

INFORMATION PACKET

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Friday, April 9, 2021



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Casper Fire Department Monthly Activity Report
(to view interactive report click link below):

[Casper Fire-EMS - YTD Incident Report](#)

We are CASPER

Communication Accountability Stewardship Professionalism Efficiency Responsiveness

The Grid

A working draft of Council Meeting Agendas

April 13, 2021 Councilmembers Absent:

Work Session Meeting Agenda Items	Recommendation	Allotted Time	Begin Time
Recommendations = Information Only, Move Forward for Approval, Direction Requested			
Meeting Followup		5 min	4:30
Advance Casper	Direction Requested	20 min	4:35
Fort Caspar Seasonal Hours/Closure	Direction Requested	30 min	4:55
Amendment to the New Delta Addition Subdivision Agreement	Info Only	15 min	5:25
Parking Fees	Direction Requested	40 min	5:40
Agenda Review		20 min	6:20
Legislative Review		20 min	6:40
Council Around the Table		10 min	7:00
Approximate Ending Time:			7:10

April 20, 2021 Councilmembers Absent:

Regular Council Meeting Agenda Items	Est. Public Hearing	Public Hearing	Ordinances	Resolutions	Minute Action
Pre-Meeting: Financial Audit					
Establish May 4, 2021 as Public Hearing Date for Consideration of the Replat Creating Harmony Hills Addition No. 3.	C				
Establish May 4, 2021 as Public Hearing Date for Consideration of the Replat Creating Kensington Heights Addition No. 3.	C				
Establish May 4, 2021 as Public Hearing Date for Consideration of New Restaurant Liquor License No. 40 Yang & Zhang, Inc., d/b/a Lime Leaf Asian Bistro.	C				
Public Hearing: Amending Various Sections of Chapter 10.36 - Parking		N			
Public Hearing: Transfer of Liquor License No. 28 from Proper Management, LLC d/b/a 307 Sunrise, Located at 4370 South Poplar Street to 307 Bar, LLC, Located at 4370 South Poplar Street.		N			
Public Hearing: Transfer of Three Retail Liquor Licenses Location and Three New Bar and Grill Liquor Licenses.		N			
Amending Section 13.04.060 of the Casper Municipal Code. 3rd reading			N		
Vacation and Replat Creating Central Services Addition No. 2. 3rd reading			N		
Authorizing Amendment to the New Delta Addition Subdivision Agreement, Dated August 3, 1999, to remove all land use restrictions identified in Sections 2.1 and 2.2 of the New Delta Subdivision Agreement for Lot 1 only. (Not on Consent)				N	
Approving a Replat Creating Mountain Plaza Pathway Addition.				C	
Approving and Authorizing a One-Year Contract with AAA Landscaping for Clean-up of Weeds and Trash Covered Properties for Code Enforcement.				C	
Approving and Authorizing a One-Year Contract with B&B Sales and Services for Clean-up of Weeds and Trash Covered Properties for Code Enforcement.				C	
Approving and Authorizing a One-Year Contract with Brian's Go To Service for Clean-up of Weeds and Trash Covered Properties for Code Enforcement.				C	

The Grid

A working draft of Council Meeting Agendas

April 20, 2021 (cont.) Councilmembers Absent:

Regular Council Meeting Agenda Items	Est. Public Hearing	Public Hearing	Ordinances	Resolutions	Minute Action
Approving and Authorizing a One-Year Contract with Two Brothers Lawn Services and Snow Removal, LLC for Clean-up of Weeds and Trash Covered Properties for Code Enforcement.				C	
Approving and Authorizing a One-Year Contract with Extreme Landscaping, LLC for Clean-up of Weeds and Trash Covered Properties for Code Enforcement.				C	
Approving and Authorizing an Amendment to the Contract for Professional Services Between the City of Casper and HDR Engineering, Inc.				C	
Authorizing a Contract for Professional Services with Zonar Systems, Inc., in an Amount not to exceed \$101,828.10, for Automated Vehicle Location and Electronic Verified Inspection Reporting System Systems for the Refuse Collection and Balefill Fleets Project.				C	
Authorizing a Contract for Outside-City Water and Sewer Service with Jacob Carson and Sadie Carson.				C	
Authorizing an Agreement with JTL Group, Inc., dba Knife River, in the Amount of \$318,922.29, for the Morad Park to Walmart Trail project.				C	
Authorizing a Transportation Alternatives Program Agreement with the Wyoming Department of Transportation, in the Amount of \$500,000, for the Paradise Valley to Robertson Road Bridge Project.				C	
Authorizing a Contract for Outside-City Sewer Service with JR and Heather Boyles Living Trust. (tentative)				C	

April 27, 2021 Councilmembers Absent:

Work Session Meeting Agenda Items	Recommendation	Allotted Time	Begin Time
Recommendations = Information Only, Move Forward for Approval, Direction Requested			
Meeting Followup		5 min	4:30
40th Anniversary (Brook Kaufman)	Direction Requested	30 min	4:35
Health Department Budget Request	Direction Requested	30 min	5:05
Council Goals & Objectives - Part 2	Direction Requested	60 min	5:55
Final Public Participation Plan	Direction Requested	30 min	6:05
Agenda Review		20 min	6:35
Legislative Review		20 min	6:55
Council Around the Table		10 min	7:15
Approximate Ending Time:			7:25

The Grid

A working draft of Council Meeting Agendas

May 4, 2021 Councilmembers Absent:

Regular Council Meeting Agenda Items	Est. Public Hearing	Public Hearing	Ordinances	Resolutions	Minute Action
Public Hearing: Replat Creating Harmony Hills Addition No. 3. 1st Reading	C				
Public Hearing: Replat Creating Kensington Heights Addition No. 3. 1st Reading	C				
Public Hearing: New Restaurant Liquor License No. 40 Yang & Zhang, Inc., d/b/a Lime Leaf Asian Bistro.	C				
Parking Ordinance Revision - 2nd Reading			N		

May 11, 2021 Councilmembers Absent:

Work Session Meeting Agenda Items	Recommendation	Allotted Time	Begin Time
Recommendations = Information Only, Move Forward for Approval, Direction Requested			
Meeting Followup		5 min	4:30
2021 International Building Code	Direction Requested	30 min	4:35
6th Cent Survey	Direction Requested	30 min	5:05
Alcohol (John)			
Tentative Budget to Council	Information Only	5 min	
Agenda Review		20 min	
Legislative Review		20 min	
Council Around the Table		10 min	
Approximate Ending Time:			

Future Agenda Items

Council Items:

Item	Date	Estimated Time	Notes
Strategic Plan			2021
Roof Inspections			
Formation of Additional Advisory Committees			
Mike Lansing Field Update			Fall of 2021
Missing Persons			Summer 2021
Bus Stop Safety/Shoveling - Public Awareness			
Excessive Vehicle Storage in Yards			
Graffiti Abatement & Alternatives			
Stormwater Enterprise			After July 1

Staff Items:

6th Cent Survey Results			
Limo Amendment			
Sign Code Revision			
Blood Borne Pathogens			
Budget Review			May 17 & 19, 2021
GIS Demo			

Potential Topics-- Council Thumbs to be Added:

Resolution for Removal of Majestic Trees?			
Restructure of Community Promotions			
Handheld Device Use While Driving?			

Future Regular Council Meeting Items:

Tentative Budget to Council (to be published in minutes)			May 11, 2021
Summary of Proposed Budget Submitted to Council (published in minutes)			June 1, 2021
Establish Public Hearing for City Budget for 6/15/21			June 1, 2021
Public Hearing: FY22 Budget Adoption/Action on Resolution/Publication			June 15, 2021

Retreat Items:

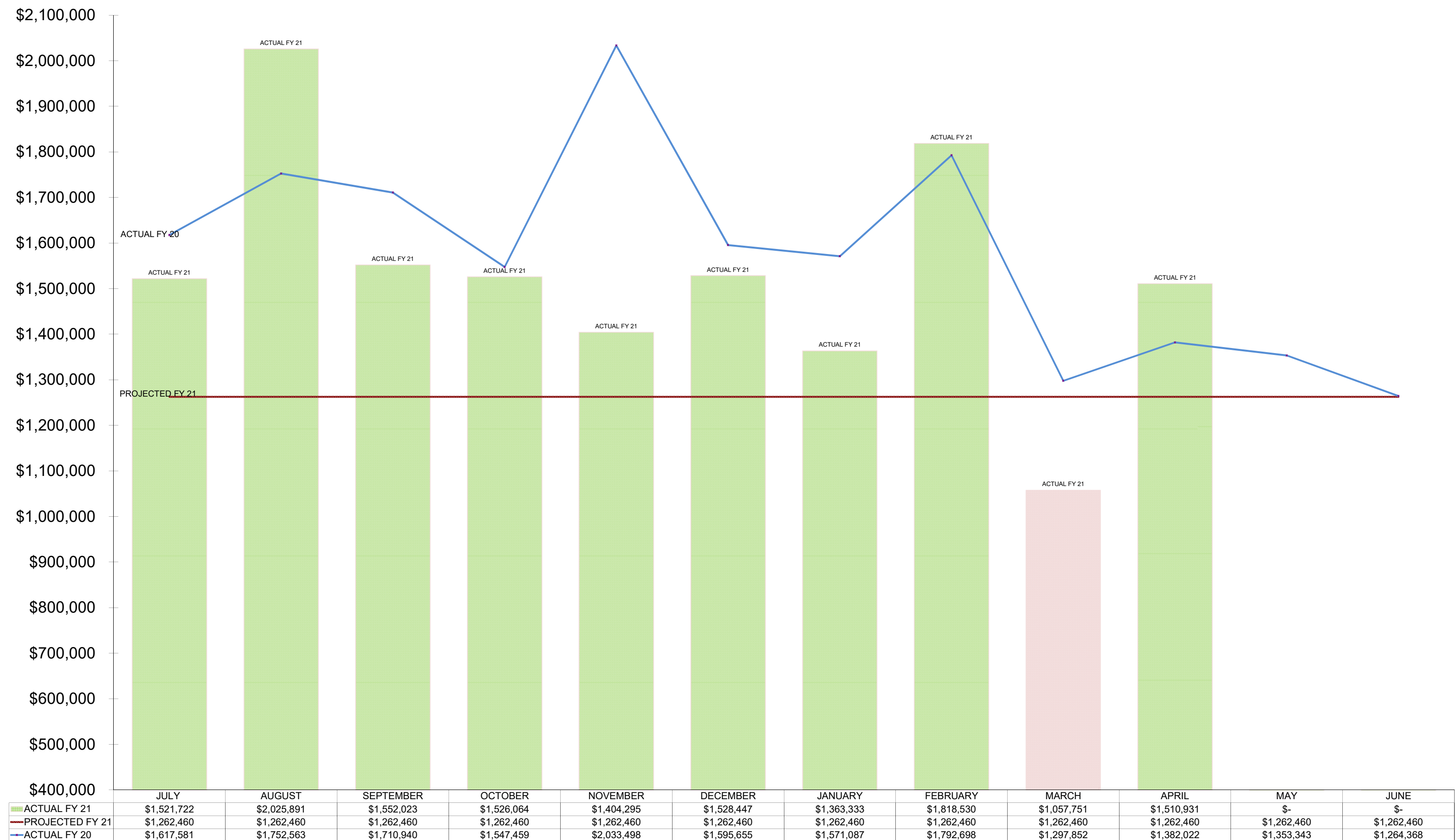
Economic Development and City Building Strategy

City of Casper
Optional 1% and State Shared Sales Tax Receipts
83.3% of Fiscal Year 2021 has Lapsed

Below is the optional Sales tax report for FY21 we are currently at 83.3% of the budget year.
General Fund is up 21.26% from projected year to date which is at 101.05% of budget.
1%16 is up 23.71% from projected year to date which is at 103.10% of budget.

State Shared Sales Tax				
	Date Received	Amount Received	Amount Budgeted	Actual-Budget Percent of Annual Budget
FY 2021 General Fund	7/6/2020	\$ 1,521,722	\$ 1,262,460	\$ 259,263 10.04%
	8/10/2020	2,025,891	1,262,460	763,431 23.42%
	9/9/2020	1,552,023	1,262,460	289,563 33.66%
	10/6/2020	1,526,064	1,262,460	263,604 43.74%
	11/5/2020	1,404,295	1,262,460	141,835 53.00%
	12/4/2020	1,528,447	1,262,460	265,987 63.09%
	1/7/2021	1,363,333	1,262,460	100,873 72.09%
	2/4/2021	1,818,530	1,262,460	556,070 84.10%
	3/5/2021	1,057,751	1,262,460	(204,709) 91.08%
	4/5/2021	1,510,931	1,262,460	248,471 101.05%
	May		1,262,460	
	Jun		1,262,460	
	Total FY 2021	\$ 15,308,988	\$ 15,149,519	\$ 2,684,389
Optional 1% Tax				
FY 2021 1%16	7/6/2020	\$ 1,265,670	\$ 1,033,333	232,336 10.21%
	8/10/2020	1,677,982	1,033,333	644,649 23.74%
	9/9/2020	1,299,470	1,033,333	266,136 34.22%
	10/6/2020	1,282,918	1,033,333	249,585 44.56%
	11/5/2020	1,184,279	1,033,333	150,946 54.12%
	12/4/2020	1,272,486	1,033,333	239,152 64.38%
	1/7/2021	1,136,779	1,033,333	103,446 73.55%
	2/4/2021	1,517,479	1,033,333	484,146 85.78%
	3/5/2021	892,575	1,033,333	(140,758) 92.98%
	4/5/2021	1,254,151	1,033,333	220,817 103.10%
	May		1,033,333	
	Jun		1,033,333	
	Total FY 2021	\$ 12,783,788	\$ 12,400,000	\$ 2,450,455
	Total	\$ 28,092,776	\$ 27,549,519	\$ 5,134,844

Sales Tax FY 2021 Versus Projection and Prior Year



	ACTUAL FY 20	PROJECTED FY 21	ACTUAL FY 21
YTD TOTAL	\$ 16,301,354	\$ 12,624,599	\$ 15,308,988
YTD VARIANCE			\$ 2,684,388
		% Difference	In Dollars
CHANGE FROM FY21 PROJECTED TO FY21 ACTUAL-SAME MONTH		19.68%	\$248,471
CHANGE FROM FY21 PROJECTED TO FY21 ACTUAL-YEAR TO DATE		21.26%	\$2,684,388
CHANGE FROM FY20 ACTUAL TO FY21 ACTUAL-SAME MONTH		9.33%	\$128,909
CHANGE FROM FY20 ACTUAL TO FY21 ACTUAL-YEAR TO DATE		-6.09%	-\$992,366

ANNUAL REPORT 2020



ourcommunity

protection • safety • professionalism

DEPARTMENT MISSION STATEMENT

The Casper Police Department is dedicated to the protection and safety of our **community** through the highest standards of professionalism in police services.

ourcommunity
protection · safety · professionalism



DEPARTMENT VISION AND CORE VALUES

OUR VISION

All department personnel will engage others with **kindness** and **compassion**, looking for ways to be **helpful** in all interactions.

