

COUNCIL WORK SESSION
Tuesday, March 12, 2019 at 4:30 p.m.
Council Meeting Room

AGENDA

1. Council Meeting Follow-up
2. Mayor's Council for People with Disabilities
3. Health Plan Options (Tracey Belser)
4. Wages (Carter Napier)
5. Council Goals
6. Agenda Setting
7. Legislative Review
8. Council Around the Table

Mayor Powell called the meeting to order at 4:36 p.m. with the following Councilmembers present: Johnson, Freel, Pacheco, Hopkins, Walsh, Lutz, Bates and Powell. Councilmember Huber was absent.

City Manager Napier discussed a proposal from CAEDA (Casper Area Economic Development Association) regarding partial funding for a position to develop opportunity zones. He stated that the \$10K funds would need to be included in the budget amendment. Council directed staff to look into ways to help fund this and present their ideas at the next pre-meeting. If Council approves, this will be part of the budget amendment that will be discussed at the March 26th work session.

Next, City Manager Napier discussed Council implementing a Mayor's Council for People with Disabilities. He explained that stakeholders within the community expressed interest in such an advocacy council that would be organized around the discussion of citizens with disabilities and be a voice to City Council to represent the interests of these citizens. Council gave their thumbs up to move forward with forming the Council for People with Disabilities which will consist of a resolution and doing groundwork with stakeholders in the community.

Next, City Manager Napier began the discussion on health plan options for City employees. He gave a brief summary of concerns related to the stability of the health fund. He then discussed the recommendation from the Health Plan Design Committee for the City to remain self-funded, but to have the fund structured like an enterprise fund that would enable it to become more sustainable over time. This could be done by drafting a resolution for Council's formal consideration that would set standards for fee increases, implement a standard employee/employer split in cost, and establish a reserve rate. He explained that other design elements will continue to be discussed such as removing

under age 65 retirees from the pool and adding health savings accounts. Council gave their thumbs up to move forward with the recommended changes in a resolution to be formally considered by Council.

Next, Council discussed employee compensation options. City Manager Napier reviewed sales tax data and the tax requirements for different types of compensation changes. He discussed his recommendation to reinstate step increases and discussed an option for a lump sum 5% bonus for employees that are no longer eligible for step increases. Council discussed the impact that the pay freeze has had on employees and directed staff to reinstate the step increases immediately beginning with April 4th's paycheck. Employees will get their next additional step increase on their anniversary date. They decided to wait until budget discussions to evaluate lump sum payments and merit pay.

Next Council discussed the objectives that were developed for their goals. Council directed staff to add a separate chart with metrics for each of the objectives. Council will review the goals and objectives at the March 26th work session.

Next, Council discussed future work session agenda items. Council then went around the table to discuss their respective board and committee meetings and share ideas and concerns related to public matters of interest.

The meeting was adjourned at 6:50 p.m.

CITY OF CASPER, WYOMING

ATTEST:

A Municipal Corporation

Fleur D. Tremel

City Clerk

Charles Powell

Mayor