

SPECIAL COUNCIL MEETING & WORK SESSION
Wednesday, March 21, 2018, 4:30 p.m.
Casper City Hall
Council Chambers

SPECIAL COUNCIL MEETING AGENDA

1. ROLL CALL
2. PLEDGE OF ALLEGIANCE
3. WARD I COUNCILMEMBER APPLICANT INTERVIEWS

The candidate list with specific interview times will be announced after the application closes (Monday, March 19th)

4. EXECUTIVE SESSION
5. APPOINTMENT OF WARD I COUNCILMEMBER
6. ADJOURN INTO WORK SESSION – COUNCIL MEETING ROOM

WORK SESSION AGENDA FOLLOWS ON NEXT PAGE

Agenda

Casper City Council Work Session
City Hall, Council Meeting Room
Wednesday, March 21, 2018
(after special Council meeting
which begins at 4:30 p.m.)



Work Session Meeting Agenda Items		Recommendation	Allotted Time
Recommendations = Information Only, Move Forward for Approval, Direction Requested			
1.	Full-time Municipal Court Judge (Judge Hand)	Direction Requested	20 min
2.	NAPA IBS (Zulima Lopez)	Information Only	20 min
3.	Council Repeal Ordinance (John Henley)	Direction Requested	20 min
4.	Police Recruitment Incentives (Chief McPheeters)	Direction Requested	20 min
5.	School Violence Resolution (Councilman Laird)	Move Forward for Approval	20 min
6.	Agenda Review	Direction Requested	20 min
7.	Legislative Update	Information Only	20 min
8.	Council Around the Table	Information Only	45 min



March 13, 2018

MEMO TO: J. Carter Napier, City Manager *JCN*
FROM: Fleur Tremel, Assistant to the City Manager
SUBJECT: Current Model and Data of Casper Municipal Court

Meeting Type and Date:
Council Work Session. March 21, 2018.

Action Type:
No action.

Recommendation:
None. Information only.

Summary:

The City of Casper's Municipal Court has employed part-time judges for the last seventeen (17) years. Currently, the City employs three (3) part-time judges. These judges cover the bench and a court administrator covers the administration of court staff.

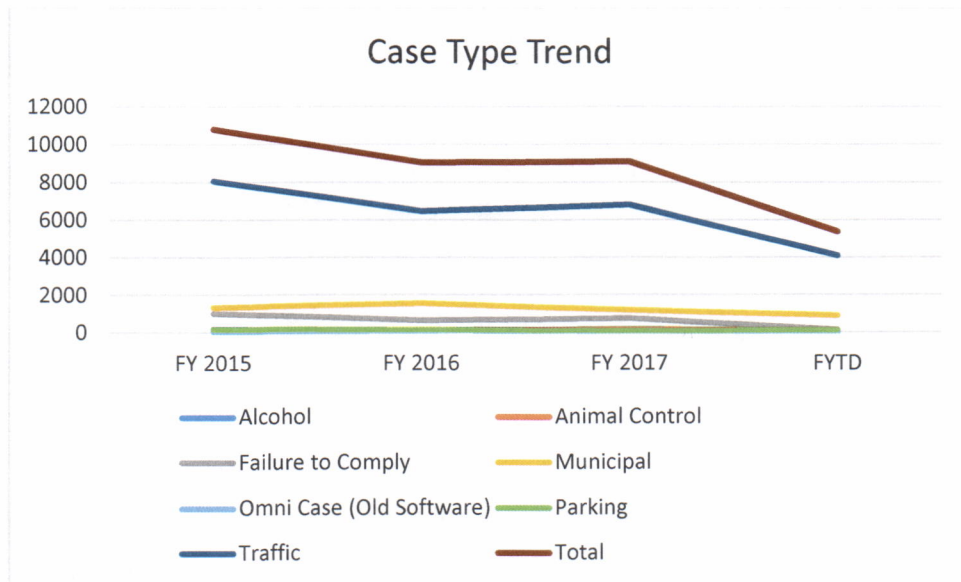
Staffing: Presently, the City of Casper Municipal Court employs three (3) part-time judges, one (1) court manager¹, three (3) clerks, one (1) court coordinator, one (1) court analyst, and two (2) part-time bailiffs.