OUR VALUES

The Casper Police Department recognizes that ethics is a foundation that guides our personnel and organization. The Department uses the following eight principles as a compass to ensure we are meeting our Mission and Vision in an ethical manner: integrity, trust, accountability, transparency, fairness, respect, rule of law, and viability.

- **Integrity-** Act with honesty in all situations.
- **Trust-** Build trust in all relationships.
- **Accountability-** Accept responsibility for all decisions.
- **Transparency-** Maintain open and truthful communications.
- **Fairness-** Engage in fair practices, and create equitable and just relationships.
- **Respect-** Honor the rights, freedoms, views, and property of others.
- **Rule of Law-** Comply with the spirit and intent of laws and regulations.
- **Viability-** Create long-term value for all members of our community.



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A MESSAGE FROM THE CHIEF OF POLICE



On behalf of the hard-working men and women of the Casper Police Department, I proudly present the 2020 Annual Report of the Casper Police Department. The purpose of this report is to provide greater transparency to the citizens of #OurCommunity. This report also serves to support our Mission Statement and the resultant emphasis we have placed on celebrating and supporting our amazing community through our public relations campaign: #OurCommunity. Partnering with

our community to achieve our public safety goals remains one of the highest priorities of the Casper Police Department.

The challenges of 2020 were significant. Political divisions, a global pandemic, economic instability, social unrest, a worldwide growing distrust of police, and an overall lack of faith in government all combined to create challenges not seen in our nation for decades. The proud men and women of the Casper Police Department met these challenges with honor, courage, compassion, patience, and understanding.

Accurate statistical comparisons of 2020 police activities and services during the COVID-19 pandemic are limited due to the far-reaching impacts on our community's coordinated response to the COVID-19 pandemic. Travel restrictions, limits on gatherings, and the closures of some services and businesses so disrupted our community's normal routine that most statistical analyses are rendered ineffective. Despite these challenges, the reader of this annual report will notice that the Casper Police Department steadfastly maintained our community's public safety goals with professionalism and honor.

Of note in this report is the ongoing impact of illegal drugs and addictive substances in our community. Many of the tragic deaths which occurred in #OurCommunity were directly tied to the use and trafficking of illegal drugs, especially methamphetamine.

A MESSAGE FROM THE CHIEF OF POLICE

Responding to persons suffering from mental illness occupied even more of our resources than ever before, yet the Department's dedicated efforts (Crisis Intervention Training and de-escalation training) appear to have had a hand in the significant reduction in completed suicides in our community, despite the additional stressors of a chaotic year.

The ongoing national dialogue surrounding police relationships with their communities had an extreme impact on communities throughout the nation and even the

world. Locally the Casper Police Department, assisted by our local partners, went to great efforts to allow for the safe and lawful expression of this national discussion here in our community without the tumult and destruction of property so plainly visible elsewhere.

We are proud to serve Casper, the best community in the nation, and we are grateful, every single day, to partner with a community that supports its police professionals more than any other community in the nation.

In the coming year, your Casper Police Department will continue its efforts to increase the quality of life in our community and to interact in a positive manner with our community. Your Department is well on its way to becoming the only police organization in the State of Wyoming to become accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA). It is our hope to complete this process this year, well ahead of schedule.



A MESSAGE FROM THE CHIEF OF POLICE



#OurCommunity can be proud of its police officers. There is no room within this report to highlight and emphasize the numerous acts of bravery, compassion, professionalism, and the unheralded, outstanding police work that occurred this year. Many lives were saved, organized crime groups were disrupted, and unimaginably difficult and complex crimes were solved, bringing justice to victims of crime.



We invite each of you to become engaged in helping us achieve our community's public safety goals.

Respectfully,

Keith McPheeters
Chief of Police



CITY OF CASPER LEADERSHIP



Casper City Council Members

Back row

Vice Mayor Khrystyn Lutz, Bob Hopkins,
Mike Huber, Shawn Johnson, Kenneth Bates

Front Row

Mayor Steve Freel, Ray Pacheco
Charles Powell, Steve Cathey



Casper City Manager

J. Carter Napier

DEPARTMENT LEADERSHIP



Keith McPheeters,
Chief of Police



Captain Steve Schulz, Support
Services



Captain Shane Chaney, Field
Operations



Lieutenant Jeremy Tremel,
Patrol



Lieutenant Ryan Dabney, Special
Operations



Lieutenant Richard Brown,
Professional
Standards



Lieutenant Daniel Dundas,
Patrol



Lieutenant Ben Mattila,
Investigations

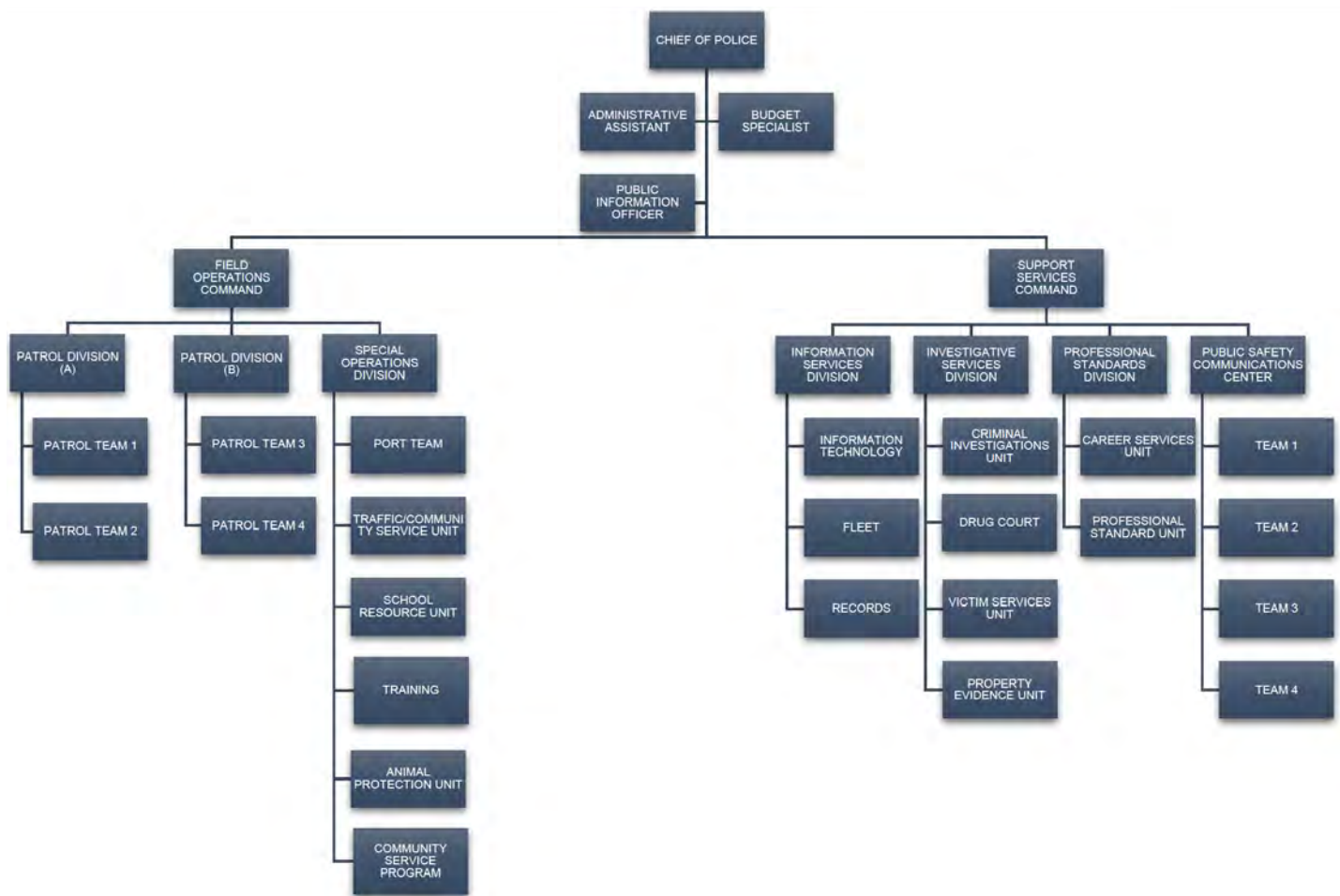


Scott Hoffman,
Technologies
Manager



Lori Jackson,
Casper-Natrona
County Public
Safety
Communications
Center Manager

DEPARTMENT ORGANIZATIONAL CHART



Casper Police Department Employee Numbers as of December 31st, 2020

Sworn Personnel: 99

Civilian Personnel: 52

Authorized sworn police officer strength: 109

CRIME STATISTICS

The following pages report crime data for the calendar year 2020.

	2020 Total	2019 Total	Yearly Change	Average	2020 Change from Average
Calls for Service	46,079	47,959	-3.9%	47557.8	-3.1%
Part I Crimes					
Total Part 1 Crimes	3090	3096	-0.2%	2955.6	4.5%
Homicides	5	4	25.0%	3.2	56.3%
Forcible Rape	56	61	-8.2%	46.2	21.2%
Robbery	14	21	-33.3%	12.2	14.8%
Assault	889	939	-5.3%	880.0	1.0%
Residential Burglaries	218	227	-4.0%	228.2	-4.5%
Non-Residential Burglaries	60	86	-30.2%	71.4	-16.0%
Burglary - Auto	413	332	24.4%	316.8	30.4%
Larceny	1211	1266	-4.3%	1236.6	-2.1%
Motor Vehicle Theft	169	118	43.2%	135.2	25.0%
Arson	8	2	300.0%	5.0	60.0%
Officers Assaulted	47	40	17.5%	20.8	126.0%
Property					
Stolen	\$ 1,867,865.00	\$ 2,217,946.00	-15.8%	1663235.4	12.3%
Recovered	\$ 957,949.00	\$ 1,396,298.00	-31.4%	831018.4	15.3%
Stolen Guns	133	134	-0.7%	88.4	50.5%
Recovered Stolen Guns	24	31	-22.6%	18.2	31.9%
UCR Arrests					
Adult	2255	2913	-22.6%	2885.4	-21.8%
Juvenile	433	602	-28.1%	525.6	-17.6%
Burglary	41	80	-48.8%	57.2	-28.3%
Larceny	226	292	-22.6%	288.6	-21.7%
Alcohol Related					
Illegal Possession/consumption	15	7	114.3%	19.8	-24.2%
Sell to Minor	16	11	45.5%	12.0	33.3%
Furnish to Minor	0	3	0.0%	4.4	-100.0%
Public Intoxication	276	447	-38.3%	396.8	-30.4%
DUIs	257	277	-7.2%	267.0	-3.7%
Blood Alcohol Content					
Average BAC	0.176	0.165	6.7%	0.2	-5.7%
Traffic					
Accidents - Property Damage	1597	1942	-17.8%	1539.0	3.8%
Accidents - Personal Injury	205	271	-24.4%	223.2	-8.2%
Accidents - Fatality	3	2	50.0%	2.4	25.0%
Hit and Runs	529	598	-11.5%	498.8	6.1%
DUI Related Accidents	62	54	14.8%	57.0	8.8%
Alcohol Related Accidents	69	65	6.2%	51.6	33.7%
Traffic Stops	10169	10569	-3.8%	11331.8	-10.3%
Moving Violations	4744	4236	12.0%	5909.8	-19.7%
Registration Violations	542	519	4.4%	630.8	-14.1%
Parking Violations	502	562	-10.7%	702.6	-28.6%
Mental Health					
Suicidal Subject	648	616	5.2%	584.2	10.9%
Involuntary Commitals	337	479	-29.6%	231.4	45.6%
Suicides	18	22	-18.2%	187.0	-90.4%
Natrona County Title 25 Cases Filed	594	759	-21.7%	359.6	65.2%
Less than 72 Hr	260	342	-24.0%	333.6	-22.1%
More than 72 Hr	334	417	-19.9%	267.4	24.9%

*Part One Offenses are defined as serious crimes that occur and are likely to be reported to the police. The main offenses categories are homicide, rape, robbery, assault, burglary, larceny-theft, motor vehicle theft, and arson.

