

**CITY OF LANDER
WORK SESSION MEETING
COUNCIL CHAMBERS – CITY
HALL 240 LINCOLN STREET
LANDER, WY 82520
August 25, 2020**

**THE CITY OF LANDER IS AN EQUAL OPPORTUNITY
EMPLOYER**

Governing Body Present: Monte Richardson, Council President Cade Maestas, Council Members Chris Hulme, John Larsen, Missy White, Mike Kusiek, and Dan Hahn

Governing Body Absent:

City Staff Present: City Clerk Tami Hitsheiw, City Treasurer Charri Lara, Assistant Mayor RaJean Strube Fossen, City Attorney Adam Phillips, Public Works Director/Engineer Lance Hopkin, Chief Thomas Shroyer,

Mayor Richardson called the meeting to order at 6:00 p.m.

1. Staff & Council Updates

Rajeane Strube Fossen. Talked about applying for a grant for Senior center and also applied for an audit for outdoor lighting. Will keep council up to date as those progress. She also received back proposals for general services from 11 engineers, 1 concrete contractor and 3 utility contractors.

Will be on the September 8 council meeting for approval

Lance Hopkin. Has been talking with Steve Bauman from the county about properties that potential will be annexed into city limits. There have been issues in the past about right of way easements. Will be working on fixing those issues. Bids for the vehicles have been submitted. Came in lower than expected.

Charri Lara. SLIB board is changing the way the cares act money is being distributed. Changing the formula on the way they allocate monies. City of Lander could receive \$980,000 but I can't see us using that much unless they change the scope on things. Need to get creative and start watching for what other cities put in for

Mike Kusiek. Thank you to the community. Has seen a really fast response on how things get done with city crews.

Missy White. State Aeronautics did receive cares act money, minimum revenue guaranteed.

Flying is coming back. It was 50% load factor for the last month. Was on a phone conference with community builders. They are looking into partnering with private partners and going after USDA grants for "place making". They would need a Letter of Intent to commit by September 10th. Would be a \$6,000 match.

Chris Hulme. Talked about attending the school board meeting. Getting ready for opening day of school. Said it is a hard task for them for making the decisions they did. He us pleased with results of election. ½ cent passing is a good thing. Asked about snow removal. Lance said it's a big topic to talk and should be moved to another work session to discuss.

Cade Maestas. Wyoming Outdoor weekend committee who partners with LEDA are interested in purchasing vendor booth displays the lending them to the City or they manage them for rentals. it

John Larson. Was happy the ½ sales tax passed. Great win there. Real possibilities to utilize the additional tax. Projects out there that need to be done.

Monte Richardson. Sat in on the Revenue Committee Meeting. No new taxes being set aside to help us. State has to make a 1.5 million cut. Making good strides the way we are going.

Hopefully to keep everyone working until July. Another meeting in November. Budget cuts are affecting all cities and town.

Chief Shroyer. They all patrolled the school zones on the first day of school. Did not observe any major issues. There is still one person still in background checks for the open position.

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To provide a safe, stable and responsive environment that promotes and supports a traditional yet progressive community resulting in a high quality of life.

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Hopefully will be filling this position soon. Still have another position opened. There is concerns for getting applications. August 13 he and other chiefs and sheriffs attended a meeting in Cheyenne. Good dialogue came from that meeting. They were asking about rural police departments. Requirements that we have to go through to obtain federal grants. Significantly more requirements that we have to go through to obtain federal grants. Reducing requirements for rural areas would be more beneficial for us so we could get more officers through grants. The Federal government will be housing more federal personnel in Lander which in turn could help us.

i. Mental Health Contract

Chief Shroyer explained that he reached out to Southwest Counseling Services to see about obtaining a contract with them for the City of Lander Employees. He explained that first responders experience a lot more stress and Suicide rates are higher for them. He mentioned a few statistics related to mental health issues. The contract would provide services for up to 3 times a year per employees. Total it would be around \$3,000 a year. The cost per session is \$60 without a contract and \$2.40 with the session. Will have to put the contract on the next council meeting to get approve.

ii. Job Descriptions

Chief Shroyer will bring them to council once they get the restructuring done in their department.

