

AGENDA
CITY OF LARAMIE, WYOMING
CITY COUNCIL WORK SESSION
COUNCIL RETREAT
CITY HALL, COUNCIL CHAMBERS, 406 IVINSON AVE
January 15, 2021, 5-9 pm

City Council Meetings are open to the public. Council Chambers seating is unavailable at this time due to social distancing. We encourage the use of the following tools to participate by Zoom meeting: Meeting ID #899 0684 4287 Password: 661362. Public Comments can be made by Zoom meeting <https://us02web.zoom.us/j/89906844287?pwd=QU5wUUJDMTZtUFJQaE9zMjJ1blhHZz09> or Phone # 1(669)900-9128 Meeting ID #899 0684 4287 or emailing council@cityoflaramie.org. Participants on Zoom will be muted until the Mayor asks for public comments. Please email: clerk@cityoflaramie.org to request to make public comment during speaking time. Requests for accommodations from persons with disabilities must be made to the City Manager's Office 24 hours in advance of a meeting.

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

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

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

- 1. WORK SESSION**
- 2. Public Comment on Non-Agenda Items (Aggregate time limit 30 minutes)**
(Limited to three (3) minutes per speaker.)
- 3. COUNCIL RETREAT: 2020 Council Goals/Objectives**

City Council Annual Retreat

Friday, January 15, 2021

5:00 pm - 9:00 pm

Public Video Conference

Agenda

5:00 pm STRONG POLICY/ADMINISTRATION TEAMS BUILD STRONG COMMUNITIES

A. Mayor Weaver

Introductions & Setting the Stage for Success

- 5:15 pm B. City Clerk Bartholomew
 - Councilor Support & Forms
 - Finding Digital Information About City Matters
- 5:35 pm BUILDING OUR COMMUNITY WHAT TO EXPECT 1Q/2Q 2021
 - A. City Attorney
 - Privilege, Public Records, Communications
 - Possible Video Polling
- 6:00 pm B. City Manager Jordan
 - Local Intergovernmental Collaboration
 - City's Legislative Policy Agenda for 2021
 - State Intergovernmental Collaboration
 - WAM Conference Host City Planning
 - WY State of Emergency - COVID-19
- 6:25 pm C. Chief Operating Officer Brown
 - Budget Hearing & Adoption Schedule
 - Community Partner Funding
- 6:40 pm Break
- 7:00 pm BUILDING OUR COMMUNITY COUNCIL'S LEGISLATIVE POLICY AGENDA
 - A. City Manager Jordan
 - Council's Identified Policy Issues
 - B. Setting High-Level Objectives for Laramie's Future
- 8:45 pm Questions/Wrapping Up
- 9:00 pm Adjourn

Documents:

- [Retreat 2021 Agenda.pdf](#)
- [2020GoalsYearEndStatusReport.pdf](#)

CITY COUNCIL ANNUAL RETREAT

Friday, January 15, 2021

5:00 p.m. – 9:00 p.m.

Public Video Conference

AGENDA

- ➔ ***STRONG POLICY/ADMINISTRATION TEAMS BUILD STRONG COMMUNITIES*** **5:00 PM**
 - A. MAYOR WEAVER
 - INTRODUCTIONS & SETTING THE STAGE FOR SUCCESS
 - B. CITY CLERK BARTHOLOMEW **5:15 PM**
 - COUNCILOR SUPPORT & FORMS
 - FINDING DIGITAL INFORMATION ABOUT CITY MATTERS
- ➔ ***BUILDING OUR COMMUNITY*** *WHAT TO EXPECT 1 Q/2Q 2021* **5:35 PM**
 - A. CITY ATTORNEY
 - PRIVILEGE, PUBLIC RECORDS, COMMUNICATIONS
 - POSSIBLE VIDEO POLLING
 - B. CITY MANAGER JORDAN **6:00 PM**
 - LOCAL INTERGOVERNMENTAL COLLABORATION
 - CITY'S LEGISLATIVE POLICY AGENDA FOR 2021
 - STATE INTERGOVERNMENTAL COLLABORATION
 - WAM CONFERENCE HOST CITY PLANNING
 - WY STATE OF EMERGENCY – COVID-19
 - C. CHIEF OPERATING OFFICER BROWN **6:25 PM**
 - BUDGET HEARING & ADOPTION SCHEDULE
 - COMMUNITY PARTNER FUNDING
- ➔ **BREAK** **6:40 PM**
- ➔ ***BUILDING OUR COMMUNITY*** *COUNCIL'S LEGISLATIVE POLICY AGENDA* **7:00 PM**
 - A. CITY MANAGER JORDAN
 - COUNCIL'S IDENTIFIED POLICY ISSUES
 - B. SETTING HIGH-LEVEL OBJECTIVES FOR LARAMIE'S FUTURE
- ➔ **QUESTIONS / WRAPPING UP** **8:45 PM**



