



**AGENDA
CITY OF SHERIDAN
MAY 6, 2024
REGULAR COUNCIL MEETING START 7:00 P.M.**

1. Call to Order
2. Pledge of Allegiance
3. Invocation to be given by Christie American Horse - Valley Shepherd Nazarene
4. Roll Call of Members
5. Consideration of Agenda
6. Community Update
 - A. We The People Update from Nationals - Michael Thomas, Social Studies Teacher at Sheridan High School
 - B. National Mental Health Awareness Month Proclamation - Kayla Stevens, Mental Health Provider at VA Health Care System and Board Member of Sheridan County National Alliance on Mental Illness (NAMI)
 - C. National Police Week 2024 Proclamation - Police Chief Travis Koltiska
 - D. Professional Municipal Clerks Week Proclamation - City Clerk/Strategy Director Cecilia Good
 - E. Building Safety Month Proclamation - Permit Technician Ashley Garcia
7. Staff Update
 - A. Budget Timeline Update - City Administrator Stuart McRae
8. Comments from the Public
9. Public Hearings
10. Consent Agenda
 - A. Bid Award to Simon Contractors for the City of Sheridan 2024 Pavement Maintenance Project in the Amount of \$1,632,334

- B. Final Acceptance of Public Infrastructure for Cloud Peak Storage
- C. Acceptance of Quitclaim Deed for 12th St Realignment
- D. Minutes of Special Council Meeting April 25, 2024
- E. Minutes of Special Council Meeting April 17, 2024
- F. Minutes of Regular Council Meeting April 15, 2024
- G. Claims

OLD BUSINESS

- 11. Consideration of the Third and Final Reading of Ordinance 2281 Changing the Time for Regular City Council Meetings - City Clerk Cecilia Good

NEW BUSINESS

- 12. Consideration of Purchase and Installation of an All-Inclusive Playground at Blacktooth Park from Star Playgrounds for the Amount of \$1,036,384 - City Engineer Thomas Morneau
- 13. Consideration of Resolution 13-24 Supporting a Vision Zero Policy and Development of a Complete Streets Improvement Plan - Public Works Director Hanns Mercer
- 14. Consideration of Resolution 17-24 Authorizing the Submission of a Safe Streets and Roads for All (SS4A) Grant - Public Works Director Hanns Mercer
- 15. Consideration of Contract with IAFF Local #276 - Human Resources Director Heather Doke
- 16. Council Comments and Requests for Future Agenda Items
- 17. Adjournment



CITY OF SHERIDAN, WYOMING

55 Grinnell Street, P.O. Box 848, Sheridan Wyoming 82801
Ph (307) 674-6483 Fax (307) 674-2195

Executive

MEMORANDUM

RE: National Mental Health Awareness Month Proclamation - Kayla Stevens, Mental Health Provider at VA Health Care System and Board Member of Sheridan County National Alliance on Mental Illness (NAMI)

From: Jennifer Rizer, Executive Assistant

To: City Council

CC: Stuart J. McRae, City Administrator

Date: 05/06/2024

Recommendation:

Please see the attached Proclamation.

Attachments

Proclamation



PROCLAMATION

National Mental Health Awareness Month

WHEREAS, mental health is an essential part of overall well-being, impacting individuals, families; and

WHEREAS, one in five American adults experiences a mental health condition each year, and everyone faces challenges in life that can impact their mental health; and

WHEREAS, despite its prevalence, mental health remains shrouded in stigma, preventing many from seeking help; and

WHEREAS, early intervention and access to quality care are crucial for managing mental health conditions improving quality of life; and

WHEREAS, the City of Sheridan together with the National Alliance on Mental Illness (NAMI) understands the importance of citizens

WHEREAS, May is recognized nationally as Mental Health Awareness Month, providing an opportunity to raise awareness, combat stigma, and promote mental health resources; and

NOW, THEREFORE, BE IT RESOLVED, the City of Sheridan, Wyoming, hereby recognizes and proclaims May 2024 as Mental Health Month in Sheridan, Wyoming, and encourages all residents to:

- Educate themselves and others about mental health conditions, treatment options, and available resources.
- Challenge stigma by speaking respectfully and inclusively about mental health. Seek help if they are struggling with their mental health and encourage others to do the same.
- Support organizations like the Sheridan Chapter of the National Alliance on Mental Illness (NAMI), the Sheridan VA Health Care System, the Sheridan County Suicide Prevention Coalition, and the Wyoming Chapter of the American Foundation for Suicide Prevention provides mental health services, resources, connection, education and advocacy.
- Create safe and supportive environments for open conversations about mental health.
- Recognize that together, we can create a community where everyone feels empowered to prioritize their mental well-being and seek help when needed.

IN WITNESS WHEREOF, I, Richard Bridger, Mayor of the City of Sheridan, Wyoming, have hereunto set my hand and seal of the City of Sheridan to be affixed this 6th day of May 2024.

Richard Bridger, Mayor
City of Sheridan, Wyoming



CITY OF SHERIDAN, WYOMING

55 Grinnell Street, P.O. Box 848, Sheridan Wyoming 82801
Ph (307) 674-6483 Fax (307) 674-2195

Police

MEMORANDUM

RE: National Police Week 2024 Proclamation - Police Chief Travis Koltiska
From: Travis Koltiska, Police Chief
To: City Council
CC: Stuart J. McRae, City Administrator
Date: 05/06/2024

Recommendation:

Please see the attached Proclamation.

Attachments

National Police Week 2024 Proclamation



PROCLAMATION

National Police Week 2024

To recognize National Police Week 2024 and to honor the service and sacrifice of those law enforcement officers killed in the line of duty while protecting our communities and safeguarding our democracy.

WHEREAS, the police officers of Sheridan, WY, have worked devotedly and unselfishly on behalf of the people of this community, regardless of peril or hazard to themselves; and

WHEREAS, these officers have safeguarded the lives and property of all in Sheridan, WY; and

WHEREAS, by their service and their dedicated efforts, these men and women have earned the gratitude of the City of Sheridan; and

WHEREAS, in 1962, President John F. Kennedy was authorized by Congress to proclaim May 15th of each year as "National Peace Officers' Memorial Day" in honor of all peace officers who have been killed or disabled in the line of duty; and

WHEREAS, the Presidential Proclamation also designated that each year, the calendar week in which May 15th occurs or precedes shall be proclaimed as "Police Appreciation Week" in recognition of the service given by the men and women who, day and night, stand guard in our communities;

NOW, THEREFORE, BE IT RESOLVED, the City of Sheridan, Wyoming, hereby recognizes and proclaims the week of **May 12-18, 2024, as "Police Appreciation Week"** in the City of Sheridan and encourages all citizens to observe the week with law enforcement officers, past and present, who, by their faithful and loyal devotion to their responsibilities, have rendered a dedicated service to their communities.

FURTHERMORE, the City of Sheridan, Wyoming, hereby recognizes and proclaims **May 15, 2024, as "Peace Officers' Memorial Day"** in honor of those law enforcement officers who, through their courageous deeds, have made the ultimate sacrifice in service to their community or have become disabled in the performance of duty.

IN WITNESS WHEREOF, I, Richard Bridger, Mayor of the City of Sheridan, Wyoming, have hereunto set my hand and seal of the City of Sheridan to be affixed this 6th day of May 2024.

Richard Bridger, Mayor
City of Sheridan, Wyoming



CITY OF SHERIDAN, WYOMING

55 Grinnell Street, P.O. Box 848, Sheridan Wyoming 82801
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Clerk

MEMORANDUM

RE: Professional Municipal Clerks Week Proclamation - City Clerk/Strategy Director Cecilia Good

From: Cecilia Good, City Clerk

To: City Council

CC: Stuart J. McRae, City Administrator

Date: 05/06/2024

Recommendation:

Please see the attached Proclamation.

Attachments

Professional Municipal Clerks Weet Proclamation



PROCLAMATION
55th Annual Professional Municipal Clerks Week

WHEREAS, The Office of the Professional Municipal Clerk, a time-honored and vital part of local government, exists throughout the world; and

WHEREAS, The Office of the Professional Municipal Clerk is the oldest among public servants; and

WHEREAS, The Office of the Professional Municipal Clerk provides the professional link between the citizens, the local governing bodies, and agencies of government at other levels; and

WHEREAS, Professional Municipal Clerks have pledged to be ever mindful of their neutrality and impartiality, rendering equal service to all; and

WHEREAS, The Professional Municipal Clerk serves as the information center on functions of local government and community; and

WHEREAS, Professional Municipal Clerks continually strive to improve the administration of the affairs of the Office of the Professional Municipal Clerk through participation in education programs, seminars, workshops and the annual meetings of their state, provincial, county, and international professional organizations.

NOW, THEREFORE, BE IT RESOLVED, the City of Sheridan, Wyoming, hereby recognizes and proclaims May 5 through 11, 2024, as Professional Municipal Clerks Week and further extends appreciation to our Professional Municipal Clerk's Office and to all Professional Municipal Clerks for the vital services they perform and their exemplary dedication to the communities they represent.



IN WITNESS WHEREOF, I, Richard Bridger, Mayor of the City of Sheridan, Wyoming, have hereunto set my hand and seal of the City of Sheridan to be affixed this 6th day of May 2024.


Richard Bridger, Mayor
City of Sheridan, WY



CITY OF SHERIDAN, WYOMING

55 Grinnell Street, P.O. Box 848, Sheridan Wyoming 82801
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Public Works

MEMORANDUM

RE: Building Safety Month Proclamation - Permit Technician Ashley Garcia
From: Hanns Mercer, Public Works Director
To: City Council
CC:
Date: 04/22/2024

Recommendation:

See attached Proclamation.

Attachments

Proclamation
BSM Poster

Building Safety Month - May 2024

Whereas, the City of Sheridan is committed to recognizing that our growth and strength depends on the safety and essential role our homes, buildings, and infrastructure play, both in everyday life and when disaster strikes, and;

Whereas, our confidence in the resilience of these buildings that make up our community is achieved through the devotion of vigilant guardians - building safety and fire prevention officials, architects, engineers, builders, tradespeople, design professionals, laborers, plumbers, and others in the construction industry - who work year-round to ensure the safe construction of buildings, and;

Whereas, these guardians are dedicated members of the International Code Council, a nonprofit that brings together local, state, territorial, tribal, and federal officials who are experts in the built environment to create and implement the highest quality codes to protect us in the buildings where we live, learn, work, and play, and;

Whereas, these modern building codes include safeguards to protect the public from hazards such as snowstorms, tornadoes, wildland fires, floods, and earthquakes, and;

Whereas, Building Safety Month is sponsored by the International Code Council to remind the public about the critical role of our communities' largely unknown protectors of public safety - our local code officials - who assure us of safe, sustainable and affordable buildings that are essential to our prosperity, and;

Whereas, "Mission Possible," the theme for Building Safety Month 2024, encourages us all to raise awareness about building safety on a personal, local and global scale, and;

Whereas, each year, in observance of Building Safety Month, people all over the world are asked to consider the commitment to improve building safety, resilience, and economic investment at home and in the community, and to acknowledge the essential service provided to all of us by local and state building departments, fire prevention bureaus, and federal agencies in protecting lives and property.

Now, Therefore, I, Richard Bridger, Mayor of the City of Sheridan, do hereby proclaim the month of May 2024 as Building Safety Month. Accordingly, I encourage our citizens to join us as we participate in Building Safety Month activities.

Mayor Richard Bridger



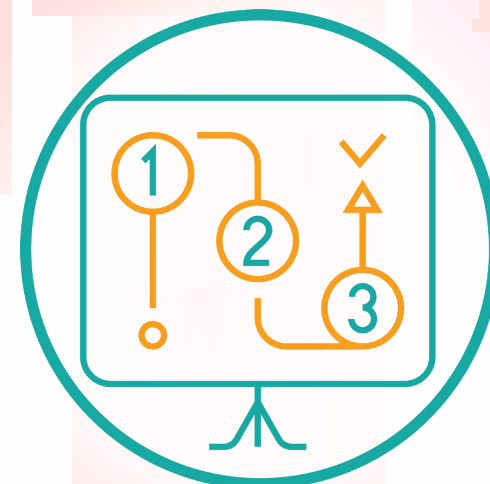
2024

MISSION POSSIBLE



Week 1

Understanding the Mission



Week 2

Preparing a Building Safety Plan



Week 3

Learning from the Pros



Week 4

Engaging Your Community



Week 5

Celebrating Success in Building Safety

Show your commitment to building safety and become a Building Safety Month sponsor.
Visit [buildingsafetymonth.org/become-a-sponsor](https://www.buildingsafetymonth.org/become-a-sponsor) to learn more.

www.buildingsafetymonth.org



#BuildingSafety365    

International Code Council family of solutions

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CITY OF SHERIDAN, WYOMING

55 Grinnell Street, P.O. Box 848, Sheridan Wyoming 82801

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Public Works

MEMORANDUM

RE: Bid Award to Simon Contractors for the City of Sheridan 2024 Pavement Maintenance Project in the Amount of \$1,632,334

From: Thomas Morneau, City Engineer

To: City Council

CC:

Date: 03/12/2024

Recommendation:

Staff recommends that the Mayor and City Council award the 2024 Pavement Maintenance Project to Simon Contractors, the lowest qualified bid, in the amount of \$1,632,334.00.

Staff requests that for the 2024 Pavement Maintenance Project, the Mayor and City Council authorize the Public Works Director, Hanns Mercer, to act on behalf of the Council and Mayor on all matters related to this project.

Background:

The 2024 Pavement Maintenance Project includes $\pm 15,877$ SY of full-depth reclamation (initial pulverizing and cement mixing), $\pm 15,877$ SY of 3" & 4" thick hot plant mix bituminous pavement, and $\pm 1,964$ LF of isolated curb & gutter replacement. The project is located in and around the North Heights Subdivision.

This project was advertised in the Sheridan Press on March 19, March 26, and April 2, and bids were due on April 10. A pre-bid conference was held on March 28.

