

	CITY OF LANDER		
	CITY COUNCIL WORK SESSION MEETING		
	Tuesday, January 27, 2026, at 7:40 PM		
	City Council Chambers, 240 Lincoln Street		
	MINUTES		

The meeting commenced following the Special Meeting at 7:04 PM. COUNCIL MEMBERS PRESENT: John Larsen, Dan Hahn, Josh Hahn, Julia Stuble (via Zoom), Melinda Cox, Chad Cassady and Mayor White. Declaration of a quorum. STAFF PRESENT: Interim Chief Kelly Waugh, Assistant Mayor RaJean Strube Fossen, City Attorney Adam Phillips, City Clerk Rachelle Fontaine.

1. NEW BUSINESS (NON-ACTION ITEMS)

A. Senior Center Annual Update

Jane Nolde, Executive Director of the Lander Senior Center, provided an annual update. She described how the center served 28,396 home-delivered meals and 15,962 on-site meals to seniors 60+, supported 608 individuals overall, and also provides public transportation for anyone 18+ to help residents stay independent. She highlighted programs that reduce social isolation and improve health, including the “Healthy You” chronic disease/caregiver course (16 participants), multiple exercise classes, weekly Social Security help, monthly veterans’ assistance, and AARP-supported simple tax preparation starting February 2 by appointment. She also noted recent upgrades, the essential role of staff and volunteers, ongoing community partnerships, and that while donated EVs save on fuel for meal delivery, the building’s solar array doesn’t fully offset heavy morning electricity use.

B. Discussion Regarding Overtime Policy

City Clerk Fontaine briefed council on Lander’s overtime policy, noting it’s historically more generous than federal rules (including counting holiday/vacation/sick toward the 40-hour threshold, and paying police overtime at 160 hours in a 28-day cycle rather than the federal 171). Because the City’s software doesn’t calculate the difference cleanly, staff had to manually review timecards and provide employees a comparison of what they were paid vs. what they would have received under federal standards, especially in light of uncertainty around a new federal/tax-related change (“one big, beautiful bill”). She estimated that switching to the federal approach could conservatively save \$60k–\$70k per year, while acknowledging overtime would still occur for emergencies, staffing gaps, and major events.

Police leadership emphasized that moving from 160 to 171 is often perceived as “taking away overtime,” but argued it isn’t, pointing to other earning opportunities like traffic grant detail work.

Public Works reported minimal issues under the current approach, though they acknowledged occasional cases where employees used holiday/sick and still accrued overtime, and noted they haven’t had complaints about monthly pay. Council said they’d like the city to consider moving forward with changes.

C. Josh Dorrell, CEO of the Wyoming Business Council, presentation on how the WBC can assist local government in economic development

Josh Dorrell told Lander’s council that Wyoming’s economy is declining largely because a small and shrinking workforce makes it hard for businesses to grow, creating a cycle of stagnation and out-migration. He said the state is trying to break that cycle by investing in community infrastructure and entrepreneurship through tools like the Business Ready Communities (BRC) program and the Wyoming Venture Capital fund using federal dollars, arguing these investments generate roughly \$20 of economic impact for every \$1 invested.

Dorrell emphasized that housing is the key lever connecting workforce and business success, and that in Wyoming the biggest housing blockers are often over-regulation and lack of “arterial” infrastructure, not simple supply-and-demand. He pointed to Cheyenne’s example, where Mayor Patrick Collins focused on housing and made incremental regulatory changes such as, parking, setbacks, facade, density, which Dorrell said helped drive a 300% increase in building permits—showing local policy can unlock growth.

In discussion, Lander leaders noted the political difficulty of changing housing rules when residents want affordability but resist altering town character; Dorrell replied that leadership requires guiding communities through discomfort and change and offered his team's help (including regional and "assessment to action" staff). When asked about funding for infrastructure, he warned that BRC and even the agency itself was at risk of being eliminated after June 30 under current budget proposals, which would remove a major local growth funding source for projects like water, sewer, and sidewalks.

Council Member Julia Stuble asked what an economic development organization like LEDA should focus on; Dorell urged the city and economic development to act as one team, avoid copying "best practices" from other places, and instead solve Lander's specific problems with patience and a willingness to take measured risks. The meeting closed with agreement on the importance of partnering, and a reminder from local leaders that sustaining Wyoming's future also depends on residents consistently supporting local businesses year-round.

2. **ADJOURNMENT** Being no further business to come before the Council, the meeting was adjourned at 8:13 PM.

The City of Lander:

By: _____
Missy White, Mayor

ATTEST:

Rachelle Fontaine, City Clerk

The entire meeting is available to view at <https://www.landerwyoming.org/meetings/recent> OR <https://www.youtube.com/@CityofLander>.

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 embracing the future.

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