ADJOURN

9:00 PM

GOAL #			Progress Through July 1, 2020	Progress Through December 31, 2020	City Manager's Suggestions for Calendar Year 2021
A	Holistic Economic Development (Laramie-Centric)				
Milestone #1:	Adopt Updated 10-Year Economic Development Plan to Replace Chapter 9 of the Comprehensive Plan.		Complete.	CM initiated conversation with incoming Albany County BOC member regarding possible co-adoption of the Plan by the County; also, working with consultant to schedule review of Plan for both UW President's Office & County.	Continue Goal. In light of the distinct change COVID19 has wrought on regional and local economy and businesses, CM recommends a follow-up contract with consultant, 4th Economy, to 1) prepare a COVID Addendum and, subsequently, 2) re-engage with educational and institutional partners (County, LCBA, LMSA).
Milestone #2:	Implement Improvement Program for Primary Retail Corridors that Considers Public-Private Partnerships and Development Policy		On the heels of completing research on a variety of model municipal programs designed to propel private improvements, draft guidelines have been prepared with knowledge of local needs and issues. Staff is completing internal review of the guidelines and expect to move this item forward to Council in Fall/Winter 2020.	Staff has met on multiple occasions with the owners of the old K-Mart Building and associated spaces. These are some of Laramie's only larger, vacant, higher-quality commercial spaces desired by major retailers. Staff and Retail Coach have provided multiple leads and interested parties wanting to occupy the spaces. Additional updates to economic and demographics reports were also provided by the Retail Coach under our continuing contract for their services and this information is available on the City's website.	Continue Goal. We will continue efforts to fill the old K-Mart property working with the owner and, with the Retail Coach, intend to initiate discussion with new developers who have a more primary interest in Laramie. Also, Staff would like to bring for Council consideration an improvement program for retail corridors designed to invigorate public-private partnerships and propel investments.
Milestone #3:	Review Results of Development Code Audit & Consider Revisions as May Be Needed to Facilitate Growth & Development while also Preserving the Community's High Standards	Tied to Goal A6	Community Builders is nearing completion of the audit of municipal code pertaining to housing. When the audit is complete in the next month or two, work sessions will be held with Planning Commission and City Council. Thereafter, possible municipal code changes may be considered.	Recently staff has established timelines with Community Builders with an estimated early-January completion of the Housing Code Audit, Housing Analysis and Laramie Housing Executive Summary. Following a staff review, Planning staff will be initiating Work Sessions with the Planning Commission and City Council on the findings of the analysis and the code audit. Staff will use direction gained during these work sessions to begin working on housing related text amendments to present to Planning Commission and ultimately City Council. It should also be noted that though Planning Manager Tein's association with the Wyoming Planning Association, WYOPASS is working on statewide efforts related to housing with Community Builders and Cascadia Partners. Through these efforts two video workshops/webinars will be produced that can be used by any community, including Laramie, to help anyone understand the basics behind housing challenges in Wyoming. This effort was almost lost due to funding related to this work being stripped at the State level due to recent budget cuts.	Continue Goal. Complete deliverable documents, set work sessions with Planning Commission and City Council and proceed forward with the text amendment process for changes to the Unified Development Code as they relate to housing.
Milestone #4:	Review Parking in Downtown Business Core & Residential Parking Districts around UW Main Campus		Work session scheduled for August 11	Work session held on August 11, 2020. Planning Office currently has a text amendment under consideration that would remove parking requirements for any use within the downtown zone. These amendments were postponed in Fall 2020 and will be back before City Council for consideration in February 2021. Currently no parking is required for any commercial use in the downtown zone. If this amendment is passed, no parking will be required for residential uses in the downtown zone. These changes were recommended in the Community Builders Housing Study and are generally good planning practice for downtown areas. No other parking analysis has been conducted.	Continue Goal. Complete text amendment process for changes to the Unified Development Code as they relate to proposed parking changes in the downtown zone.
Milestone #5:	Initiate Planning for SPT-Funded Gateway Enhancements & Community Art Projects		In March 2020, the City and Laramie Main Street jointly applied to the Wyoming Business Council for a BRC Grant for first phase projects, including installation of wayfinding signage, overhead banners and gateway improvements. The project would have utilized SPT funding as the "seed" match to the grant. The application was unanimously rejected by the WBC Board. An attempt is being made now to continue the project in smaller steps with assistance from previously committed financial partners. UW originally agreed to continue its financial commitment but has now withdrawn that funding. Current, remaining partners are LMSA, the City and the Tourism Board. With respect to other beautification projects approved for specific purpose tax funding, staff intend to review the verbiage in the SPT ballot by a design team, a concept planned and phased implementation initiated to continue with this project.	Following denial of the BRC grant by the Wyoming Business Council, staff have worked to regroup in a way that would allow for completion of the wayfinding project in a piecemeal fashion with the hope of not losing this needed community improvement. However, with UW's funding now withdrawn and other partners like LCBA and County no longer participating, the remaining partners (City, Laramie Mainstreet and Tourism) are only able to move forward with roughly 1/3 of the signage in Phase I. Sign fabrication is expected January 2021 and installation in Spring as staffing and the weather allows. Further phases related to wayfinding are being explored.	Continue Goal. The Fire Training renovation project in the South Gateway will include an Art Component with construction slated March - Sept. 2021. Complete Phase I Wayfinding Project. Begin working on Wayfinding Phase II if funding from community partners can be reconsidered.
Milestone #6:	Review Methods for Improving Housing Opportunities, including Land Banking, Setback Requirements/Density, In-fill Development Standards, & Residential Rental Inspection/Licensing Program	Tied to Goal A3	This milestone is tied to the completion of Goal #A3 as it will likely improve housing opportunities; possible changes could include setback modifications and density requirements - indirectly affecting in-fill development opportunities.	See discussion related to Goal #A3.	Continue Goal. See discussion related to Goal #A3. Possible housing-specific code changes will likely include modification of setback and density requirements.
Milestone #7	Initiate Redevelopment of City's Complex on North 4th Street to Attain Adopted Job Creation & Housing Objectives		This project is tabled due to the construction delay of the Municipal Operations Center (MOC) and will not be attainable in this fiscal year for this reason.	The Municipal Operations Center has been awarded and scheduled to be completed April, 2022.	Table Goal until not earlier than FY22.
B	Environmental Stewardship				
Milestone #1:	Host a Roundtable Discussion on Intergovernmental Aquifer Protection Planning with Albany County and the Laramie Community		A proposed date for this meeting has been submitted to Albany County; September 8, 2020. City Clerk is awaiting a response.	Work Session held on September 8, 2020. There were no advancements on this item through December 31, 2020.	Continue Goal. CM is proposing a Joint City-County Resolution to establish a 4-5 member Ad Hoc committee to prepare technical aspects of the Request for Qualifications by mid-to-late February 2021 for the Casper Aquifer Protection Plan (CAPP) update. The ad hoc committee would expedite the CAPP update by providing needed assistance to City staff, without such assistance, we estimate the RFQ will not be ready for public issuance until at least Summer 2021. We have pre-positioned the Environmental Advisory Committee also on this matter and they've appointed Board Member Ramsey Bently to serve on any Ad Hoc committee as may be approved by City Council and the County Board of Commissioners.
Milestone #2:	Consider Public Policies for Retail-Use Plastic Bags	Goal Supplanted by Resolution 2020-07	Please see discussion below regarding Resolution 2020-07	Please see discussion below regarding Resolution 2020-07	Continue Goal. Please see discussion below regarding Resolution 2020-07