2020 CRIME STATISTICS

continued

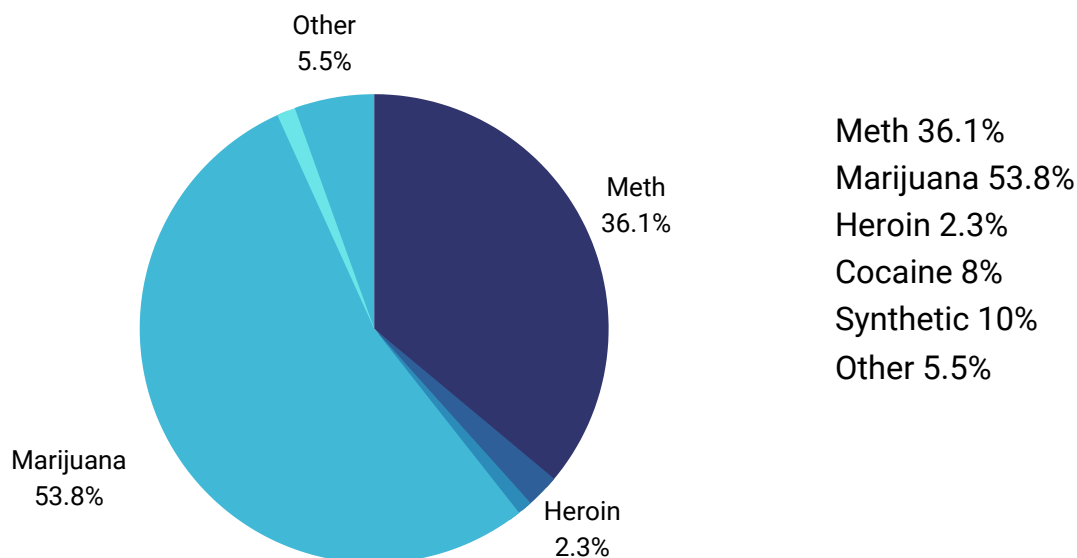
Crime Trends | Four Year Analysis

	2017 Total	2018 Total	2019 Total	2020 Total
Calls for Service	49,716	46,428	47,959	46,079
Part I Crimes				
Total Part 1 Crimes	3324	2917	3096	3090
Homicides	1	4	4	5
Forcible Rape	35	73	61	56
Robbery	14	5	21	14
Assault	1171	825	939	889
Residential Burglaries	255	252	227	218
Non-Residential Burglaries	69	86	86	60
Burglary - Auto	352	285	332	413
Larceny	1292	1223	1266	1211
Motor Vehicle Theft	128	149	118	169
Arson	5	5	2	8
Officers Assaulted	2	10	40	47
Property				
Stolen	\$ 1,118,363.00	\$ 2,034,846.00	\$ 2,217,946.00	\$ 1,867,865.00
Recovered	\$ 541,559.00	\$ 946,360.00	\$ 1,396,298.00	\$ 957,949.00
Stolen Guns	54	71	134	133
Recovered Stolen Guns	7	23	31	24
UCR Arrests				
Adult	3036	2743	2913	2255
Juvenile	527	447	602	433
Burglary	38	77	80	41
Larceny	273	275	292	226
Alcohol Related				
Illegal Possession/consumption	0	70	7	15
Sell to Minor	14	9	11	16
Furnish to Minor	3	4	3	0
Public Intoxication	422	379	447	276
DUIs	260	276	277	257
Blood Alcohol Content				
Average BAC	0.160	0.174	0.165	0.176
Traffic				
Accidents - Property Damage	1184	1681	1942	1597
Accidents - Personal Injury	273	199	271	205
Accidents - Fatality	4	1	2	3
Hit and Runs	353	558	598	529
DUI Related Accidents	53	67	54	62
Alcohol Related Accidents	53	71	65	69
Traffic Stops	13416	10855	10569	10169
Moving Violations	7987	4532	4236	4744
Registration Violations	744	542	519	542
Parking Violations	754	1124	562	502
Mental Health				
Suicidal Subject	578	619	616	648
Involuntary Commitals	60	249	479	337
Suicides	20	17	22	18
Natrona County Title 25 Cases Filed	24	404	759	594
Less than 72 Hr	595	471	342	260
More than 72 Hr	249	337	417	334

2020 CRIME STATISTICS

continued

2020 Adult and Juvenile Drug Arrests



2020 Crime Report Analysis

There are many notable positive and negative trends in #OurCommunity's crime statistics for 2020.

Robberies and non-residential burglaries are both down around 30%. Overall, drug arrests were down about 60% for adults and 47% for juveniles. Suicides decreased by 34% from 2019 into 2020.

Motor vehicle thefts saw a substantial increase of 43% in 2020 as well as the illegal possession/consumption of alcohol and selling alcohol to a minor, both increased by 114% and 45%, respectively.

FIELD OPERATIONS COMMAND



The Field Operations Command is the largest and most visible part of the Department and is responsible for providing the primary response to our citizens' calls for service.

Over the years, the Operations Command has expanded into several specialized Divisions: Patrol and Special Operations.

Uniform personnel are assigned to five areas and make up the largest percentage of the Operations Command. Uniformed patrol officers are the backbone of the Department and are the most familiar to the public because they are responsible for the 24/7 task of responding to calls for service. They are generally first on the scene for most emergency calls and undergo continuous advanced training to enhance and improve first response services for the City of Casper.

Special Operations consists of the Department's School Resource Officers, Traffic Unit, Community Service Officers, Animal Protection Officers, Metro Animal Shelter, and the Department's Problem Oriented Response Team (P.O.R.T.).

PATROL DIVISIONS

The Casper Police Department's Patrol Divisions underwent significant changes during 2020. At the beginning of 2020, information about a new illness affecting other regions of the world began to appear, with news outlets reporting that a government-sanctioned city-wide lockdown had been placed on the city of Wuhan, China on January 23, 2020. The new illness was later named the Novel Corona Virus, COVID-19. By February, the World Health Organization labeled COVID-19 a Global Pandemic. By March of 2020, the global COVID-19 Pandemic had reached the United States, with many locations around the country reporting illnesses. On March 16, 2020, the Casper Police Department, in conjunction with the Natrona County emergency management agencies, stood up an Emergency Operation Center to support the ongoing health emergency. This level of coordination was heavily reliant on support from the Department's Patrol Divisions.

As a result of the pandemic, the entire Department had to re-evaluate its level of service as well as every aspect of day-to-day operations. The day-to-day impact largely affected Department patrol operations. At the onset of the pandemic, pro-active police work, arrest procedures, detainee transport practices, person-to-person contact, response for calls for service, and many other practices were modified or drastically changed to protect officers and members of the public. Patrol officers and supervisors did an amazing job adapting to any change thrown in their direction. Coupled with the pandemic, many national incidents involving police and public interaction caused law enforcement practices to be scrutinized with a national narrative calling for police reform.



PATROL DIVISIONS

continued



While many across the country experienced increased tension between police and the public, the Casper Police Department and its officers continued to have strong support from the citizens they serve. This was quite evident by daily support for officers as 'front line workers' with many local businesses and individuals dropping off food, notes of support, and other gestures of gratitude for officers working patrol. In an attempt to support other areas in the Department's staffing needs, the Patrol Divisions transitioned from six patrol teams working day, swing, and night shifts, to four patrol teams working day and night shifts. Patrol welcomed two new sergeants, Hill and Peterson, as they were promoted to help supervise patrol teams. On top of new types of calls for service related to the Global Pandemic, the Patrol Divisions continued to provide a high level of service to citizens as well as victims of crime. Patrol officers were responsible for approximately 46,000 calls for service during the year with numerous critical incidents occurring.

For the Patrol Divisions, 2021 will be a year focused on renewed professionalism with two main areas of focus: proactive positive engagement with citizens through community policing efforts, and professional development through organized training. Over the past several years the Department has been focused on strong community relations and even enjoyed strengthened support from #OurCommunity illustrated by positive editorials related to citizen engagement. Although the Department had been making great strides, 2020 eliminated many of the face-to-face opportunities for citizen engagement. Hopefully, 2021 will allow officers to get back to a sense of normalcy, and allow for positive interactions with citizens outside calls for service. For the second goal, the Department has committed to providing training throughout the year focused and relevant to areas where deficiencies have been identified. Also, the Department will continue to provide structured training related to legal updates, changes in industry best practices, and yearly training mandated by policy related to areas of high liability.

SPECIAL OPERATIONS DIVISION

The Casper Police Department Special Operations Division encompasses various special assets of the Casper Police Department including the Thompson Range Training Facility, Firearms Program, Defensive Tactics, P.O.R.T., Traffic Team, Community Service Officers, Bike Patrol, Drug Recognition Experts, Senior Operators, Metro Animal Protection Officers, Metro Animal Shelter, Natrona County Special Response Team, K9 Unit, School Resource Officers, and the Community Service Coordinator.

The following several pages will outline a breakdown of each program and provide a snapshot of their yearly accomplishments and upcoming goals.

THOMPSON RANGE TRAINING FACILITY

The Thompson Range is currently operational, and the new classroom is being utilized on a regular basis. A police car and ATV have both been assigned to the range for training and maintenance purposes. Sgt. Albrecht began as the Training Sergeant for the Department and has started laying out a training plan for all sworn personnel. The Thompson Range Facility will be the hub for much of that training. This facility is used by local, state, and federal partners (fee-based) for training and qualification of their officers and agents and is slated for increased use in 2021.



FIREARMS PROGRAM

The Firearms Program requires designated training each quarter to be completed by the Department's firearms instructors. Officers complete familiarization courses and qualifications for their designated duty weapons each quarter. In 2020, this allowed for the majority of officers to complete at a minimum eight cycles of training for the year which included moving and shooting, engaging targets with items in their hands, shooting in and out of vehicles, and exiting the vehicle while engaging the target and moving to cover. The familiarization drills change each quarter and continue to be developed and executed by the firearms instructors, who provide feedback on successes and failures of the drills.

DRUG RECOGNITION EXPERTS AND SENIOR OPERATORS

The Casper Police Department currently has four officers who are certified as Drug Recognition Experts (DRE). In 2021, the program is hoping to bring special DRE training to the Department in an attempt to bolster active DRE numbers. This initiative coincides with the receipt of the Drug Enforcement Administration (DEA) grant funds and should aid in drug enforcement activities in #OurCommunity.

Currently, the Department has four Senior Operators. In 2020, the team made changes to the new state suspension advisement and the administrative suspension process when blood results are returned to the Department. The team helped interface with the State of Wyoming to make the necessary changes in the process. In 2021, the Senior Operator and DRE Officers will be working to re-institute the wet lab training process and provide ongoing DWUI training to newer officers.

DEFENSIVE TACTICS

The Department has taught at two police academies this year and continues to refine and enhance the Post Academy Program. The Department has brought in a consultant to assist in elevating the training to a higher standard. Close quarters tactics, tactical pistol, and officer survival training have begun with further training planned in 2021. The Department continues to follow training trends and refine the program to provide the best possible training for officers.



SCHOOL RESOURCE OFFICER UNIT

School Resource Officers (SROs) serve as a positive role model to instill in students good moral standards, good judgment and discretion, respect for other students, and a sincere concern for the school community. The SRO assigned to the school is a law enforcement officer taking necessary action to uphold the law and provide safety and security for the district. The SRO also serves as a liaison between the school and the Department.

The SRO serves as a positive role model for the students and this program provides students with the opportunity to become acquainted with a law enforcement officer. Generally, the public perspective of police officers and law enforcement tends to be media-based and inaccurate. Because of the contact with the SRO, the Unit's goal is that students come to realize that law enforcement officers are human beings who have families, hobbies, have experienced challenges in their lives, are ultimately relatable, and are here to help.

The School Resource Officer program became fully staffed in 2020 with the addition of the ninth SRO. This allows for coverage at all high schools and middle schools as well as roving officers to cover elementary schools and assist as needed elsewhere.

Due to COVID-related school closures and restrictions, the SROs were called upon to modify their assignments. They did so by expanding their role outside the school while maintaining contact with staff and students. SROs did numerous welfare checks on students who had failed to participate in online learning and lost contact with their teachers, handled calls related to kids that would have otherwise fallen on patrol, and maintained a presence around school facilities. With school re-opening in the fall, SROs worked with school staff and students to navigate through the restrictions placed on them while providing a continuation of SRO services.



SCHOOL RESOURCE OFFICER UNIT

continued



SROs began a community outreach program, the goal of which is to bridge relationships between police and the community through participation in public service projects. The SROs adopted the Braille Trail on Casper Mountain as an ongoing commitment to serve people with visual handicaps and facilitate growth, compassion, and understanding through education.

School Resource Officer Goals for 2021

SROs continue to work with individual schools in an effort to spend more time interacting with students in the classroom setting. This Unit envisions the development of a structured process of reaching this goal by inserting SROs into the curriculum where possible and appropriate.

SROs will be attending new detective training and complete coursework on child crimes investigations. SROs will be expected to play a more active role in investigating crimes involving children as victims, inevitably assuming responsibility for these cases from beginning to end.



An increase in cross-training with school staff will occur specifically in the areas of an active shooter, criminal law vs. school policy, Crisis Intervention Training, and concepts of school safety.

TRAFFIC UNIT

The Traffic Unit works with #OurCommunity to provide education and awareness in the area of traffic safety in an effort to reduce traffic collisions and traffic-related fatalities in the City of Casper. The officers assigned to the Traffic Unit are primarily responsible for enforcement of local ordinances, and investigations of vehicle crashes. The purpose of the Traffic Unit is to create safer roadways for motorists, cyclists, and pedestrians. The Unit accomplishes this by enforcing traffic laws, educating citizens, and addressing roadway issues.

The Unit grew to three officers in 2020 and, to date, has made approximately **3,113 traffic stops and issued 2,676 citations.**

The Traffic Unit is tasked with planning parades and events, taxi and tow company contracts, hit and run investigations, and grant oversight. The Unit conducted joint operations with surrounding agencies in a variety of missions including Data-Driven Approaches to Crime and Traffic Safety (DDACTS) enforcement, DWUI enforcement, school zone enforcement, as well as several events and parades.



COMMUNITY SERVICE OFFICER UNIT

Community Service Officers (CSO) provide a seamless, effective partnership across all levels of citizen and government interactions in order to enhance the quality of the life of residents and visitors. The CSO Unit operates with a customer-focused application of the municipal codes and ordinances to help steward the resources of #OurCommunity and the resources provided by



citizens. CSO's took **3,650 calls for service and wrote 308 citations** in 2020. CSO's assisted with accidents and events in and around the city, providing needed relief to patrol for traffic control and assisting with on-scene security.

BIKE PATROL UNIT

Officers logged a total of **57.78 hours** spent patrolling from the bikes. Several special events and educational opportunities were logged as well. Looking forward to 2021, two positions have been opened for selection, and an International Police Mountain Bike Association (IPMBA) training will be scheduled for this spring. The Unit will also be working toward enhancing basic skills through ongoing, on-duty, training during 2021.



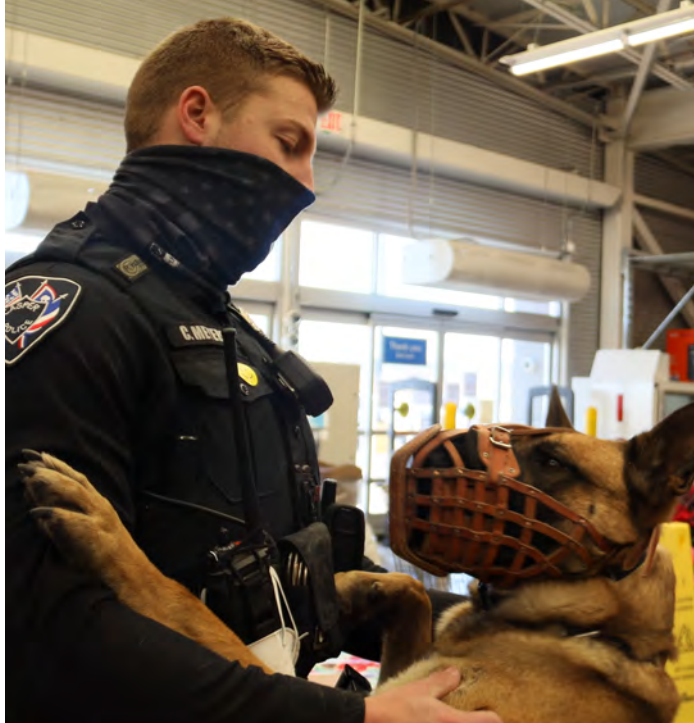
PROBLEM ORIENTED RESPONSE TEAM

The Problem Oriented Response Team (PORT) is a dedicated team of officers who use a variety of techniques to detect persons involved in crimes, especially those that directly affect #OurCommunity's quality of life. PORT's mission is to disrupt and prevent criminal activity and provide a safe and secure environment for our residents and visitors. PORT does not answer routine calls, thus they are able to commit the time and resources to investigate specific criminal activity. PORT was re-established in September of 2020 and has quickly become an integral part of departmental operations and inter-agency cooperation. The PORT team, although in its recent infancy, is quickly becoming an integral, interwoven tool for all areas of the Department. This year, the team attended intelligence training and child interdiction courses. PORT will, in cooperation with law enforcement partners, continue to develop operations according to trends in crime.