Bids Received

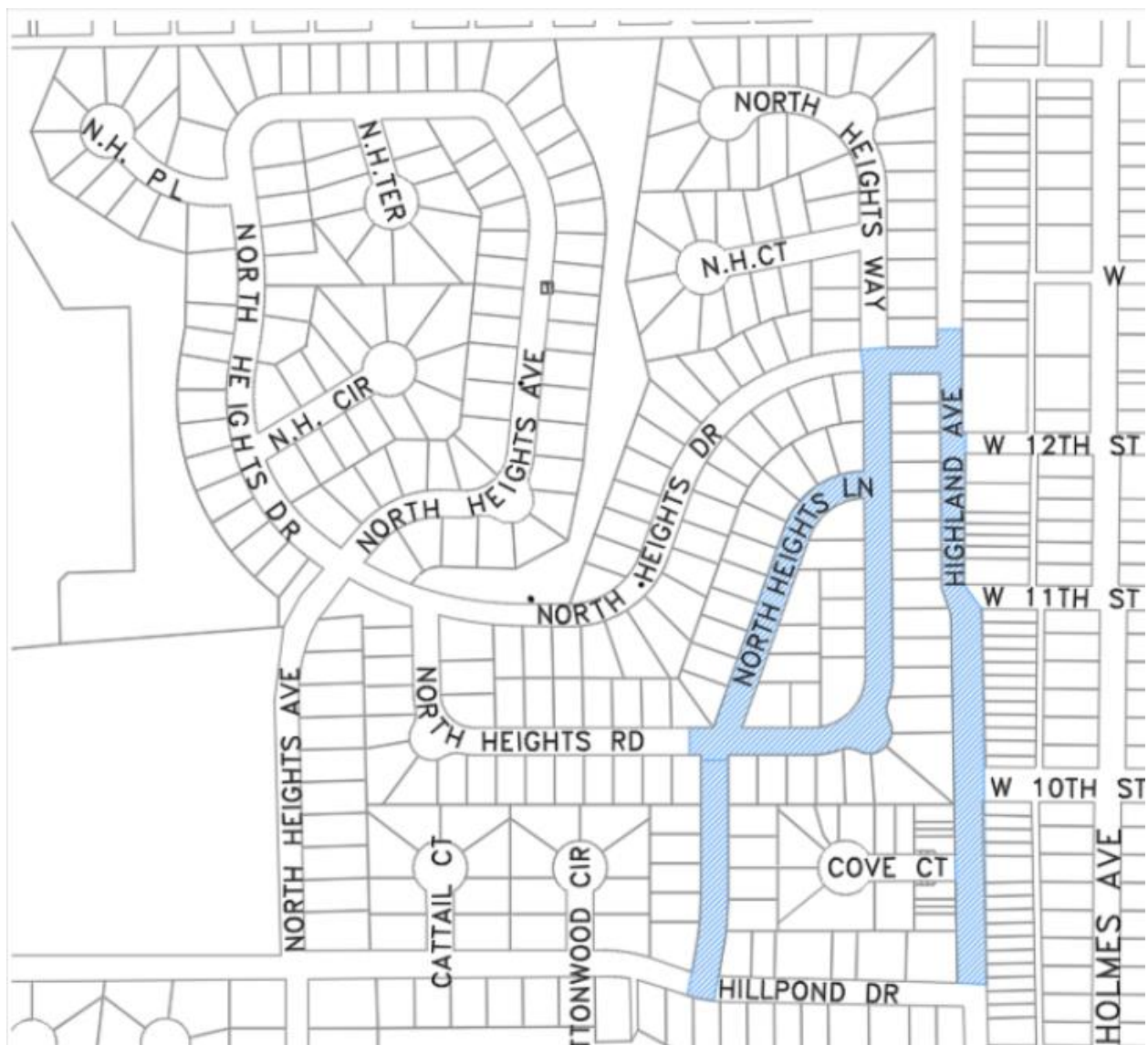
- | | |
|-----------------------------|----------------|
| ● Simon Contractors | \$1,632,334.00 |
| ● LJS Concrete & Excavating | \$1,701,584.15 |

Funding:

This project is funded with CAP Tax, GPET, Water Utility Funds and Public Benefit.

Attachments

Map





CITY OF SHERIDAN, WYOMING

55 Grinnell Street, P.O. Box 848, Sheridan Wyoming 82801
Ph (307) 674-6483 Fax (307) 674-2195

Public Works

MEMORANDUM

RE: Final Acceptance of Public Infrastructure for Cloud Peak Storage

From: Hanns Mercer, Public Works Director

To: City Council

CC:

Date: 04/22/2024

Recommendation:

Staff recommends that the Mayor and Council approve final acceptance of public infrastructure for Cloud Peak Storage. Further, that the Utilities Director be authorized to sign the necessary Permit Transfer Request Form in compliance with Wyoming DEQ Rules and Regulations.

By signing the Permit Transfer Request Form, the City accepts ownership and future operation/maintenance of the infrastructure associated with Cloud Peak Storage. Approximately:

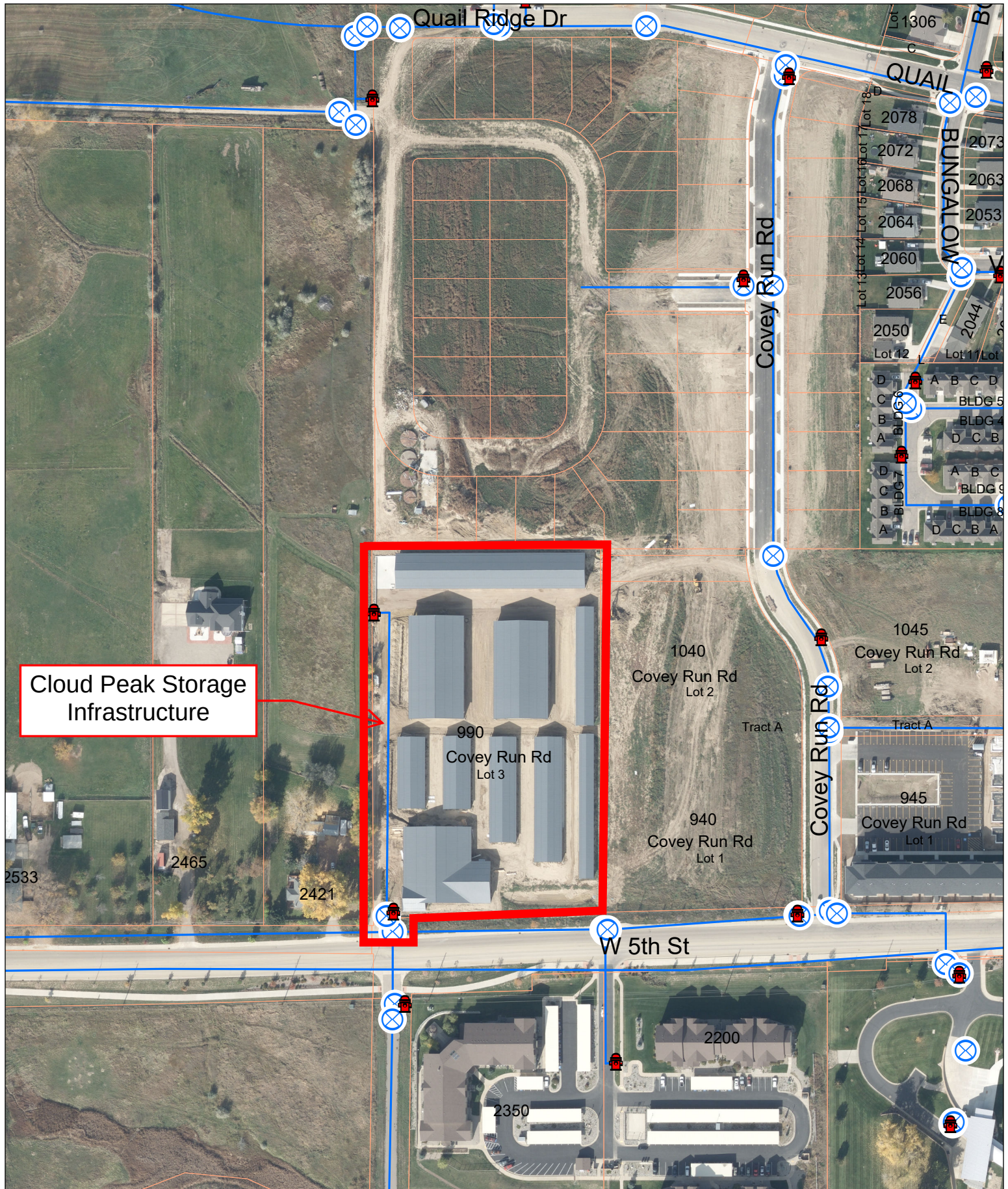
- 590 feet of 8-inch waterline and
- Two fire hydrant assemblies

Background:

The infrastructure associated with this project was installed per City of Sheridan Standard Specifications and Details for Utility Construction. As part of the request for final acceptance, the City will receive all required information from the developer's consulting engineer to prepare to accept ownership of the infrastructure, and to ensure that all work has been completed satisfactorily.

Attachments

Infrastructure Map





CITY OF SHERIDAN, WYOMING

55 Grinnell Street, P.O. Box 848, Sheridan Wyoming 82801

Ph (307) 674-6483 Fax (307) 674-2195

Public Works

MEMORANDUM

RE: Acceptance of Quitclaim Deed for 12th St Realignment
From: Hanns Mercer, Public Works Director
To: City Council
CC:
Date: 04/16/2024

Discussion:

See attachments.

Attachments

Quitclaim Deed
Preliminary Overview

QUITCLAIM DEED

KNOW ALL MEN BY THESE PRESENTS, that **the County of Sheridan**, of the State of Wyoming, in consideration of Ten and xx/100 Dollars (\$10.00) and for specific bargained rights and other good and valuable consideration in hand paid and delivered to Grantors, receipt whereof is hereby acknowledged, does remise, release, convey and forever quitclaim unto Grantee **the City of Sheridan**, a Wyoming municipal corporation, of the County Sheridan, State of Wyoming, all such right, title, interest, property, possession, claim and demand, including any after-acquired title as Grantor(s) has or ought to have, in or to all the following described real estate, situate in the County of Sheridan, State of Wyoming, to-wit:

ALL OF THE GRANTOR'S INTEREST IN AND TO:

A parcel of land being the south 40.0' of Lot 8 Block 18 of the Wyo Mutual Investment Co's addition to the City of Sheridan WY; more particularly described as follows by metes and bounds;

Beginning at the southwest corner of said Block 18, thence N00°26'08"E a distance of 40.00 feet;

Thence S89°35'06"E, a distance of 140.04 feet to the western right of way of N Main St;

Thence along the said right of way S00°28'46"W a distance of 27.10 feet;

Thence S20°26'27"W a distance of 13.69 feet;

Thence departing said right of way N89°35'06"W a distance of 135.37 feet to the point of beginning.

Said parcel contains 5,570 square feet, more or less, and is subject to any previous easements, agreements, conveyances, and surveys.

Together will all improvements situate thereon and all appurtenances thereunto appertaining or belonging; and,

Subject to all reservations, restrictions, easements, rights-of-way and covenants of record; and,

Further subject to discrepancies, conflicts in boundary lines, shortage in area, encroachments, and any facts which are not shown in the public records.

DATED this 16 day of April, 2024

Grantor Signature:



Nick Siddle, Chairman
Board of County Commissioners

STATE OF WYOMING
COUNTY OF SHERIDAN

)
) ss
)

The foregoing instrument was acknowledged before me by **Grantor, the Chairman of the Board of County Commissioners, Nick Siddle** this this 16 day of April, 2024.

WITNESS my hand and official seal.

Maria Lunk
Notary Public
My Commission Expires 10/09/2029

EXHIBIT A

A PARCEL OF LAND BEING THE SOUTH 40.0' OF LOT 8 BLOCK 18 OF THE WYO MUTUAL INVESTMENT CO'S ADDITION TO THE CITY OF SHERIDAN WY; MORE PARTICULARLY DESCRIBED AS FOLLOWS BY METES AND BOUNDS;

BEGINNING AT THE SOUTHWEST CORNER OF SAID BLOCK 18, THENCE $N00^{\circ}26'08''E$
A DISTANCE OF 40.00 FEET;
THENCE $S89^{\circ}35'06''E$, A DISTANCE OF 140.04 FEET TO THE WESTERN RIGHT OF
WAY OF N MAIN ST;
THENCE ALONG THE SAID RIGHT OF WAY $S00^{\circ}28'46''W$ A DISTANCE OF 27.10 FEET;
THENCE $S20^{\circ}26'27''W$ A DISTANCE OF 13.69 FEET;
THENCE DEPARTING SAID RIGHT OF WAY $N89^{\circ}35'06''W$ A DISTANCE OF 135.37 FEET
TO THE POINT OF BEGINNING.

SAID PARCEL CONTAINS 5,570 SQUARE FEET, MORE OR LESS, AND IS SUBJECT TO ANY
PREVIOUS EASEMENTS, AGREEMENTS, CONVEYANCES, AND SURVEYS.

CERTIFICATE OF SURVEYOR

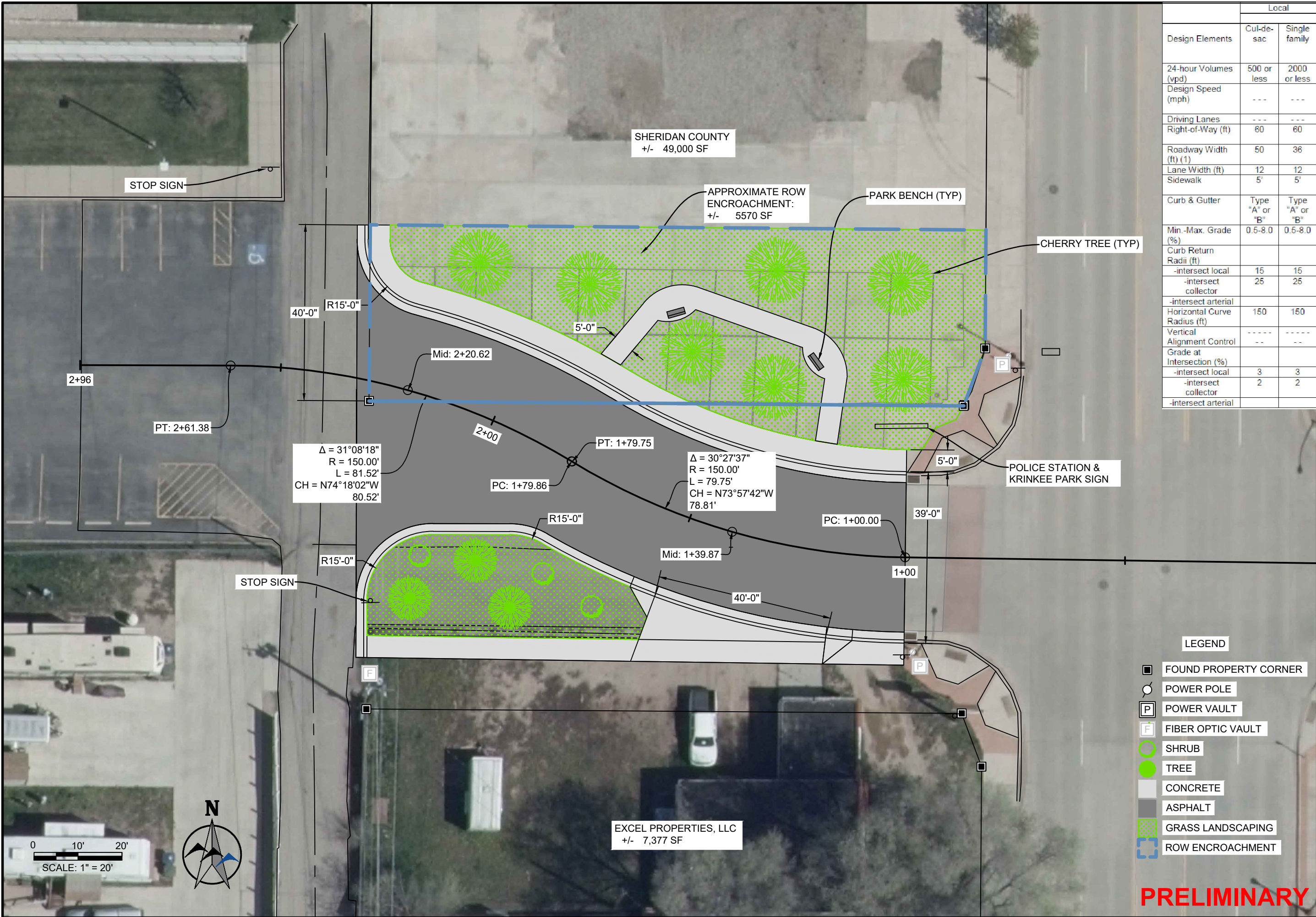
I, TREVOR D. ROBASON, A DULY REGISTERED PROFESSIONAL LAND SURVEYOR IN THE
STATE OF WYOMING, DO HEREBY ATTEST THAT THIS LEGAL DESCRIPTION IS BASED
ON THE RESULTS OF A FIELD SURVEY CONDUCTED IN JANUARY 2024, AND
REPRESENTS THE CONDITIONS AS FOUND ON THE GROUND.



