

AGENDA
CITY OF LARAMIE, WYOMING
CITY COUNCIL WORK SESSION

(VIA ZOOM MEETING)

CITY HALL, COUNCIL CHAMBERS, 406 IVINSON AVE
TUESDAY, JANUARY 11, 2022, 6:00 PM

City Council Meetings are open to the public. Council Chambers seating is unavailable at this time due to social distancing. We encourage the use of the following tools to participate: watch live meetings on YouTube Live Feed (www.youtube.com/cityoflaramie/live), Cable Channel 191, or Zoom Webinar- Meeting ID: 895 1752 8355 Passcode: 241974 via internet, app, or telephone 1(669)900-9128. Public comments during the meeting can be provided via Zoom meeting. Public comments may also be submitted via email: council@cityoflaramie.org. Please email: clerk@cityoflaramie.org to request to make public comment during speaking time by no later than 3:00 pm on the day the meeting is to occur. Position of speaking will be assigned by lottery. Requests for accommodations from persons with disabilities must be made to the City Manager's Office 24 hours in advance of a meeting.

Please be advised no additional agenda item will be introduced at a Regular City Council meeting after the hour of 9:30 pm, unless the majority of the City Council members present vote to extend the meeting.

Public comment is limited to three (3) minutes per speaker. Written public comment shall be submitted to the City Clerk for dissemination and retention for official City records, or submitted to the City Council through electronic correspondence at council@cityoflaramie.org. Full text available in Council Rules of Procedure and Code of Conduct 4.02 and Appendix B and C.

Written materials relative to an agenda item shall be submitted six (6) days in advance of the meeting (sooner if there are holidays prior to the meeting) in order that copies may be included with the agenda and to give the council an opportunity to review the material in advance of the appearance.

Zoom Link: <https://cityoflaramie.zoom.us/j/89517528355?pwd=dE9ZQVlSNGYyRmxzVHNoZEdFYs85UT09>

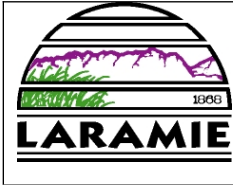
- 1. WORK SESSION**
- 2. Public Comment on Non-Agenda Items (Aggregate time limit 30 minutes)**
(Limited to three (3) minutes per speaker.)
- 3. WORK SESSION: Workforce Report**
[Jordan, CM; Andrews, Senior HR Generalist]

Documents:

[Cover Sheet Workforce Report 1-11-22.pdf](#)

4. City Council Updates/Council Comments

5. Agenda Review



Agenda Item: Discussion Item

Title: Workforce Report

Recommended Council MOTION:

No motions are made during work sessions.

Administrative or Policy Goal:

Goal C. Milestone #2: Make sustainable modifications to compensation that will strengthen City's ability to recruit and retain highly qualified staff members, inclusive of salary, benefits, and gender equity in compensation.

Background:

The workforce report presents data concerning the City of Laramie's workforce with the intention of being used for future planning and decision-making. It focuses on authorized positions and actual filled positions in comparison to community growth; demographics of city staff including gender, age, and ethnicity; and how COVID-19 has affected retention, turnover, and succession. Unless otherwise noted, information is gathered from the City's payroll system, HR and budget documents, Wyoming Department of Labor, the U.S. Census Bureau, and the Bureau of Labor Statistics.

Legal/Statutory Authority:

Responsible Staff:

Janine Jordan, City Manager
Kristi Andrews, Senior HR Generalist

Attachments: n/a