K9 UNIT

K9 Certification was conducted locally due to COVID and all K9 Certifications were either extended or completed. K9 Officers assisted several agencies in their certifications. K9 Officers assisted in several Natrona County Special Response Team callouts as well as provided K9 assistance to surrounding agencies. K9 Officers have traveled to partner agencies around the state to assist in the training and certification of other K9's and their handlers. With the ever-persistent drug problem in the county, the K9 Officers were utilized often throughout the year, yielding eventual seizures of drugs and drug paraphernalia. K9 Officers participated in NCSD demos as well as a variety of community requested demonstrations to show the skills and the discipline of the K9 Program.

Activity	Amount
Vehicle Sniff	151 Vehicles
Cocaine Seizure - Quantity	18.5 Grams
Evidence Recovery	\$7,819
Marijuana Seizure - Quantity	1341.99 Grams
Meth Seizure - Quantity	288 Grams



ANIMAL PROTECTION OFFICERS AND METRO ANIMAL SHELTER

Animal Protection Officers (APO) enforce all city ordinances related to animals and state laws related to domestic animals. The Animal Protection Unit is comprised of one supervisor, and five full-time APOs who investigate and respond to vicious or stray animals, nuisance complaints, injured or ill animals, reports of cruelty or neglect, as well as other animal-related issues. Officers promote responsible pet guardianship through education, mediation, and enforcement.

In 2020, the **Animal Protection Officers responded to over 7,000 calls for service which included over 250 vicious animal calls and the transport or care of over 1,700 animals.** Both MAC and MAS were involved in a large hoarding case with over 60 animals that had to be cared for and adopted out to host families. The case lasted approximately 9 months and involved thousands of man-hours to care for the animals and their countless medical conditions.



SUPPORT SERVICES COMMAND

The Support Services Command provides an array of essential services for the Department and Community. This support takes a variety of forms from the processing of all records and reports generated by the uniformed patrol division, to follow-up investigation by Detectives. The Support Services Division is comprised of Public Safety Communications Center (PSCC), Information Services Division (Fleet, Information Technology, Records Unit), Investigative Services Division (Criminal Investigations Unit, Property and



Evidence Unit, and Victim Services) and Professional Standards Division (Career Services Unit and Professional Standards Unit)

FLEET

The Fleet Manager is responsible for everything vehicle-related, from ordering new vehicles to ensuring they are equipped adequately and properly serviced and maintained. Fleet maintains the radio systems, in-car video, body-worn camera, and other electronics within the vehicle. The Fleet Manager also works to ensure that the Mobile Data Computers and the cellular network are updated to maintain communications for officers to complete their duties efficiently.



RECORDS

The Records Unit receives, reviews, and processes all reports generated throughout the entire Department ensuring a smooth day-to-day flow of information through the entire agency. These duties are essential to provide for public records requests, processing warrants, and affidavits, discoveries to the District Attorney and City Attorney, subpoenas to the defense, and inter-agency cooperation. The Records Unit codes each call for service and every police report to ensure accuracy of reporting; ultimately providing information to the national Uniform Crime Report.

Below outlines work completed by the Records Unit in 2020.

	Triple III Completed	Processed Paperwork	Phone In/Out	Discoveries	Window Background Checks Complete	Window Records Requests Completed	Online Records Requests Completed	Other Requests (DFS, P&P) Completed	Subpoenas Completed	CSO Assist	AFF	WREQ	WTSS (Attached & Sealed)	Projects
January	9	2074	851	240	86	107	88	265	8	76	141	61	57	1
February	4	1783	754	104	52	108	87	159	8	114	152	34	41	
March	7	1663	668	67	40	82	68	183	9	66	107	48	51	1
April	4	3213	711	62	10	50	60	155	5	10	59	53	34	1
May	11	2901	827	60	70	69	76	161	8	49	158	59	40	
June	0	2173	709	92	54	75	84	116	2	95	160	63	35	
July	1	1938	691	89	36	74	73	103	6	55	120	57	8	
August	13	2208	953	104	59	97	84	146	4	0	124	48	42	
September	4	1234	672	64	43	67	62	110	4	75	100	58	58	1
October	4	1786	830	102	59	104	97	152	8	67	114	59	43	
November	4	1354	553	49	48	84	98	85	8	43	113	41	24	
December	4	1538	731	70	38	82	78	136	10	61	45	15	11	
YTD Total	65	23865	8950	1103	595	999	955	1771	80	711	1393	596	444	4

INVESTIGATIVE SERVICES DIVISION

In 2020, the Investigative Services Division has been able to backfill several vacancies throughout the year, with the current number of investigators sitting at eleven. The Division was able to work on several high-profile cases, which included robberies, rapes, homicides, and attacking criminal organizations. The Division streamlined the discovery, evidence, and communications processes, allowing the Division to focus on their casework and investigations. In 2020, the Division also provided each investigator with equipment to assist in the job duties in and outside of the police department building.

In 2021, the Division will work diligently to refine and open a rotational detective position to facilitate career growth for all sworn personnel. The Division will also make strides to finalize an investigations training plan for new detectives and on-going training for seasoned investigators as well as to provide specific training to all investigators in digital evidence. The Division is also working to accomplish the goal of filling all vacancies in the Division, including the administrative assistant.



VICTIM SERVICES UNIT

The Victim Services Unit (VSU) held a volunteer recruitment effort in the fall of 2020. Although the Victim Services Response Unit was limited with the first detection of COVID, the Unit needed to look for additional volunteers. Through a story on the local news and social media, four new volunteers were recruited. This brought the response unit to fourteen volunteers.

In October, Domestic Violence Awareness Month was recognized by collaborating with the Wyoming Oil and Gas Commission to collect housing items to help residents of Mimi's House transition into their own apartments. Mimi's House helps homeless teens by creating a home environment, supporting their education, employment efforts, and teaching them life skills. Mimi's House was selected for Domestic Violence Awareness Month as the VSU has previously referred victims to the house and recognized many of these young girls have witnessed violence within the family home or have been victimized themselves in relationships.

Mimi's House was planning to transition three residents to their own housing in January and the two agencies were able to collect several items to help make the transition easier for these women.

In December 2020, Verda James



Elementary contacted the Victim Services Unit and asked for help with their service project for the year. This was the third year that the school has contacted the Unit to help facilitate and organize a donation effort from the school to a local non-profit agency that the Victim Service Unit works with. This year, The Child Advocacy Project in Natrona County was selected and the fifth grade brought new books to donate to the agency. Child Advocacy conducts forensic interviews of children who have witnessed or been victims of abuse or trauma and these books will go to each of the children they interview throughout the year.

Goals for 2021

In 2021, the Victim Services Unit is planning a new sexual assault campaign for Sexual Assault Awareness Month in April. The campaign will be focusing on prevention efforts and plans to collaborate with local bars and restaurants to promote healthy environments at these establishments. The design of the campaign is to engage staff within businesses as allies in the prevention of sexual violence by addressing the attitudes and behaviors that support sexual violence and helping to create a safer community. The Unit's long-term goal is to continue this campaign effort throughout the year and continue to train businesses as the opportunity presents itself.

The Victim Service Unit did see an impact on services because of COVID; with the limited response being available to officers for several months; however, the VSU still provided services to a number of victims in 2020. **Overall, 463 victims received services, 1,700 services were provided, victim advocates attended 46 crisis response calls and office staff completed 111 applications for Victim's Compensation.** Some other important figures included:

VOCA Victimizations

Adult Sexual Assault: 22

Child Abuse: 18

Child Sexual Assault: 17

Domestic Violence: 207

Stalking: 35

Burglary: 27

Protection Orders

FVPO Family Violence: Temporary - 79

Final - 51

Stalking: Temporary - 9

Final - 8

Sexual Assault: Temporary - 3

Final - 2

DRUG COURT PROGRAM

In 2019, the Drug Court Program started a donation closet where clients can pick out appropriate clothing for job interviews, work, or even warmth, free of charge. The donations come directly from staff and board members of the Drug Court Program. This donation closet has been well received and widely utilized by the Program's clients.

The greatest accomplishment of this Program will always be the work that the Program does with clients. The Program works hard with clients to obtain crucial education such as GED certificates and gain meaningful employment.

In 2020 with the COVID-19 Pandemic, the Program was able to get clients on Zoom for meetings. The clients have been working hard and have had to deal with not being able to meet and hold groups in person.

In 2021, the Drug Court Program hopes to expand treatment programming to include a more intensive program for those clients who are in need of residential treatment and waiting for a bed-date into a facility. Bringing more clients from #OurCommunity into the Natrona County Adult Drug Court program in an effort to better serve the public is an ongoing goal. The Program would also like to find more incentives and sanctions that are effective for the client population in an effort to be more versatile with incentives and sanctions.

62 screens were conducted for Natrona County Drug Court program in 2020.

33 people were admitted into the Natrona County Drug Court program in 2020.

19 people successfully graduated from the Natrona County Drug Court program in 2020.

*Note: Graduates of the program in 2019 were admitted into the program prior to 2019 due to the requirement of being active in the Natrona County Drug Court program for a minimum of 18 months.

PROPERTY AND EVIDENCE UNIT

The Property and Evidence Unit has been busy clearing out a backlog of evidence and found property. Since the beginning of 2020, tens of thousands of items were cleared.

The Unit began and completed a comprehensive inventory and archive of all homicide and violent crime evidence that was still on the shelf but tracked in legacy systems. That evidence was properly cataloged and updated in the Department's evidence management system. The items were assigned a permanent location.

The AFIS (Fingerprint) computer system has been moved to Property and Evidence and all Evidence Custodians were trained to work in the system. Together, the teams cleared out a back-log of approximately 500 sets of fingerprints that had been submitted by the Casper Police Department but were not processed once entered. This was done to clear out the old AFIS system and prepare for the release of a new national system. The Property and Evidence team was also able to provide suspect information for two unsolved cases from the early 2000s by processing those previously submitted prints.



The two newest members of the Property and Evidence Unit received training and are now certified to test Marijuana for court.

Along with the above items, Property and Evidence was able to scan and dispose of paper Evidence Sheets that had been stored for approximately twenty years, clearing them from storage. Hard-copied photos from approximately the previous twenty years were inventoried, those needed to be retained were scanned and a large number of unneeded photos were disposed of. The Unit has begun submitting monthly lists of adjudicated drug evidence to the Attorney General which allows us to quickly remove and dispose of those items.

COMMUNITY SERVICE PROGRAM

The Community Service Program has had a very successful year despite COVID-19. **426 clients enrolled in the program, 9,224 community service hours were completed and \$7,396 dollars in fines were paid off by conducting community services. Seven new partners were added to the program, providing thirty-four areas for youth and thirty-eight for adults to perform community service.**

With COVID-19 putting added restrictions on the program, several very successful projects were initiated for youth and adults.

The blanket project gave the chance for youth and adults to make 'cut and tie' blankets from home and still get credit towards their community service. **177 blankets were made and donated out to community organizations including; DFS (for Christmas), the Rescue Mission, and student services for the school district.**

A food donation drive was put together where both youth and adults were able to donate food into the food drive and get credit for their community service. **In all, over 2,500 items were collected and donated out to local food banks in the Casper area.**

For the upcoming year of 2021, the Community Service Program will continue on with the food drive donation as well as looking at other ways to assist within #OurCommunity. With the Wyoming wind, the need for trash pick-up is never-ending and led to partnering with local businesses here in town, Keep Casper Beautiful, and the local parks department to get Casper cleaned up and hopefully will eventually pair with Code Enforcement to set up projects for the citizens of Casper. Whether it be cleaning up their yard so they are compliant with Code Enforcement or removing graffiti from around town, getting more local entities and non-profit affiliates on the Community Service Program is a driving benchmark for 2021.



PROFESSIONAL STANDARDS DIVISION

The Professional Standards Division is comprised of the Professional Standards Unit (commonly referred to as Internal Affairs) and the Career Services Unit. The Evidence Technician Team is also housed within this division.

PROFESSIONAL STANDARDS UNIT

The Professional Standards Unit supports one of the most important organizing principles in any governmental entity, employee accountability. The Department holds itself accountable to the standards outlined within the Department Mission Statement, Policies, Procedures, Wyoming State Statute, and the United States Constitution.

The function of the Professional Standards Unit is to provide fact-finding assistance to the Chief of Police. This unit provides a systematic, objective, and impartial investigation of complaints alleging employee misconduct.

The Casper Police Department accepts all complaints, regardless of form, source, or substance, and initiates investigative action appropriate to the complaint's seriousness. This unit is committed to investigating all complaints, and all reports of misconduct, thoroughly and objectively, and without prejudice to uphold the principles of accountability.

The Professional Standards Unit is responsible for investigating complaints against Casper Police Department officers and civilian employees. Internal Affairs performs administrative reviews of police incidents to determine whether policy, training, equipment, or disciplinary issues should be addressed. This Unit conducts all its investigative activities in the best interests of all involved, including the department and community.

The Professional Standards Unit is commanded by Captain Steve Schulz, who reports directly to Chief Keith McPheeters. Administrative responsibilities and investigations within Internal Affairs are conducted by Lieutenant Richard Brown and Sergeant Lyle Berg.