MODIFICATION IN ANY WAY OF THE ABOVE OR FOREGOING LEGAL DESCRIPTION
NULLIFIES THE LIABILITY OF THE SURVEYOR.



\\wcc.local\work\Sheridan\City_Sheridan\2024036 W 12th Street Realignment\05CAD\Design\24036_ ROAD_NETWORK_02.dwg PRELIMINARY SITE OVERVIEW - OPTION 2 3/27/2024 11:11:34 AM



Design Elements	Local	
	Cul-de-sac	Single family
24-hour Volumes (vpd)	500 or less	2000 or less
Design Speed (mph)	---	---
Driving Lanes	---	---
Right-of-Way (ft)	60	60
Roadway Width (ft) (1)	50	36
Lane Width (ft)	12	12
Sidewalk	5'	5'
Curb & Gutter	Type "A" or "B"	Type "A" or "B"
Min.-Max. Grade (%)	0.5-8.0	0.5-8.0
Curb Return Radii (ft)		
-intersect local	15	15
-intersect collector	25	25
-intersect arterial		
Horizontal Curve Radius (ft)	150	150
Vertical Alignment Control	---	---
Grade at Intersection (%)		
-intersect local	3	3
-intersect collector	2	2
-intersect arterial		

- LEGEND
- FOUND PROPERTY CORNER
 - POWER POLE
 - POWER VAULT
 - FIBER OPTIC VAULT
 - SHRUB
 - TREE
 - CONCRETE
 - ASPHALT
 - GRASS LANDSCAPING
 - ROW ENCROACHMENT

CITY OF SHERIDAN
12TH STREET REALIGNMENT
PRELIMINARY SITE OVERVIEW - OPTION 2
SHERIDAN COUNTY, WY

DESIGNED BY: TLG
DRAWN BY: TLG
CHECKED BY: CDR
DATE: 3/27/24

SHEET
2

PREPARED BY
WWC ENGINEERING
1849 TERRA AVE.
SHERIDAN, WY 82801
(307) 672-0761
www.wwcengineering.com

PROJECT NO. 2024-036

PRELIMINARY



CITY OF SHERIDAN, WYOMING

55 Grinnell Street, P.O. Box 848, Sheridan Wyoming 82801
Ph (307) 674-6483 Fax (307) 674-2195

Clerk

MEMORANDUM

RE: Minutes of Special Council Meeting April 25, 2024
From: Cecilia Good, City Clerk
To: City Council
CC:
Date:

Attachments

Special Council Minutes

CITY OF SHERIDAN, WYOMING
MINUTES OF SPECIAL COUNCIL MEETING

COUNCIL CHAMBERS

8:30 A.M.

April 25, 2024

1. Mayor Richard Bridger called the meeting to order at 8:30 A.M.
2. The Pledge of Allegiance was led by Mayor Bridger.
3. The meeting was called to order with a quorum as follows:

Mayor Rich Bridger	Present
Kristen Jennings	Present
Steven Brantz	Present
Terry Weitzel	Present

4. Councilmember Brantz moved, seconded by Councilmember Weitzel to adjourn into Executive Session
- Executive Session per Statute 6-4-405: (ii) To consider the appointment, employment, right to practice or dismissal of a public officer, professional person or employee.

Mayor Rich Bridger	Aye
Kristen Jennings	Aye
Steven Brantz	Aye
Terry Weitzel	Aye

Council exited the Executive Session at 8:38 A.M.

5. Mayor adjourned the Special Meeting at 8:38 A.M.

APPROVED:

Mayor, Richard Bridger

ATTEST:

City Clerk, Cecilia Good



CITY OF SHERIDAN, WYOMING

55 Grinnell Street, P.O. Box 848, Sheridan Wyoming 82801
Ph (307) 674-6483 Fax (307) 674-2195

Clerk

MEMORANDUM

RE: Minutes of Special Council Meeting April 17, 2024
From: Cecilia Good, City Clerk
To: City Council
CC:
Date:

Discussion:

Please see attached minutes.

Attachments

Special Council Minutes

CITY OF SHERIDAN, WYOMING
MINUTES OF SPECIAL COUNCIL MEETING

COUNCIL CHAMBERS

8:30 A.M.

April 17, 2024

- 1. Mayor Richard Bridger called the meeting to order at 8:31 A.M.
- 2. The Pledge of Allegiance was led by Mayor Bridger.
- 3. The meeting was called to order with a quorum as follows:

Mayor Rich Bridger	Present
Kristen Jennings	Present
Steven Brantz	Present
Terry Weitzel	Present

- 4. Councilmember Brantz moved, seconded by Councilmember Weitzel to adjourn into Executive Session
Executive Session per Statute 6-4-405: (ii) To consider the appointment, employment, right to practice or dismissal of a public officer, professional person or employee.

Mayor Rich Bridger	Aye
Kristen Jennings	Aye
Steven Brantz	Aye
Terry Weitzel	Aye

Council exited the Executive Session at 10:46 A.M.

- 5. Mayor adjourned the Special Meeting at 10:47 A.M.

APPROVED:

Mayor, Richard Bridger

ATTEST:

City Clerk, Cecilia Good



CITY OF SHERIDAN, WYOMING

55 Grinnell Street, P.O. Box 848, Sheridan Wyoming 82801
Ph (307) 674-6483 Fax (307) 674-2195

Clerk

MEMORANDUM

RE: Minutes of Regular Council Meeting April 15, 2024
From: Cecilia Good, City Clerk
To: City Council
CC:
Date:

Discussion:

See attached Council Minutes.

Attachments

Minutes

CITY OF SHERIDAN, WYOMING
MINUTES OF REGULAR COUNCIL MEETING

COUNCIL CHAMBERS

7:00 P.M.

April 15, 2024

1. Mayor Bridger called the meeting to order at 7:00 P.M.
2. Mayor Bridger led the Pledge of Allegiance to the Flag.
3. The invocation was led by Tony Forman with the Cornerstone Church.
4. The meeting was called to order with a quorum as follows:

Mayor Rich Bridger	Present
Kristen Jennings	Present
Steven Brantz	Present
Andrew Patceg	Present
Greg Luhman	Absent
Terry Weitzel	Present
Aaron Linden	Present

5. Councilmember Jennings moved, seconded by Councilmember Brantz, to approve the agenda.

Mayor Rich Bridger	Aye
Kristen Jennings	Aye
Steven Brantz	Aye
Andrew Patceg	Aye
Greg Luhman	Absent
Terry Weitzel	Aye
Aaron Linden	Aye

6. Community Update
- A. Olivia Schon, Director of Development and Marketing for Wyoming 211 presented an update.
- B. Sheridan Recreation District Executive Director, Alex Mock presented a Kendrick Pool Update.
- C. Public Safety Telecommunicators Week Proclamation was presented by Police Chief Travis Koltiska
- D. National Animal Control Officer Week Proclamation was also presented by Police Chief Travis Koltiska

7. Staff Update
- A. City Engineer Thomas Morneau presented the 2024 Construction Projects Update.

8. Comments from the Public

A. Representative Mark Jennings spoke regarding the legislative session and addressed a comment made at the last City Council meeting.

9. Consent Agenda

- A. Extension of term for the M1/M2 Zoning Committee: Mayor Richard Bridger, Councilors Andrew Patceg and Steve Brantz, and Planning Commissioners Ryan Franklin and Tod Windsor.
- B. Approval of Mayor Rich Bridger as Voting Delegate for the 2024 Summer WAM Conference
- C. Reappointment of Dr. Kristopher Schamber to the Police Civil Service Commission for a term expiring on April 19, 2027.
- D. Award to LJS Concrete & Excavating for the Sheridan Access Gate Improvements Project in the Amount of \$188,946
- E. Award to DOWL for the Transportation Plan Update in the Amount of \$75,000
- F. Minutes of Regular Council Meeting April 1, 2024
- G. Claims

A & M Service & Supply Inc	Toner for Scale House	\$141.00
A Plus Plumbers & Appliance Repair LLC	2 solenoid valve replacements for Kendrick Park re	\$526.10
Ace Hardware-Newkirk	Chainsaw carb and air filter	\$146.98
Ace Hardware-Newkirk	Stencils	\$5.58
Ace Hardware-Newkirk	Cleaner, elbows and clamps	\$35.21
Ace Hardware-Newkirk	Screws	\$12.09
Ace Hardware-Newkirk	Plant water project	\$102.17
Ace Hardware-Newkirk	Scraper/Knife/Cover	\$34.52
Ace Hardware-Newkirk	Electric blower and trimmer for parks grounds main	\$898.98
Ace Hardware-Newkirk	Trimmer repair	\$287.72
AlphaGraphics of Wyoming	Door hangers for code complaince	\$35.93
AlphaGraphics of Wyoming	Business cards for Councilor Linden	\$49.00
AlphaGraphics of Wyoming	Boards and Commissions Handbooks - Feb 2024	\$246.90
Amazon Capital Services #A33MIR27FEZN42	stickers, label replacement	\$18.97
Amazon Capital Services #A33MIR27FEZN42	paper clips, handbook	\$39.58
Amazon Capital Services #A33MIR27FEZN42	ITEM: Goo Gone Adhesive Remover - 8 Ounce - Surfa	\$32.11
Amazon Capital Services #A33MIR27FEZN42	ITEM: Hammermill Printer Paper, 20 Lb Copy Paper,	\$38.38
Amazon Capital Services #A33MIR27FEZN42	ITEM: Hazardous Materials Compliance Pocketbook S	\$7.87
Amazon Capital Services #A33MIR27FEZN42	bedroom set, utensil set	\$726.93
Amazon Capital Services #A33MIR27FEZN42	Universal air filters for air scour blowers	\$290.00
Amazon Capital Services #A33MIR27FEZN42	refund	(\$25.49)
Amazon Capital Services #A33MIR27FEZN42	return of pocketbook	(\$7.87)
Amazon Capital Services #A33MIR27FEZN42	knob, coffee pods, garden tool set, mower blade	\$454.66
Amazon Capital Services #A33MIR27FEZN42	ITEM: Turtle Beach Recon 50 Gaming Headset for PS	\$66.83
Amazon Capital Services #A33MIR27FEZN42	ethernet cable, port cable, HDMI cable	\$94.86
American Maid	City Hall cleaning March 2024	\$2,000.00
American Maid	UM office cleaning	\$400.00
American Maid	Monthly Cleaning Service for Scale House	\$187.50
American Maid	Monthly Cleaning Service for Recycling Center	\$375.00
American Maid	Monthly Cleaning Service for Landfill Office	\$375.00
Ayres Associates Inc	DDD Zoning Prof. Svcs. thru 2/17/2024	\$1,925.50
Ayres Associates Inc	DDD Zoning Prof. Svcs. thru 3/16/2024	\$5,022.50
Ayres Associates Inc	M1 Zone District Analysis Prof. Svcs. thru 3/16/20	\$1,929.92
B&B Leasing Company	Sharp Copier Model No. BP50C26, Serial No. 2505927	\$157.43
Big Horn Logistics LLC	SCADA Server Replacement WWTP	\$5,300.00
Bighorn Design Studio LLC	Polo uniform shirts	\$263.50

Bighorn Design Studio LLC	Uniform/clothing	\$90.00
Bighorn Design Studio LLC	clothing for Carter Ehliis	\$487.00
Bloedorn Lumber	Shop - lumber lift removal	\$7.93
Border States Electric Supply Inc	SCADA (Spare cards for PLC)	\$10,887.54
Border States Electric Supply Inc	SCADA (Spare cards for PLC)	\$1,393.84
Brian's Boot & Shoe Company	Boots for Dustin Brester	\$200.00
Brian's Boot & Shoe Company	Wildland Boots for TTippets 3-26-2024	\$474.95
Brian's Boot & Shoe Company	Station shoes and shoe strings for LGrooms 3-26-20	\$129.48
Brian's Boot & Shoe Company	Steel toe muck boots - Jason Neavill	\$200.00
Buggy Bath Unlimited LLC	Monthly Truck Washing	\$339.84
Burns & Mc Donnell	Cell 10 Title V - Prof. Svcs. 1/1/24 - 2/29/24	\$60,222.36
Buster Inc	PK201 - installed Tommy liftgate	\$3,977.00
Buster Inc	PK203 outfitting - Tommy gate installed	\$4,089.00
Carolina Software	Software Support Quarter Ending 06/30/24	\$550.00
Carquest Auto Parts	Halogen Headlamp for Engine 2-brake cleaner and 60	\$31.85
Carquest Auto Parts	Shop supplies - jet spray nozzle	\$14.71
Carquest Auto Parts	Shop supplies - butane cylndr	\$13.00
Carquest Auto Parts	fuel/water separator	\$44.45
Carquest Auto Parts	brake pads, painted rotor	\$185.87
Carquest Auto Parts	oil and air filter	\$11.89
Carquest Auto Parts	lube, fuel spin on, fuel/water separator	\$171.34
Carquest Auto Parts	air element	\$110.94
Carquest Auto Parts	air and oil filter	\$11.29
Carquest Auto Parts	engine oil filter	\$2.62
Carquest Auto Parts	relay	\$8.19
Carquest Auto Parts	fuse	\$3.24
Carquest Auto Parts	sealed mini fuse holder	\$16.24
Carquest Auto Parts	air filter	\$9.27
Carquest Auto Parts	fuel filter	\$5.59
Carquest Auto Parts	fuel filter	\$16.97
Carquest Auto Parts	oil filter	\$2.62
Carquest Auto Parts	fuel/water separator	\$68.93
Carquest Auto Parts	oil and air filter	\$11.29
Carquest Auto Parts	by-pass lube, air filter	\$93.42
Carquest Auto Parts	fuel, lube, air	\$116.52
Carquest Auto Parts	lube, coolant filter, by pass lube spin on, air	\$106.71
CED- Consolidated Electrical Distributers Inc	Wire butt splice	\$16.13
Cedars Health LLC	Occupational Health Testing - March	\$880.00
Certified Laboratories	Shop grease	\$1,053.89
CH Diagnostics and Consulting	Giardia and Crypto sample analysis invoice	\$645.00
CMI-Teco	WC713 - switch	\$106.13
County Trash LLC	Dumpster Pickup-Biweekly	\$115.00
Crescent Electric Supply Co	Electrical Junction Underground Box (2)	\$1,918.38
Croell Redi-Mix Inc	return	(\$351.26)
Croell Redi-Mix Inc	Shop - concrete for lift removal	\$980.00
Donna Jean Jawrunner	purchase of Sun Lion Sculpture	\$26,250.00
DOWL LLC	WWTP S. Clarifier - Prof. Svcs. 1/21/24 - 2/17/24	\$4,320.00
DOWL LLC	WWTP S. Clarifier - Prof. Svcs. 2/18/24 - 3/23/24	\$3,024.00
DOWL LLC	NE Transmission - Prof. Svcs. 2/18/24 - 3/23/24	\$8,212.00
DOWL LLC	Terra Turner Prof. Services 2/18/24 - 3/23/24	\$32,847.50
Edge Construction Supply	Telespar Posts/Anchors for signs	\$6,908.18
Employ LLC	temporary labor for recycling	\$4,651.27
Employers Council	Pre Employment Background Checks	\$475.50
Enviro-Clean Equipment Inc	ST343 - guide whl, brn hsing, hardware, caster whl	\$864.11
Fastenal Company	Gloves	\$25.83

