

AGENDA
CITY OF LARAMIE, WYOMING
CITY COUNCIL SPECIAL MEETING
CITY HALL, COUNCIL CHAMBERS, 406 IVINSON AVE
JUNE 30, 2020, 6:00 pm

City Council Meetings are open to the public. Council Chambers are limited to ten (10) member of the public to maintain social distancing protocols (call 721-5220 to reserve a seat). Please keep participating in your city government using the following social distancing tools: watch live meetings on Facebook-Live Feed or Cable Channel 191; Public Comments can be made by Phone # 1(669)900-9128 Meeting ID #853 814 654 Password: 281418 (available to the first 500 participants) or emailing council@cityoflaramie.org. Participants on zoom will be muted until the Mayor asks for public comments. Please email: clerk@cityoflaramie.org to let us know that you would like to speak during a public comment period. 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 p.m., 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 Code of Conduct 4.02 and Appendix B and C.

Written material 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.

1. SPECIAL MEETING

Documents:

[SM Reso LPD 6-30-20.pdf](#)

2. Public Comments on Non-Agenda Items

(Limited to three (3) minutes per speaker.)

**3. Resolution 2020-38, a Resolution Establishing the Intent of the Governing Body to Continue and Augment the Transparency, Training, Procedures, and Accountability of the Laramie Police Department
[Jordan, CM]**

Documents:

[COVER SHEET 30 JUN 2020.pdf](#)

[Council - Resolution 2020-38 on Policing Policy - Final 062920.pdf](#)

[List of Demands.pdf](#)

4. Public Comments

(Limited to three (3) minutes per speaker.)

5. Adjourn to Executive Session regarding Litigation, WY § 16-4-405(a)(iii).

**NOTICE OF CITY COUNCIL
SPECIAL MEETING**

NOTICE IS HEREBY GIVEN that a Special Meeting of the **Laramie City Council** will be held Tuesday, **June 30, 2020, 6:00 p.m.**, City Hall Council Chambers, 406 Iverson Ave, Laramie, WY, for the following purpose:

1. **Public Comment on Non-Agenda Related Items**
2. **Resolution 2020-38, Intent of the Governing Body to Continue and Augment the Transparency, Training, Procedures, and Accountability of the Laramie Police Department**
3. **Public Comment**
4. **Adjourn to Executive Session regarding Litigation WY § 16-4-405(a)(iii)**

This meeting will be available via Zoom, Meeting ID: 853 814 654 Password: 281418. Available to first 500 participants. Chambers seating limited to 10 participants, please call 721-5220 to reserve a seat.

/s/ Joe Shumway, Mayor

Attest:/s/Nancy Bartholomew, City Clerk

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Agenda Item: Resolution

Title: Policing Activity within the Municipal Boundaries of Laramie

Background

On May 28th, Councilor O’Doherty requested a work session on municipal policing policies and a work session was scheduled on the next available date of June 23. As protests began to occur in Laramie in early-June, it was clear that many protesters were keenly concerned with the actions of the Albany County Sheriff’s Department in the death of Robbie Ramirez in 2018. On June 11th, the City Manager requested a meeting with two persons know to be organizing those protests, Billy Harris and Timberly Vogel, for the purposes of rectifying unsafe conditions stemming from individuals causing unpermitted traffic obstructions and gaining understanding of any specific concerns as there might be with municipal policing practices.

The meeting occurred on June 16th with the City Attorney and Executive Assistant also in attendance. Ms. Vogel and Mr. Harris provided a “List of Demands,” and general discussion occurred surrounding individual items on that list (attached). The City Manager indicated the scheduled work session would cover much of the same information to ensure it was made available to the public and all other interested individuals.

Relevant Information

These facts are provided to enable policymaking dialogue and decisions to occur in a fully-informed, knowledgeable and thoughtful environment.

Four (4) law enforcement agencies are legally permitted to conduct policing activities within the municipal boundaries of Laramie, as per Wyoming State Statutes.

Laramie Municipal/City Police (LPD)
University of Wyoming Police (UWPD)

Albany County Sheriffs (ACSO)
Wyoming Highway Patrol (WHP)

Neither Laramie’s municipal Staff, nor its Appointed & Elected Officials, may exercise any authority over the policies and practices of the three (3) non-municipal agencies as a matter of law.

As an elected body, the City Council may determine to leverage its political power to gather information about policing policies and practices used by non-municipal law enforcement agencies exercising police powers within the municipality (ACSO, WHP and UWPD). Those non-municipal agencies would have no legal duty to respond, however.