Case Types

Municipal Court sees several different types of cases. The types of cases that are seen in Municipal Court have been compiled by the fiscal year below.

	FY 2015	FY 2016	FY 2017	FYTD
Alcohol	165	115	144	102
Animal Control	74	101	137	101
Failure to Comply	1005	626	734	113
Municipal	1306	1518	1161	880
Omni Case (Old Software)	61	104	60	4
Parking	128	113	67	78
Traffic	8061	6470	6794	4085
Total	10800	9047	9097	5363

¹The Court Manager position is only paid in part by the Municipal Court Budget as the position also serves as City Clerk and Assistant to the City Manager.



Based on the trend chart it appear that the case counts are trending down, this could be due to Police Department staffing levels.

Revenues

Like the total number of cases by fiscal year, revenues are also trending down.

FY 2015	FY 2016	FY 2017	YTD 2018
\$2,220,949.00	\$2,083,000.00	\$1,563,600.00	\$1,349,351.00

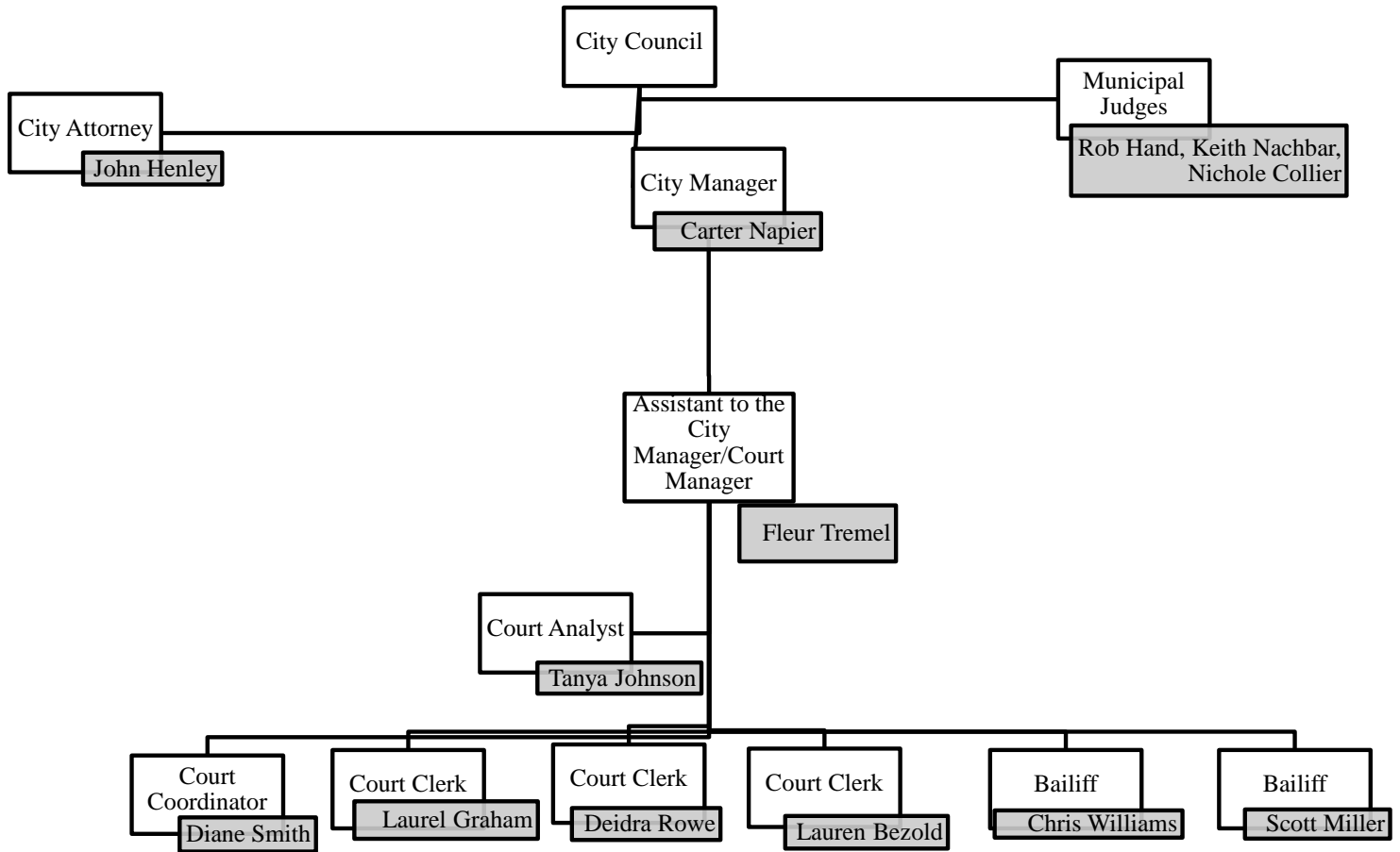


Jury Trials

Casper Municipal Court has not had a Jury Trial in about three years. The last jury trial was on July 8, 2015 and the charge was Driving While Under The Influence. The jury found the defendant not guilty of this charge.

Attachments:

Organization Chart for Municipal Court.



March 15, 2018

MEMO TO: J. Carter Napier, City Manager *JCN*
FROM: Tracey L. Belser, Support Services Director *TLB*
SUBJECT: NAPA Integrated Business Solution (IBS)

Meeting Type & Date

Work Session, March 21, 2018

Action Type

Information only

Summary

The concept of having the NAPA IBS solution was first presented to City Council during a work session on December 12, 2017. Council gave approval for staff to move forward with contract negotiation. However, with some of the feedback received from the public to better understand the scope of services and vendor intent, staff decided to do a Request for Proposal (RFP). Proposals were due March 5, 2018; NAPA Auto Parts was the sole responder.