Fedex Freight	Sample analysis sent to CH Diagnostics	\$248.29
Galls LLC	Blackinton Large Sergeant Chevron	\$17.07
Grainger Inc	Shop supplies - DOT container label	\$34.56
Grainger Inc	Shop supplies - label paper	\$52.37
Grainger Inc	Shop supplies - label tape cartridge	\$148.50
Grainger Inc	Shop supplies	\$33.99
Granicus	Video Streaming Services (Swagit) FY24	\$1,295.00
Greenfold Services LLC	Janitorial Services	\$1,960.00
Greensky Commercial Cleaning	Janitorial Services	\$1,240.00
Hach Company	Stabclal STD #2660153- Lab supplies	\$781.00
Hach Company	Stabclal STD 100 NTU	\$568.00
Hach Company	Dissolved Oxygen and Sodium thiosulfate-Lab Suppli	\$107.16
Hach Company	Filters, Wipers, Water, Nitrogen, Ammonia, Etc.	\$1,246.53
Harris Computer Systems	Crystal reports and Advantage software 6/1/24-6/30	\$58.50
Harris Computer Systems	Payforce, Advantage, Employee History, Cash Receip	\$746.69
Heartland Kubota LLC	Cutting Edge, Nuts, Bolts	\$112.97
Home Depot Credit Services	No trespassing signs for condemned buildings Code	\$94.06
Home Depot Credit Services	Shop tool - hose reel wall mount	\$129.00
Home Depot Credit Services	Materials for Barricades	\$43.80
Home Depot Credit Services	GFI's/Stencil Material	\$78.90
Home Depot Credit Services	Supplies for Barricade Repairs	\$122.88
Home Depot Credit Services	Materials for Barricade Repairs	\$318.54
Home Depot Credit Services	Stain for SCG benches	\$55.44
Home Depot Credit Services	Park bench supplies for Parks grounds maintenance	\$75.64
Home Depot Credit Services	Park bench supplies, impact wrench	\$286.70
Home Depot Credit Services	charcoal	\$239.76
Home Depot Credit Services	Box cover	\$0.98
Home Depot Credit Services	Stud finder/picture hangers	\$14.26
Home Depot Credit Services	Driller toggle	\$18.68
Home Depot Credit Services	return of sander	(\$15.97)
Home Depot Credit Services	Buckets and work gloves for cemetery	\$80.28
Home Depot Credit Services	Screws-Roller Pads for Barricade Repairs	\$48.88
Hot Iron Inc	Terra Turner - Const. Pay App #2	\$187,489.02
Humdinger Equipment LTD	Alternator Belt, Fan Belt, Gaskets and Rotary Unio	\$1,401.00
Ironman Towing	Tow charge	\$185.00
J J Keller & Associates Inc	CDL Training-Courses	\$2,980.00
JB Storage Containers Inc	Relocate Container	\$200.00
John Deere Financial #1111308145	Work and safety gloves	\$42.97
John Deere Financial #1111308145	5-Gallon Buckets and (4) Pairs of Pants for Pete B	\$179.93
John Deere Financial #1111308145	Impact and socket set	\$729.98
John Deere Financial #1111308145	Equipment supplies for Community Forestry	\$230.97
John Deere Financial #1111308145	Replacement chain for Community Forestry	\$60.84
Keith Alan Van Pelt	March Stragegy prep	\$306.25
Kenny L Rolfe Matco Tools	Shop tools - adapter kit	\$140.28
Kerns Law Office LLC	City attorney March	\$10,597.50
Kilpatrick Creations Inc	3 Polo Shirts with embroidery for SFR (Sgt Krinkee	\$136.00
Kilpatrick Creations Inc	Hats for KGC seasonal staff	\$290.10
KRW Associates LLC	Job Advertising and Application Review for City Pl	\$15,267.00
L J Wright Ironworks & Design Inc	New entrance sign for Kendrick Arboretum	\$6,600.00
Lawson Products Inc	Shop supplies - roll dispenser	\$144.98
Legacy Irrigation and Supply LLC	Camlock Gasket	\$4.74
LN Curtis & Sons	combustible ex sensor replacement kit	\$389.62
Lube Refiners LLC	PD109 - LOF & tire rotation	\$93.68
Lube Refiners LLC	PD112 - LOF service	\$71.16
M&K Rentals	Deere Excavator Rental 4/1/2024	\$341.50

M&K Rentals	Stump grinder rental	\$163.31
Main Frame	Matting, a brass placard for Councilor Linden's pi	\$43.21
Memorial Hospital of Sheridan County	Occupational Health Testing	\$238.00
Merchant McIntyre & Associates LLC	Infrastructure Grant Services - April 2024	\$8,000.00
Midwest Laboratories Inc	Compost Testing	\$550.00
Mile-Hi Fire Apparatus, Inc	Ladder 1 Parts-Mile-Hi Fire Apparatus	\$1,118.00
Modern Machinery Co Inc	LF476 - air spring, belt guides, idlers, chains	\$7,004.03
Mullinax Concrete Service & Irrigation	Hot plant - sand	\$1,069.13
Nancy Jane Trangmoe	Embroidery for Russ B. and Pete B.	\$80.00
Napa Auto Parts	Truck Battery UM225	\$170.99
Napa Auto Parts	refund of deposit	(\$54.00)
Napa Auto Parts	return	(\$108.00)
Napa Auto Parts	air filter	\$54.28
Napa Auto Parts	flush mount led	\$80.98
Napa Auto Parts	4 pc extension kit	\$207.99
Napa Auto Parts	blower motor resistor	\$42.29
Napa Auto Parts	drum handler	\$559.32
Napa Auto Parts	cleaner	\$57.96
Napa Auto Parts	led marker lamp	\$48.00
Napa Auto Parts	differential seal	\$24.38
Napa Auto Parts	anti lock brake system	\$17.65
Napa Auto Parts	air and oil filter	\$28.18
Napa Auto Parts	battery	\$383.58
Napa Auto Parts	halogen sealed beams	\$12.59
Napa Auto Parts	cable tie, brake parts cleaner	\$65.67
Narwhal Met LLC	Weather Forecasting - 03/2024	\$650.00
National Testing Network Inc	Peace Officer Testing	\$122.00
Norco Inc	Eye flush bottle	\$45.33
Norco Inc	Small Cut Gloves	\$128.00
Norco Inc	Large Black Stallion Gloves	\$22.16
Norco Inc	Supplies	\$7.47
Norco Inc	2XL Puncture Proof Gloves	\$26.88
Norco Inc	Rubber Gloves	\$3.88
Norco Inc	Shop supplies - k-oxygen and ws-acetylene	\$100.92
Norco Inc	2XL Puncture Proof Gloves	\$44.32
Norco Inc	Janitorial supplies for parks	\$315.81
Norco Inc	Mop bucket for parks	\$133.94
Norco Inc	N95 Resp PPE	\$48.30
North American Rescue Holdings LLC	Medical Kits	\$2,350.20
Novus Glass	PD110 - winshield replacement	\$400.00
O'Reilly Auto Enterprises LLC	ST337 - fuel filter	\$55.43
O'Reilly Auto Enterprises LLC	return of item	(\$49.98)
Office Shop Inc	Copier charges	\$67.75
Office Shop Inc	Monthly Copy Charges	\$53.66
Office Shop Inc	Canon/IRAC5535i-II contract	\$33.06
Office Shop Inc	return	(\$9.57)
Office Shop Leasing	3rd floor copier lease 46 of 60	\$102.71
Office Shop Leasing	Copier Lease Payments	\$89.54
Office Shop Leasing	Lease pymnt 46 of 60, Agreement #393	\$101.15
One-Call of Wyoming	(244) One-Call Tickets for March CDC	\$183.00
One-Time Customer Refund Vendor	Refund-817 S Sheridan Ave.	\$15.57
One-Time Customer Refund Vendor	Refund-1315 Highland Ave	\$18.95
One-Time Customer Refund Vendor	Refund - 1257 Val Vista St	\$455.38
One-Time Customer Refund Vendor	Water Refund	\$15.50
One-Time Customer Refund Vendor	Refund-1538 North Heights Rd	\$172.91

One-Time Customer Refund Vendor	Water Refund	\$0.39
One-Time Customer Refund Vendor	Refund-7 Gable Way #B	\$1.90
One-Time Customer Refund Vendor	Refund-23 S Main St	\$0.40
One-Time Customer Refund Vendor	Deposit Refund - 1234 Rosewood Ct	\$3.87
One-Time Customer Refund Vendor	Refund-1082 Big Goose Rd	\$2.85
One-Time Customer Refund Vendor	Refund-2393 Tin Cup Circle	\$1.91
One-Time Customer Refund Vendor	Refund-352 Wyoming Ave	\$0.25
One-Time Customer Refund Vendor	Refund - 624 E Brundage Ln #IRRG	\$0.83
One-Time Customer Refund Vendor	Refund - 238 W 15th St.	\$0.10
One-Time Customer Refund Vendor	Refund - 600 E 5th St	\$4.61
One-Time Customer Refund Vendor	Refund-2317 Pheasant Draw Rd	\$2.34
One-Time Customer Refund Vendor	Refund-631 W Loucks St.	\$3.31
One-Time Customer Refund Vendor	Deposit Refund-7 Woodland Park Rd	\$1.35
One-Time Customer Refund Vendor	Refund-33 Club House Dr	\$0.95
One-Time Customer Refund Vendor	Refund-1214 W 10th St	\$0.73
One-Time Customer Refund Vendor	Refund-557 Brookie Path	\$0.95
One-Time Customer Refund Vendor	Refund - 361 Crescent Dr.	\$1.88
One-Time Customer Refund Vendor	Refund - 337 W Brundage St.	\$1.56
One-Time Customer Refund Vendor	Refund - 2088 Big Horn Ave	\$4.71
One-Time Customer Refund Vendor	Refund-1724 Dana Ave	\$3.08
One-Time Customer Refund Vendor	Refund for payment of wrong permit #B-24-15	\$2,028.67
One-Time Employee Reimbursement Vendor	Casper Dispatch Thank You	\$60.25
One-Time Employee Reimbursement Vendor	travel expenses	\$12.00
One-Time Employee Reimbursement Vendor	CDL Test Reimbursment	\$87.76
One-Time Employee Reimbursement Vendor	Wellness Participation Reimbursement: Candace Ains	\$100.00
One-Time Employee Reimbursement Vendor	Insoles for ALindberg 3-30-2024	\$225.25
One-Time Employee Reimbursement Vendor	CDL License Reimbursement	\$47.25
One-Time Employee Reimbursement Vendor	reimbursement for ICC exam and study guide for Res	\$384.00
One-Time Employee Reimbursement Vendor	Meals per diem for lunch only-attending the Northe	\$42.00
One-Time Employee Reimbursement Vendor	Meals Per Diem for lunch only while attending the	\$42.00
One-Time Employee Reimbursement Vendor	Utility gloves for CEisenman 4-7-2024	\$40.26
One-Time Employee Reimbursement Vendor	Glove strap for CEisenman 3-11-2024	\$25.00
One-Time Employee Reimbursement Vendor	reimbursement for certification	\$85.00
Pace Analytical Services LLC	Monthly Oil & Grease Effluent Tests WWTP	\$121.80
Pace Analytical Services LLC	WY5600052 Bac-T sample analysis invoice	\$493.20
Pace Analytical Services LLC	WY5600052- Bac-T sample analysis invoice	\$493.20
Pace Analytical Services LLC	WY5601537- Bac-T sample analysis invoice	\$100.00
Pace Analytical Services LLC	WY5600052- Bac-T sample analysis invoice	\$551.10
Peak Pest Solutions LLC	Monthly service	\$131.25
Peak Pest Solutions LLC	Monthly Service	\$78.75
Peak Pest Solutions LLC	Monthly service	\$125.00
Peterbilt of Wyoming	WC320 - tube-cpr water inlet	\$124.38
Pfitzer Pest Control LLC	Quarterly Rodent - Streets	\$144.90
Pfitzer Pest Control LLC	Exterminator for SWR Center and UM Bay	\$228.00
Pontem Software by RIA	Cemetery software fees.	\$2,725.00
Powder River Power of Sheridan Inc	V-Belts, Break Cleaner	\$86.92
Powder River Power of Sheridan Inc	CSC - parts for washout bay	\$1,005.20
Powder River Power of Sheridan Inc	XL Blk Nitrile gloves and brake clean	\$143.96
PreCise MRM LLC	Snow - flat data plan	\$160.00
ProPet Distributors Inc	Pet waste station supplies	\$3,272.00
Quill LLC	bankers boxes, folders, pens	\$506.49
Quill LLC	hanging box bottom folders	\$32.99
Railroad Management Company III LLC	Railroad lease-sewer pipeline crossing	\$379.14
Railroad Management Company III LLC	Railroad lease- water pipeline crossing	\$379.14
Randall Engineering Surveys	Survey of Old Landfill	\$1,340.00