With respect to policing practices and policies of municipal officers at LPD, a public work session was held on June 23rd to share information with the community regarding topics of intense, current national and local interest and that information remains available on the city website at https://www.cityoflaramie.org/AgendaCenter/ViewFile/Agenda/_06232020-1197?html=true.

The facts provided at the public meeting last week, coupled with the additional information below and reference to each section of the proposed resolution, clearly illustrate the diligence, trusted care and legality of municipal policing policies in Laramie.

Considerations with respect to **Section 1** of proposed Resolution 2020-38:

Civilian oversight of LPD has been in place for many decades at a multitude of levels. Nine elected city councilors, with an appointed civilian city manager, oversee the municipal police department. By Statute, the Chief of Police reports to both the City Manager and to a Civil Service Commission comprised of the President/Mayor of City Council and two independent Laramie residents. The Civil Service Commission approves hiring and promotional processes and must be involved in any disciplinary process for police officers and dispatchers, particularly suspensions and terminations. LPD strictly follows the Wyoming Open Records Act and, when release or non-release of information is unclear, seeks direction from the City Attorney to ensure another, independent level of oversight. For more, see <https://www.cityoflaramie.org/323/Civil-Service-Commission>.

With respect to use of force (UOF) and citizen complaints, there are nine (9) levels of review within the LPD alone for every UOF and every citizen complaint, including at the top with the Chief of Police in every instance. The City implemented the top industry-recommended software tool in 2014 to help ensure comprehensive and robust management, oversight and tracking of UOF. We track UOF incidents, citizen complaints, pursuits, crashes, and internal investigations. Every year since obtaining the software LPD has reported statistics publicly at City Council meetings. The statistics are reported in total since, in Wyoming, personnel records are not releasable. For more, see <http://www.iapro.com/>

The City Manager and Police Chief welcome additional opportunity to work with residents to educate about policing matters and to continue providing releasable data considering all aspects of LPD operations. Through its work with the Human Rights Campaign, the City Manager's Office has proposed the establishment of a local Laramie Human Rights Commission (LHRC). Considering recent dialogue about a civilian oversight boards (COBs), we've begun researching whether a properly structured board might function dually in both capacities as a hybrid LHRC/COB. For more, see <https://www.hrc.org/mei>.

Considerations with respect to **Section 2** of proposed Resolution 2020-38:

LPD has participated for many years on the Albany County Mental Health Board, a citizen-involved board that considers best-practice approaches to dealing with the mentally ill and those in crisis. Board members include the Albany County Attorney, members of the professional counseling community, the National Alliance for the Mentally Ill (NAMI), and attorneys familiar with Wyoming's Title 25 process. The processes used by LPD when encountering mentally ill or in-crisis subjects have been well-defined by this Board and solidly adhere to Wyoming State Statute. LPD seeks out collaboration with these professionals and civilians to inform its policing policies. Further opportunities to involve the mental health treatment community, who also realize that police cannot be excluded from these oftentimes explosive and dangerous encounters, is welcomed by both the City Manager and Chief. For more, see <http://www.co.albany.wy.us/community-mental-health-board.aspx>

Considerations with respect to **Section 3** of proposed Resolution 2020-38:

As discussed at the June 23 work session, LPD has been rooted in community policing principles for decades, and prior to “community-oriented policing” becoming a popular term in the early-1990s. Here are a few of the current activities and programs...

Prevention

A fulltime Crime Prevention Officer is tasked with interacting with and supporting the public, including crime preventative building and neighborhood enhancement, public talks on personal safety, school visits, etc.



In addition, LPD policy encourages all staff to interact regularly with the public in a positive and educational manner.

Coffee with A Cop is a well-known community event. On average, LPD documents over 5,000 educational and interactive contacts each year.

Community Transparency

The PD implemented body worn cameras in 2013, prior to nation-wide recommendations and calls for body camera implementation, and led the State as the first department in Wyoming to do so. Body cameras, while incredibly valuable, are only part of a well-defined and monitored system of administrative oversight of a police department, which was explained in detail during the June 23 work session and in Section 1 above.

The City seeks outside, third-party experts to evaluate our policies, practices, and staffing and make recommendations for improvement. LPD’s most recent evaluation was completed in 2015 by the Center for Public Safety Management (CPSM) which has evaluated 211 communities ranging in population from 8,000 to 800,000 across 39 states and provinces. LPD was determined to be properly oversighted, with “model” use of force policies, and staffed correctly

for a city of our size. Since 2015, sworn staffing levels have decreased by four (4) officers due to reductions in State of Wyoming funding to Laramie. Based on the CPSM's findings, LPD's current staffing level would be inadequate. For more, see <https://www.cpsm.us/>.