NAPA IBS is a vendor-managed inventory system that will staff an on-site, full-service parts store at the City of Casper's Fleet Maintenance Facility. This service will be only for the City's Fleet Maintenance Division needs.

Once a contract is approved, NAPA and City Fleet staff will meet with local vendors to address questions and concerns regarding the City's transition to a vendor managed purchasing and inventory system. It is a priority of the City to maintain local vendor relationships under this solution. Any Original Equipment Manufacturer (OEM) parts needed by the City of Casper can still be purchased while having the NAPA IBS program. Tire purchasing is still being explored by the Fleet Maintenance Division with the probability of doing a separate request for proposal on tire purchasing for City fleet needs.

The City expects to see improvement in mechanic efficiency, fleet readiness, on-demand parts fill rates, reduction in invoice processing time, and reduction in parts obsolescence. NAPA will provide the City with reporting of key performance indicators on a routine basis. The City should realize substantial savings with implementing IBS with a conservative estimate of \$100,000 per year after all operating expenses. Additionally, there will be a reduction in the City's financial liability due to the City no longer owning parts inventory.


Financial Considerations

Operating costs will be budgeted for in the Fleet Maintenance Fund.

Oversight/Project Responsibility

The implementation and oversight of this project will be completed by Zulima Lopez, Assistant Support Services Director.

March 16, 2018

MEMO TO: J. Carter Napier, City Manager 
FROM: John Henley, City Attorney
SUBJECT: Ordinance Repealing Casper Municipal Code Chapter 2.60 and Replacing it with a Revised Code of Ethics.

Meeting Type & Date

Special City Council Meeting on March 21, 2018, for first reading of the proposed ordinance repeal and replacement.

Action type Repeal and Replacement of Ordinance.

Recommendation

Pass the ordinance repeal and replacement to Chapter 2.60 of the Casper Municipal Code.