Randall Engineering Surveys	Survey of Cell 9	\$1,495.00
Range	Crimestoppers	\$33.79
Rapid Fire Protection Inc	Annual wet system sprinkler inspection for city ha	\$450.00
Rapp Plumbing and Heating LLC	Repair to 2nd floor men's restroom urinal	\$373.25
Secure Shred	Shredding Services	\$67.08
Security State Bank	Terra Turner - Pay App #1 Retainage	\$18,326.70
Security State Bank	Terra Turner - Pay App #2 Retainage	\$9,867.84
Servall Uniform & Linen Supply	UM rug cleaning	\$104.19
Servall Uniform & Linen Supply	UM rug cleaning	\$104.19
Servall Uniform & Linen Supply	Clean Rugs for SFR 3-28-2024	\$35.32
Servall Uniform & Linen Supply	Rug Cleaning	\$195.64
Servall Uniform & Linen Supply	Landfill Bi-Weekly Rug Cleaning 04/04/23	\$260.28
Servall Uniform & Linen Supply	SWR Bi-Weekly Rug Cleaning 04/04/23	\$147.08
Sheridan Commercial Co	Shop supplies - coupling and dry erase marker	\$30.58
Sheridan Commercial Co	Paint for Barricades	\$167.16
Sheridan Commercial Co	Streets supplies - spackle knife	\$19.76
Sheridan Commercial Co	Supplies - Chip brush and nozzle	\$26.21
Sheridan Commercial Co	Extension Cord for fire station 4-8-2024 CBrutlag	\$8.08
Sheridan Commercial Co	Cleaning Supplies	\$155.88
Sheridan Commercial Co	Screws and fasteners, reflectors and painting supp	\$463.87
Sheridan Commercial Co	Misc. parts for trac-vac repairs (cable clamps, wa	\$131.98
Sheridan Commercial Co	Mat paint	\$8.88
Sheridan Commercial Co	light bulbs	\$64.75
Sheridan Commercial Co	Hand Tamper	\$52.17
Sheridan Commercial Co	Janitorial Supplies	\$196.31
Sheridan Commercial Co	Supplies- Electrical Panel OSHA	\$13.63
Sheridan Commercial Co	Distilled water	\$13.02
Sheridan Commercial Co	Stencil Posterboard-Barricades	\$2.30
Sheridan Commercial Co	Paint for Barricades	\$61.47
Sheridan Commercial Co	Fastener and Anchors	\$5.34
Sheridan Commercial Co	Printer Ink Cartridges x2	\$81.98
Sheridan Commercial Co	Tyvek protection suit for code compliance	\$22.68
Sheridan Commercial Co	Keys for Recycling	\$8.61
Sheridan County	Air Service Jan-Mar 2024 CPA Subsidy	\$125,251.31
Sheridan County Justice Office	FY 2024 Justice payments	\$65,000.00
Sheridan County Public Works	Planning Ad - Brown Berrettini Minor Admin Replat	\$7.00
Sheridan County Public Works	Planning Ad - Whitney Project Sub.	\$7.00
Sheridan County Treasurer	Spillman Maintenance	\$15,251.71
Sheridan Econ-O-Wash Laundry	Laundry Services	\$38.00
Sheridan Econ-O-Wash Laundry	Shop - laundry service Ivan P.	\$38.00
Sheridan Econ-O-Wash Laundry	Laundry Services	\$62.00
Sheridan Media	Community Clean Up Ad 03/26/24	\$63.00
One-Time Customer Refund Vendor	Deposit Refund-609 Aspen Trl	\$125.00
One-Time Customer Refund Vendor	Refund - 805 Sumner St.	\$174.27
One-Time Customer Refund Vendor	Refund - 1012 Illinois St	\$6.49
One-Time Customer Refund Vendor	Refund - 831 E 7th St	\$3.47
One-Time Employee Reimbursement Vendor	Running shoes for SReid 3-28-2024	\$75.57
Sheridan Motor Inc	return	(\$45.00)
Sheridan Motor Inc	discount applied	(\$2.83)
Sheridan Motor Inc	return	(\$63.39)
Sheridan Motor Inc	return	(\$30.04)
Sheridan Motor Inc	PD119 - R&R coolant tank	\$346.35
Sheridan Newspapers Inc	Classified Ad: Seasonal Parks	\$174.00
Sheridan Newspapers Inc	Classified Ad: Signal and Lighting Technician	\$212.50
Sheridan Newspapers Inc	Classified Ad: Burgess Junction Visitors Center Ma	\$170.50

Sheridan Newspapers Inc	Classified Ad: City Treasurer	\$237.00
Sheridan Newspapers Inc	Classified Ad: Sanitation and Recycling Equipment	\$212.50
Sheridan Newspapers Inc	Classified Ad: Customer Service Specialist	\$223.00
Sheridan Newspapers Inc	Community Clean Up Ad 03/30/24	\$90.00
Sheridan Newspapers Inc	Planning - PH Notice for PC Annexations	\$1,234.00
Sheridan Newspapers Inc	Eng - PH Notice for CC Annexations	\$1,234.00
Sheridan Recreation District	FY24 support	\$55,800.00
Sheridan Saw Service LLC	Saw repair for KGC	\$159.94
Sheridan Transportation Taxi	Safe Rides	\$2,110.00
Sherwin Williams Company	Labor for Striper Repairs (TS412)	\$86.00
Star Playgrounds	Engineered wood fiber surfacing for playgrounds	\$4,750.00
Star Playgrounds	New playground at Washington Park	\$49,732.00
Steve's Truck Service Inc	RC363 - R&R crank case filter & performed regen	\$516.10
Stryker Sales Corporation	paramedic supplies	\$88,457.86
Talx Corporation	Unemployment Services	\$3,606.00
Tank Management Services	Fuel Monthly Report	\$748.00
Ted's Towing LLC	Tow charge	\$80.00
The Cary Company	48 55-Gallon Drums	\$5,346.48
Thomas J Klepperich	Judge Klepperich March Hours	\$2,450.00
Tire Rama	WC78 - RRI tire repair	\$45.00
Tire Rama	PK417 - replaced tire	\$92.90
Tire Rama	CF575 - installed new tires (2)	\$359.98
Tire Rama	Tire repair for mower at KGC	\$42.95
Tires for Reclamation Inc	Tire Recycling 04/04/24	\$1,513.00
Top Office Products Inc	SFR Office Supplies-March 2024	\$162.90
Top Office Products Inc	Office Supplies	\$21.70
Transaction Warehouse Inc		\$5,226.30
Tree Mechanics	Deep root feeding - cottonwoods	\$1,191.00
Tree Mechanics		\$1,191.00
Trihydro Corporation	2023 R&O - CA thru 2/24/2024	\$2,991.75
Trihydro Corporation	Security Gates - prelim. design thru 2/24/2024	\$6,260.00
Trihydro Corporation	Environmental Monitoring & Reporting - February 24	\$21,755.56
TWS Trucking Services LLC	Tire Hauling 04/04/24	\$800.00
Tyler Technologies Inc	Utility billing implementation	\$3,912.00
Tyler Technologies Inc	Notify software 12/1/23-4/30/24	\$2,500.00
US Army Corps of Engineers Omaha District	ACOE G.I. Study - March 2024 cost match share	\$200,000.00
Van Diest Supply Company	Herbicide for Weed and Pest	\$3,056.45
Van Diest Supply Company	Herbicide for Weed and Pest	\$1,100.50
Vertical Door Solutions Inc	Service call on commercial bay door number 1 at fi	\$135.00
Visionary Communications	Business Wireless Internet	\$220.68
VRM Inc	500 Hour Service on Loader LF486	\$600.00
WAM-WCCA Energy Lease Program	FY24 Window loan payments	\$2,500.00
Winsupply of Sheridan Wy Co	CSC - 1-1/2 dbl chck BFP for building	\$616.20
Winsupply of Sheridan Wy Co	Meter flanges	\$1,092.66
Winsupply of Sheridan Wy Co	Plumbing supplies	\$108.52
Winsupply of Sheridan Wy Co	Plumbing supplies	\$150.36
Winsupply of Sheridan Wy Co	Plumbing supplies	\$397.76
WY Department of Transportation	E. 5th St. Corridor - WYDOT thru 4/1/2024	\$4,091.75
Wyoming Assoc Rural Water Systems	2024 conference- J. Attebury	\$395.00
Wyoming Regional EMS LLC	FY24 Ambulance Service	\$12,420.00
Wyoming Rents	Telehandler Rental - Belt Press Roller Replacement	\$470.00
Wyoming Water Development Commission	return of funds to WWCD	\$252,401.05
Zencity Technologies US, Inc	Zencity engagement	\$7,778.00
CenturyLink Communications LLC	utility bills March	\$1,375.23
CenturyLink Communications LLC	city hall switchboard March	\$193.97

Farmers Co-op Oil Co	Fuel for Landfill 03/05/24	\$2,557.39
Farmers Co-op Oil Co	Fuel for Landfill 03/08/24	\$1,561.72
Farmers Co-op Oil Co	Fuel for Landfill 03/15/24	\$3,466.79
Farmers Co-op Oil Co	Grease for Equipment	\$68.11
Farmers Co-op Oil Co	Shop - LP non motor gallons oil	\$19.35
Farmers Co-op Oil Co	DEF for Landfill Equipment	\$918.75
Farmers Co-op Oil Co	Fuel for Landfill Equipment 03/22/24	\$2,692.81
Farmers Co-op Oil Co	Fuel for Landfill	\$2,345.48
Farmers Co-op Oil Co	3/21/24 fuel delivered to Golf Course	\$452.76
Farmers Co-op Oil Co	3/5/2024 fuel delivery to CSC	\$7,647.45
Farmers Co-op Oil Co	Various Depts - antifreeze	\$471.62
Farmers Co-op Oil Co	3/12/2024 fuel delivery to csc	\$7,648.24
Farmers Co-op Oil Co	3/18/2024 fuel delivery to Cemetery	\$273.44
Farmers Co-op Oil Co	3/19/2024 fuel delivery to csc	\$4,025.84
Farmers Co-op Oil Co	fuel streets	\$918.75
Farmers Co-op Oil Co	Various Depts - windshield washer	\$132.30
Leininger Law LLC	City prosecutor hours March	\$5,538.75
Leininger Law LLC	City attorney fee for Astech Bond Claim	\$97.50
Leininger Law LLC	City attorney hours for Astech Bond Claim	\$391.95
Modern Electric Co	install heater in Paradise Booster Station	\$1,352.00
Montana Dakota Utilities Co	partial utility bills March	\$4,645.48
Montana Dakota Utilities Co	partial MDU bills	\$20,740.29
One-Time Customer Refund Vendor	settlement agreement	\$38,360.00
Range	Range bills March	\$2,803.64
Sheridan Fire Equipment & Service Professional LLC	FY23 dog and cat shelter extinguisher	\$90.00

Councilmember Jennings moved, seconded by Councilmember Brantz, to approve the consent agenda.

Mayor Rich Bridger	Aye
Kristen Jennings	Aye
Steven Brantz	Aye
Andrew Patceg	Aye
Greg Luhman	Absent
Terry Weitzel	Aye
Aaron Linden	Aye

OLD BUSINESS

10. Consideration of the Third and Final Reading of Ordinance 2277 Updating the Process for Approving Amendments to PUD Master Plans. City Clerk Cecilia Good updated the Council.

Councilmember Linden moved, seconded by Councilmember Weitzel, to approve the Third and Final Reading of Ordinance 2277 Updating the Process for Approving Amendments to PUD Master Plans.

Mayor Rich Bridger	Aye
Kristen Jennings	Aye
Steven Brantz	Aye

Andrew Patceg	Aye
Greg Luhman	Absent
Terry Weitzel	Aye
Aaron Linden	Aye

11. Consideration of Third and Fina Reading of Ordinance 2275 Converting Responsibilities of Board of Appeals to the Board of Adjustment. City Clerk Cecilia Good updated the Council.

Councilmember Jennings moved, seconded by Councilmember Linden, to approve the Third and Final Reading of Ordinance 2275 Converting Responsibilities of Board of Appeals to the Board of Adjustment.

Mayor Rich Bridger	Aye
Kristen Jennings	Aye
Steven Brantz	Aye
Andrew Patceg	Aye
Greg Luhman	Absent
Terry Weitzel	Aye
Aaron Linden	Aye

12. Consideration of the Second Reading of Ordinance 2281 Changing the Time for Regular City Council Meetings. City Clerk Cecilia Good updated the Council.

Councilmember Weitzel moved, seconded by Councilmember Jennings, to approve the Second Reading of Ordinance 2281 Changing the Time for Regular City Council Meetings.

Mayor Rich Bridger	Aye
Kristen Jennings	Aye
Steven Brantz	Aye
Andrew Patceg	Aye
Greg Luhman	Absent
Terry Weitzel	Aye
Aaron Linden	Aye

13. Consideration of Third and Final Reading of Ordinance 2280 Government Initiated Annexations. Public Works Director Hanns Mercer updated the Council.

Councilmember Jennings moved, seconded by Councilmember Weitzel, to approve the Third and Final Reading of 2280 Government Initiated Annexations.

Mayor Rich Bridger	Aye
Kristen Jennings	Aye
Steven Brantz	Aye
Andrew Patceg	Aye
Greg Luhman	Absent
Terry Weitzel	Aye
Aaron Linden	Aye

NEW BUSINESS

14. Consideration of Amendment "A" to the Emergency Medical Services Agreement. City Attorney Brad Thimmesch updated the Council.

Councilmember Jennings moved, seconded by Councilmember Weitzel, to approve Amendment "A" to the Emergency Medical Services Agreement.

Mayor Rich Bridger	Aye
Kristen Jennings	Aye
Steven Brantz	Aye
Andrew Patceg	Aye
Greg Luhman	Absent
Terry Weitzel	Aye
Aaron Linden	Aye

15. Consideration of Request for Water Service at 247 Decker Road. Utilities Director Dan Roberts updated the Council.

Councilmember Weitzel moved, seconded by Councilmember Linden, to approve the Request for Water Service at 247 Decker Road.

Mayor Rich Bridger	Aye
Kristen Jennings	Nay
Steven Brantz	Aye
Andrew Patceg	Nay
Greg Luhman	Absent
Terry Weitzel	Aye
Aaron Linden	Aye

16. Council Comments and Requests for Future Agenda Items
- A. Mayor Bridger and Council discussed boards and committees.
 - B. Councilmember Brantz stated that he will run for another term on City Council for the 2024 election.
 - C. City Administrator Stuart McRae discussed a Quitclaim Deed that Sheridan County will be considering tomorrow for the development of Krinke Park.
18. Mayor Bridger adjourned the meeting at 8:36 PM.

APPROVED:

Richard Bridger, Mayor

ATTEST:

Cecilia Good, City Clerk



CITY OF SHERIDAN, WYOMING

55 Grinnell Street, P.O. Box 848, Sheridan Wyoming 82801
Ph (307) 674-6483 Fax (307) 674-2195

Treasurer

MEMORANDUM

RE: Claims
From:
To: City Council
CC:
Date:

Discussion:

See attached claims list.