Milestone #3:	Monitor and Address, if Needed, Laramie River Sedimentation Interventions in Collaboration with Partner Agencies		<p>The Public Works Department purchased and installed two gutter bins in the downtown area as a pilot project in June. Gutter bins include a filtration system that removes pollutants from stormwater before being discharged to the river. Staff are in communication with WYDEQ (meeting scheduled for Aug 20) about their current sampling efforts for e-coli & fecal coliform in the Laramie River, and their future plans to monitor sediment/ develop Total Maximum Daily Limits. Staff have facilitated a UW graduate student and her sampling for e-coli in the Laramie River above and below the City and applied for grant to drill a solar stock well in order to be able to close the three water gaps on the Monolith and prevent cattle from having direct contact with the river (Rural Water Project Grant with Laramie Rivers Conservation District). Staff hosted a work shop with multiple potential partner agencies concerning Laramie River sedimentation issues in the headwaters area above the City's municipal intake in Spring of 2020; the outcome of that meeting is that there is potential for collaboration across many agencies including BLM, USFS, Cheyenne BOPU and Colorado water entities for sediment control/monitoring projects. Coronavirus meeting restrictions have slowed progress, but a formal working group is expected to be formed with the first step being field tours of the area.</p> <p>The Comprehensive Master Storm Drainage Engineering Study is substantially complete and is in final review. This study lays the basis for the creation of the City-wide storm drainage computer model and detailed mapping which will allow for prioritization of capital spending. The model will assess current functioning within the system, aid in the analysis of any future projects or changes, and, alongside the enhanced mapping, will provide a complete inventory of the storm drainage system. This inventory will help with the maintenance of the system and gives staff the key to better tracking all aspects of the system as a tool for better management and maintenance of this utility asset. Staff is also working toward completion of the storm drainage engineering manual that will set standards and design criteria for storm water quality.</p>	<p>WY Department of Environmental Quality (WYDEQ) e-coli sampling effort is complete and a draft report should be available in Spring of 2021 with the City being given the option to provide comments. A LRCD Rural Water Project Grant was successfully obtained and a solar stock well has been installed and is operational on the Monolith Ranch; Staff is working with WYDEQ and WY Game and Fish (WYGF) to get the cattle water gaps on the Laramie River closed and, also, to potentially install another solar well in the north side of the river. WYDEQ is very supportive of these efforts and wants to specifically highlight them in their Laramie River e-coli report of total maximum daily limits. The collaborative multi-agency group convened by City Staff to address sedimentation issues in the Laramie River headwaters has not met again and field activities were postponed due to COVID. However, the Cameron and Mullen fires have brought these concerns to the forefront and we continue collaborative efforts with our partners (NOAA, USFS, USGS and Chey BOPU) to monitor storm and sediment events in the Laramie River headwaters during the 2021 runoff. Gutter bins continue to be evaluated for debris collection; they are inspected monthly and after rain events and have required a clean out very 3 months.</p>	<p>Continue Goal. Staff are evaluating funding needs for completion of the storm water drainage manual and may provide a recommendation for the FY 22 budget.</p>
Milestone #4:	Continue Renewable Energy Installations and/or Efficiencies at City Facilities & Properties	Goal tied to Resolution 2020-14	<p>During Q1 2020, City applied for and was awarded a Blue Sky grant for the installation of solar arrays at the Rec & Ice Centers. The installation contract has been approved and work is expected to begin late in the calendar year. Staff continues our work with Next Era Energy on a potential solar generation plant at the Monolith Ranch; the Lessee and Monolith Ranch Committee have been updated on the potential project and an exploration contract will be before Council in a few weeks. This project has the potential to wholly satisfy the City's 2050 carbon neutrality goal. The investment grade audit of City facilities is complete and Staff planning a work session with Council in September.</p> <p>All single pane windows are replaced in the apparatus bay floor at Station #1. <i>Please see information below concerning the additional related goals adopted within Resolution 2020-14.</i></p>	<p>The final design of the MOC includes a 25kw solar array that should power at least one building. New HVAC systems, insulation, LED lighting, exterior windows and doors and daylight harvesting with the use of prismatic skylights, will be utilized for energy efficiencies and will help lower the ongoing operational cost of this facility. The Household Hazardous Waste building at the landfill is under design with a rooftop solar array; the site has no natural gas so the solar power will be used to heat the building. All school zone flashing lights are being replaced with solar. The solar arrays the Recreation and Ice & Event Centers are nearly 90% complete.