Summary

Council has expressed concerns about Chapter 2.60 of the Casper Municipal Code. Portions of the Chapter were primarily aspirational and ambiguous, other portions and provisions were overly broad and ambiguous. In order to make the Chapter addressing ethical behavior more definite, cohesive and more legislative, existing Chapter 2.60 is repealed and replaced with an ordinance which incorporates, significantly, the Wyoming Statutes addressing “Government Ethics” – Public Officials’, Members’ and Employees’ Ethics, (W.S. 9-13-101 et seq.).

Financial Considerations

None, no impact.

Oversight/Project Responsibility

No one. This repeal and replacement will simply revise the Code of Ethics.

Attachments

Proposed ordinance repealing and replacing Section 2.60 of the Casper Municipal Code.

ORDINANCE NO. ____

AN ORDINANCE REPEALING CASPER MUNICIPAL CODE CHAPTER 2.60 AND REPLACING IT WITH A REVISED CODE OF ETHICS

NOW, THEREFORE, BE IT ORDAINED BY THE GOVERNING BODY OF THE CITY OF CASPER, WYOMING:

That the Casper City Council, having determined that the code of ethics contained within the Casper municipal code, chapter 2.60 is ambiguous and needs specificity to protect the public interest and provide due process to City Council Members and City employees, does hereby ordain as follows:

SECTION 1. DEFINITION OF TERMS

1.1 **TERMS.** For the purpose of this Ordinance, the following terms, phrases, words and abbreviations shall have the meanings ascribed to them below. Words not defined shall be given their common and ordinary meaning.

A. “Anything of value” means:

- (i) a pecuniary item, including money or a bank bill or note;
- (ii) a promissory note, bill of exchange, order, draft, warrant, check or bond given for the payment of money;
- (iii) a contract, agreement, promise or other obligation for an advance, conveyance, forgiveness of indebtedness, deposit, distribution, loan, payment, gift, pledge or transfer of money;
- (iv) a stock, bond, note or other investment interest in an entity;
- (v) a right in action;
- (vi) a gift, tangible good, chattel or an interest in a gift, tangible good or chattel;
- (vii) a work of art, antiques or collectible;
- (viii) an automobile or other means of personal transportation;
- (ix) real property or an interest in real property, including title to realty, a fee simple or partial interest, present or future, contingent or vested within realty, a leasehold interest or other beneficial interest in realty;
- (x) an honorarium or compensation for services arising out of the person’s service as a public official, official, or public employee;
- (xi) the sale or trade of anything of value for consideration that would ordinarily not be available to a member of the public; or with a rebate or at a discount in its price, unless the rebate or discount is made in the ordinary

course of business to a member of the public, or any group or category thereof, but without regard to that person's status as a public official, official or public employee.

- (xii) a promise or offer of employment;
- (xiii) any other thing of value that is pecuniary or compensatory in value to a person.

A1. "Anything of value" does not mean a campaign contribution properly received and disclosed, as is necessary or required.

B. "Business" means a corporation, partnership, sole proprietorship, LLC, or other type of organization, entity, or association which may be engaged in the buying, selling, exchanging, of commodities, realty, services or anything of value.

C. "Compensation" includes:

(i). An advance, conveyance, forgiveness of indebtedness, deposit, distribution, loan, payment, gift, pledge or transfer of money or anything of value; or

(ii). A contract, agreement, promise or other obligation for an advance, conveyance, forgiveness of indebtedness, deposit, distribution, loan, payment, gift, pledge or transfer of money or anything of value, for services rendered or to be rendered.

C1. "Compensation" does not include:

(i) Contractual salary or wage, hourly wage, employment benefits, reimbursement of expenses, if the reimbursement does not exceed the amount actually expended for the expenses, and if the reimbursement is substantiated by an itemization of expenses; or

(ii) *Per diem* payments or mileage and/or vehicle allowances paid by the employing government entity in accordance with applicable law;

D. "Confidential information" means information which is defined by Wyoming as confidential; in this regard attorney-client privilege between the City Council and its attorney is a privilege belonging to the Council, as an assembly, and shall not be waived unless a majority of the body so directs.