Attachments

Claims

Vendor	Description	Invoice Net
Wex Bank	Fuel - 3/14/2024 - 3/21/2024	\$529.13
Advocacy & Resource Ctr	FY24 support	\$7,500.00
Child Development Center Region 2	FY24 support	\$2,625.00
Compass - Center for Families	FY24 support	\$5,000.00
Downtown Sheridan Assoc	FY24 support	\$15,000.00
Emergency Services Consulting International Inc.	SFR Master Plan	\$5,040.00
Fremont Motor Sheridan Inc	Wastewater #WW201 - 2024 Ford F150	\$42,430.00
Habitat for Humanity	FY24 support	\$6,250.00
Montana Dakota Utilities Co	partial MDU bills	\$1,957.00
NAMI Wyoming	FY24 Support	\$1,250.00
Second Chance Sheridan Cat Rescue	FY24 support	\$15,000.00
Senior Citizens Council	FY24 support	\$20,000.00
Sheridan Artists Guild Et al	FY24 support	\$3,000.00
Sheridan Arts Council	FY24 support	\$375.00
Sheridan Community Land Trust	FY24 support	\$7,500.00
Sheridan County Chamber of Commerce	FY24 support	\$12,500.00
Sheridan County Conservation District	FY24 support	\$3,750.00
Sheridan County Historical Society and Museum	FY24 support	\$5,000.00
Steve's Truck Service Inc	RC363 Rebuild - engine, radiator & DPF	\$39,337.90
Uprising	FY24 support	\$2,125.00
AT&T Mobility	FD MDC for Engine 1 and Engine 2 for A	\$93.14
CenturyLink Communications LLC	April phone charges	\$1,193.41
Floyd's Truck Center WY	Streets - #ST5-01 - FT-30-2 T Tilt Bed Tr	\$32,696.84
Local Govt Liability Pool	insurance claim	\$7,510.97
Montana Dakota Utilities Co	partial MDU bills April	\$21,842.70
Range	telephone and internet service April	\$2,800.79
Elan Financial Services	training	\$98.99
Elan Financial Services	Job Posting for City Planner and City Tr	\$1,947.45
Elan Financial Services	background search, postage, training	\$1,178.99
Elan Financial Services	dry cleaning	\$13.46
Elan Financial Services	Conference Registration & Luncheon	\$135.00
Elan Financial Services	office supplies, hardware, keys, batteri	\$1,487.03
Elan Financial Services	Travel expenses for 2024 educode con	\$7,433.29
Elan Financial Services	tools	\$187.50
Elan Financial Services	Working Meetings & Lunches	\$394.98
Elan Financial Services	Sympathy Cards/Congrats Card, Certific	\$1,367.29
Elan Financial Services	March 2024Truck Ramps and Faucet fo	\$103.77
Elan Financial Services	fuel, stickers, boots	\$999.55
Elan Financial Services	uniforms, training, travel	\$1,068.19
Elan Financial Services	hotel refund	(\$41.73)
Elan Financial Services	merch return	(\$9.00)
Elan Financial Services	return of merch	(\$29.88)
Elan Financial Services	registration	\$25.00
Elan Financial Services	merch return	(\$33.18)
Elan Financial Services	travel, certification	\$268.44
Elan Financial Services	training, uniform, registration, tool	\$1,583.41

Elan Financial Services	uniforms, equipment, certification	\$1,248.05
Elan Financial Services	merch return	(\$49.99)
Elan Financial Services	training, software	\$209.49
Elan Financial Services	desk, supplies	\$4,380.97
Elan Financial Services	merch return	(\$80.54)
Elan Financial Services	travel reimbursment	(\$841.85)
Elan Financial Services	March 2024Community Clean Up Givea	\$1,511.33
Elan Financial Services	certification	\$200.00
Elan Financial Services	Qdoba (Training/Webinar lunch) Vol II	\$322.18
Elan Financial Services	Drill Press Guard	\$268.60
Elan Financial Services	software subscriptions, training, unifor	\$1,574.94
Elan Financial Services	software	\$2,287.96
Elan Financial Services	gas, internet, supplies	\$326.07
Elan Financial Services	fuel	\$61.82
Elan Financial Services	Monitors, TV, surge protection, study r	\$768.10
Elan Financial Services	Spot lights for UM job site	\$201.48
AT&T Mobility	March phone bills	\$1,631.65
CenturyLink Communications LLC	phone bills WTP and Cemetery	\$2,845.00
Delta Wye Inc	Traffic Signal Cabinet-Labor to repair	\$17,837.00
Montana Dakota Utilities Co	partial MDU bills March	\$21,701.32
307 Auto Glass LLC	WC701 - R&R windshield	\$200.00
307 Auto Glass LLC	WC7002 - windshield repair	\$84.99
307 Auto Glass LLC	RC432 - windshield installation	\$150.00
A Clear View Inc	Interior and exterior window cleaning c	\$1,750.00
A Plus Plumbers & Appliance Repair LLC	Plumbing work	\$115.00
Ace Hardware-Newkirk	Shop supplies for parks grounds mainte	\$76.73
Ace Hardware-Newkirk	Paint Supplies	\$13.39
Ace Hardware-Newkirk	Magnet swivel hooks (shields/guards)	\$70.04
Ace Hardware-Newkirk	Expanded sheet metal (for shields/gua	\$40.31
Ace Hardware-Newkirk	Misc. parts for plant project	\$62.26
Ace Hardware-Newkirk	Hex Key Tool Set-Decorative Lights	\$23.03
Ace Hardware-Newkirk	Palm Sander-Barricade Repairs	\$59.99
Ace Hardware-Newkirk	Leaf blower repair for Parks	\$220.95
Advance Fence	Lyon's Dog Park entrance	\$973.77
A-Line Roofing and Exteriors	Repair to Garage Roof from Sanitation	\$500.00
AlphaGraphics of Wyoming	CH - vinyl lettering & install - Mail Room	\$111.41
Altitude Recycling Equipment LLC	Splitter Manifold with O-Ring Kit for Ba	\$665.00
Amazon Capital Services	No Smoking Signs	\$19.94
Amazon Capital Services #A33MIR27FEZN42	ITEM: Liebert PST5 UPS - 850VA/500W	\$89.49
Amazon Capital Services #A33MIR27FEZN42	25 ft power strip	\$38.99
Amazon Capital Services #A33MIR27FEZN42	labels, organizer, markers, letter tray, s	\$181.52
Amazon Capital Services #A33MIR27FEZN42	hanging folders, dry erase board, mark	\$105.47
Amazon Capital Services #A33MIR27FEZN42	toner cartridge	\$73.00
Amazon Capital Services #A33MIR27FEZN42	inner tubes for tires	\$33.96
Amazon Capital Services #A33MIR27FEZN42	water filter	\$154.00
Amazon Capital Services #A33MIR27FEZN42	Exit Signs and Microphone	\$190.28
Amazon Capital Services #A33MIR27FEZN42	elliptical pedal machine, electric treadm	\$822.18

Amazon Capital Services #A33MIR27FEZN42	ITEM: Brother Genuine High Yield Toner	\$189.04
Amazon Capital Services #A33MIR27FEZN42	Toner	\$79.79
Amazon Capital Services #A33MIR27FEZN42	Cameras	\$273.84
Amazon Capital Services #A33MIR27FEZN42	New swing for Kendrick Park	\$32.98
Amazon Capital Services #A33MIR27FEZN42	gloves, seeds, mice bait	\$513.75
Amazon Capital Services #A33MIR27FEZN42	Cleaning supplies and First Aid	\$52.43
Amazon Capital Services #A33MIR27FEZN42	120 V light bulbs	\$70.10
Amazon Capital Services #A33MIR27FEZN42	markers, whiteboard, t-shirt, battery charger	\$274.51
Amazon Capital Services #A33MIR27FEZN42	scanner	\$157.69
Amazon Capital Services #A33MIR27FEZN42	Safety Mirror, copy paper	\$93.98
Amazon Capital Services #A33MIR27FEZN42	iphone charger and case	\$66.69
Amazon Capital Services #A33MIR27FEZN42	door hangers, pens, grip holder	\$92.96
Amazon Capital Services #A33MIR27FEZN42	battery charger, batteries	\$84.15
Amazon Capital Services #A33MIR27FEZN42	ITEM: Streamlight 44910 Waypoint 400	\$250.24
Amazon Capital Services #A33MIR27FEZN42	circuit breakers	\$169.97
Amazon Capital Services #A33MIR27FEZN42	splice terminals	\$186.99
American Maid	Monthly Cleaning Service for Landfill Office	\$300.00
American Maid	Monthly Cleaning Service for Scale House	\$150.00
American Maid	Monthly Cleaning Service for Recycling	\$300.00
American Welding & Gas Inc	Carbon Dioxide for Welding	\$287.08
American Welding & Gas Inc	Acetylene gas for plant project	\$67.35
Angel Armor LLC	Duty bulletproof vest	\$1,396.91
AT&T Mobility	MDC Aircards	\$480.48
Automationdirectcom	Air Scour Blower Project	\$2,406.00
Automationdirectcom	Control Upgrade for RWW Pump Station	\$2,596.50
Automationdirectcom	Control Upgrade for RWW Pump Station	\$2,596.50
Automationdirectcom	Alum Tanks	\$1,741.00
Automationdirectcom	Upgrade Alum/Poly: Chemical pump controls	\$2,005.50
Big Horn Sanitation	SCG portable toilet - March	\$87.53
Big Horn Sanitation	Sanitation fee for Malcolm Wallop Park	\$126.50
Big Horn Tire Inc	WC7002 - 11R22.5 Galaxy DR271-G 16	\$2,253.12
Bighorn Design Studio LLC	jacket, shirt	\$141.00
Bighorn Design Studio LLC	vest, cardigan, shirt, jacket	\$161.00
Bighorn Design Studio LLC	Streets - uniforms/clothing	\$60.00
Black Mtn Engraving	Office supplies - name plates	\$55.70
Bloedorn Lumber	Rebar building supplies 4/2/2024	\$146.08
Bluemel Plumbing & Heating	Sewer camera for City Hall	\$483.75
Brian's Boot & Shoe Company	Uniforms/clothing - boots	\$170.95
Brian's Boot & Shoe Company	Uniforms/clothing - boots	\$200.00
Brian's Boot & Shoe Company	Boots for George (Butch) Kennah	\$193.45
Buffalo Computer Consulting LLC	PowerEdge T150 Server	\$1,325.00
C & K Equipment Sales Inc	Tiller rental	\$200.00
Carquest Auto Parts	KGC shop supplies	\$78.17
Carquest Auto Parts	Fluids for Bld Division inspector vehicle	\$6.24
Carquest Auto Parts	2 Antifreeze Dex 50/50 for Tower 1 4-2	\$39.88
Carquest Auto Parts	2-LED Bulbs for Engine 2 Pump Panel Light	\$38.48
Carquest Auto Parts	Anti-freeze and grease for KGC	\$29.89

Carquest Auto Parts	oil filter	\$6.29
Carquest Auto Parts	brake pads, painted rotor	\$143.62
Carquest Auto Parts	lube, air filters	\$93.77
Carquest Auto Parts	fuel filter, lube	\$60.53
Carquest Auto Parts	oil filter, air filter	\$20.91
Carquest Auto Parts	mirror	\$21.66
Carquest Auto Parts	xtraclear	\$13.39
Carquest Auto Parts	lithium jump starter	\$133.99
Carquest Auto Parts	blower motor	\$60.49
Carquest Auto Parts	lube, fuel filter	\$29.14
Carquest Auto Parts	fuel filter	\$16.97
Carquest Auto Parts	fuel spin-on	\$46.19
Carquest Auto Parts	air filter, air/water seperator, air element	\$159.92
Carquest Auto Parts	fuel, air filters	\$205.93
Carquest Auto Parts	oil filter, air filter	\$12.94
Carquest Auto Parts	lube, air filters	\$155.72
Carquest Auto Parts	oil filter, air filter	\$11.29
Carquest Auto Parts	hose assemblies	\$289.50
Carquest Auto Parts	serp belt poly rib	\$26.45
Carquest Auto Parts	fuel filter, air filters	\$65.42
Carquest Auto Parts	hose asembly	\$166.87
Carquest Auto Parts	air filter	\$86.44
Carquest Auto Parts	fuel element	\$36.74
CDG Engineers Inc	W. 5th St. Bridge - Prof Svcs 3/1/24 - 3/31/24	\$8,145.00
CDG Engineers Inc	S. Downtown - Prof. Svcs. 3/1/24 - 3/31/24	\$12,907.25
Cedars Health LLC	Occupational Testing	\$470.00
CMI-Teco	WC718 - filler cap	\$138.79
CMI-Teco	WC713 - level sensors	\$318.92
Collection Professionals Inc	CPI # 1885 - 3/1/2024-3/31/2024	\$379.17
Comtronix	Annual Fire Alarm Monitoring for SFR 5	\$540.00
Crescent Electric Supply Co	Fuses	\$4.88
Croell Inc	Concrete - City Hall frost free hydrant	\$1,700.00
Darla Hawkins or Brett Caiola	Reimb Petty Cash Sept 2023-March 2024	\$307.54
D-H Technologies LLC	Service Call to SFR-Problem with 307-6	\$120.00
Dog and Cat Shelter Inc	FY24 Support	\$25,000.00
Employ LLC	temporary labor for recycling	\$5,502.64
Energy Laboratories Inc	WY5600052- TOC sample analysis invo	\$271.00
Energy Laboratories Inc	WY5600052: TTHM-HAA5s sample ana	\$1,433.00
Fastenal Company	Streets supplies	\$1.93
Fastenal Company	Weight labels for Shelving	\$84.60
Fastenal Company	Misc. hardware: Plant project (Pipe rep	\$77.30
Foot of the Bighorns	Utility Tech Shoes	\$110.00
Galls LLC	Blackinton Large Sergeant Chevron	\$59.95
Gary SPade	Tow	\$422.40
Grainger Inc	ST342 - fire hose adapter	\$145.22
Grainger Inc	ST303 - rocker switch	\$7.32
Grainger Inc	Shop - Jack Stand	\$366.83

Grainger Inc	Shop toilet flush valve diaphragm assem	\$59.08
Grainger Inc	screwdriver set, eye bolt shank	\$59.24
Grainger Inc	inspection label, caution sign	\$89.99
Grainger Inc	Shop supplies - safety sign	\$67.10
Grainger Inc	Shop supplies - liquid storage containe	\$97.08
Granicus	Video Streaming Services (Swagit) FY24	\$1,295.00
Greensky Commercial Cleaning	CSC March Janitorial Services	\$1,240.00
Hach Company	Reagent set, Chlorine free	\$779.50
Harken Supply Inc	Freon Evacuation Recovery Tool and Re	\$124.74
Hawkins Inc	Stackable Poly Totes	\$150.00
Hawkins Inc	Azone 15, Sodium Bisulfite, Filter Aid	\$6,773.31
Hawkins Inc	Sodium Hexametaphosphate Crush	\$5,754.00
Home Depot Credit Services	Casters; Safety Masks; Spray Handle	\$108.21
Home Depot Credit Services	Safety Walk Tape for Recycling Center	\$98.82
Home Depot Credit Services	Nylon Rope-Banner Install	\$138.00
Home Depot Credit Services	Totes	\$37.76
Home Depot Credit Services	Paint sprayer for Parks	\$188.48
Home Depot Credit Services	Lumber for Parks	\$13.58
Home Depot Credit Services	Paint supplies for Parks	\$112.35
Home Depot Credit Services	Bench grinder and pressure washer for	\$522.72
Home Depot Credit Services	Firewood	\$34.85
Home Depot Credit Services	Paint; Supplies for Office Repairs	\$104.60
Home Depot Credit Services	Screws	\$36.65
Home Depot Credit Services	Parks grounds maintenance supplies	\$37.96
Home Depot Credit Services	Tools for parks grounds maintenance	\$106.07
Home Depot Credit Services	Lumber and supplies for SCG	\$577.10
Home Depot Credit Services	Screws/Electrical Supplies	\$37.98
Hot Iron Inc	Terra Turner Pay App #3 - 3/21/24 - 4/	\$372,872.77
Humdinger Equipment LTD	Idler Pulley, Plow Bolt, Hoses and Gask	\$1,824.65
iCrave Industries	Installation of K9 crate to vehicle	\$5,665.44
iCrave Industries	PD123 - R&R main & auxiliary batteries	\$595.65
iCrave Industries	PD104 - R&R APIM module & program	\$1,226.87
InfoSend Inc	postage deposit to Infosend	\$2,119.50
InfoSend Inc	bill printing & mailing - March	\$6,107.49
InfoSend Inc	email/monthly fee - Mar	\$139.30
Interstate Engineering Inc	GIS & Planning Svcs thru 3/23/2024	\$11,280.00
Interstate Engineering Inc	GIS & Planning Svcs - Prof. Svcs thru 4/	\$3,830.00
Joe Johnson Equipment LLC	ST342 - wire, 75 lbs.	\$1,750.00
John Deere Financial #1111308145	PK467 - brake kit & hardware	\$42.82
John Deere Financial #1111308145	PK467 - brake & hub kits, steering rack	\$1,426.12
John Deere Financial #1111308145	Streets - supplies	\$88.97
John Deere Financial #1111308145	(4) Pair of Pants	\$197.95
John Deere Financial #1111308145	Snap Hook-Banner Install	\$5.69
John Deere Financial #1111308145	LOF for JD mower (SW801)	\$31.26
John Deere Financial #1111308145	(5) Pair of Pants for George (Butch) Ker	\$239.95
John Deere Financial #1111308145	Clamping lever for Community Forestry	\$9.99
John Deere Financial #1111308145	Work gloves	\$15.98