Problem Solving / Quality of Life / Partnership

LPD has long-established relationships with residents, organizations and professionals designed to address community issues and solve problems that affect quality of life in a collaborative setting. Here are just a few...

- Albany County Mental Health Board
<http://www.co.albany.wy.us/community-mental-health-board.aspx>
- Laramie Town & Gown Committee
- Juvenile Services Board
<http://www.co.albany.wy.us/community-juvenile-services-board.aspx>
- AWARE: A-Team
 - <http://www.uwyo.edu/ucc/aware/a-team.html>

Considerations with respect to Section 4 of proposed Resolution 2020-38:

Funding is not impeding LPD's CIT training plan. Laramie Police Department began using the "Memphis Model" of Critical Incident Team (CIT) community policing in 2008. Both then and now, this model, endorsed by the International Association of Chiefs of Police (IACP), recommends that approximately 20% of a patrol force be trained in CIT concepts. LPD meets that recommendation. The remaining 80% of officers are required to be trained in ASIST or QPR (**A**ppplied **S**uicide **I**ntervention **S**kills **T**raining **o**r **Q**uestion-**P**ersuade-**R**efer). For more, see <http://www.cit.memphis.edu/overview.php?page=2>, <https://qprinstitute.com/about-qpr>, and <https://www.livingworks.net/asist>.

Logistics require extensive coordination between prosecutors, victim advocates, psychology and counseling professionals, and actors. In additions, it is logistically unrealistic to have every officer trained in CIT due to it being a 40-hour, labor-intensive training coupled with the occurrence of natural attrition. LPD held its last CIT training in June 2019 and had planned a class this month, which had to be cancelled due to the Covid19 pandemic. This is NOT a training that can be done virtually.

In closing, Laramie's municipal policing practices have been validated by outside evaluators. LPD is a department of highly trained, professional, and very self-critical officers. By instilling these expectation and attitude, and continually striving to do and be better by inviting outside evaluation, we ensure our officers act, and react, in legal and appropriate ways. Laramie's municipal police officers live and work in our community; they are as fully vested in Laramie's quality of life and with the same aspirations for our shared-community as is every resident. LPD officers do one of the most difficult and unpredictable jobs in public service and work every day to serve and protect Laramie's residents - their friends, their family members, their coworkers and their neighbors.

Responsible Staff:

City Manager

Chief of Police

City Attorney

Attachments: Use of Force Considerations Power Point Presentation
List of Demands

**CITY OF LARAMIE, WYOMING
RESOLUTION 2020-38**

A RESOLUTION ESTABLISHING THE INTENT OF THE GOVERNING BODY TO
CONTINUE AND AUGMENT THE TRANSPARENCY, TRAINING, PROCEDURES, AND
ACCOUNTABILITY OF THE LARAMIE POLICE DEPARTMENT

Whereas, on June 2nd, 2020 residents began marching in Laramie in solidarity with national demonstrations in protest of criminal justice and policing practices and, locally, produced a series of requests for improvements to the Laramie Police Department; and,

Whereas, the Governing Body recognizes the influence that implicit biases can have in systems of power, and that those biases can create differing outcomes based on race, class, gender identity, sexual orientation, and other characteristics; and,

Whereas, the Governing Body remains committed to combating inequality and ensuring fair, transparent, and unbiased application of the law for all Laramie residents;

Whereas, the Laramie Police Department remains committed to transparency, superior training, and best practices as it protects the City, and always welcomes resources and ideas to improve its operations;

NOW, THEREFORE, THE GOVERNING BODY OF THE CITY OF LARAMIE, WYOMING, DOES HEREBY RESOLVE, BY THIS RESOLUTION:

Section 1: To direct the City Manager to identify and present options to the city council for the creation of a civilian oversight board; and,

Section 2: To authorize the City Manager to investigate areas in which mental health professionals may be appropriately utilized in place of, or in combination with, Laramie Police Department officers; and,

Section 3: To explore further community policing opportunities, increase positive interactions between the Laramie Police Department and the public; and,

Section 4: To identify funding within the existing public safety budget to increase the percentage of officers in the Laramie Police Department with crisis intervention training and to expand other areas of training relevant to achieving more equitable policing.

PASSED, APPROVED, AND ADOPTED THIS 30th day of June 2020.