E. "Employee" means every appointed, classified or unclassified, full-time or part-time employee of the City of Casper who receives a salary or wage as remuneration for their time, service and efforts.

F. "Family member" means an individual, who is the spouse, parent, sibling, child, grandparent or grandchild;

G. "Financial interest" means anything of value which yields directly or indirectly a benefit-other than the authorized salary, wage and benefits and remuneration for services to the City, to the "employee" or "public official" or "official".

H. "Gift" does not include any loan, gift, gratuity, special discount or hospitality with a value of \$250 or less.

I. "Personal interest" is:

(i). With respect to a "public official," "official" or "employee" an interest which is direct and immediate as opposed to speculative and remote; and

(ii). An interest that provides the public official, official, or employee, a greater benefit or a lesser detriment than it does for a large or substantial group or class of persons who are similarly situated.

J. "Public official" or "official" means: every elected Casper City Council person, and every appointed board or commission member serving on a board or commission of the City of Casper, but not a board or commission member serving on a Joint Powers Board.

SECTION 2- USE OF TITLE PRESTIGE OF PUBLIC OFFICE

(a). No public official, official, or employee shall use his or her office or position for his or her private benefit.

(b). As used in this section, "private benefit" means the receipt by the public official, official, or employee of a gift which resulted from his/her holding that office or position.

SECTION 3- NEPOTISM

(a). No public official, official, or employee shall advocate or cause the employment, appointment, promotion, transfer or advancement of a family member to an office or position of the City of Casper. A public official, official, or employee shall not supervise or manage a family member who is in an office or position with the City of Casper, Wyoming.

(b). A public official, official or employee, acting in his or her official capacity, shall not participate in his or her official responsibility or capacity regarding a matter relating to the employment or discipline of a family member.

SECTION 4- MISUSE OF OFFICE

A public official, official, or employee shall not use public funds, time, personnel, facilities or equipment for his or her private benefit or that of another person or entity unless the use is authorized by law.

SECTION 5- OFFICIAL DECISIONS AND VOTES

(a). A public official, official, or employee shall not make an official decision or vote on an official decision if the public official, official, or employee has a personal interest in the matter. In determining whether he or she has a personal interest in a matter, the public official, official, or employee shall recognize the importance of his or her right to represent his or her constituency and shall abstain from voting only in clear cases of a personal interest, as defined in this subsection. A public official, official, or employee shall not vote to give money or any direct financial benefit to himself or herself except for tax reductions affecting the general public. For purposes of this section, a personal interest:

(i). Is, with respect to the public official, official, and employee an interest which is direct and immediate as opposed to speculative and remote; and (ii). Is an interest that provides the public official, official, or employee, a greater benefit or lesser detriment than it does for a large or substantial group or class of persons who are similarly situated.

(b). A public official, official, or employee described by subsection(a) of this section shall abstain from voting on the decision and from making any official decision in the matter. The public officials, officials, or employee's abstention from voting must be recorded in the City's, board's or committee's official records.

(c) This section shall not be construed to supersede W. S. 15-9-220, or 16-6-118. Those provisions shall control to the extent inconsistent with this section.

SECTION 6-ACTIONS TAKEN WHILE NEGOTIATING FOR EMPLOYMENT

A public official, official, or employee may not vote or take an official action in a matter affecting a person with whom the public official, official, or employee is negotiating for prospective employment.

SECTION 7-CONSEQUENCES TO PUBLIC OFFICIALS, OFFICIALS AND EMPLOYEES

Violation of any provision of this act may constitute sufficient cause for termination of an employee's employment or for the removal of a public official or official from his office or position.

SECTION 8:

This Ordinance shall become effective on _____, 2018.

PASSED on 1st reading the ____ day of _____, 2018.

PASSED on 2nd reading the ____ day of _____, 2018.

PASSED, APPROVED AND ADOPTED on 3rd and final reading the ____ day of _____, 2018.