2. Update employee policies and updates

a. Sick Leave Buyouts

Mayor Richardson started out by saying he believe the long-term employees should not loose the time they have earned. Might look at moving forward with new employees being hired. Council President Maestas said there are a lot of different options that we can look at. Maybe looking at buyout of time. The bigger concern is that we have created a never-ending loop because they the employees done use their sick leave. They would rather bank it for the buyout. This goes with the mental health issue. We encourage them to use the hours to take care of themselves physically and mentally. Council Member Kusiek said we need to be creative. There has been discussion on PTO. Would like to look at different formulas and we need to get creative. We have some work to do. Agrees with not changing any of the accrual that they have already earned. Council Member White. We need to look at this along with the pay scale. Not fair to employees who are close to retirement. What is an appropriate benefit packet? We need to understand the PTO more before considering change to that. City Treasurer Lara asked if they would like her to come up with some options. They said that would be helpful.

Alan McOmie. I have worked for the City of 41 years. We use this as a tool to hire employees. Suggest as an employee if you change to PTO, start looking at better wages. Appreciate not to mess with the long-term employees. He was questions taking out the section pertaining to Workers Compensation. He mentioned that years ago they let them use sick time to make up the difference of their pay. I agree it was double dipping the system. Reason we did it was we felt it wasn't fair for the employee to get injured to have to be short on their paychecks. Benefit to the police department for that. Why can't the city take the sick time to make up the difference. It would motivate them to come back because he is using his sick time instead of banking it. You want us to work Harder and smarter with less people, I don't think we need to cut benefits at this point.

b. Accrual of Annual Leave - remove (H)

Mayor Richardson feels it needs to be left out. Needs to start over and work up the ladder like everyone. Council President Maestas mentioned maybe we could start giving credit for military service. Mirroring with that with the annual leave or step process for military. There has been some confusion on the managerial guidelines and Personal Policy. The Mayor can make changes to the managerial handbook with council approval.

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3. Recreation Program Proposal from Central Wyoming College

Mayor Richardson explained the reason we reached out to CWC for this proposal.

Katherine Primrose from Central Wyoming College explained what the proposal will be. Having a partnership with the City and using their resources along with the cities to keep the recreation programs going.

Public Works Director Hopkin said we are looking at new and creative ways to come up with recreation with the budget we have. Also looking at other funding. He feels we need to see how the monies will be in December. Look at best case to worst case scenario. He feels we need to continue to explore the other options. Recreation programs are not going away. We are just taking one step at a time. Council President mention that in the brochure that was put out, 60% of the recreation programs offered were put on by other organization. They have the infrastructure to continue with these programs. There are a lot of people eager to make this happen. Other programs are coming out of what needs to be rebuilt. Lots of discussion and options. Makes us rethink how we do it. Council member Kusiek asked Katherine if she could produce any data and fees associated with the programs. She said she could produce them for the council to see. Mike also asked if students could get involved in this in the future. Katherine said they do have an internship that students could use that class and work within this program to get the credits. Council Member White mentioned it would be helpful to have a townhall meeting with all the sports activities and discuss how we can get a rec program going.

Carol Chidsey. Mentioned she was a member on the Lander District recreation board. Our funding for the recreation programs has been significant in the past. She said Sara was a great person to work with on the recreation programs. Council Member Hulme mentioned the softball groups said they need to get creative and take it upon themselves to go find more grants.

Travis Sweeny FCSD #1. Explained that the funding for the recreation comes from the mil levies and are reserved for recreation from the state. Public Works Director Hopkin mentioned we work with the school districts a lot of the recreation program. We are on pause right now and will continue hopefully soon. Council President Maestas asked about the fees from the proposal. He things it's a great price to start with. Council Member White. Wants to continue making recreation accessible for everyone. Seems like we are subsidizing families that really don't need the assistance. Sinks Canyon camp costs a lot more than \$90 a week. We need to focus on families that really need it. Council President said there are organizations out there, like Kiwanis, that would be willing to help the families that need it with some scholarships if the fees were adjusted to a higher rate. He feels there is a lot of misinformation out there regarding the recreation programs. CWC has been doing this in Riverton and it is very successfully. This is a good opportunity and we should hit the ground running with it.

Joanne Slingerland from Central Wyoming College said the model in Riverton is getting a lot of interest and other cities are looking into this. Mayor Richardson mentioned all communities are going through this. We are not alone. There is no playbook. We are making history.

Mike Kusiek said this has been one heck of a year for having to make decisions. City staff you are very appreciated with everything you do Will keep fighting to keep a place for you.

Adjourned at 7:26 p.m.

The City of Lander
A Municipal Corporation

By: _____
Monte Richardson, Mayor

ATTEST:

Tami Hitsheiw, City Clerk

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