PROFESSIONAL STANDARDS UNIT

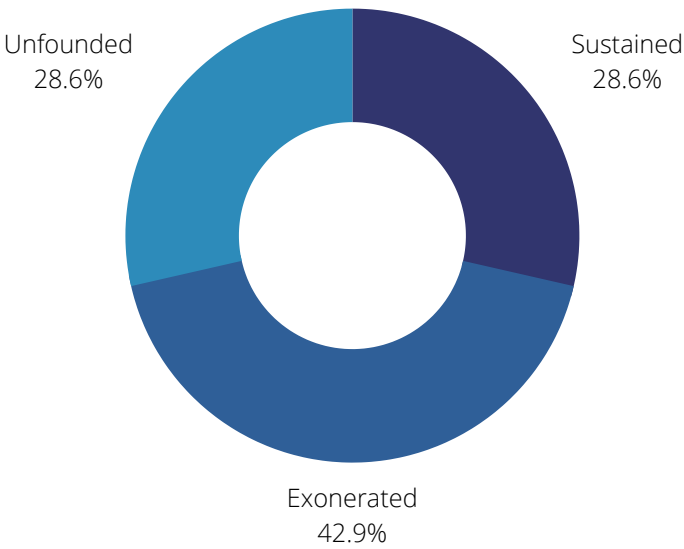
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Lieutenant Brown and Sergeant Berg have over thirty-five years of combined law enforcement/investigative experience and have supervised operations and support within the Department. Both are certified by the Internal Affairs Institute.

The following information reflects Casper Police Department Internal Affairs Data for the calendar year (January 2020 - December 2020).

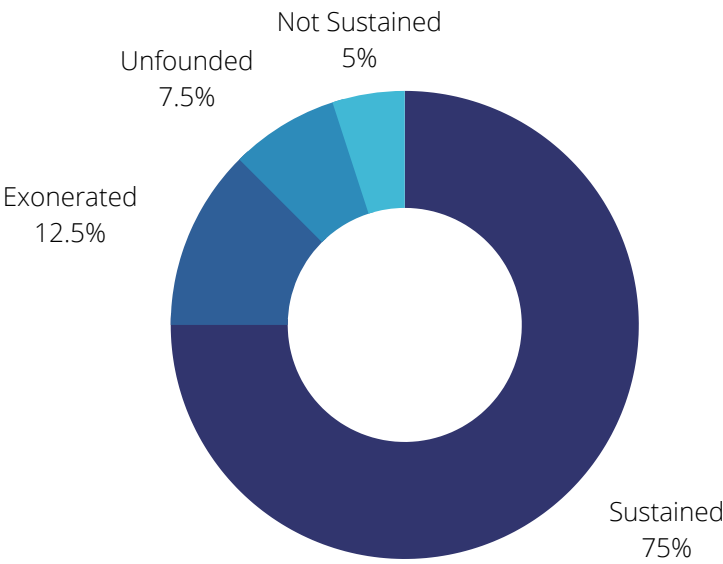
Complaints Regarding CPD Staff Reported By Citizens (Externally Initiated Investigations)

This chart reflects the outcome of the external complaints received. In 2020, Casper Police had over 46,000 documented citizen interactions (calls for service), twenty-eight of which resulted in a complaint from a citizen.



Complaints Regarding CPD Staff Reported By CPD Staff (Internally Initiated Investigations)

This chart reflects the outcome of the investigations stemming from internal complaints. This Department believes in holding each other accountable, and you will find these statistics support this belief. Nearly twice as many (forty-five vs. twenty-eight) internal affairs investigations were conducted based on fellow Department staff bringing concerns to leadership. Nearly three times as many of those complaints were sustained (75% vs. 28%) compared to complaints initiated by the public.



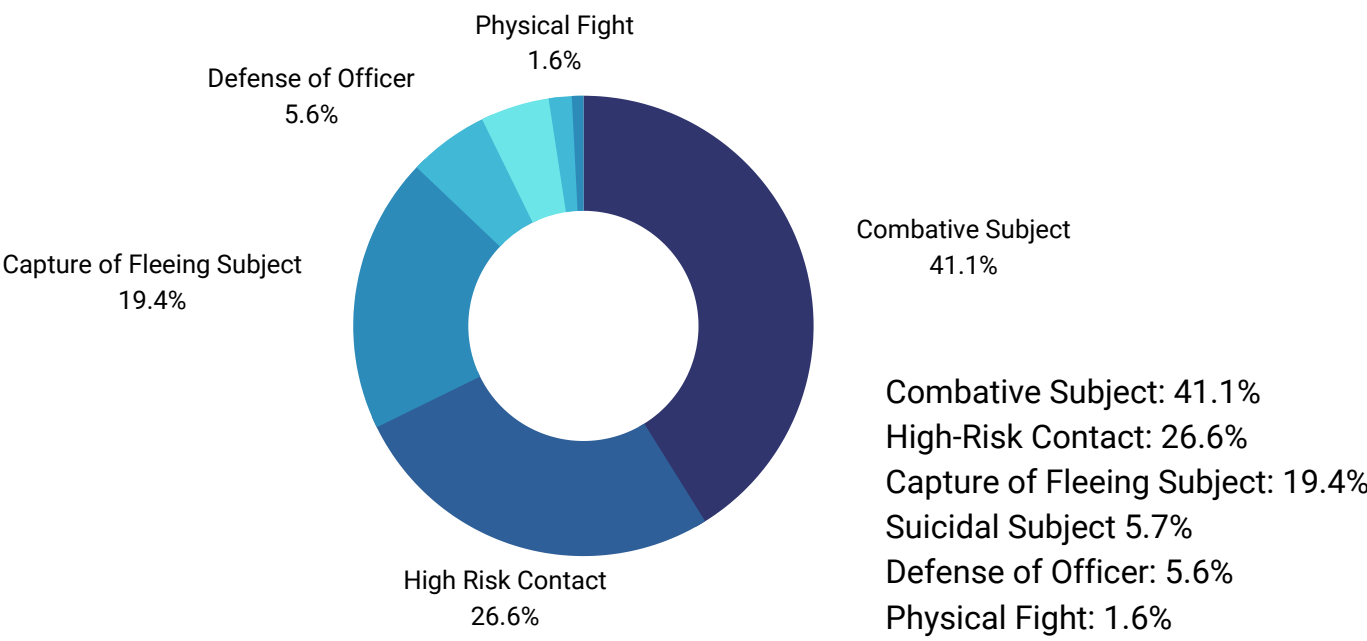
Use of Force Reports

The Casper Police Department utilizes the term 'Use of Force' (UoF) when describing the display or application of force by an officer directed at a subject. A Use of Force incident includes the following actions: the display of a firearm, discharge of a firearm, display of an electronic control weapon, discharge of an electronic control weapon, use of a baton, use of a chemical agent (pepper spray), physical restraint (weaponless), and K9 deployment.

In 2020, the Department had 126 reported Use of Force Incidents.

Each Use of Force incident is thoroughly investigated by the Department and if needed, outside third-party agencies. Please note, in the Department's ongoing efforts to grow in professional police services and exceed the national standards of other police departments, beginning in 2021, the Department will be changing the way in which UoF reports are required to be reported, which will result in a larger documented number of UoF reports for 2021. The goal of this change is to capture and investigate in a more thorough manner, exceeding the minimum requirements of police organizations. This does not mean that the number of actual UoF incidents will rise, more-so that the number of reports will increase which, the Department anticipates, will lead to a higher reported number for 2021 UoF incidents.

There are many different reasons why an officer may be required to enter a Use of Force scenario throughout the course of his or her duties. **The following chart breakdown the reasons behind the Casper Police Department's 2020 Use of Force incidents.**



EVIDENCE TECHNICIAN PROGRAM

The Casper Police Department has eight Field Evidence Technician positions. Currently, six are filled. All of these Officers volunteer to take on this function in addition to their regular duties. These officers have received specialized training, including latent print recovery, digital photography, use of alternate light sources, computer diagramming, crime scene reconstruction, computer forensics, and blood pattern interpretation.

In 2020, the Field Evidence Technicians handled a large variety of cases which included multiple homicides, sexual assaults, robberies, burglaries, and auto accidents with fatalities. It is imperative that a Field Evidence Technician be meticulous in their crime scene processing, to ensure a case is not lost at trial due to poor evidence collection or documentation.



Implementation and training for the Spillman Manual Evidence Entry procedures took place in 2020. The Technicians are responsible for teaching their individual patrol teams and addressing any evidence correction concerns that may arise.

The Evidence Technicians also partner closely with the Wyoming Crime Lab to update evidence technicians on new evidence trends, familiarize them with the staff, and continue to keep open communication between the Crime Lab and the Department. Additional training included advanced photography, tread wear/casting documentation, scene sketching, report writing, alternate light source use, cyanoacrylate fuming, major scene processing, and basic blood spatter.

In 2021, the Department will host the 2021 Crime Scene Techniques forty-hour POST training. This multi-agency training will take place utilizing instruction from the Natrona County Sheriff's Office, Casper Fire Department, Department of Criminal Investigations, Casper Police Department, and the Wyoming Crime Lab. Students will attend from not only Wyoming but also from all surrounding states.

CAREER SERVICES UNIT

All facets of the recruiting process for Casper Police Department employees are handled by the Career Services Unit. This Unit hires candidates, conducts background checks, and offers recommendations on the suitability of applicants to the Chief of Police. The team is constantly looking for active, community-minded people to join the Department's ranks, bringing positive change within the Casper community.

Employee Hiring Process

In 2020, **Career Services directed eleven different hiring processes with 1,021 applicants.** Through the various testing processes, **fifty-nine background investigations** were performed, and **thirty-nine polygraphs** were administered. The **1,021 applicants** yielded **seventeen new employees** for the Casper Police Department.



2020 Casper Police Academy

Career Services managed the 2020 Casper Police Academy with 754 formal training hours, meeting the Wyoming Police Officer Training Standards (POST). The academy was attended by five Casper Police Department Cadets and three Evansville Police Department Cadets. The training was rigorous and included basic law enforcement concepts, procedures, and strategies, including Criminal Law, Patrol Procedures, Investigation Procedures, Report Writing, Defensive Tactics, Weapons, Leadership, Ethics, Community Policing, Police Vehicle Operations, Traffic Enforcement, Accident Investigation, Emotional Survival, and First Aid/CPR.





Training Records

Career Services entered, scanned, filed, and sorted over **7,665 hours of training** for all sworn, and non-sworn Casper Police Department employees.

Budgets

The Career Services Unit oversees and directs several specific budgeting operations by budget planning and acquisitions, meeting the Casper Police Department's needs. Through preparing, integrating new equipment, and predicting likely potential financial needs, Career Services provide comprehensive budgetary updates. The budgets listed below are held by the Career Resources Unit.

- Training Budget: \$200,000
- Uniform & Equipment Budget: \$50,000
- Evidence Program Budget: \$13,500
- BJA Covid-19 Grant: \$50,000

CASPER-NATRONA COUNTY PUBLIC SAFETY COMMUNICATIONS CENTER

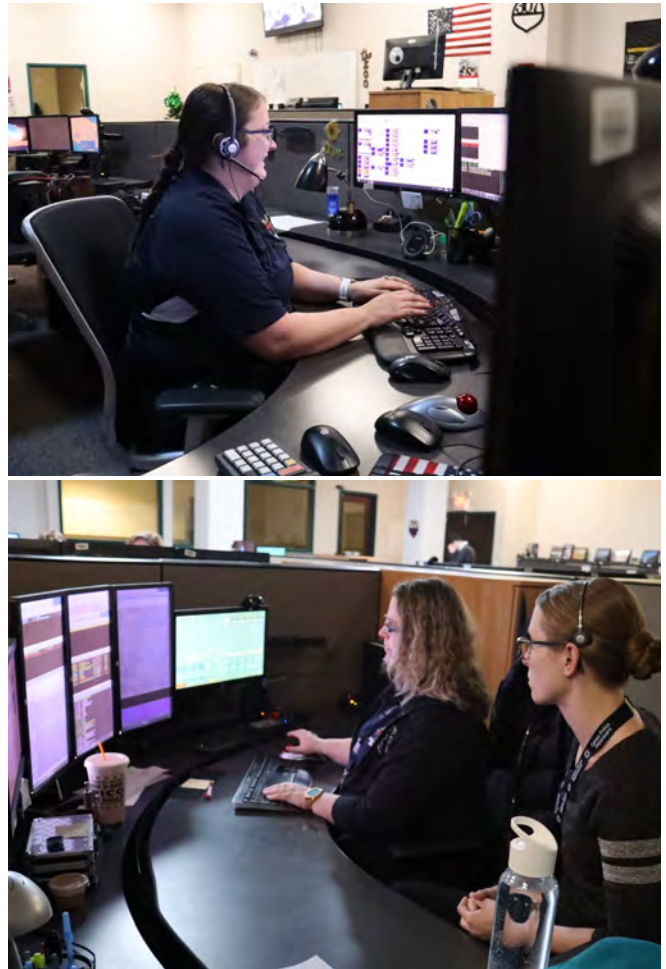
In 2020, the Casper-Natrona County Public Safety Communications Center (PSCC) answered a total of **142,738 calls and dispatched 84,574 calls for service** for all agencies combined.

The Center's reporting system was upgraded when the new phone system was installed. Therefore, data is only available from March through December. **Because of this, the estimated actual yearly total is closer to 170,000.**

In March, PSCC upgraded the VIPER telephone system. This update provided technology that benefits not only staff but, more importantly, #OurCommunity. One of the most welcomed additions is the ability to receive text via 911. This system also provides the foundation for i3-complaint Next Generation 911 applications.

Since the deployment of this system, PSCC has fielded 552 text-2-911 calls. In July, the generator on the mountain, which provides power to radios in the event of a power outage, took several direct lightning strikes. The generator was irreparably damaged and it no longer had the ability to function properly. Working with local vendors, PSCC was able to purchase and install the new generator before any major snow, which would have affected the ability to get equipment to the site.

In September, PSCC purchased and installed a new, more reliable, recording solution. Eventide interfaces with the VIPER phone system and it captures, records, and archives the 911 and administrative call media and the call-associated ANI/ALI metadata.



CASPER-NATRONA COUNTY PUBLIC SAFETY COMMUNICATIONS CENTER

continued

With the unwelcome addition of COVID-19 in our lives, PSCC had to not only make changes in daily activity but also had to think outside the box to ensure service to the community would never be compromised, and that information gathered for first responders was adequate to protect them from exposure. PSCC deployed the Mobile Command Vehicle to utilize as an isolation center, for those with possible exposure to the virus. Since March, the Center has had to utilize the Mobile Command Vehicle for this purpose with a few employees. Because the cases were identified and isolated quickly, the Center narrowly missed an outbreak that would have devastated the workforce. Because the Center has never had the ability to answer phones in the Mobile Command Vehicle, some minor electrical work was done to make this possible.