APPROVED AS TO FORM;

CITY OF CASPER, WYOMING

A Municipal Corporation

ATTEST:

Fleur D. Tremel
City Clerk

Ray Pacheco
Mayor

March 5, 2018

TO: J. Carter Napier, City Manager *JCN*
FROM: Keith McPheeters, Chief of Police *KMP 307*
SUBJECT: Police Hiring and Recruitment Incentives

Meeting Type & Date

Work Session, March 21, 2018

Recommendation

Direction requested.

Summary

For approximately 18 months, due to on-going retention and recruitment issues, the Casper Police Department has been unable to maintain its authorized complement of police officers. Nationwide, law enforcement agencies are struggling to recruit and retain qualified applicants. A current CPD job posting for ten (10) police vacancies resulted in a little over 50 applications, an amount from which we can expect to find only 2-3 acceptable candidates.

Currently, the Casper Police Department has twelve (12) Police Officer vacancies, 12% of our sworn police positions. These vacancies constitute 29.7% of the Patrol Division, an insurmountable deficit resulting in the complete abandonment of the Operations Support Team (our problem solving / community policing team), and a nearly total gutting of the Traffic Unit, as the Department has taken extreme steps to support the Patrol Division.

The Casper Police Department needs to attract greater numbers of high-caliber candidates, preferably those with prior law enforcement experience. To that end, we propose the initiation of a *market-driven* recruitment and hiring incentive plan, prioritized to the department's needs. Existing Wyoming peace officers would be paid a \$12,500 sign-on incentive. Out-of-State, lateral officers would be paid \$7,500. Regular Police Officer candidates would be paid a \$3,000 sign-on incentive. Lastly, in order to increase internal, employee-generated recruitment of quality candidates, employees who recruit a successful candidate would be paid \$1,000 upon successful completion of the candidate's probationary period.

Currently, in FY 2018, the approximate, unspent balance of funded, authorized but unfilled, sworn police positions is \$598,499, thereby creating a funding mechanism by which to pay for these requested hiring incentives.

Financial Considerations

The hiring and training of a cadet police officer candidate represents a costly investment. Approximately \$146,000 will be spent on each cadet officer in his or her first 18 months of employment while they are in training and at the Academy. During this time, they are not available to handle calls for police services. This plan hopes to attract experienced, Wyoming

certified officers who are able to be placed directly into the Patrol Division with greatly reduced training delays and by eliminating paid Academy attendance. The same applies to out-of-state, lateral police officers. Although this plan represents an investment, it greatly reduces the amount of time a candidate is employed, at great expense, without being able to fill vacancies in the Patrol Division. Initially (FY2018), funding for these expenses will come from the “salary slippage” savings from having vacant, authorized and funded positions.

In the event that an officer, having received an incentive upon hire, leaves, through termination or resignation, prior to the completion of two full years of service *after* completing the probationary period, the employee will be required to repay the entire amount, as enumerated in the attached, draft contract.

Oversight/Project Responsibility

Casper Police Department Command Staff

Attachments

Draft Hiring Incentive Contract

CITY OF CASPER POLICE DEPARTMENT
LATERAL and ENTRY LEVEL POLICE OFFICER
BONUS and SIGN-ON PAYMENT

This agreement is made and entered into on this _____ day of _____, 20_____, by and between the City of Casper, a Wyoming municipal corporation, (hereinafter referred to as "City") and _____, (hereinafter referred to as "Police Officer") whose address is _____.