John Deere Financial #1111308145	Improved lighting in lab area	\$191.96
John Markwardt	Moved old furniture to landfill	\$400.00
Joshua A Meyers	Safe Rides	\$480.00
Kilpatrick Creations Inc	Embroidery: Troy Gilbert	\$27.75
Kilpatrick Creations Inc	Clothing for firemen CE, LG, SR, PJ, ZM,	\$1,281.00
Kilpatrick Creations Inc	Initial embroidery set up fee "ENGINE"	\$45.00
Kilpatrick Creations Inc	(275) Shirts for Community Clean Up D	\$2,462.75
Kilpatrick Creations Inc	Sgt Krinkee Memoriam	\$176.00
Kois Brothers Equipment Co	WC713 - V2/rapid rail/python universal	\$1,311.82
Lawson Products Inc	Shop - Misc Supplies	\$181.74
Lawson Products Inc	Shop supplies - absorbent mat roll hold	\$255.02
Lease Servicing Center Inc	TV370B and 836C payments	\$5,811.21
LJS Concrete & Excavating LLC	Abatement - house demo	\$10,000.00
Lube Refiners LLC	PD137 - LOF service	\$81.06
Lube Refiners LLC	PD220 - LOF service	\$81.06
Lube Refiners LLC	PD101 - LOF service	\$81.06
Lube Refiners LLC	PD110 - LOF service	\$71.16
Luke A Goddard	Medical Doctor Coverage for SFR for M	\$500.00
M&K Rentals	Stump grinder for parks grounds maint	\$162.50
Mark Lee Fritz	CSC - L&M for office/bathroom remodel	\$9,553.00
Midas Tire and Auto	TS21 Front End Alignment	\$107.99
Midland Implement Co Inc	Golf - #GC8-01 - Walk-Behind Seeder/T	\$8,679.00
Morrison-Maierle Inc	Wetland Dr. Pathway - Prof. Svcs thru 3	\$6,886.50
Motorola Solutions Inc	Cable	\$68.26
Mountain View Building Inc	Landfill T678 misc - exc/bacfill liner rep	\$511.25
Moxey Schreiber Veterinary Hospital	K-9 Vet Bill	\$330.07
Moxey Schreiber Veterinary Hospital	K-9 Vet Bill	\$43.46
Moxey Schreiber Veterinary Hospital	K-9 Vet Bill	\$34.60
Moxey Schreiber Veterinary Hospital	return of collar and medication	(\$46.07)
Mullinax Concrete Service & Irrigation	Streets - Washed Sand	\$1,994.48
Mullinax Concrete Service & Irrigation	Aggregate for Washington Park	\$89.54
Mullinax Concrete Service & Irrigation	Top soil for KGC	\$709.53
Mullinax Concrete Service & Irrigation	Aggregate for Thorne Rider Dog Park	\$91.35
Mullinax Concrete Service & Irrigation	Streets - sand hot plant	\$419.81
Mullinax Concrete Service & Irrigation	Streets - Durapatch Pea Gravel	\$216.63
Mullinax Concrete Service & Irrigation	Streets - Grade w/ road base	\$350.98
Nancy Jane Trangmoe	Embroidery for George (Buch) Kennah	\$60.00
Nancy Jane Trangmoe	Uniform Embroidery	\$60.00
Napa Auto Parts	Batteries for TS574	\$477.92
Napa Auto Parts	Batteries for TS575	\$701.96
Napa Auto Parts	3 way puller for KGC	\$10.75
Napa Auto Parts	Shop supplies - Electronic & Parts clear	\$54.26
Napa Auto Parts	Spark plug for cemetery	\$25.32
Napa Auto Parts	Battery tester	\$9.35
Napa Auto Parts	Air filter and anti freeze for KGC	\$122.31
Napa Auto Parts	Battery 2-73	\$193.49
Napa Auto Parts	items returned	(\$390.18)

Napa Auto Parts	led, lamp, grommet	\$18.96
Napa Auto Parts	heater resistor	\$44.98
Napa Auto Parts	fuel and water filter	\$40.49
Napa Auto Parts	exactfitblade	\$26.48
Napa Auto Parts	grommet	\$2.69
Napa Auto Parts	starter	\$264.24
Napa Auto Parts	battery box	\$49.48
Napa Auto Parts	power steering grill	\$472.31
Napa Auto Parts	steering gear	\$483.79
Napa Auto Parts	steering fitman arm	\$105.07
Napa Auto Parts	oil seal	\$51.23
Napa Auto Parts	door hinge pin kit	\$78.98
Napa Auto Parts	grommet	\$5.92
Napa Auto Parts	blower wheel	\$53.98
Napa Auto Parts	brakes	\$182.99
Napa Auto Parts	jun blok	\$11.69
Napa Auto Parts	switch	\$26.99
Napa Auto Parts	hi-amp flush mount	\$43.19
Napa Auto Parts	10 bags of floor dry for fire station 4-27	\$119.90
Napa Auto Parts	return	(\$18.00)
Norco Inc	Shop supplies - First Aid	\$49.08
Norco Inc	Cases of Glass Cleaner	\$237.12
Norco Inc	Medium Puncture Proof Gloves	\$256.00
Norco Inc	Disposable Gloves and 6 Cases of Trash	\$473.10
Norco Inc	Large Black Leather Gloves	\$11.08
Norco Inc	Streets - hard hat	\$26.67
Norco Inc	(3) Cases of Paper Towels	\$254.79
Norco Inc	Propane for Recycling Forklift 04/10/24	\$246.18
Norco Inc	Disinfectant Deodorant	\$67.92
Norco Inc	Streets - Misc Supplies	\$20.22
Norco Inc	Paper cleaning supplies for City Hall	\$217.83
Norco Inc	Streets - safety signs	\$61.00
O'Dell Construction Inc	Recycle Center Add - Pay App #10 Reta	\$24,582.70
O'Dell Construction Inc	Recycle Center Add - Const. Pay App #9	\$12,628.35
Office Shop Inc	Monthly Copy Charges	\$99.04
Office Shop Inc	3rd floor copy costs	\$224.32
Office Shop Inc	Admin Copier	\$470.00
Office Shop Inc	UM copier charges	\$33.43
Office Shop Inc	1st floor copier costs March	\$187.25
Office Shop Inc	1st floor copier costs overage	\$743.02
Office Shop Inc	basement printer rate for January thru	\$223.28
Office Shop Inc	City Hall copier usage 3/25/24 - 4/24/2	\$297.66
Office Shop Inc	Toner for Municipal Court printer	\$138.13
Office Shop Inc	Streets copy costs	\$129.19
Office Shop Leasing	Copier Leases	\$131.93
Office Shop Leasing	Copier Leases	\$60.00
Office Shop Leasing	UM copier lease	\$54.48

One-Time Customer Refund Vendor	Deposit Refund - 603 Aspen Trl	\$29.65
One-Time Customer Refund Vendor	Deposit Refund - 2020 Quail Ct	\$102.80
One-Time Customer Refund Vendor	Deposit Refund - 1257 Val Vista St.	\$81.41
One-Time Customer Refund Vendor	Deposit Refund - 739 E Timberline Dr.	\$52.67
One-Time Customer Refund Vendor	Deposit Refund - 206 1/2 N Main St.	\$78.06
One-Time Customer Refund Vendor	Deposit Refund - 829 S Sheridan Ave	\$45.50
One-Time Customer Refund Vendor	Deposit Refund - 1425 Ridgeway Ave	\$125.00
One-Time Customer Refund Vendor	RFC 2024 - 814 N Custer St #103	\$20.51
One-Time Customer Refund Vendor	Refund refrigeration decommission fee	\$29.20
One-Time Customer Refund Vendor	Refund - 3270 Wrench Dr # IRRG	\$3,411.38
One-Time Employee Reimbursement Vendor	Reimb running shoes for KCondos 4-7-2	\$121.30
One-Time Employee Reimbursement Vendor	Meals Per Diem (379.50) and Uber/Lyft	\$529.11
One-Time Employee Reimbursement Vendor	Meals Per Diem (379.50) and Uber/Lyft	\$530.50
One-Time Employee Reimbursement Vendor	Reimbursement for airfare, lodging, and	\$1,928.44
One-Time Employee Reimbursement Vendor	Reimburse meals per diem for MGallov	\$147.50
One-Time Employee Reimbursement Vendor	Steel Toe Shoes - Reimbursement for C	\$74.19
One-Time Employee Reimbursement Vendor	Work Boots	\$54.04
One-Time Employee Reimbursement Vendor	WARS conference travel reimbursemen	\$163.50
One-Time Employee Reimbursement Vendor	WARS conference travel reimbursemen	\$163.50
One-Time Employee Reimbursement Vendor	WARS conference travel reimbursemen	\$163.50
One-Time Employee Reimbursement Vendor	Travel Expense Reimbursement, WY Ad	\$458.95
O'Reilly Auto Enterprises LLC	PD Durango - headlight bulb	\$30.39
O'Reilly Auto Enterprises LLC	9 bags of floor dry for fuel spill at 1229	\$161.91
O'Reilly Auto Enterprises LLC	PD101 - headlight bulb	\$25.77
Pace Analytical Services LLC	Monthly Oil & Grease Effluent Tests W	\$121.80
Pace Analytical Services LLC	WY5600052-Bac-T sample analysis invd	\$493.20
Peterbilt of Wyoming	WC320 - relay valve	\$81.76
Polydyne Inc	Clarifloc 450 LB Drum x4	\$3,150.00
Positive Concepts Inc	Thermal ticket paper	\$260.64
Powder River Power of Sheridan Inc	CamLock Gaskets for Sodium Hypo hos	\$9.90
Powder River Power of Sheridan Inc	Shop supplies - air coupler & hose, nitr	\$95.82
Powder River Power of Sheridan Inc	Roller Bearing, Oil Seal	\$622.10
Powder River Power of Sheridan Inc	WC78 - hyd hose, assy & fittings	\$108.08
Powder River Power of Sheridan Inc	WC78 - brass fitting	\$6.64
Powder River Power of Sheridan Inc	Shop supplies - cable tie	\$10.82
Pro Shopkeeper Computer Software Company	Point of sale software for KGC	\$4,906.20
Rocky Mountain Sign Design & Print	Outdoor Freon Sign	\$226.00
Security State Bank	Terra Turner Pay App #3 Retainage - 3/	\$19,624.88
Servall Uniform & Linen Supply	City hall rugs April 18 2024	\$164.64
Servall Uniform & Linen Supply	UM rug cleaning	\$104.19
Servall Uniform & Linen Supply	Clean Rugs for SFR 4-11-2024	\$35.32
Servall Uniform & Linen Supply	Uniform and rug cleaning	\$213.27
Servall Uniform & Linen Supply	rug cleaning	\$147.08
Servall Uniform & Linen Supply	Rug Cleaning	\$195.64
Servall Uniform & Linen Supply	Bi-Weekly Rug Cleaning - Landfill 04/18	\$260.28
Servall Uniform & Linen Supply	Uniform and rug cleaning	\$207.92
Servall Uniform & Linen Supply	Clean rugs for SFR 4-25-2024	\$35.32

Severson Supply Co Inc	Streets hot plant - belting & belting ter	\$1,220.82
Severson Supply Co Inc	Streets hot plant belt & joint kit	\$703.41
Sheridan Artists Guild Et al	Administration for SPAC	\$1,200.00
Sheridan Commercial Co	Wall plates and facial tissue for City Ha	\$18.79
Sheridan Commercial Co	Paint-Barricade Repairs	\$249.91
Sheridan Commercial Co	WWTP Sheridan Commercial Blanket S	\$856.22
Sheridan Commercial Co	Streets supplies - Gas cylinder	\$13.14
Sheridan Commercial Co	Ear Muffs for Butch Kennah	\$22.29
Sheridan Commercial Co	Streets supplies - fasteners and anchor	\$15.56
Sheridan Commercial Co	Streets supplies - fasteners & anchors,	\$10.22
Sheridan Commercial Co	Shop supplies - Tubing	\$3.16
Sheridan Commercial Co	UPS shipping, packing tape, channel pli	\$165.23
Sheridan Commercial Co	Fasteners and anchors	\$3.30
Sheridan Commercial Co	channel pliers	\$75.52
Sheridan Commercial Co	Red Marking Paint	\$71.01
Sheridan Commercial Co	Paint for Office	\$50.47
Sheridan Commercial Co	Brushes for Painting Sign Office	\$9.49
Sheridan Commercial Co	Paint for Barricade Repairs	\$336.59
Sheridan Commercial Co	Streets supplies - hot plant	\$15.72
Sheridan Commercial Co	Tire Chain Repair Pliers	\$110.00
Sheridan Commercial Co	Streets supplies - GDN hose and penet	\$68.35
Sheridan Commercial Co	Outlet Cover Plate and No Smoking Sig	\$5.33
Sheridan Commercial Co	wire shipping tags for city hall	\$2.47
Sheridan Commercial Co	light bulbs for city hall	\$99.90
Sheridan Commercial Co	Foam sealant for city hall	\$8.98
Sheridan Commercial Co	Paint for Office	\$50.47
Sheridan Commercial Co	Lab Samples UPS Shipping Outgoing	\$174.03
Sheridan Commercial Co	Lab Samples UPS Shipping Outgoing	\$28.98
Sheridan Commercial Co	Office Supplies	\$97.13
Sheridan Commercial Co	Electrical covers and vent cover	\$35.50
Sheridan Commercial Co	Streets - 100PK Zip Ties	\$9.85
Sheridan Commercial Co	Streets - Fire Ext. Sign	\$40.23
Sheridan Commercial Co	Streets Hand Tool - Rand Orbit Sander	\$24.00
Sheridan County Chamber of Commerce	marketing campaign for Main St constr	\$600.00
Sheridan Econ-O-Wash Laundry	WWTP Econ-o-wash Laundry Services	\$44.00
Sheridan Econ-O-Wash Laundry	WWTP Econ-o-wash Laundry Services	\$54.00
Sheridan Econ-O-Wash Laundry	WWTP Econ-o-wash Laundry Services	\$44.00
Sheridan Econ-O-Wash Laundry	Laundry Services - Shop	\$34.00
Sheridan Econ-O-Wash Laundry	Laundry Services - Shop	\$60.00
Sheridan Econ-O-Wash Laundry	Laundry Services - Shop	\$38.00
Sheridan Floor to Ceiling	Carpet Tiles Replaced in 3rd Floor Conf	\$125.00
Sheridan Motor Inc	UM273 - oil switch	\$81.22
Sheridan Motor Inc	Shop - vehicle label	\$4.97
Sheridan Newspapers Inc	LPO 41262 - Story House PUD Rezone A	\$21.60
Sheridan Newspapers Inc	LPO 41259 - BOA 733 W Loucks Ad	\$43.20
Sheridan Newspapers Inc	LPO 41266 - PC Notice Res 11-24 The V	\$35.60
Sheridan Newspapers Inc	LPO 41261 - Notice of Surplus Auction	\$32.40

