck opened the work session and thanked the public for attending. Askeland, Cook, Moore, Sorensen, and Wyman along with City Attorney, David Wiederstein, were all in attendance. Wyman requested that three members of the public act as nonbiased mediators during the work session. Two of the three were also in attendance, Sandy Tye and Jerry Putnam. Beth Kimpson volunteered as the third mediator. Four of the nine former Rescue members also attended; Julie Kline, Julie Brandt, Michelle Ficek, and Linda Taulborg.

RESCUE DEPARTMENT

Wiederstein opened by stating that there had been a complaint filed against the City to the Iowa Public Information Board (IPIB) made by former Rescue Captain, Julie Kline. The objective of the work session was to make a plan to resolve the issues between the Rescue Department and the City, not to discuss the supposed violation or any of the issues.

Wyman began by thanking Kline for her services on the Rescue squad. Before going any further he asked Kline if she was okay to discuss all communication between the Rescue squad and the City in an open session. Kline agreed.

Wyman went on to further discuss the two options of resolving the issues between the City and Rescue. There would either be informal or formal mediation. Informal mediation would be discussing the issues at a work session or a special council meeting. The alternative, formal mediation would be done through a mediator from the area.

Wiederstein suggested using Dan Bechtol from Southwest Iowa Mediation Services, as he had already submitted a proposal.

Wyman read a statement from the proposal explaining the nature of formal mediation,

“The mediation process is a *voluntary, private, and confidential* process. This process begins with the Mediator meeting with designated representatives, who have decision making authority, from all sides of the dispute in separate private and confidential meetings. At this meeting, the appointed Representatives shall discuss with the Mediator the relevant issues, as they see them, from their positions. All issues and relevant positions should be included in this initial memo or opening statement.

Upon completion of the initial meeting and any follow up meetings or phone calls, the Mediator will set a date and time that is agreeable to the mediation participants to schedule to a joint mediation session. Who participates in this session will have been decided during the initial meetings and through the follow up scheduling phone calls; these participants should have the decision making authority to resolve all mediated issues.

At the joint mediation session, the appointed Representative/s will have a prepared opening statement for mediation that will be shared with the other mediation participants. Both sides will have an opportunity to share their respective positions through this opening statement. These statements should focus on the main issues, rather than other convoluted issues or minor grievances. The goal of mediation is to clarify and identify the main issues, discuss and listen to each other in order to better and more clearly understand the different positions, and then to jointly focus on creative problem solving of the primary sources of the dispute through joint and caucus communications.”

Council allowed the four former Rescue members in addition to the three public mediators to discuss the options in private before giving a decision. Upon returning to the open session, Kimpson told council on behalf of the former Rescue members, that they decided to use formal mediation as they did not think it would be beneficial for the public to be involved in the mediation process.

Council and the former and current Rescue Members will schedule a time to meet with an agreed upon mediator in the next few weeks.

ADJOURNMENT

Motion by Wyman to adjourn. Seconded by Askeland. Approved 5-0. 6:34 PM