</p>	<p>Continue Goal. Staff is/will actively continue to effort energy efficiency as it relates to the Investment Grade Audit conducted by Honeywell in 2020 along with conversions of fleet vehicles and equipment as budget allows. Work with Next Era Energy on a potential solar generation plant at the Monolith Ranch, aka "Sailors Solar" project, remains in progress. The project has yet to be picked up by Rocky Mountain Power and the Power Purchase Request is still being worked on by Next Era Energy. These contingencies were planned for throughout the leasing phase and Next Era still hopes to be able to develop the project with Rocky Mountain Power, or through another entity. EAC, the Haub School and City Staff will work together in 2021 to find ways to incentivize and promote small-scale solar projects in Laramie. Energy efficiencies planned for implementation in FY22 with the MOC facility & landfill, and potential additional Blue Sky Grant applications related to potential solar over parking and future arrays at the Police Department, Fire Station 3 and other identified locations for City led projects.</p>
Milestone #5:	Consider Expansion of Recycling Services & Explore Value-Added Partnership Opportunities		<p>The Solid Waste Division entered into a new contract with Waste Management to haul, process and sell our curbside recyclables. Staff is in discussions with glass recycling companies and Council approved funding for a glass storage bunker; the glass recycling pilot program will commence Summer 2021. Staff implemented a new consumer battery recycling program at no cost to residents in Spring 2020.</p>	<p>Staff evaluated a food waste composting program and a Work Session was conducted with City Council on October 13. The glass recycling storage bunker is scheduled for construction Summer 2021. The ongoing cost-of-service for a glass recycling program will be evaluated through the update of the solid waste rate plan.</p>	<p>Continue Goal. A recommendation will be presented for FY 22 budget support of a solid waste intern position to assist with recycling and diversion program marketing.</p>
C Maintain and Improve City Services to Residents					
Milestone #1:	Advocate to State Legislature for Greater Municipal Fiscal Autonomy and Per-Capita State Funding that is Equitable Among All Wyoming Residents		<p>Staff advocated on behalf of City for three significant funding bills that will impact funding, including the Direct Distribution (SF 57), the Municipal Option Tax (HB 47) and Surface Water Diversion (SF 22). Effort was spent to educate about city matters and work to defeat of a number of bills that would have preempted local authority and been adverse to city interests, including HB 22 (Affordable Housing Preemption), HB 93 (Increasing Maximum Claims Amounts), HB 183 (Municipal Elections Political Parties), HJ 02 (Taxpayers Bill of Rights), HB 180 (Repeal of Gun Free Zones).</p>	<p>Legislative Revenue Committee rejected bills for new revenue generation. Staff will continue to monitor bills during the 2021 legislative session, in addition to the bills mentioned in July 2020 report.</p>	<p>Continue Goal. Recommend Council & Commissioners review 5th cent permanency & the timing of 7th cent renewal. Staff are preparing recommendations for reduced operations as we expect will be necessary to balance budget in light of expected cuts in State-shared funding in the 2021 Legislative Session; Governor's recommendation was for another -10% reduction to the supplemental direct distribution payment.</p>
Milestone #2:	Continue Technology Efficiency Program, Specifically Enterprise Resource Planning Software Replacement, to improve Customer Service and Lower Cost-of-Government		<p>The City and KOA Hills consulting has completed several mapping processes to prepare a Script and RFP for a total Enterprise Resource Planning integrated module software solution. Modules include Finance (General Ledger, Budgeting, Purchasing, Cash Receipting, A/P, A/R, Fixed Assets, Inventory) Payroll/HR (Payroll, Scheduling, Human Resources, Employee Portal, Recruitment), Fleet, Work Orders, Utility Billing - (GIS/Land Module, Meters, Inventory, Utility Billing, Customer Portal) Community - (Planning, Zoning, Permitting, Inspections, Code Enforcement). The Mapping of "As Is" and "To Be" processes is a critical step necessary establish software Script with important features, priority, and effort information for all departments. The mapping has been completed for Fleet, Finance (All), HR/Payroll (All), Work Orders. Staff is completing community, utility billing by August, 2020. The RFP document and script estimation for completion is December, 31, 2020 with intention of bidding early Spring/Summer 2021.</p>	<p>The City completed mapping of all financial operational and administrative processes, as well as Human Resources, Payroll, and community development. The COO is working with consultant and nearing completion of the RFQ and Script. The preliminary schedule has RFQ's for the Enterprise Resource Planning software suites to be issued February 15th with prebid conferences completed by March 2nd and bids due March 8th.</p>	<p>Continue Goal. The short list of vendors should be complete April 16th and demo meetings/script to be completed June. Contract negotiations for selected vendor and award of bid expected September.</p>