The Mobile Command Vehicle now has a hard line into the building that allows connectivity. The Center purchased three, completely independent, remote dispatch consoles. With these, the Center has access to all phones, radios, CAD (computer-aided dispatch), and all other necessary equipment/programs that allow dispatchers to perform all functions of their job, from anywhere. Should staffing become so compromised with positive cases or exposures, telecommunicators could work from home, in the event they are well enough to do so.

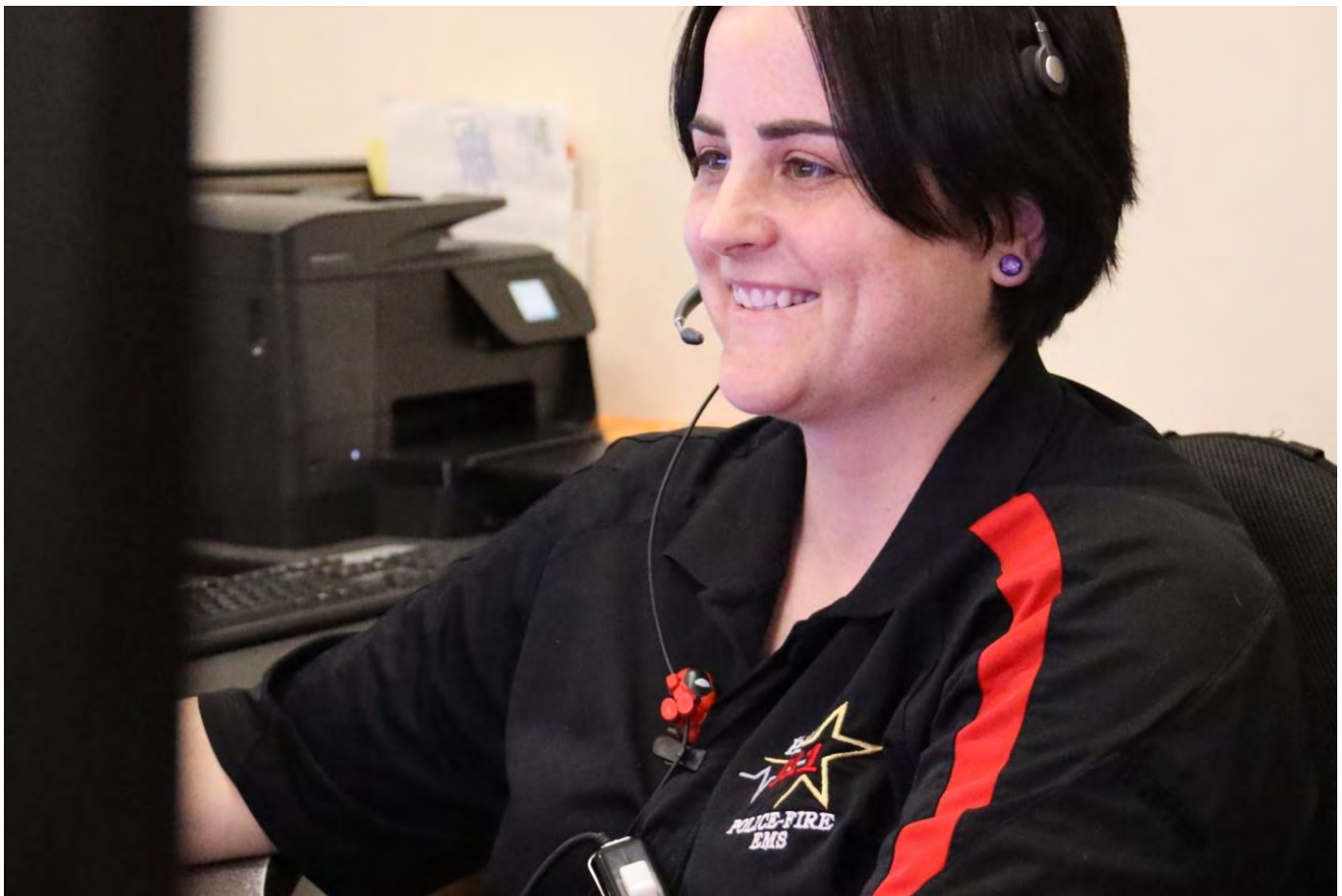


CASPER-NATRONA COUNTY PUBLIC SAFETY COMMUNICATIONS CENTER

continued

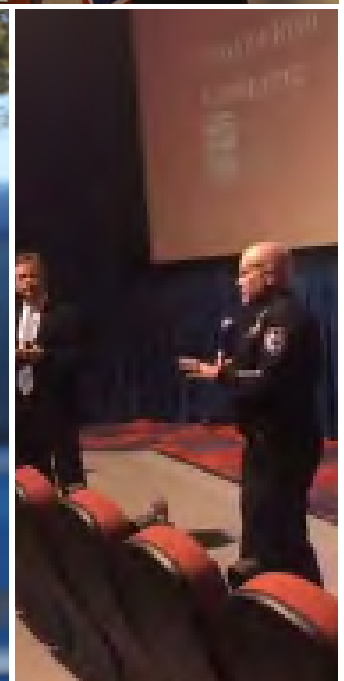
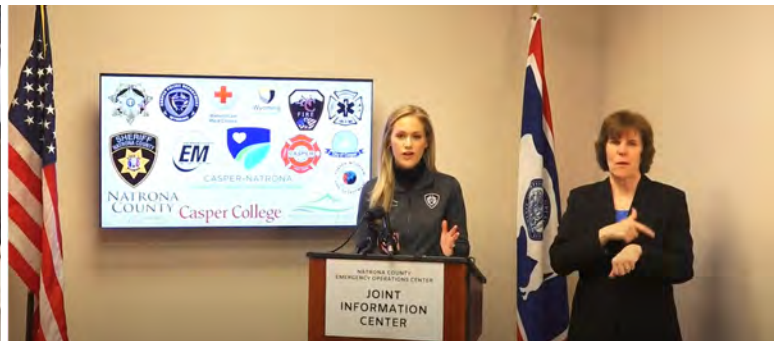
PSCC also transitioned to a new EMD (Emergency Medical Dispatch) program in December. PowerPhone's suite of modules provides access to structured protocol and procedures for a variety of law, fire and EMS calls for service. The protocols, defined by the scenario presented, are accessed by the touch of a button and all information is integrated into the CAD system. The protocols can be configured to compliment local operating procedures and pre-arrival procedures are regularly reviewed to ensure they meet recognized industry standards. This software also provides supervisory staff the ability to review calls for service. Ongoing assessment outcomes offer a valuable resource for identifying outstanding customer service and areas where performance improvements can be made.

PSCC made the move to upload disability indicator forms and business contact forms to the Casper Police Department website. By making this more easily available, PSCC hopes to connect with more members of #OurCommunity to provide the exceptional service that they've come to expect and that this team of Dispatchers are proud to deliver.



PUBLIC INFORMATION OFFICE

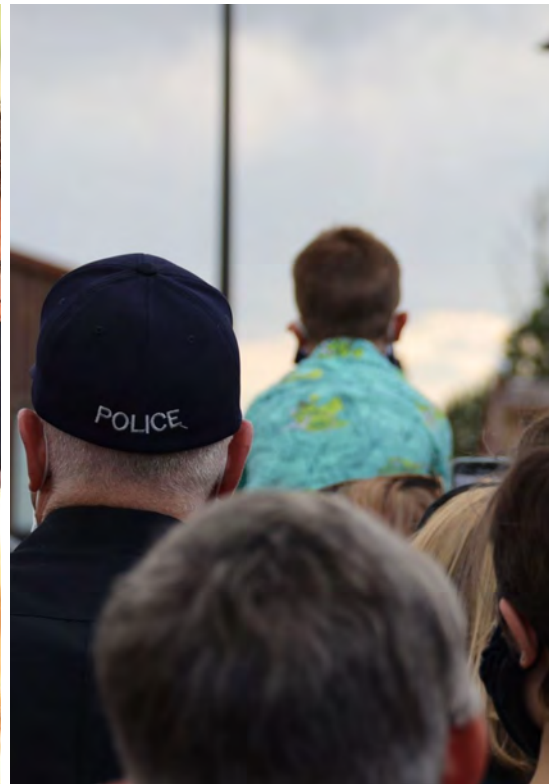
2020 began as a strong start for the newly established civilian public information officer (PIO) program. A massive effort was made to increase awareness of the need for a new police facility with public tours and town halls in January. In February, the Department participated in a funeral for a veteran with no family, where thousands of people came to show their support. As March began, the coronavirus made its way to Wyoming and the PIO was requested to be part of the Natrona County Emergency Operation's Center's Joint Information Center. For two months, the PIO lead daily, then weekly live news conferences and managed media relations for the EOC. During this time, the Department's public outreach efforts continued. Officers began a 'CopScotch' program around town, leading to a viral video on Facebook that reached nearly **2,000,000 people** and was featured on A&E Network's TV Show, *PD Cam*.



PUBLIC INFORMATION OFFICE

continued

As concerns around COVID-19 slowed in the summer Casper Police Department School Resource Officers participated in Coffee with a Cop's, 'Summer Series' where students who had been out of school since March could come interact with their SROs. Summer saw tensions with police rise in historical ways across the United States. In June, Casper had one major protest take place at the Hall of Justice, which then proceeded down Second Street. Officers from across the area came to assist and media tensions were high. Summer public communication efforts surrounded building positive relationships through outreach programs and various service projects. Officers participated in dozens upon dozens of 'drive-by birthday parties' for children holding COVID friendly parties. In August, the Department held its National Night Out event at David Street Station which, while successful, was smaller due to restrictions.



K2RADIO

PUBLIC INFORMATION OFFICE

continued

August also saw the Department's first officer-involved shooting in nearly two years. The Department quickly released information as the investigation was turned over to DCI. A full release of the body cam footage took place in December. For the first time ever, the Department released over 30 minutes of body cam footage, along with a narrative of the event. The public response was overwhelmingly positive. September saw the return of in-person school for the County. Throughout the summer and fall months, local support for law enforcement was extremely high. Multiple times a day, businesses and community members were wanting to donate food and gifts for officers, in light of the national police tension. #OurCommunity was eager to publicly show their support. As October arrived, COVID-19 concerns returned. Officers continued to make efforts to interact with the public during National Coffee with a Cop Day held at Casper College and participating in the Law Enforcement Torch Run for Special Olympics. In November, the Casper Police Academy held a graduation ceremony and the Command Staff served the Thanksgiving Meal at Wyoming Rescue Mission.



In December, the annual Shop with a Cop program was held and was more successful than ever. Right before Christmas, Officers continued their yearly tradition of arresting the Grinch at David Street Station and handing out Christmas Bears to kids over the holiday. Overall, 2020 was set up to be a strategic year in which the Department grew relations with the community. With police tension protests nationwide paired with COVID, the Department's PR strategy became reactive.

PUBLIC INFORMATION OFFICE

continued

The Public Information Office was on constant alert paying close attention to news stories and community engagement on various topics to ensure that the public communication strategy was clear, reassuring, and one that would build trust - not division. It was important to focus on the humanity of officers, why they serve, and the incredible selfless service they provide to the community.

In 2021, the Department eagerly anticipates the return of 'normalcy.' Casper Police Officers thrive on everyday interactions with #OurCommunity. The Department looks forward to continuing to highlight who Casper Police Officers are, the heroic work they do day in and day out, and the one of a kind community this Department has the pleasure of serving.

Strategically, this year will see an increased focus on public statistical reports and the Department's website. In 2020, a new quarterly crime statistic report was created and published on the Department's website. In 2021, active strides toward adapting the monthly crime report to a consumable product will be made. Efforts to increase website utilization and trust by the public will also be a focus. 2021 will also include the inclusion of Metro Animal Shelter's public communications as the Department takes ownership of that organization.



DEPARTMENT BUDGET

The fiscal management responsibilities for the Casper Police Department do not stop with the police unit. Currently, the Department has eight federal grants; three state awards, and three local funds. The Metro Animal Shelter, Animal Protection Officers as well as the Casper-Natrona County Public Safety Communications Center are all components of the Casper Police Department. These are all multi-jurisdictional agencies that serve several surrounding municipalities and towns. Their budgets are reflected within the entire Casper Police Department budget.

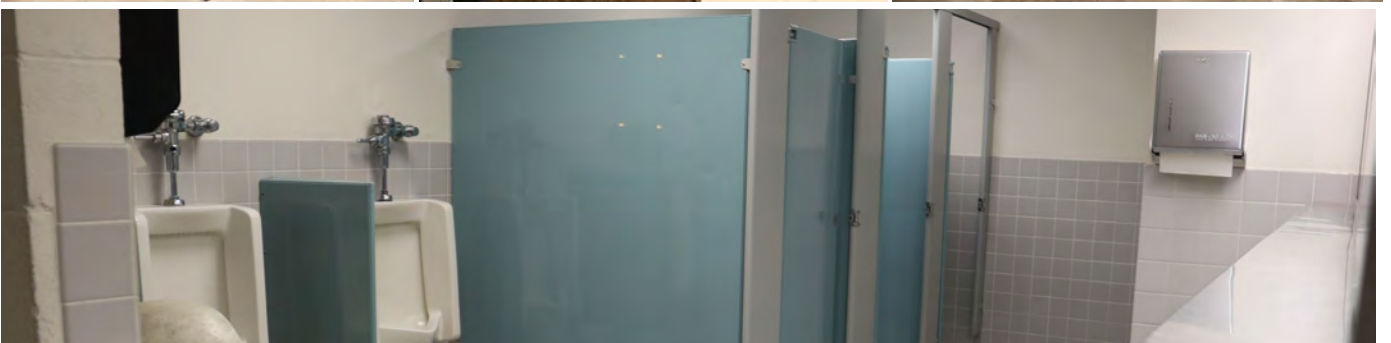
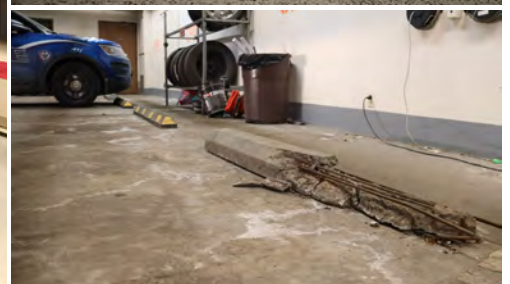
	FY18 ACTUAL	FY19 REVISED	FY19 ESTIMATE	FY20 ADOPTED	% VAR
EXPENSES					
Personnel Services	\$9,020,057	\$11,473,663	\$10,468,837	\$12,790,028	11%
Materials and Supplies	\$370,376	\$423,610	\$487,700	\$502,579	19%
Contractual Services	\$1,632,130	\$1,665,806	\$1,728,200	\$1,659,893	0%
Capital Outlay	\$28,120	\$92,500	\$91,600	\$51,000	-45%
Other Costs	\$522,903	\$570,925	\$576,798	\$596,815	5%
Utilities	\$120,307	\$111,000	\$107,650	\$111,000	0%
TOTAL EXPENSE	\$11,693,894	\$14,337,504	\$13,460,784	\$15,711,315	10%
Total for Police Department	\$11,693,894	\$14,337,504	\$13,460,784	\$15,711,315	10%

FACILITIES

The Casper Police Department currently operates out of five buildings situated around Casper. The Department continues to facilitate the conversation to advocate for the need for a new police facility: one in which all staff can operate safely and efficiently - as well as one that the Citizens of Casper can finally call their own. Today, according to National standards, the Department is operating out of 52% of the space required to run a Department of this size.

