



City of Northfield

City Hall
801 Washington Street
Northfield, MN 55057
northfieldmn.gov

Meeting Minutes - Draft Council Employment Committee

Monday, September 15, 2025

1:00 PM

Washington Conference Room

1:00 PM - REGULAR AGENDA

C. Holmes called the meeting to order at 12:59 PM

Also Present: Jessica Nikunen, Gallagher Benefit Consultants; Communications & HR Director Michelle Mahowald; HR Specialist Kathy Fredrickson

APPROVAL OF AGENDA

Communications & HR Director Mahowald stated Item #4, Northfield's transition to Minnesota Paid Leave effective January 1, 2026 will be moved to a later meeting, as we are still awaiting some guidance from the State before we bring this item to the Committee.

C. Holmes suggested Item #3, Benefits Renewal presentation be moved to the first item discussed since Jessica Nikunen is here to present.

A motion was made by C. Ness and seconded by C. Dahlen to approve the agenda as amended.

Yes: 3 - Council Member Dahlen, Council Member Holmes and Council Member Ness

APPROVAL OF MINUTES

1. [25-513](#) Consider Approval of July 23, 2025 Council Employment Policy Committee Meeting Minutes.

A motion was made by C. Dahlen and seconded by C. Ness to approve the minutes of July 23, 2025

Yes: 3 - Council Member Dahlen, Council Member Holmes and Council Member Ness

REGULAR AGENDA

3. [25-515](#) 2026 Benefits Renewal presentation with Gallagher Benefits Services

Jessica Nikunen presented the 2026 renewal to the committee and gave an overview of the plans the city is looking to go with in 2026. Staff will circle back with the employment committee once the employee benefits committee meets with members of their respective groups and receives input about plan preferences.

This Information/Discussion Item was presented and discussed.

2. [25-514](#) 2025 Employee Excellence Award Recipient

The committee reviewed the nominations and selected the winner of the 2025 Employee Excellence Award. They also selected a recipient for a special Excellence in Customer Service recipient. Both winners will be announced at the 2025 Employee Recognition Award Luncheon on Wednesday, September 24, 2025.

4. [25-516](#) Gallagher presentation: Northfield's transition to Minnesota Paid Leave effective January 1, 2026.

Staff will bring the Paid Family Medical Leave item back to the committee in October or November when we have more information.

ADJOURNMENT

The meeting adjourned at 1:31 PM