Milestone #3:	Make Sustainable Modifications to Compensation that will Strengthen City's Ability to Recruit and Retain Highly Qualified Staff Members, Inclusive of Salary, Benefits, and Gender Equity in Compensation		Successfully negotiated Collective Bargaining Agreement with Local 946. Independent review of public safety compensation is nearly complete and will form the basis for market-based adjustments in FY 2021. Gender equity analysis as performed within the annual Workforce Report verified there is no gender skew in compensation.	Independent review of public safety compensation was completed and compensation changes (including market and equity-based adjustments) were implemented in November for police officers and police sergeants. The 2020 Workforce Analysis, including gender equity review, was completed and verified no gender skew in compensation program.	Continue Goal. The Fire department's portion of the independent compensation review has been received and will be discussed during bargaining with the Local 946 in March, with agreed upon adjustments occurring in July with the start of the new fiscal & contract year. Routine analysis continues for all areas of the organization and, where proven, equity adjustments are effected as part of the compensation management program
Milestone #4:	Support Effort to Acquire Additional Recreational & Open Space East of Laramie (Pilot Hill) for Aquifer Protection		No Council action. Nothing new to report.		
Milestone #5:	Investigate Resident Investment Options		Staff created an online donation portal for the COVID19 Business Assistance program as a pilot for this goal. Staff requires Council direction for major programs to offer residents donation options. Based on research from other municipalities, it is recommended that not more than three programs be established. Staff will not recommend accepting donations through municipal billing payments as the software is not flexible enough to support donation payments; however, the municipal bill could be a tool for marketing information to the public.		Do Not Continue Goal. No available time in staff work plans for new or more extensive programs at this time.
Milestone #6:	Adopt an Agreement with Albany County for Housing Municipal Prisoners at the Detention Center		Staff and Council Subcommittee members have met on multiple occasions. An agreement has been drafted and multiple iterations exchanged with County officials. At this time, issues critical to the City remain unaddressed and we continue working toward this end.		Continue Goal. Anticipate negotiations with newly-elected officials at County and Staff desire to bring this agreement to Council and County Commissioner Board in February for consideration.
D Maintain and Improve Municipal Infrastructure					
Milestone #1:	In Spite of Historically Low Levels of Municipal Funding, City will Strive to Maintain the Average Pavement Conditions within the City Street System at, or above, the Non-Critical Level. Annual Funding Available = \$2.5-4 M. Annual Funding Needed = \$6.5 M. (Source: 2019 Borstad PCI Analysis)		Approved Specific Purpose Tax funded street work has begun with Grafton Street Rehabilitation, 9th Street Reconstruction and the 4th Street Reconstruction, and Riverside Ave. Rehabilitation have been awarded to local contractors. The Flint Street Rehabilitation project will be completed in conjunction with a WYDOT project occurring in the area. Staff are applying for Mineral Royalty Grant to help pay for 15th Street Reconstruction occurring next summer. <i>General Fund chip seal projects are on hold indefinitely due to Covid19 pandemic and revenue uncertainty which means this goal likely unattainable in the current fiscal year.</i>	Grafton, 9th Street, 4th Street and Riverside were completed with SPT funds. Seven other street projects are currently under design for construction in 2021, including Wyoming Avenue. An Mineral Royalty Grant application was submitted to supplement funding on 15th street and, if awarded, will allow for an additional, extra SPT street project. Chip seal funding that was on hold due to Covid19 has been amended back into the budget and we are planning to complete chip sealing of numerous streets in Spring/Summer.	Continue Goal. As per capital plan & SPT approvals from voters.
Milestone #2:	Advocate to State Legislature for Inclusion of Storm Water as a Municipal Enterprise to Ensure Sustainability and Functionality of the Utility for both Current and Future Residents		Completed with passage of Surface Water Diversion bill (SF 22).	Staff elected not to move this forward in 2020 due to COVID affects on residents. We are preparing a proposal for our rate specialist now and anticipate at least some movement toward the badly-needed establishment of a comprehensive financial program for the storm/surface water infrastructure system in 2021 to include, at minimum, community education on the current state and needs of the system.	Continue Goal.
Milestone #3:	Consider Requests for Infrastructure as May be Needed in Relation to Pilot Hill Project		No Council action. Nothing new to report.	City Council has supported two grants through the Albany County Recreation Board for planning and design. In 2021 the City Council may be asked again to support a similar grant that will provide for construction of Phase 1 trails on Pilot Hill. Formal requests may be pending to utilize City-owned land north of the Snowy Range Academy, or on Wister Drive, as potential access points for Pilot Hill.	Continue Goal. Pilot Hill Project will continue to need support for many years.
