

**CITY OF STORM LAKE
SPECIAL COUNCIL SESSION MEETING
CITY HALL - COUNCIL CHAMBERS
DECEMBER 1, 2025
4:00 PM**



City of Storm Lake
PO Box 1086
Storm Lake, IA 50588
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AGENDA

Access to the official meeting can also be done through the following ways:

BY TELEPHONE

Dial: 1-312-626-6799 or toll-free 1-888 475-4499

Zoom Meeting ID: 933 2006 3301

BY COMPUTER:

<https://zoom.us/j/93320063301>

Open the Meeting

- **Call to Order**

A. Consideration of Changes in Agenda and Setting the Agenda

B. New Business

1. Closed Session Reference Iowa Code Chapter 21.5 (i) - To Evaluate The City Manager During Her Annual Evaluation
2. Motion To Adjust City Manager Compensation As Appropriate

C. Adjourn

Meeting Protocol

If you wish to speak today, please:

1. To speak on an agenda item, please approach the podium when that agenda item is called, and upon recognition by the Mayor, identify yourself by stating your name and address.
2. If your issue is not a topic on the agenda, please approach the podium under the "Hear the Public" agenda item, and upon recognition by the Mayor, identify yourself by stating your name and address.
3. Please keep your remarks to three (3) minutes or less.
4. If you require accommodation for this meeting, including but not limited to translation services, hearing assistance, or accessibility, please contact the City Clerk at least four (4) hours prior to the start of the meeting.

*If you have concerns about any of the items on the consent agenda, they may be separated from the consent agenda and voted on individually.

**Ordinances may be read at three consecutive meetings or readings may be waived and ordinances may be passed at only one or two meetings.

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Staff Summary

12/1/2025

Agenda Item # B.1.



REPORT TO: Honorable Mayor & Council

FROM: Mayra Martinez, City Clerk

SUBJECT: **Closed Session Reference Iowa Code Chapter 21.5 (i) - To Evaluate The City Manager During Her Annual Evaluation**

BACKGROUND: Iowa Code allows for a few specific reasons in which the City Council can go into a closed session. One of these reasons is for the evaluation of a individual whose performance is being reviewed (Chapter 21.5 (i) of the Iowa Code). However, the Council can only utilize this section of the Iowa Code when the session has been requested by the person to whom they are evaluating.

City Manager Keri Navratil has requested that her annual evaluation be conducted in Closed Session per Iowa Code Chapter 21.5(i), please see the attached written request.

Council may conduct the evaluation in closed session but may not make any decisions in Closed Session. Any change to the compensation of the City Manager must come in open session.

FISCAL IMPACT: There is no fiscal impact on this agenda item.

RECOMMENDATION: Council to vote to go into Closed Session Reference Iowa Code Chapter 21.5 (i)

ATTACHMENTS:

1. Close Session Request

Date: November 19, 2025

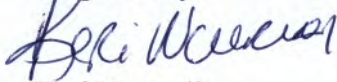
To: Mayor Michael Porsch & City Council Members
Cc: Mayra Martinez, City Clerk
From: Keri Navratil, City Manager

Re: Annual Evaluation

Please accept this as my formal request to have the Council enter into Closed Session reference Iowa Code Section 21.5I for the purpose of reviewing my performance and conducting my annual evaluation.

Thank you for your consideration.

Respectfully,



Keri Navratil
City Manager

Staff Summary

12/1/2025

Agenda Item # B.2.



REPORT TO: Honorable Mayor & Council

FROM: Mayra Martinez, City Clerk

SUBJECT: **Motion To Adjust City Manager Compensation As Appropriate**

BACKGROUND: Traditionally, following the evaluation of the City Manager the Mayor and City Council consider any compensation changes that they desire to make for the upcoming year. Decisions regarding the wages and other compensation for the City Manager must be made in open session. This agenda item will provide for the Council to make any changes to the contract and compensation package that they desire at this time. Keri Navratil was hired by the City as Assistant City Manager then promoted as City Manager on May 20, 2017.

FISCAL IMPACT: The fiscal impact of this item will depend on the changes made by the City Council.

RECOMMENDATION: Depending on the Council's desires make a motion to amend the City Manager's compensation

ATTACHMENTS:

None