

## **City Clerk Training -Julie Lammers Attended**

### **2023 MCFOA Conference, March 21-24, 2023**

#### **Athenian Dialogue – “The Gifts of Imperfection” by Brene Brown**

The Gifts of imperfection teaches us not to change ourselves to adapt to expectations instead, we should embrace and engage with our imperfections. The core insights center on empathy, understanding, and adopting “wholehearted living,” so that we start living for ourselves, and not for other people. Often as City Clerks we can get caught up in trying to please all our Council Members, citizens and committee members; we forget that we are enough.

#### **Reinventing Leadership**

Building strong cities require teamwork and communication; clear vision and aligned mission. We need to focus on giving leaders tools to empower their teams, constituents, and all stakeholders. Clerks main job is to keep things stable.

- 68% of people live in a 6-year-old mindset.
- 35% of people live in self-altering mind.
- The most important part of a person is where they get their importance.

Conflict arises because people are living different stories

- If I do not understand the context – I cannot deal with the conflict.
- The shortest distance between truth and a human is the story.
- Some people get a high from DRAMA. – You lose your power when you give into them.

If we are going to help people with their stories, we must know what story we are in.

#### **Emergency Management**

- Basic understanding of incident command and how unified command can operate.
- The importance of a continuity of operation plan and emergency operation plan.
- How to identify the right people for each role.
- Guidance on prioritizing objectives of our emergency operations center.
- Understanding of how recovery planning is essential to the resiliency of our jurisdiction.

#### **Working Productively with difficult, angry, or upset people**

We encounter people who are difficult, angry or get upset. Learned strategies and techniques to de-escalate emotional conversations, helping others to feel “Heard” and improve communication with people who get upset.

#### **Zoning, Housing and Accessories**

Reviewed the basics of land use regulation and decision making, with a focus on planning and zoning of residential uses and accessories. Considering critiques of zoning as a barrier to affordability, inclusivity and sustainability.

- Cannot stop group homes.

- Manufactured homes cannot be excluded.
- Tiny houses must have a minimum square footage of 800 square feet.
- Review accessory use.

### Edible Cannabinoid Legalization

2022 legislative session allows certain edible and beverage products infused with tetrahydrocannabinol (THC) to be sold in Minnesota. This session focused on how the new law impacts cities including the regulatory, employment, and enforcement considerations your city may have.

Major topics covered:

- What the law does
- How cities may regulate cannabinoid products
- Analyze what is next for cities related to cannabinoid products.

THC is regulated by Pharmacy. It can be sold anywhere but liquor stores. Must be sold in original packages.

Cities can regulate to specific businesses.

Zoning can regulate how many feet it is sold from schools, daycares, and senior living facilities.

### Council Relations: Collaboration with each other, with staff, and with public

Communication and lack of collaboration has caused an erosion of trust in government. Cities and staff can put systems in place, as well as learn communication best practices to create more collaborate environments for the city.

Remember: I work for the winner. Every 2 years our employer's change, be careful to work within the laws and regulations. Staff works for the city, under the direction of the council.

There are 4 different communication and learning styles: Connector, Thinker, Mover and Planner. Meet the needs of all the different communication styles.

When having difficult conversations such as: who, what, and why. Do not make it personnel.

The Council focuses on policy not day to day.

During the public comment section of the council meeting there should be no comments from the council.

### Navigating the Jungle of Financial Reporting

Discussed month to month financial reporting and ways to organize workflow throughout the year to make financial reporting tasks go as smoothly as possible.

### Activate your Inner Superhero- no cap required.

I am strong, smart, capable, adaptable and have the power to lead to mentor and to conquer fears and overcome challenges. There are many opportunities to grow personally and professionally as a City Clerk-Treasurer. It is important to celebrate small victories. Remember to send positive texts daily.

### **Safety Control Meeting**

Required training for City employees regarding AWAIR/Employee Right To Know/Bloodborne Pathogen.

The following employees attending the training Ronola Richards, Kyle Theisen, Tammy Shields, Jezmae Brukett and myself. Felicia Singer, Paul Haarstick and Bella Hiltner take this through their other employment.

### **LMC – Loss Control**

#### **You Can't Say That! Navigating Free Speech in a Polarized World**

1<sup>st</sup> Amendment protects the freedom of speech. Reviewed sign ordinances.

#### **DOT Drug and Alcohol Testing**

Overview of the Department of Transportation Drug and Alcohol testing program.

#### **Contract Basics**

Essential elements of a well-written contract and how to protect your city's interest.

#### **Verbal Judo De-Escalation**

Learned necessary skills to redirect behavior and interact in a positive and professional manner.