Milestone #4:	Initiate the Currently Planned Intersection Traffic Signalization Projects (22nd & Reynolds & South 3rd Street).		22nd and Reynolds traffic signal is under construction and scheduled for completion in Early August. South 3rd Street traffic signal is approaching 50% design and under review by WYDOT with construction scheduled for Summer 2021,	22nd and Reynolds traffic signalization project is complete and operational.	Continue Goal. The 3rd street signal is scheduled for 2021 construction.
Milestone #5:	Continue Expansion of Green Belt, Park, and Recreation Amenities		Two park expansions are planned over the next few years at Grand View Heights and Coughlin Pole Mtn. Staff continues to work to acquire park land south of Highway 130 in West Laramie. Plans for Spring Creek Trail Phase 1 will be finalized this year and, unfortunately, the TAP grant application for the construction of the trail can not be submitted until 2021 due to staff shortages and increased work load related to COVID19 pandemic. Early stage planning is starting for the area around the trestle bridge and Wyoming Territorial Park trail to connect West Laramie to Westside. <i>Renovations at the Recreation Center and Ice and Event Center have had to be focused on COVID19-related objectives to ensure continuity of operations and safety.</i> The Undine Pickleball courts have been completed.	Spring Creek Trail Phase 1 plans have been finalized and the grant has been closed out. Renovations at the Recreation Center and Ice and Event Center had to be re-focused on COVID19-related objectives to ensure continuity of operations and safety. The Undine Pickleball courts are complete.	Continue Goal. Staff plans to move forward with the design of the Laramie Rotary Club Park at Grand View Heights and the Coughlin Pole Mountain Park in Spring 2021. Early-stage planning has begun for the area around the trestle bridge and Wyoming Territorial Park trail to connect West Laramie through to the Westside neighborhood.
Milestone #6:	Continue Multi-Year Major Water & Sewer Improvements to Facilitate Community Growth, including New North-Side Tank & Sewer Outfall & Upsizing/Replacement of Reynolds Sewer & B2 Sewer Mains		North Side Tank is at 90% design and easements ready for approval. North Side Outfall is at 60% design. Reynolds Sewer line is on schedule with modeling expected to be complete in July. B2 sewer lines design is nearing completion and will be ready for bid in the Spring 2021. C-Line Phase 1 is under construction and should be complete this Summer.	Construction of C-Line Phase 1 is complete. North Tank easements have been acquired and bid documents are being assembled with a February/March bid date anticipated. North Side outfall design continues and easement negotiations are underway. The B2 line project is on schedule for construction and the Reynolds Street sewer line design and evaluation continues with an engineering design report and recommendation due in February 2021.	Continue Goal. Implementation for North Tank & Sewer outfall projects in 2021. Based on adopted capital plan, Staff will continue to evaluate Reynolds Street lines and other major water and sewer projects.
Milestone #7:	Complete Analysis to Determine Rate Structure & Revenue Requirement Necessary to Sustain Municipal Utilities in Light of Largest Customers (UW, SLWSD).		<i>This goal has been tabled due to COVID 19.</i> Rate development with vendors could be initiated late Fall 2020 or early Spring 2021.	Planning needed analysis for completion by rate consultant for both the sewer & water systems, including an expected educational work session with Council in Spring/Summer.	Continue Goal. Work session Spring/Summer. Consideration of ordinance(s) in January 2023, with Council direction.
E Work with Partners to Maximize the Accuracy of the 2020 Census Count of Laramie					
			Continue to work with the local Census Management Team providing public information at the local farmer's markets. COVID19 pandemic has and will continue to affect census count and Census Bureau adjusted processes and deadlines. Work session update is scheduled for August 11th. City and Census staff continue to work together for a complete count. UW was able to complete a "group quarters" count for on-campus housing in response to COVID19 issues.	Awaiting results.	Do not Continue Goal. Completed.
SUBSEQUENT ANNUAL GOALS ADDED BY RESOLUTION					
Resolution 2020-07: Retail Use Plastic Bags	Establish a multi-year program of policies for regulation of retail-use plastic bag waste within the City beginning in CFY 2020-21; and,		COVID19 and this has slowed progress on this goal significantly. Many communities and States are rolling back bag bans due to COVID19 and the CDC has recommended not using reusable bags at this time which, of course, are the alternative to single-use retail bags.	Work Session held on October 13, 2020 to update Council on progress and effects of COVID19.	Continue Goal. Contingent upon FY22 budget for an intern position to assist with recycling and diversion marketing campaigns.

