https://www.youtube.com/watch?v=ia6Nh_TkJv0

| **May 21, 2026 Council Agenda Briefing** | | | | |
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| **Item** | **Question/Request and who made by** | **Responsible Staff/ Dept.** | **CM/ ACM** | **Staff response/update** |
| | How many people participate in the 1% 401k match, and how much does it cost? | Lindsay Spangler/ Finance | DK | About 961 employees currently take advantage of the 1% 401k match (about 75% of eligible employees). Eliminating this from the FY27 budget results in $530K in savings. |
| | Does city staff have feedback on cost-saving measures i.e. staff pay increases compared to 401K matches | Emily Provance | DK | No actual data exists that provides this level of preference. Based on utilization data, it can be inferred that the COLA increase would be preferred since all employees don't elect to contribute to their 401k. Additionally, understanding the current economic climate (rising costs) staff may choose the immediate benefit of more pay over what many perceive to be a future benefit. |
| | KR: Are temp/seasonal employees eligible for overtime? (ex. Harrah's and Sanitation employees) | Emily Provance P/HR | DK | If they are non-exempt and work more than 40 hours in a week, yes, they are eligible for OT pay; however, if they are truly T/S, they shouldn't be scheduled for 40 hours/week. HR is in the process of reviewing T/S status employees with every department to determine if they are appropriately classified or if they should move to a part-time or full-time status. |
| ART Comprehensive Operations Analysis (COA) Draft Network | Provide ridership information for Kenilworth, Grove Park Inn, and other routes undergoing changes. | Ashley Haire/Transportation | JD | Staff is currently pulling together data and will provide it when available. |

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| ART Comprehensive Operations Analysis (COA) Draft Network | How are we identifying and targeting (ex. AVL for All?) for engagement (the “would be riders”) | Ashley Haire/Transportation | JD | ART COA May/June 2026 Engagement Schedule<br>Stakeholder and advocacy groups have been included in our working group throughout the project. We have a number of engagement meetings with these and other stakeholders, including neighborhood groups, as shown in the attachment above. |

| **Additional Staff Updates** | |
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| Q1 2026 Report - Asheville Downtown Improvement District | ADID Quarterly Report |