

## COUNCIL PROCEEDINGS

Council Pre-Meeting

March 18, 2013

6:00 p.m.

A Pre-Meeting of the City Council of the City of Gillette, County of Campbell, State of Wyoming, was held on Monday the 18th day of March 2013, in the third floor conference room of City Hall, pursuant to due notice and call. The Presiding Officer called the meeting to order and upon roll call the following were found to be present:

Council Members present: Ted Jerred, Kevin McGrath, John Opseth, Louise Carter-King, Robin Kuntz, and Mayor Tom Murphy.

Council Member absent: Forrest Rothleutner

Staff present: J. Carter Napier, City Administrator; Charlie Anderson, City Attorney; Pamela L. Boger, Administrative Services Director; Kendall Glover, Utilities Director; Dustin Hamilton, Director of Engineering and Development Services; Tom Pitlick, Finance Director; Sawley Wilde, Public Works Director; Jim Hloucal, Police Chief; John Aguirre, Human Resource Director; Michael Foote, Sustainability Coordinator; Todd Merchen, Senior Civil Engineer; Kris Jones, Utility Services Supervisor, Interim Public Information Officer; Patti Davidsmeier, Community & Gov't Relations Manager; and Karlene Abelseth, City Clerk.

### Warm Up Items

Councilman Opseth stated that he has been contacted by concerned citizens regarding the need for a public vote on the Field of Dreams. He requested that Public Information Officer Lunne prepare a public notice to explain the reasons the project is not subject to public vote.

Mayor Murphy stated that a petition has been received from a concerned neighborhood regarding the conversion of solid waste services from 3-yard dumpsters to roll outs. City Administrator Napier stated that there will be a neighborhood meeting from 4:00 p.m. to 6:00 p.m. on Wednesday, March 20, 2013, in the Community Room at City Hall to discuss the issue.

Councilman McGrath requested information regarding the Fire Department's parking lot. City Administrator Napier informed Council that the issue is being researched and information will be provided, when available.

City Administrator Napier stated that the Cemetery District is in the process of reconstructing their water tank. Director of Engineering and Development Services Hamilton presented information regarding issues with the cemetery water tank slip lines and drain lines that run under the community swimming pool, which explains the reasoning for the settling issues experienced in the pool area. Measures will be taken to repair the lines in a timely manner in an attempt to minimize the disruption of the operation of the community swimming pool.

### Campbell County Public Land Board Update

Campbell County Public Land Board Members, Brian Baglien and Jordan Ostlund, introduced Larry Gaffey, the new General Manager for the CAM-PLEX. The Board Members gave a brief overview of their upcoming budget requests. General Manager Gaffey invited Council to attend the upcoming CAM-PLEX tour and gave an overview of upcoming events.

## Pay for Performance

City Administrator Napier re-addressed the issue of establishing a Pay for Performance plan. He reiterated that he is not requesting pay increases for employees at this time, but encouraging Council to consider developing a strategy to implement a program that can be used for each year's budget process. A Pay for Performance program would formalize the management of the City's largest category of expense, and provide a tool for budgeting. City Administrator Napier stated that the Pay for Performance Plan could be a standard, utilized similarly to the certification wage increase. Present policy allows a wage increase for each certification received by employees. Pay for Performance, when managed appropriately, has the opportunity and ability to save the City money over the long term. Councilman McGrath expressed concern that rate increases, based on percentages, are not equitable for all employees. Councilman Jerred expressed concern that if a Pay for Performance Plan is adopted, employees would expect a pay increase every year. Councilman Opseth asked if Council would still have the final decision as to whether merit increases would be allowed for a particular budget year. City Administrator Napier stated that Council maintains the full ability every budget year to control the amounts, if any, allotted for merit increases. Councilman Kuntz does not want a plan with established percentages for rate increases because he feels employees would expect to see those rate increases every year. City Administrator Napier was given the direction to prepare a document for Council's approval, implementing the standard of 1%, 2%, 3%, Pay for Performance Plan, with the understanding that Council would maintain the decision of merit increases, if revenues allow, for each budget period.

## Agenda Discussion

The group discussed the agenda items for the upcoming March 18, 2013, Council Meeting.

## Adjournment

There being no further business to come before the Council, the meeting adjourned at 6:55 p.m.

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Tom Murphy, Mayor

(S E A L)  
ATTEST:

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Karlene Abelseth, City Clerk

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