	Design and identify funding for a public education campaign aimed at a) reducing utilization of retail-use plastic bags, and		Staff engaged students from the UW College of Business Management & Marketing program to develop marketing campaigns aimed at the reduction of single-use plastic bags. <i>Unfortunately, the students were not able to initiate their campaigns in Spring 2020 due to COVID19 and this has slowed progress on this goal significantly.</i> This partnership was very productive and helpful and Staff will utilize the student concepts within an education campaign to begin possibly in Spring 2021.	Work Session held on October 13, 2020 to update Council on progress and effects of COVID19.	Continue Goal. Contingent upon FY22 budget for an intern position to assist with recycling and diversion marketing campaigns.
	b) provide consumers with alternatives, as part of the Governing Body's budgetary consideration for FY 2020-21.		An education campaign could begin possibly in Spring 2021. Staff are working to develop cost estimates for the campaign and identify funding sources. At this time, we are leaning toward hiring a paid intern to assist with implementation of the program. Furthermore, many communities and States are rolling back bag bans due to COVID19 and the CDC has recommended not using reusable bags at this time which, of course, are the alternative to single-use retail bags.	Work Session held on October 13, 2020 to update Council on progress and effects of COVID19.	Continue Goal. Contingent upon FY22 budget for an intern position to assist with recycling and diversion marketing campaigns.
Resolution 2020-14: Net-Zero Carbon Neutral Future	Establish modifications of municipal government operations and facilities designed to contribute immediately and incrementally toward a 2050 net-zero emissions goal during Fiscal Biennium 2021-22 as set forth generally in the EAC Recommendations, and upon final approval an allocation of funds by the governing body; and,		Fleet Division is spearheading carbon reduction within the fleet. We are seeking to purchase vehicles with idle reduction technology at a minimum. Hybrid and electric vehicles will be specified as alternates. Heavy equipment and large trucks purchased by the city all currently meet Tier 4 emission requirements. Electric technology for large trucks and heavy equipment is quickly evolving and will be specified as it becomes available. Solid Waste is researching a possible purchase of an all electric vehicle for the landfill. Currently, all fleet purchases are halted due to COVID19.	Work Session held on December 8, 2020 to update Council on progress. Two hybrid police vehicles were bid, awarded and have been ordered. Truck bid awards include idle reduction technology when available. Staff continues to research electric vehicles including trucks and heavy equipment for future bids. An electric water truck for the landfill will be bid in FY 22.	Continue Goal.
	Plan for a 2050 carbon neutral goal to include the collection of quantitative data, analysis, and a community-wide emission inventory and reduction strategy;	Tied to Goal B4	A summer intern funded by the Haub School is performing emissions forecasting modeling utilizing the City's ICLEI membership. During Spring 2020, Staff mentored a Campus Sustainability student project that resulted in a draft municipal plan/matrix which can be expanded upon to eventually develop a formal City of Laramie municipal emissions reduction plan. (Does not include anything landfill related.)	The summer internship was successfully completed despite some COVID-caused difficulties and an Emissions Reduction Management Plan outline was developed. The Campus Sustainability student group was also successful in developing a draft Municipal Emissions Plan Matrix. Additional work on both fronts is expected to continue with the Spring 2021 Campus Sustainability class and by utilizing another paid internship funded all or in part by the Haub School.	Continue Goal.
	Establish community-wide reductions goals as a matter of public policy;		Spring 2020, a community climate plan was developed by a Campus Sustainability course student group. The Environmental Advisory Committee, along with the local citizen advocacy group A.R.E., are exploring options to expand the municipal goals into community-wide goals, including initiating talks with UW. Unfortunately, staff were told that the university has abandoned their emissions reduction plan.	The ARE citizens group and the Haub School are both working on opening a line of communication with University Administration to try to get the campus to join with the City and the residents for a comprehensive, community-wide emissions reduction program. These groups intend to conduct community and on-campus surveys in 2021 in support of these efforts, and meetings with City staff and EAC are hoped for as part of that process.	Continue Goal.
