

**CITY OF LANDER
WORK SESSION MEETING
COUNCIL CHAMBERS – CITY HALL
240 LINCOLN STREET
LANDER, WY 82520
July 25, 2017**

THE CITY OF LANDER IS AN EQUAL OPPORTUNITY EMPLOYER

Governing Body Present: Mayor Del McOmie, Vice President Monte Richardson, Council Members Melinda Cox, Dan Hahn, Mark Calhoun

Governing Body Absent: Council Members Dick Hudson and Cade Maestas

City Staff Present: Assistant Mayor RaJean Strube Fossen, Police Chief Bob Ceclre, Public Works Director Lance Hopkin, City Attorney Adam Phillips

1. Staff & Council Updates

Assistant Mayor Fossen stated that there will be a public meeting run by DOWL for residents on the Infiltration and Inflow project Thursday, 5:30 at the LCCC. The Airport Runway construction is ahead of schedule resulting in closing the runway one week early, beginning August 1st.

Mayor McOmie explained that Dick Hudson and Deputy Clerk Tami Hitsheew were at a funeral. Cade Maestas and Robin Griffin were on leave. Mayor reminded everybody that there are valley pans and asphalt cuts all over town for 1% improvements. He thanked the town for their patience during this inconvenience.

Public Works Director Lance Hopkin discussed that the City should start communicating with the public about starting construction on the Chamber building. He is concerned that the public will have no warning when streets are closed, trees are felled, and the caboose is moved, causing backlash from the public because they were not aware of the particulars of the new construction.

Attorney Phillips stated he is continuing to work on an agreement with Child Development Services, the Senior Roof Contract, the final closeout and claims for the High Pressure Water Line Project.

2. Agreement for use of LCCC by Public Health

Tracey Foutz from Public Health explained that they are **required** by the Red Cross and the State Department of Health to have MOUs for use of emergency public facilities in place.

CITY OF LANDER MISSION STATEMENT

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

VISION

Preserving the past while providing for the future

Council Member Cox agrees that the LCCC is an optimal place but it may interfere with bookings. Discussions were held on the factors of the previous decision made by Council to not enter into an agreement being: loss of booking revenue; in a true emergency situation personal booked events will be unlikely; large-scale emergencies would be accommodated without an MOU; and trainings and exercises should be booked and paid like other events.

Ms. Foutz reminded the Council that they have 2 other facilities under agreement and this is a third as required by the Red Cross. She also stated that the county is short on budget funds and may not be able to pay for booking training exercises. Mayor asked City Attorney Phillips to draft an MOU to re-start negotiations.

3. Personnel Policy, Managerial guidelines and Health/Safety Manual

City Attorney Phillips briefed the Council on his research with insurance carrier LGLP, and case law. LGLP is of the opinion that a modification cannot be made unless there is compensation provided where the employee handbook does not expressly state that the employee is at-will.

City Attorney Phillips stated that, in Wyoming, we have recognized that all employment occurs by either express or implied contract. There are two types of employment relationships—employment which requires cause for termination and **at-will** employment. Employment is presumed to be **at will** unless an express or implied contract states otherwise.” City policy does not clearly state within the contract whether they are at-will or for cause. The presumption is at-will, but because it is not expressly stated, for modification purposes, then we are in the world of possible compensation. Compensation need only be done if we are going to modify something that will have a negative effect on the employee. Or more simply put, taking away something (i.e. a benefit) from the employee.

City Attorney Phillips suggests that the City come up with a list of things that we want to modify. If they are truly administrative corrections, then we can certainly modify with no issues. If we are going to make major modifications that would negatively impact an employee, then we may have to provide compensation. He stated that the City may be able to modify the current policy without compensation, but we may have to provide compensation depending on what is being modified.

The Mayor stated that the goal with the proposed changes is for Human Resources to have one policy that applies to all employees. Council Member Cox agrees that the City carries too high of a liability on the books for our vacation and leave payout and feels like the City should be able to change those benefits without compensation to employees. She stated that she works under those conditions with the County.

4. July 4th Police Strategies – specifically Chairs

Police Chief Cecrle described the situation where chairs were put up, some tied together, as

CITY OF LANDER MISSION STATEMENT

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

VISION

Preserving the past while providing for the future

early as Saturday before the July 4th Parade. The Police Department does not have time to monitor this behavior during this busy time. Chief Cecrle reminded the Council that the Police do not set the parade rules as that is the responsibility of the permit holder for the parade. By Monday the chairs were impeding people accessing their parked cars, business owners, and full handicapped access to the sidewalks. He and one other officer removed/stacked the chairs to allow full access. It was the general consensus that better communication of the hardships and unlawfulness of the chairs will reduce the issue. The City had good results by communicating the ban on water balloons.

5. Meeting times

Council Members discussed their personal feelings on the meeting times. The Mayor and Member Calhoun like the 7PM start time. Member Cox and Hahn prefer an earlier start time. Member Cox stressed that for long meetings she sees staff and Council checking their watches, losing interest, and perhaps not fully addressing an issue due to being hurried to be done before 8PM. Mayor McOmie reminded people that the time is for public convenience as public servants and not for the personal convenience of staff and council. All Council Members stressed that it would be preferable to make public meeting times consistent with the council start times. Many gave instances where they had been told that the public was confused and either missed a public meeting or came too early for a regular session.

6. Feral Cats

Chief Cecrle described a 30 year history of the City dealing with feral cats. He talked about how you cannot treat cats like dogs in an ordinance and that there is no staff available to enforce an ordinance that mimics the dog ordinances. Dogs are the number one complaint addressed by the Police Department. He asked if the Council had any ideas for a solution. Member Cox stated that she had talked to Andrea Orobono of the Game and Fish and that she had some management ideas. Council would like to have Ms. Orobono speak at a work session.

Adjournment

There being no further business the meeting was adjourned at 8:41 p.m.

The City of Lander
A Municipal Corporation

By: _____
Del McOmie, Mayor

ATTEST:

Robin Griffin, City Clerk

CITY OF LANDER MISSION STATEMENT

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

VISION

Preserving the past while providing for the future