

City Council Work Session

5:30 PM
Council Chambers
May 9, 2017

ATTENDANCE:

Mayor/Council (please check) x Hanel, X Cromley, x Yakawich, Cimmino, x Brewster, x McFadden, x Friedel, x Swanson, x Sullivan, x Clark, x Brown.

CM excused: Cimmino – entire meeting and Cromley departed mid-meeting

ADJOURN TIME: 9:35 PM

Agenda

TOPIC #1	Human Resources / Finance
PRESENTER	Karla Stanton, HR Director & Andy Zoeller, Interim Finance Director
NOTES/OUTCOME	

- Karla Stanton, Human Resources Director: short presentation on HR budget.
- Yakawich: explain COLA? Cost of living is generally negotiated. Pay adjustment used to be CPI-U, could have been advantageous the last few years. Could move back to that but it's really hard to hire and we need to be competitive.
- Sullivan: public information? catch-all; for barbeque and other misc. items, could be retitled.
- Hanel: how many employees? 975; 1,200 in summer. 5 in HR, including payroll.
- Sullivan: considered outsourcing payroll? Looked at it but multiple contracts and other benefits and last minute changes makes it impractical.
- Stanton: health plan report.
- Swanson: effect of AHCA? might help city because record-keeping may be less. HSA limits are supposed to increase and flexible spending account increases – helps employees.
- Brown: claims of \$10M include any work injuries? No
- Hanel: considered wellness incentives? do biometrics and reward and have a wellness committee.
- Clark: financial consulting? may consider raising our stop loss limit.
- Sullivan: work injuries? will supply report on claims per dept.
- Stanton: challenges, including discussion about hiring contract negotiator. Transitioning to electronic time cards. Online job applications rolling out.
- Volek: RFP for labor negotiations went out. Prices were \$57,000 – 75,000 per year per contract. Recommendation was not to use labor negotiator.
- Andy Zoeller, Interim Finance Director: Finance functions. Review additional funds, esp. debt funds. Debt service payment proposed fund balances for several funds.
- Swanson: how much do you work in the tax increment? Projects and contracts come to Council and are part of City audit.
- Sullivan: total debt balance? Will get it for Council.

- Yakawich: challenges? One staff member short, appropriate projections and financial planning, assisting other departments. Tax software transition coming.
- Yakawich: how can staff make the budget easier for public to understand. Budget book is available with graphs and numbers as well as text. Looking at other options in upcoming years.
- Brewster: Finance and HR do a great job.
- Tina Volek, City Administrator: staff will bring to council to review all of the reserve recommendations within the coming year.
- **Public Comment:**
- Steve Zier, South Billings Urban Renewal Association (SBURA): will answer questions.

TOPIC #2	Police
PRESENTER	Rich St. John, Police Chief
NOTES/OUTCOME	

- St. John: May 15 observance of peace officers memorial day. Presentation overview and annual report handout.
- Sullivan: how many officers on the street? 86 in patrol and 15 sergeants. 5 year outlook? Policy decision needed regarding how far to stay ahead.
- Yakawich: shifting positions in the dept. in order to increase retirement benefit? most transfers or promotions are for ... promotions are competitive, so no shifting to get higher retirement.
- St. John: workload study: officers/1000; additional measures.
- Sullivan: if calls for service are growing but stagnant part 1 and part 2 crimes – don't correlate. explain?
- Brown: STEP dedicated to traffic? have 4 STEP officers,
- Clark: calls for service – means officers are responding? Not necessarily, information on the annual report.
- Sullivan: more efficient to hire one per year or don't hire for years and then hire more all at once?
- Friedel: how many support people needed per officer? Hire 10 officers, need one more clerical.
- St. John: continues with evidence building expansion.
- Friedel: life span for this new building? 10 years, hope to stretch that.
- Sullivan: check on existing warehouse space for lease or purchase?
- Brewster: took the tour. Need to make major improvements, protect the employees, can't see being able to make do with an offsite warehouse.
- Sullivan: like to see full report so can check design and costs. Recommended materials seem too expensive.
- Allen Rapacz, Schutz Foss Architect: mechanical upgrades, evidence standards are high. Fairly high contingency, high security needs.

- Friedel: growth plan? Rapacz: looking at 10-year growth, worked with staff and can purge 30% of evidence at this point.
- Mayor: 15% contingency? Rapacz: do not have all the details. Contingency is not spent money. Could be reduced if Council wishes.
- Clark: could last 15 years with evidence purge? Rapacz: Possibly.
- Brown: get rid of concrete exterior walls? Rapacz: Could review options.
- Yakawich: critical to address safety.
- Volek: staff welcome to re-tour facility to address concerns.
- **Public Comment:**
- None

TOPIC #3	Library
PRESENTER	Gavin Woltjer, Library Director
NOTES/OUTCOME	

- Gavin Woltjer, Library Director: library visitation stats. Total budget, reserves, expenses, as shown in handout. Challenges? Provide better services, need insight to reflect community's agenda.
- Mayor: commends Mr. Woltjer on a great job.
- Swanson: great tour of library.
- **Public Comment:**
- None

TOPIC #4	Fire
PRESENTER	Paul Dextras, Fire Chief
NOTES/OUTCOME	

- Chief Paul Dextras: presentation and overview of handout. Significant difference, 6 new hires, and increases. Self-breathing apparatus (SCBA) replacement costly.
- Friedel: how did we miss this need for SCBA? Want to make sure it doesn't happen again. Dextras: told equipment life expectancy was 2 years, but recently came to our attention that equipment was not in good shape.
- Hanel: found the problem and resolving it.
- Brown: the system worked, you identified issues and now we're fixing it.
- Dextras: EMS discussion and possible new facility area recommendations.
- Clark: what can EMS do that Fire dept. can't. Give medication. Working on getting staff trained for more definitive care.
- Mayor: compliments fire department and staff
- Sullivan: false alarms response funding reimbursement? Report to bureau but want to maintain positive relationship.

- Clark: injury rates? Pretty low work comp claims.
- **Public Comment:**
- None

TOPIC #5	Council Discussion
PRESENTER	
NOTES/OUTCOME	

None

TOPIC #6	Public Comment on Items not on the Agenda
PRESENTER	
NOTES/OUTCOME	

None