

**COUNCIL WORK SESSION**  
Tuesday, July 23, 2019 at 4:30 p.m.  
City Hall - Council Meeting Room

AGENDA

1. Council Meeting Follow-up
2. Interactive Long-Range Transportation Plan
3. State Health Plan Option
4. Finance Policies Resolution
5. Wage & Compensation Study
6. Agenda Setting
7. Legislative Review
8. Council Around the Table

The work session was called to order at 4:30 p.m. with the following Councilmembers present: Freel, Huber, Pacheco, Hopkins, Lutz, Bates, and Mayor Powell. Councilmember Johnson was absent.

Mayor Powell discussed a barbeque for Councilmembers at his house. He also discussed rumors regarding the birds taken into custody by Metro Animal. He stated that they are being cared for by credentialed people and long term placement will be determined thoughtfully.

Next, Council heard a presentation regarding the Connecting Crossroads Long Range Transportation Plan (LRTP). Aaron Kloke, Metropolitan Planning Organization Supervisor, began by discussing the background of the project. He explained that the Connecting Crossroads LRTP is federally mandated and the foundation of the MPO is that it drives where federal funding goes and infrastructure follows. He then introduced consultant Paul Moore to review the prioritized projects.

Mr. Moore stated that over the last few months, MPO staff have held community events to gather feedback about MPO related issues and met with community members through workshops to explain and work through problems. He then reviewed the 2014 LRTP goals and resulting projects, and stated that the City scaled back some of the outlying projects to in order to save money. He discussed the pros and cons of a two different growth scenarios that the City may have to choose between, a growth pattern versus a sprawl pattern. He then reviewed some of the community survey feedback and the project prioritization resulting from that feedback. The high priority projects involve walking, biking, and safety projects; the middle tier projects involve roadway projects; and the lower tier involve outlying road projects. He then discussed the next steps to developing the plan which includes reviewing priorities, setting policy direction, finalizing budgeting, and developing an action plan.

Councilmember Huber asked about the Wyoming Blvd to Hat Six Road project in order to reduce congestion on 2<sup>nd</sup> street, and Mr. Moore stated that they will look into why that project did not score well in the evaluations. Mayor Powell asked about the benefits of a compact growth scenario, and Mr. Moore replied that this can help with cost to the City for things like sewage, but would require zoning changes for where development is allowed. Mr. Moore then discussed who received the community surveys and stated that it was also available online to everyone. He added that the plan will not be finalized for a couple of months and there is still time for community input to be put through the evaluation process. He then discussed the partnership that would be required with WYDOT for several of the projects, and stated that the action plan would include strategies for negotiation.

Next, City Manager Napier discussed changing the City's health insurance from self-funded to the State health plan option. He explained that the State of Wyoming's plan may be more expensive to the employer in future years, in part because more employees would be covered including part-time, season employees, and retirees. He then described the contribution differences for employees and stated that the State plan has more favorable employee premiums, deductibles, and out-of-pocket costs are more favorable for employees. He then described some of the downsides to moving to the State plan including losing the ability to design own plan, Councilmembers would not be eligible, certain pharmaceuticals may not be covered, no copay for office visits, and differences in ER visit costs. He stated that staff's recommendation and the recommendation from the Health Plan Design Committee is to move to the State plan, which will shift funding risks to the State. He also explained that the option to move to the State plan may only be available for a short time, because it is based on an opinion from the Attorney General, which could change. The City will be committing to five years if Council chooses to move to the State plan. Councilmember Bates asked if any City employee would lose their job if we shifted to the State plan, and City Manager Napier replied that there would be a reduced burden on the HR department of daily oversight, so there would be a reduced need for staff time. Council gave their thumbs up to move forward with changing the City's health plan to the State of Wyoming Health Plan option.

Next, Tom Pitlick, Finance Director, discussed the reserves policies outlined in a Finance Policies resolution. The resolution also included a memorialization of the role of the finance committee; memorialization of a 120 day operational balance for general fund reserves; a recommended 90-day operational balance for water fund reserves and other utility enterprise funds and a capital balance of 1-year depreciation; recommended 10% buffer above policy mandated threshold for enterprise funds; and 90-day operational reserves for the golf fund, with surplus revenues above reserve policy going back to general fund. He stated that the wastewater treatment plant and refuse funds are not at the level the policies would suggest but the policy provides a guideline to strive towards. He explained that these guidelines will help to decrease the City's dependence on sales tax revenue. Staff will come back to Council in the future with further recommendations

for the health plan and other finance policies. Council gave their thumbs up to move the finance policies resolution for formal consideration.

Next, City Manager Napier discussed the wage and compensation study. He gave a brief history of the last review done in 2014. He stated that \$60K was set aside in the budget for a consultant, and described the suggested scope for the study which included external and internal structure for classification and compensation, reconsidering value added positioning, and a goal for positions to be paid at the 75<sup>th</sup> percentile of the market in order to be competitive in the job market. Councilmember Hopkins suggested the City utilize the Employer's Council for the study, and asked that all positions be included, including City Council's employees. Council gave their thumbs up to move forward with the scope presented and with hiring a consultant.

Next, Council set the agenda for the August 27, 2019 work session and added items to future work session topics. Council asked about the tow policy item, and City Manager Napier stated that he will ask Chief McPheeters about this item.

Next, Council went around the table to discuss their respective board and committee meetings and share ideas and concerns related to public matters of interest. Councilmember Freel asked about the RFP for the golf course, and City Manager Napier stated that this will be presented early next fall. Councilmember Bates discussed opinions presented on social media and stated that one person's opinion does not represent the opinions of Councilmembers or as Council as a whole. Mayor Powell stated that he will send out a date for the barbeque at his home.

The meeting was adjourned at 7:03 p.m.

CITY OF CASPER, WYOMING

A Municipal Corporation

ATTEST:

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Fleur D. Tremel

City Clerk

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Charles Powell

Mayor