Joe Shumway
Mayor and President of Council

ATTEST:

Nancy Bartholomew
City Clerk

LIST OF DEMANDS

The people of Laramie demand the following:

- A motion to adjust the City of Laramie's 2021 budget to reallocate funding from Laramie Police Department to community-oriented social programs and local school lunch debt. We specifically emphasize the reallocation of at least \$42,846 -- the increase noted between the 2020-2021 FY Budgets.
- Immediate establishment of a hiring freeze and replacement freeze in the Laramie Police Department to reach a decrease in total officers.
- An update to City Ordinance 9.08.020 that includes the input of community members or community organization administrators in determining Section A.
"The establishment of guidelines for the collection of bias crime data, including the criteria which must be present to find evidence of prejudice."
- Cycle a certain number of LPD officers from each shift into a Non-Emergency Unit, who respond unarmed or with non-lethal firearms to non-emergency calls.
- Capping overtime accrual through ceasing the application of police grants for overtime.
- Eliminate the paid suspended leave of any officer under investigation.
- Immediate posting of the 2017-2019 Annual Laramie Police Department reports.
- Allocation of Laramie Police Department funding to a local 24/7 phone line for mental health crises, domestic/sexual abuse, suicide prevention, and other social services that do not require armed police response.

Janine Jordan

From: Janine Jordan
Sent: Wednesday, June 24, 2020 3:30 PM
To: Council
Subject: Policing Budget & FTEs

Councilors,

After reviewing the questions/concerns posed last night, I am providing referenced answers & facts that I hope will be helpful to you and, perhaps, constituents. Please let me know if you'd like anything additional. ~Janine

Q. How many officers does the City employ?

A. City of Laramie has 47 sworn law enforcement officers. (Please see <https://www.cityoflaramie.org/97/Police>.) At the conclusion of our most recently completed fiscal year, sworn officers comprised 18.5% of all city personnel (47 of 254 FTE). (Please see <https://cityoflaramie.org/AgendaCenter/ViewFile/Item/8154?fileID=10547>.)

Q. LPD funding has increased...?

A. Actual spending was the same in both FY 18 & 19. Spending is expected to be slightly more in FY 20 & 21 as salary adjustments, given to all city staff become effective. (Please see pages 34 & 53 of the Laramie Budget at <https://www.cityoflaramie.org/DocumentCenter/View/18959/FY-2021-Recommended-Budget>.)

Q. Why doesn't City provide transparent information about how funds are spent on police – perhaps “something like the infographic on the Laramie Human Right Network (LHRN) social media page?”

A. The infographic used by LHRN was created and published by the City and continues to be publicly available on the City webpage. (Please see pages 34 and 53 of the Laramie Budget at <https://www.cityoflaramie.org/DocumentCenter/View/18959/FY-2021-Recommended-Budget>.)

Unfortunately, LHRN did not attribute/credit the infographic to the City and no link was provided to the City's budget page where complete information is available about spending for municipal policing services.

Q. An \$8 Million budget in a city the size of Laramie is “bloated and consuming 25% of the City's entire budget” is too much to spend on policing services.

A. In the most recently completed fiscal year ending June 30, 2019, the amount spent on policing services was \$5,260,039. Net of grant funding (\$223,492), policing services comprised -

- 17.8% of spending for governmental services within General Fund;
- \$154 per capita/per resident; and,
- 8.3% of all city spending for resident services (governmental + business-utility).

(Please see pages 34, 77, 88, 98, & 107 of the Laramie Budget at <https://www.cityoflaramie.org/DocumentCenter/View/18959/FY-2021-Recommended-Budget>.)

Q. Does the city actively solicit comments from residents about police services?

A. Residents are surveyed every few years and comments sought regarding all city services, including policing. A majority of residents who reported contact with police rated their interaction as positive in all criteria areas. (Please see pages 27-28 of Citizen Survey at <https://www.cityoflaramie.org/DocumentCenter/View/17636/2019-City-of-Laramie-Citizen-Survey--Final-Report>)

Q. Why doesn't the city provide social services, especially for those needing assistance with mental illness?

A. In Wyoming, governmental social services are provided primarily through State and county governments. Laramie's City Council has chosen to augment services available locally by providing financial support to not-for-profit social service agencies through the Community Partner Program. (Please see <https://www.cityoflaramie.org/1018/5th-Penny-Community-Partners> and <https://www.cityoflaramie.org/DocumentCenter/View/18943/Reso-2020-21A-Community-Partner-Funding-4-21-20?bidId=>.)