WHEREAS, in an effort to attract potential police officer candidates and to keep qualified and experienced police officers on the force after their training is complete, the City of Casper, through its police department, is offering a bonus and sign-on payment (also referred to as "Hiring Bonus") to individuals that meet certain qualifications; and

WHEREAS, the City wishes to pay Wyoming lateral police officers who meet certain criteria, the sum of \$12,500 (payable in three separate installments) as a bonus and sign-on payment; and

WHEREAS, the City wishes to pay out-of-state lateral police officers who meet certain criteria, the sum of \$7,500 (payable in three separate installments) as a bonus and sign-on payment; and

WHEREAS, the City wishes to pay entry level police officers who are not "lateral" officers, a one-time sign-on bonus of \$3,000; and

WHEREAS, the City wishes to pay police officers who were previously certified in the State of Wyoming but who, through absence, have become de-certified, the sum of \$5,000 (payable in three separate installments) as a bonus and sign-on payment for those who are eligible for the State of Wyoming Mini Peace Officer Basic Academy Course; and

WHEREAS, Police Officer agrees to commit to stay as a Casper Police Officer for at least two years beyond the completion date of their probationary period; and

WHEREAS, the parties agree that certain criteria must be met in order for Police Officer to receive the bonus and sign-on payments.

NOW, THEREFORE, the parties hereby agree as follows:

1. After completion of the following criteria in paragraphs 1A or 1B or 1C or 1D or 1E below, the City will pay the Police Officer the applicable bonus and sign-on payments:

A. A bonus and sign-on payment totaling the sum of \$12,500 (payable in three installments) to Wyoming lateral police officers as follows:

i) Payment of \$4,500 as a "sign-on" bonus when the Police Officer receives his/her first paycheck from the City of Casper; and

ii) Upon completion of the Police Training Officer Program, the sum of \$4,000 will be paid; and

iii) Upon completion of the Police Officer's probationary period with the Casper Police Department, the remaining sum of \$3,500 will be paid to the Police Officer,
OR

B. A bonus and sign-on payment totaling the sum of \$7,500 (payable in three installments) to out-of-state lateral police officers as follows:

i) Payment of \$3,500 as a "sign-on" bonus when the Police Officer receives his/her first paycheck from the City of Casper; and

ii) Upon completion of the Police Training Officer Program and upon meeting the State of Wyoming's criteria for completion of a State of Wyoming Mini Peace Officer Basic Academy Course, the sum of \$2,000 will be paid; and

iii) Upon completion of the Police Officer's probationary period with the Casper Police Department, the remaining sum of \$2,000 will be paid to the Police Officer, **OR**

C. A one-time sign-on payment of \$3,000 to an entry level Police Officer (no prior lateral experience), upon completion of the Field Training Program, **OR**

D. A bonus and sign-on payment totaling the sum of \$5,000 (payable in three installments) to officers previously certified in the State of Wyoming and who are eligible for State of Wyoming Mini Peace Officer Basic Academy Course as follows:

i) Payment of \$3,000 as a "sign-on" bonus when the Police Officer receives his/her first paycheck from the City of Casper; and

ii) Upon completion of the Police Training Officer Program and upon meeting the Wyoming Department of Public Safety criteria for completion of a Wyoming police officer certification by waiver, the sum of \$1,000 will be paid; and

iii) Upon completion of the Police Officer's probationary period with the Casper Police Department, the remaining sum of \$1,000 will be paid to the Police Officer, **OR**

E. A one-time sign-on payment of \$3,000 to officers previously certified in the State of Wyoming and who are not eligible for Certification by Waiver, with his/her first paycheck from the City of Casper.

2. Previous employees of the City of Casper who held a sworn Police Officer position are not eligible to receive a hiring bonus unless 24 months have passed between their separation from employment as a Police Officer with the City of Casper and their rehire with the City of Casper Police Department. Previous employees of the City of Casper who held a sworn Police Officer position are eligible to receive one half of the established applicable hiring bonus if 24 months, but less than 36 months, have passed between their separation from employment as a Police Officer with the City of Casper and their rehire with the City of Casper Police Department. Previous employees of the City of Casper who held a sworn Police Officer position are eligible to receive the entire established applicable hiring bonus if 36 months have passed between their separation from employment as a Police Officer with the City of Casper and their rehire with the City of Casper Police Department.