	Implement community outreach, education, and training program;		Nothing to report.		Continue Goal.
	Secure financial resources for expansion in community-wide net zero efforts for review, approval and allocation of funds by the Governing Body in FYs 2022 and/or 2023	Tied to Goal B4	City Manager prepared and recommended, and Council approved, a slate of appropriations encompassing municipal fleet and facilities.		Continue Goal.
Resolution 2020-38: LPD Transparency, Training, Procedures and Accountability	Identify and present options to the city council for the creation of a civilian oversight board (COB); and,		Staff are researching COB structures, uses and real-world implementations.	Research continues. Chief attended a session at the International Association of Chiefs of Police Conference in December regarding citizen oversight concepts and models. Staff plan to bring research findings and options to City Council in February.	To be determined by Council following February Work Session.
	Investigate areas in which mental health professionals may be appropriately utilized in place of, or in combination with, Laramie Police Department officers; and,		Research underway.	Extensive discussions have taken place within the Mental Health Board (a community-wide board looking at our collective responses to mental health calls for service) regarding mental health professional responses to mental health calls for service (MHCFs). These discussions are on-going. LPD enacted new policy in December to pair officers with Peak Wellness case managers to conduct "home visits" on Peak clients who are in the Gatekeeper Program. Our eventual goal is to establish a protocol in which Peak case managers respond alone to those calls and police only respond if needed for safety reasons. This is a very scaled back version of programs in place nationally, including CAHOOTS, REAL, and STAR. We are also exploring funding for additional mental health professional responses to MHCFs.	
	Explore further community engagement opportunities, increase positive interactions between the Laramie Police Department and the public; and,		Research underway.	With current staffing turnover the Crime Prevention Officer position remains unfilled (vacant since December 2019). This has decreased our ability to do community outreach, especially since we are currently short 9 sworn positions. (5 in training until March 2021 and 3 additional vacancies which we are working to fill.) "Shop with a Cop" in December paired officers with 27 less fortunate kids in the community to provide them with a shopping spree and holiday dinner for their family. Covid caused cancellation of "Coffee with a Cop" - a program we have been involved with for the past 3 years.	
	Identify funding within the existing public safety budget to increase the percentage of officers in the Laramie Police Department with crisis intervention training and to expand other areas of training relevant to achieving more equitable policing.			COVID forced cancellation of scheduled 2020 CIT training. LPD is partnering with Peak Wellness to sponsor training called Mental Health First Aid in 2021 as additional training for dealing with the mentally ill or those in crisis. When possible, we will do another CIT class.	Goal may be continued, with appropriated of 1) suitable fiscal resources, and 2) adequate staffing availability (current staffing is insufficient due to turnover and resulting vacancies).
COVID19 Response: Resolutions 2020-44, 2020-45, 2020-46, 2020-47, 2020-48, 2020-49, 2020-50, 2020-51, 2020-52, 2020-53, 2020-54	Adapt municipal procedures, practices, personnel policies, fixed and mobile work spaces, facilities, fleet, information technology assets, service delivery methods and operational policies in response to COVID19 pandemic.		Please see Attachment A for a snapshot of some of the work required to adapt to the public health emergency. Further detailed information can be provided upon request but is too exhaustive to provide here.		Consequences of COVID19 are expected to continue to overburden both staffing levels and budgets for the foreseeable future.
	Departments will establish controls to meet UGG guidelines for reimbursement submittals; staff will coordinate major projects or programs related to COVID 19 reimbursement			City application prepared and approved for a CARES ACT allocation of \$2.6 million. The City submitted for total reimbursement and has received to date over \$1.3 million. The State land and Investment Board is behind in processing applications.	Consequences of COVID19 are expected to continue to overburden both staffing levels and budgets for the foreseeable future.