Current Facilities

- Hall of Justice (The Department rents the first floor and basement)
- City Center Building (City building shared with the Fire Department)
- Market Street Garage (for stored property and evidence)
- Thompson Range Training Facility (for training and firearms)
- Landmark Building (space rented to run the dispatch center)



STAFF DEMOGRAPHICS

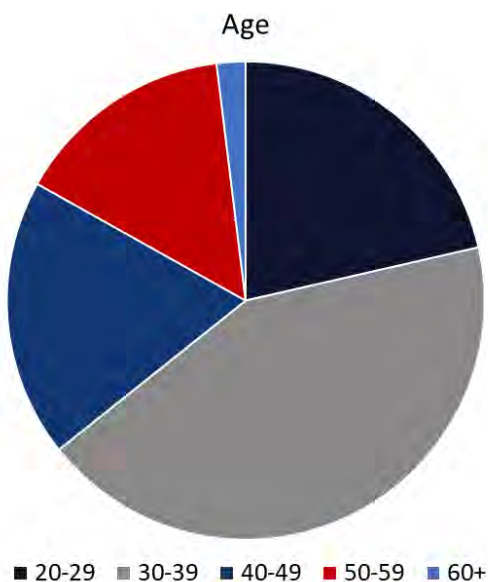
The Casper Police Department works to recruit a diverse workforce. Notably, U.S. police departments report that 10% of their sworn personnel are women. As of this report, over 12% of all sworn personnel at the Department are female, with 14% of the entire Department being female. The following charts break down the gender, ethnicity, and age of all Department staff.

Gender

Sworn: 87 Male, 12 Female
Civilian: 10 Male, 45 Female

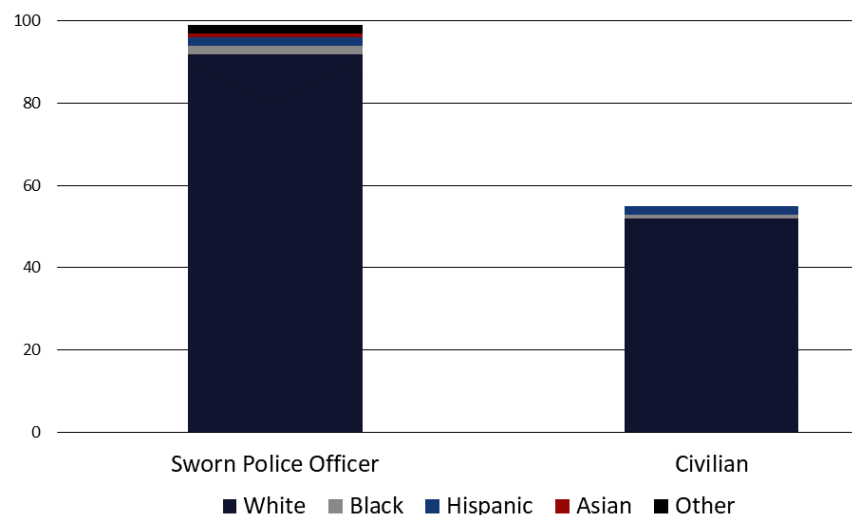
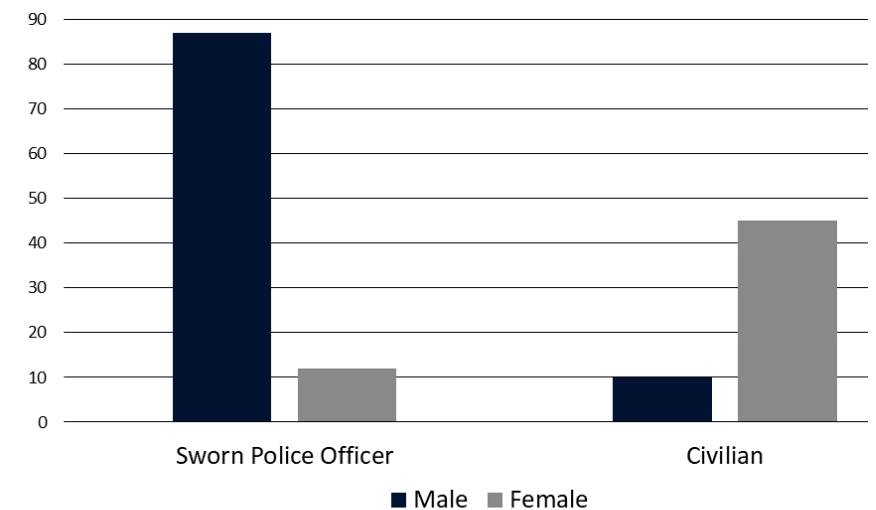
Age

20-29: 33
30-39: 66
40-49: 29
50-59: 23
60+: 3



Ethnicity

Sworn: 92 White, 2 Black, 2 Hispanic, 1 Asian, 2 other
Civilian: 52 White, 1 Black, 2 Hispanic