3. In the event the Police Officer fails to successfully complete any one of the following requisite functions of their employment, the Police Officer agrees to repay the entire amount of any hiring bonus which has been paid to the Police Officer, as required by the City:

- A. Wyoming Police Academy (New Officer Academy);
- B. Wyoming Certification by Waiver Academy (Lateral, out-of-state officer academy);
- C. Wyoming P.O.S.T. Certification;
- D. Casper Police Department Police Training Officer Program; or
- E. City of Casper probationary period

4. Police Officer agrees to remain employed in their original position for a period of two years from the completion date of their probationary period. In the event Police Officer voluntarily terminates employment with the Casper Police Department prior to the second anniversary date from the completion of their probationary period, the Police Officer agrees to repay the entire amount of any hiring bonus which was paid to the Police Officer, as required by the City.

5. Police Officers who are terminated for cause because of circumstances surrounding their integrity, such as criminal misconduct, truthfulness, and related incidents of moral turpitude, prior to the second anniversary date from the completion of their probationary period, agree to repay the entire amount of any hiring bonus which was paid to the Police Officer, as required by the City.

6. Should any of the events in paragraphs 3, 4 or 5 above occur, Police Officer agrees and consents that the City may withhold amounts owed to him or her out of his or her last paycheck, including any payment for accumulated vacation or disability leave, in order to reimburse the City for the bonus and sign-on payment received. After this withholding, Police Officer agrees to repay any remaining amounts due the City for the bonus and sign-on payment he received within _____ months of termination of employment. If reimbursement to the City is not made, the City will use whatever legal recourse is available to collect the bonus and sign-on payment.

7. Both parties agree that the applicable bonus and sign-on payment does not affect any other rights, duties, obligations, or privileges of each party regarding Police Officer's employment with

the City of Casper. This agreement is not a "guarantee" of continuous employment by the City to the Police Officer, but is merely a stand-alone bonus and sign-on payment for the Police Officer's commitment to stay employed as a Casper Police Officer for two or more years after the completion of the probationary period.

8. This agreement is effective the day and year written above.

CITY OF CASPER POLICE OFFICER

By _____ By _____

Printed Name: _____ Printed Name: _____

Title: _____
On behalf of the Casper Police Department

A copy of this agreement was provided to Human Resources on _____.

RESOLUTION NO.

A RESOLUTION PROMOTING SAFE SCHOOLS

WHEREAS, violence in schools, whether real or perceived, makes it difficult for students to concentrate on learning; and,

WHEREAS, the City of Casper encourages and wants to play its part in a comprehensive, coordinated effort, including school-wide, district-wide and community-wide strategies to collaborate to establish a positive environment for teaching and learning; and,

WHEREAS, school violence presents a clear and present danger to the students, parents, educators, para-educators, administrators and support staff of Casper, Wyoming, schools; and,

WHEREAS, all violence and threats of violence in schools undermine the sense of security that all students should have in their learning environments; and,

WHEREAS, the City Council of Casper, Wyoming, believes that all children and adults should enjoy safety in schools and in the City; and,

WHEREAS, Casper has one of the finest police departments in the State of Wyoming; and,

WHEREAS, it is the belief of the Casper City Council that we must be involved in innovative and meaningful way to confront school violence; and,

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF CASPER, WYOMING: that the City Council of Casper, in regular session, duly assembled, states it is the policy of the City of Casper to promote and offer assistance to have safe schools.

BE IT FURTHER RESOLVED that the City of Casper will continue to work with a broad spectrum of local community stakeholders, local law enforcement, mental health professionals, parents, students, teachers and staff to provide assistance for programs that foster and support a positive school climate, free from harassment and violence;

BE IT FURTHER RESOLVED that the Casper City Council supports approaches that protect children, as they are particularly vulnerable when it comes to school violence, both as direct victims and as being traumatized by the exposure to the deaths of family members, friends, neighbors and community members.

PASSED, APPROVED AND ADOPTED this _____ day of _____, 2018.

APPROVED AS TO FORM:

ATTEST:

CITY OF CASPER, WYOMING,
A Municipal Corporation

Fleur L. Tremel
City Clerk

Ray Pacheco
Mayor