2020 STAFF AWARDS

Community Partner of the Year

Dr. Andy Dunn

Civilian of the Year

Stephanie White

Detective of the Year

Detective Shannon Daley

Officer of the Year

Officer Michael Graham

Sergeant of the Year

Sergeant Zack Winter

Casper-Natrona County Public Safety Communication's Center Employee of the Year

Heidi Gehlhaar

Officers of the Quarter 2020

Officer Casson Burgen

Officer Chris Funch

Officer Jonathan Munday

Officer Chris Morrison

Life-Saving Medal

Officer Kellan Stenhaus

Officer Jacob Ondich

Officer Casson Burgen

Officer Amanda Cook

Officer Jonathan Schlager

Officer Jon Ramsey

Meritorious Achievement Medal

Officer Walker Galloway

Officer Randi Garrett

Officer Ty Mower

Unit Commendation Medal

School Resource Officer Unit

Medal of Valor

Sergeant Zack Winter

Officer Tyler Kauffman

Officer Luke Iselin

Officer Chris Miller

Officer Ben Cook

Distinguished Service Medal

Officer Matthew Meyers

Detective Shannon Daley

Detective Justin Hatcher

Officer Andrea Hustead

Officer Clifford Glarrow

STAFF YEARBOOK

Sworn Police Officer Staff



Keith
McPheeters,
Chief of Police



Captain Steve
Schulz, Support
Services



Captain Shane
Chaney, Field
Operations



Lieutenant
Jeremy Tremel,
Patrol



Lieutenant
Richard Brown,
Professional
Services



Lieutenant Ryan
Dabney, Special
Operations



Lieutenant Dan
Dundas, Patrol



Lieutenant Ben
Mattila,
Investigations



Sergeant Steve
Nunn, Career
Services



Sergeant Jeff
Bullard, Traffic
Unit, CSO Unit



Sergeant Seth
Wheeler,
Investigations



Sergeant Lyle
Berg, Internal
Affairs



Sergeant
Michael Ogden,
PORT



Sergeant Scott
Jones, SRO



Sergeant Mitch
Hills, Patrol



Sergeant Zack
Winter, Patrol



Sergeant Sara
Nelson, Patrol

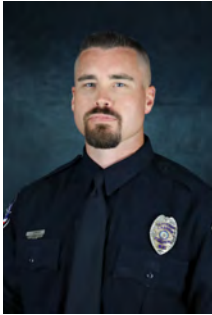


Sergeant Jonathan
Peterson, Patrol

CPD STAFF YEARBOOK

continued

Sworn Police Officer Staff



Sergeant Josh Albrecht, Patrol



Sergeant Todd Wells, Patrol



Sergeant Joey Wilhelm, Patrol



Officer Alyssa Baedke, Career Services



Officer Sarah Stockero, Career Services



Officer William Eastin, Career Services



Detective Tiffany Elhart, Investigations



Detective Chris Henry, Investigations



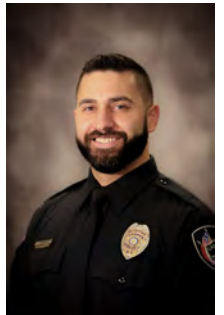
Detective Chris Miller, Investigations



Detective Jesse Jones, Investigations



Detective Shannon Daley, Investigations



Detective Donald Bauer, Investigations



Detective Justin Hatcher, Investigations



Detective Matthew Bowman, Investigations



Detective Shannon Daley, Investigations



Detective Chase Nash, Investigations



Detective Keri Patrick, Investigations



Officer Terry Jackson, Drug Court



Officer Scott Cogdill, Youth Diversion



Officer Ty Mower, SRO



Officer Jesse Kler, SRO



Officer Brad Mueller, SRO



Officer Brenden LaPointe, SRO



Officer Charley Simons, SRO

CPD STAFF YEARBOOK

continued

Sworn Police Officer Staff



Officer Jason
Wittler, SRO



Officer Justin
Edberg, SRO



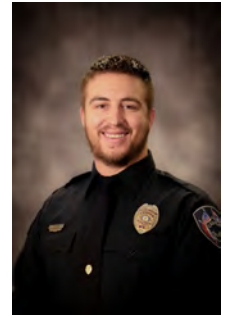
Officer Walker
Galloway, SRO



Officer Randy
Garrett, SRO



Officer Davis
Romero, PORT



Officer Kellan
Stenhaus, PORT



Officer Michael
Paschke, PORT



Officer Andrea
Husted, PORT



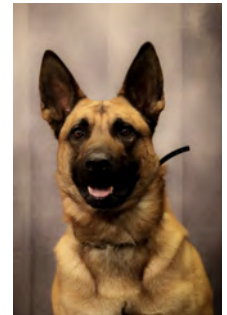
Officer Ben
Baedke, PORT,
K9



K9 Officer Banjo,
PORT



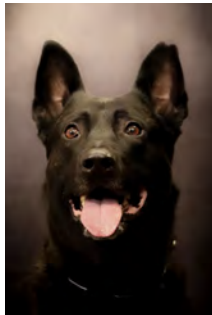
Officer Cody
Meyers, PORT,
K9



K9 Officer Kevin,
PORT



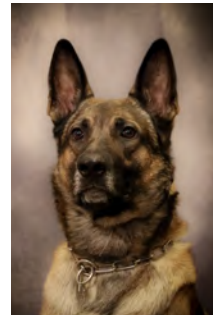
Officer Carl
Krugler, K9



K9 Officer Jopi



Officer Michael
Hughes, K9



K9 Officer Blu



Officer Hunter
Ihrig, Patrol



Officer CJ
Glarrow, Patrol



Officer
Jonathan
Schlager, Patrol



Officer Jon
Ramsey, Patrol



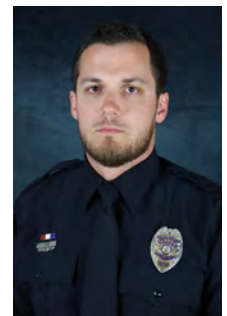
Officer Luke
Iselin, Patrol



Officer Matthew
Meyers, Patrol



Officer Michael
Quirin, Patrol



Officer Craig
Burns, Patrol

CPD STAFF YEARBOOK

continued

Sworn Police Officer Staff



Officer Amanda
Cook, Patrol



Officer Steven
Jensen, Patrol



Officer Craig
Morrison, Patrol



Officer Donald
Crow, Patrol



Officer Greg
Graff, Patrol



Officer
Jonathan
Munday, Patrol



Officer Ryan
Lowry, Patrol



Officer Justin
Price, Patrol



Officer Austin
Birkle, Patrol



Officer Colby
Fowles, Patrol



Officer Matthew
Lougee, Patrol



Officer Jacob
Ondich, Patrol



Officer Michael
Graham, Patrol



Officer Nicholas
Moore, Patrol



Officer RyeAnn
Williams, Patrol



Officer Tony Ho,
Patrol



Officer Tony
Stedillie, Patrol



Officer Tyler
Kauffman,
Patrol



Officer Ben
Cook, Patrol



Officer Casson
Burgen, Patrol



Officer Michael
Chand, Patrol



Officer Gabe
Webb, Patrol



Officer Taylor
Adams, Patrol



Officer Jake
Bigelow, Patrol

CPD STAFF YEARBOOK

continued

Sworn Police Officer Staff



Officer Garrett Williams, Patrol



Officer Jack Fetter, Patrol



Officer Andrew Lincowski, PTO



Officer Andrea Schulz, PTO



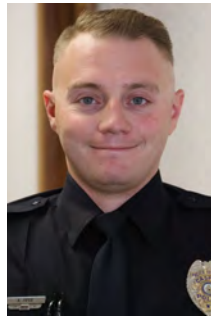
Officer Michael Gates, PTO



Officer Molly Nill, PTO



Officer Ryan Brownell, PTO



Officer Austin Piper, PTO

Professional Staff



Vicky Macy, Budget Analyst



Bev Skovgard, Administrative Assistant



Rebekah Ladd, PIO



Brittney Potter, Community Services



Scott Hoffman, Technologies Manager



Robert Grant, Crime Analyst



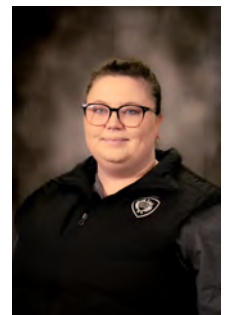
Leslie Fritzler, Victim Services



Iza Hill, Victim Services



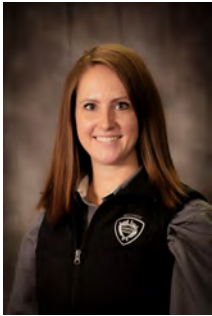
Diane Berg, Records Supervisor



Kelsey Keegan, Records, Front Desk

CPD STAFF YEARBOOK

continued



Courtney Brackenrich,
Records



Amy Johnson,
Records



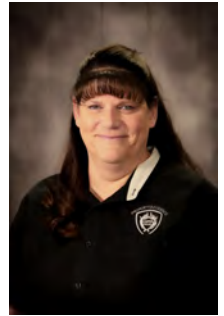
Stephanie White,
Records



Kori Stassinis,
Records



Taylor Gilbert,
Fleet



Jacci Warne,
Property and
Evidence
Supervisor



Debra Williams,
Property and
Evidence



Addy Eckhart,
Property and
Evidence



Lori Jackson,
PSCC Director



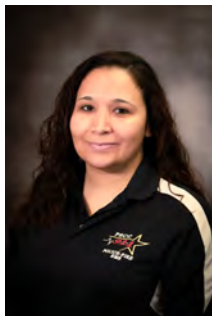
Lesli Andrews,
PSCC



Erin Tower,
PSCC



Vickie Van
Norman, PSCC



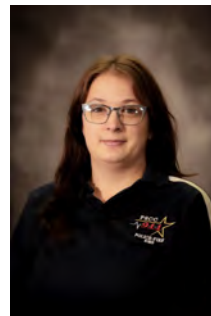
Esmeralda
Vega, PSCC



Heather
Gilliland, PSCC



Jill Hickstein,
PSCC



Amanda Munoz,
PSCC



Kat Shumway,
PSCC



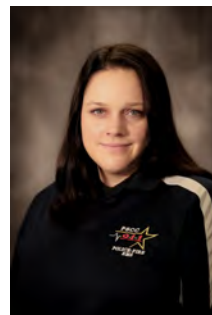
Greg Kellogg,
PSCC



Matthew Lemm,
PSCC



Anna
Thompson,
PSCC



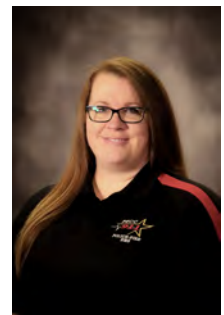
Emily Brameier,
PSCC



Heidi Gehlhaar,
PSCC



Aaron Morgan,
PSCC



Sarah Winter,
PSCC

CPD STAFF YEARBOOK

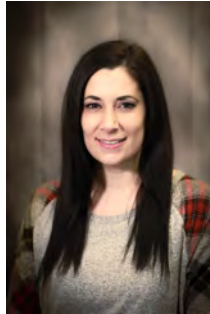
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Tawny Arellano,
PSSC



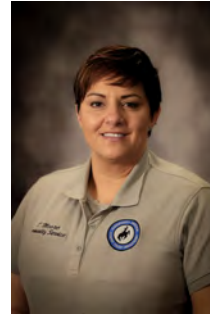
John Bernardis,
PSSC



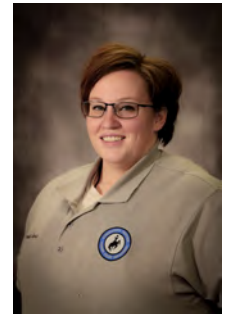
Samantha
Owens, PSSC



Crystal Stewart,
CSO



Patricia Moore,
CSO



Sara Ludgate,
CSO



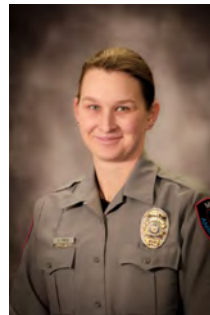
Scott Schell,
APO Supervisor



Clyde Daniels,
APO



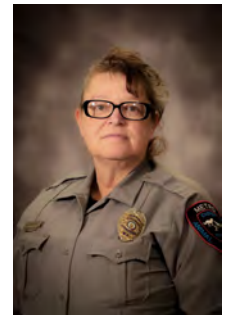
Stephanie
Tarbett, APO



Sarah Price,
APO



Kendra Guldán,
APO



Michelle Peters,
APO



Leah Rakisits,
APO



Blair Jackett,
MAS



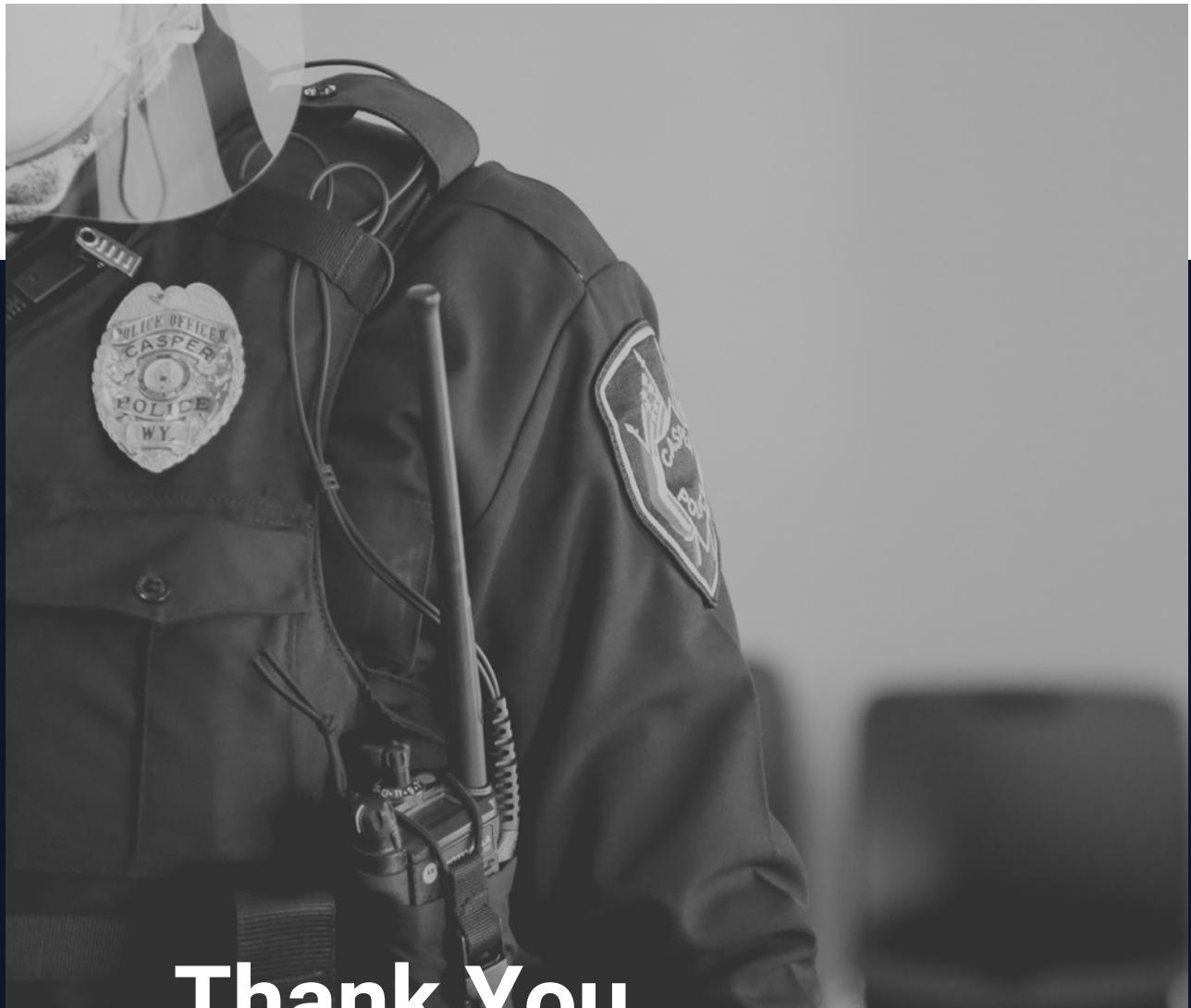
Bryanne Mestas,
MAS



Justine Tuma,
MAS



Richard
Constantino,
MAS



Thank You

for taking the time to review the Casper Police Department's 2020 Annual Report. Your support of our efforts to keep Casper the safe place we all know and love is appreciated by each and every one of our officers and civilian staff members. We look forward to another year of protecting and serving #ourcommunity.



You can keep up with the latest news and information about the Casper Police Department by following us on social media. You can find us on Facebook and Instagram @CasperPoliceDepartment. You can also find information on our website at casperpolice.org.



Casper's Council of People with Disabilities (CCPD) - AGENDA

Thursday, April 29, 2021 at 11:30 AM

Participation In-Person in the Downstairs Meeting Room at City Hall,
200 North David Street, Casper, or Virtually via Microsoft Teams

1. Roll call & introduction of guests
2. Review of the previous month's minutes & approval of minutes
3. City Council Representative to address any City of Casper business that may affect or be of interest to the CCPD.
4. Question & Answer (Q&A) with the City Council Representative.
5. Old Business:
 - Discuss updates from Committees since the previous CCPD meeting to address established priorities as listed below:
 - QOL Committee – Zulima Lopez, Chairperson
 - Update on Transportation Priorities
 - Public Relations (PR) Committee – John Wall, Chairperson
 - Updates on CCPD Facebook page
 - Events Committee – Nikki Green, Chairperson
 - Fundraising Committee – Linda Jones, Chairperson
 - Update on calendar fundraising project
6. New Business:
 - Financial Report – Presented by the Treasurer
 - Any other new business or public comment
7. Discuss meeting date in May due to scheduling conflicts on May 27, 2021.

DATE: APRIL 7, 2021
TO: CIVIL SERVICE COMMISSION
FROM: HEIDI ROOD, HUMAN RESOURCES TECHNICIAN
SUBJECT: CIVIL SERVICE COMMISSION MEETING

**CIVIL SERVICE COMMISSION MEETING
WEDNESDAY, APRIL 7, 2021**

**1:00 P.M.
CONFERENCE CALL**

To join by phone
1-307-314-2685
Access code: 349 506 93#

AGENDA

1. Approval of Revised January 21, 2021 Meeting Minutes
 - a. Previous approved minutes reflected a clerical error of a duplicate paragraph referencing the Civil Service Rule Change for Casper-Fire EMS multi-jurisdictional testing. Revised minutes for consideration include a corrected paragraph for Civil Service Rule Change referencing the movement of the Pre-Deprivation Hearing to Chapter XII.
2. Approval of March 3, 2021 Meeting Minutes
3. Fire Engineer Testing – Chief Siplon
4. Other Business
5. Set Next Meeting Date(s)

May 5th – Certify Firefighter Trainee List

June 2nd
6. CFD Adjourn
7. CPD Personnel – Notice of Intent – Chief McPheeters
8. Adjourn

J.R.'s Hunt ; for Life

Third Annual FESTIVAL OF HOPE
at The Lyric

May 1st
1-3pm

FREE

Local Mental / Physical Health Providers

Suicide Prevention Training

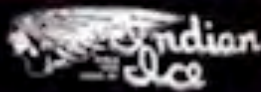
Super Heroes - Mini Therapy Horses

Free Food - Balloon Release - Face Painting

Prayer Tent and MUCH MORE!

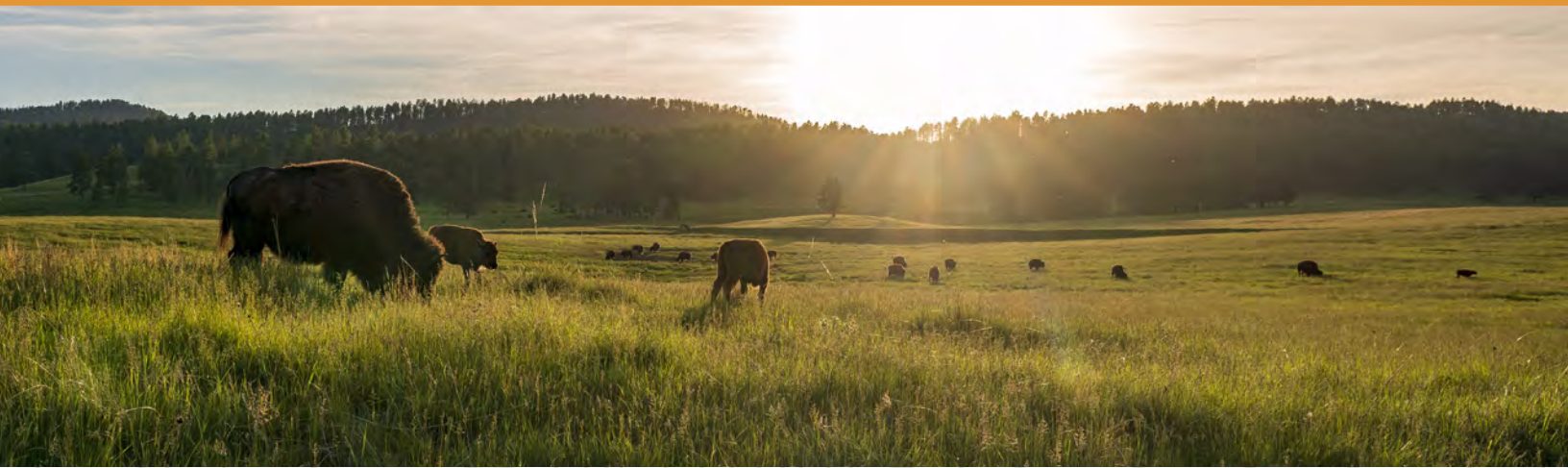
Kids wear your super hero costumes.

Come ready to receive HOPE





CASPER AREA
METROPOLITAN PLANNING ORGANIZATION
Casper • Mills • Evansville • Far North • Natrona County



PUBLIC OPEN HOUSE

WE WANT YOUR INPUT ON OUR UPDATED PUBLIC PARTICIPATION PLAN!



Wednesday, April 28

**5 to 6:30 p.m. with a presentation at 5:30 p.m.
Gruner Brothers Brewery – 1301 Wilkins Circle**

You are invited to attend our safe and fun in-person public open house to review the draft Public Participation Plan, learn more about meaningful engagement, and meet your MPO staff.

Transportation is one of the key contributors to the Casper area quality of life. We want to make sure you are involved in our public participation opportunities so that our transportation system meets your needs.



Your safety is important to us. Due to COVID-19, wearing a mask and keeping a 6-foot distance from other attendees will be encouraged. Masks and hand sanitizer will be provided.