Sheridan Newspapers Inc	LPO 41267 - CC Notice of The Villages A	\$48.95
Sheridan Newspapers Inc	Minutes of Special Council Meeting 2.2	\$59.40
Sheridan Newspapers Inc	Notice of Passage of Ord 2279 , Techni	\$18.90
Sheridan Newspapers Inc	Notice of Fire Civil Service Comm oper	\$81.00
Sheridan Newspapers Inc	Minutes of City Council Meeting 3/18/2	\$942.30
Sheridan Newspapers Inc	LPO 41257 - Access Gates Imp. Proj. Ad	\$178.20
Sheridan Newspapers Inc	LPO 41252 - NE Transmission FONSI Ad	\$170.10
Sheridan Newspapers Inc	LPO 41253 - NE Transmission P.M. Ad	\$275.40
Sherwin Williams Company	Paint for playground equipment	\$156.38
Sign Solutions USA LLC	Replacement Signs	\$1,614.79
Six Robblee's Inc	Shop - Tire Spreader	\$2,238.96
Six Robblee's Inc	Shop supplies - cement/frame fittingsS	\$67.68
Six Robblee's Inc	UM382 - hood latch assy	\$122.12
Smith Psychological Services LLC	Therapy Services	\$1,200.00
Source Office & Technology	Desk for Assistant Clerk	\$2,651.85
Spark Innovations LLC	Streets Electrical Work - Fuel Tank	\$244.00
Stantec Consulting Services Inc (SCSI)	Main St. - Const. Obs. 2/24/24 - 3/22/2	\$4,671.75
Stryker Sales Corporation	Stryker Lucas 3, v3.1 with accessories C	\$1,411.01
Stryker Sales Corporation	Stryker Lucas 3, v3.1 with accessories C	\$33,799.51
Stryker Sales Corporation	Stryker Lucas 3, v3.1 with accessories C	\$2,147.11
Tire Rama	RC02 - tires installed (4)	\$864.12
Top Office Products Inc	Streets office supplies - copy paper	\$25.20
Top Office Products Inc	Conference chairs for 2nd floor + chair	\$4,399.00
Top Office Products Inc	12 BSN-26741 Steno Books for SFR	\$44.28
Top Office Products Inc	Copy count charge for February 2024 f	\$243.02
Top Office Products Inc	SFR Copy Count for April 2024 for stati	\$198.49
Tri State Truck & Equipment Inc	RC432 - windshield	\$195.32
Tyler Technologies Inc	utility billing implementation	\$652.00
Vertical Door Solutions Inc	Overhead door repair at Parks Mainte	\$465.00
VRM Inc	Labor to Replace Rollers on Landfill Rol	\$655.00
VRM Inc	Labor to Perform 2,000 Hour Service o	\$2,134.00
VRM Inc	250 Hour Service on TANA 4-73 and La	\$5,861.25
VRM Inc	Leak and Manifold Issue on Baler #2	\$860.00
Wagner Ranch Services LLC	Streets - 5/8in Chips	\$1,247.40
Wagner Ranch Services LLC	Scoria for KGC parking lot	\$442.00
Water & Environmental Technologies Inc	Hume Draw Prof. Svcs. 2/1/24 - 3/31/2	\$8,809.00
Water Products & Solutions	Shop - Water 5 gallons	\$17.50
Waterous Company	Waterous Company-Discharge and Ball	\$563.70
Weed Warriors	Contractual mowing	\$2,690.00
Western Emulsions Inc	Streets - Dura Patch Oil	\$1,609.30
Winsupply of Sheridan Wy Co	Tank Drain project: PVC supplies	\$36.38
Winsupply of Sheridan Wy Co	Tank Drain project: PVC supplies, flush	\$58.97
Winsupply of Sheridan Wy Co	Tank Drain project: PVC supplies, unior	\$37.42
Winsupply of Sheridan Wy Co	Irrigation supplies for parks grounds m	\$65.21
Winsupply of Sheridan Wy Co	Butterfly valves (tank drain project)	\$410.45
Winsupply of Sheridan Wy Co	PVC piping and bushings (tank drain pr	\$203.65
Winsupply of Sheridan Wy Co	Backflow Test Supplies	\$18.50

Winsupply of Sheridan Wy Co	Tank Drain project: PVC supplies, union	\$395.50
Winsupply of Sheridan Wy Co	Tank Drain project: PVC supplies, union	\$139.30
WY Law Enforcement Academy	Training	\$472.00
WY Office of Attorney General	Crime Victims Surcharges 04/2024	\$143.00
Wyoming Assoc Rural Water Systems	2024 annual WARWS conference regist	\$1,335.00
Wyoming Fire Chiefs' Association	WFCA Annual membership renewal for	\$220.00
Wyoming Machinery Company	LF4003 - anti-freeze, 1 QT	\$14.38
Wyoming Machinery Company	LF486, LF4003 & LF476 - filters, belt, t-	\$172.10
Wyoming Machinery Company	LF486, LF4003 & LF476 - filters, belt, t-	\$61.69
Wyoming Machinery Company	LF486, LF4003 & LF476 - filters, belt, t-	\$285.34
Wyoming Machinery Company	LF486, LF4003 & LF476 - filters, belt, t-	\$1,079.54
Wyoming Machinery Company	LF486, LF4003 & LF476 - filters, belt, t-	\$182.72
Wyoming Machinery Company	LF486, LF4003 & LF476 - filters, belt, t-	\$105.22
Wyoming Machinery Company	return of thermostat and accumulator	(\$223.16)
Wyoming Machinery Company	return of filter	(\$280.66)
Wyoming Office of State Lands & Investments	DW123 payment #6	\$154,332.74
Wyoming Rents	Roller Rental - Streets	\$150.00
Yonkee & Toner LLP	City Attorney fees March	\$16,357.50
Zowada Recycling & Steel LLC	Metal to Repair Landfill Roll Off Dumps	\$58.04
Zowada Recycling & Steel LLC	Grip Strut for Cleaning Boots	\$70.00
Zowada Recycling & Steel LLC	2nd Grip Strut for Cleaning Boots	\$70.00



CITY OF SHERIDAN, WYOMING

55 Grinnell Street, P.O. Box 848, Sheridan Wyoming 82801
Ph (307) 674-6483 Fax (307) 674-2195

Clerk

MEMORANDUM

RE: Consideration of the Third and Final Reading of Ordinance 2281 Changing the Time for Regular City Council Meetings - City Clerk Cecilia Good

From: Cecilia Good, City Clerk

To: City Council

CC: Stuart J. McRae

Date: 04/01/2024

Discussion:

See attached Draft Ordinance.

Attachments

Ordinance 2281 Time Change for Regular Meetings

**CITY OF SHERIDAN ORDINANCE
2281**

CHANGING THE TIME FOR REGULAR CITY COUNCIL MEETINGS

WHEREAS, the City Governing Body wishes to change the time of Regular City Council Meetings from 7:00 PM to 5:30 PM.

NOW THEREFORE, be it ordained by the Governing Body of the City of Sheridan, in the State of Wyoming, as follows:

SECTION 1:

AMENDMENT “2-2 Meetings” of the Sheridan Municipal Code is hereby *amended* as follows:

A M E N D M E N T

2-2 Meetings

The governing body shall hold regular meetings in City Hall ~~C~~eouncil ~~e~~chambers at ~~5:30~~~~7:00~~ P.M. on the first and third Mondays of each month and may hold Study Sessions at 5:30 P.M. on the second and fourth Mondays of each month; ~~provided that, m.~~ Meetings that fall on a Monday holiday shall be held on the following day. Special and emergency meetings shall be called in accordance with the Wyoming Public Meetings Act (W.S. sections 16-4-401 through 16-4-408) by the ~~M~~m~~a~~yor or by a majority of the ~~C~~eouncilmembers. Regular meetings may be canceled by the ~~M~~m~~a~~yor.

(Ord. No. 2219, § 2, 3-15-21.)

SECTION 2:

EFFECTIVE DATE This Ordinance shall be in full force and effect beginning June 1, 2024, after the required approval and publication according to law.

PASSED AND ADOPTED BY THE CITY OF SHERIDAN GOVERNING BODY

_____.

Presiding Officer

Attest

Richard Bridger, Mayor, City of
Sheridan

Cecilia Good, City Clerk, City of
Sheridan



CITY OF SHERIDAN, WYOMING

55 Grinnell Street, P.O. Box 848, Sheridan Wyoming 82801

Ph (307) 674-6483 Fax (307) 674-2195

Public Works

MEMORANDUM

RE: Consideration of Purchase and Installation of an All-Inclusive Playground at Blacktooth Park from Star Playgrounds for the Amount of \$1,036,384 - City Engineer Thomas Morneau

From: Thomas Morneau, City Engineer

To: City Council

CC:

Date: 04/09/2024

Recommendation:

Staff recommends the approval of the purchase and installation of an all-inclusive playground from Star Playgrounds, through Sourcewell cooperative bidding process, for the amount of \$1,036,384.00.

Staff requests that the Mayor and City Council authorize the Public Works Director, Hanns Mercer, to act on behalf of the Council and Mayor on all matters related to this project.

Background:

What makes this playground all-inclusive is that it has been created for everyone - all ages and abilities. It goes beyond accessibility and truly gets to the heart of what an inclusive playground is. Americans with Disabilities Act (ADA) guidelines require all playgrounds to be accessible. Accessibility is an important starting point, but it falls short of inclusivity. Some playground designs that are considered accessible still don't offer some users that same level of fun and engagement as they provide others. Inclusivity is a more comprehensive goal for playground design.

An inclusive playground is a comfortable, accessible play area accommodating users with various physical, mental and learning abilities. They welcome and engage users, bring communities together, offer a wide variety of activities, making each person feel valued and understood. People with sensory processing disorders, language and auditory challenges, and mobility devices can all enjoy the playground's diverse design.

Discussion:

Inclusive playgrounds typically consist of these key components:

- Sensory-rich details: This includes auditory, visual, proprioceptive, vestibular, and tactile.
- The "Coolest Thing": Determine which piece of equipment kids will be most excited about and ensure this activity is usable and accessible for everyone.
- Zones: Similar equipment types in the same area promote engagement between kids of diverse skills and abilities, and help establish specialized areas for play.
- Social Play: Offers parallel and cooperative play.
- Multiple Levels of Challenge: Incorporates activities with challenge levels that gradually increase.
- Routes & Maneuverability: Widened travel routes through and around the playground.
- Unitary Surfacing: Protective surfacing that creates a shock-absorbing surface for visitors.

Funding:

This project is funded by Public Benefit and GPET funds.

Attachments

Quote

Playground Information



QUOTATION

Quote Number: Q11999A
 Quote Date: Apr 7, 2024
 Sales Rep: Brad Barclay
 brad@starplaygrounds.com

Playground Equipment * Site Furnishings * Shade Structures * Surfacing

Project:	Proposed For/Bill To:	Contact Name	
Blacktooth Park W 5th St Sheridan, WY 82801	MC2 Engineering and Construction 902 North Main Street Sheridan, WY 82801 Cust ID: MC2 Engineering	Megan Crow	
		Phone	Email
		307-673-7350	mcrow@mc2engineering.com

Qty	Item	Description	Unit Price	Amount
	EFI	Price includes equipment, freight and factory certified installation.		
1.0	PWCH	Playworld Custom Inclusive design featuring: 2-5 ramped structure, 5-12 ADA Inclusive SkyTower, Swings, Cozy cocoon, Revo, Cone spinner, Accessible Whirl, Playtown Community Helpers, Duo seesaw, horses, Playcubes 13.SL, Unity Dome with sensory panels, Ropescares Obstacle course with Quito and Naica	\$ 943,592.00	\$ 943,592.00
1.0		Sourcewell Discount	\$- 94,359.00	\$- 94,359.00
1.0		Additional Valued Client Discount	\$- 58,744.00	\$- 58,744.00
3,000.0		Ecore "PlayPour" Poured In Place 3-1/2" thick for 8' fall height. 50% color and 50% black speckled mix. Industry standard binder.	\$ 18.92	\$ 245,895.00
1.0	Sourcewell	Sourcewell Contract #: 010521-LTS-8 (PlayPower, Inc.)		
	NOTE-PIP	GC is responsible for all grading and pit prep. To be prepped for the PIP rubber, GC will provide us a pit that is level at 8" below top of finished grade.		
	NOTE7:	GC to provide and install 4" of compacted roadbase Customer agrees to provide lay down space to store materials on site before installation if necessary.		

See Terms & Conditions on last page

Star Playgrounds
 9892 Titan Park Circle, Unit 1, Littleton, CO 80125
 Office: 303.791.7626 www.starplaygrounds.com

Subtotal	\$ 1,036,384.00
Sales Tax	
TOTAL	\$ 1,036,384.00



All Quotations and Sales Orders will be subject to the following terms and conditions.

TERMS & CONDITIONS

☐ Purchase/Payment Terms

- For Installed Projects: Unless agreed otherwise, a 50% deposit will be required to initiate an order. An additional 25% deposit will be required upon receipt of materials and to secure installation spot. Final balances will be due upon project completion.
- For All Other Projects: Unless agreed otherwise, a 50% deposit will be required to initiate orders with the final balance due upon invoice receipt.
- Orders under \$2,500.00 require payment in full to initiate.
- Accounts must be current to order. Late fees/interest at the rate of 18% per annum (1.5% monthly), will be charged on all accounts 60 days past due.
- Prices are valid for 30 days unless otherwise indicated.
- Unless specifically listed, pricing does not include taxes, prevailing wages, payment/performance bonds, permits, 3rd party audits or private locates.
- Any applicable taxes or fees will be added to the final invoice unless a tax-exempt certificate is provided.
- Use of a credit card for any payments will be subject to a 3.5% fee.
- Pricing quoted is based on our standard insurance certificate. If additional coverages are required, pricing subject to change.
- A 25% restocking fee, plus any return freight charges apply to orders canceled more than 5 business days from order date.
- Customer agrees to pay all costs incurred in the collection of this account, including accrued interest, and all fees and costs of collection, with or without suit, including reasonable attorney's fees and other costs.

☐ Delivery

- Customer is responsible for lay down space or on site storage.
- Pricing does not include unloading, inventory or storage of equipment at our site or cost, prior to installation unless noted.
- After 90 days, a storage fee equal to the trailer storage costs plus \$350 per month will be assessed for all equipment stored.
- Stored equipment or delayed deliveries do not excuse the customer from its obligation to pay under the same terms as the original schedule.

☐ Lead Times

- Ship dates change continuously. Please contact your sales rep for current estimated lead times.
- Star Playgrounds will not be responsible for changes in manufacturer lead times or shipping delays and will not accept responsibility for damages due to project delays out of their control.

☐ Installation

- Installation is not included unless expressly noted. It is the customer's responsibility to assemble, install and use the products safely and in accordance with the manufacturer's instructions unless expressly agreed otherwise by Star Playgrounds. Customer is responsible for unloading and verifying that the shipment is in complete and good condition if we are not providing installation. Star Playgrounds is not responsible for any shipping damages if they are not noted to the trucking company at the time of delivery. Damaged/short shipments must be reported within 24 hours. Lift-gates are not guaranteed, even if requested and drivers are not required to help unload.
- Pricing excludes turf protection/reparation unless otherwise noted.
- Owner is responsible for providing water, power and direct truck access to site for installation. Failure to properly prepare the site by the scheduled date of installation will result in liquidated damages of \$250 per day.
- Skidsteers and heavy equipment can leave marks on concrete during installation, unloading or tear out. Star Playgrounds will sweep/clean upon completion but is not responsible for repairs. Some marks may remain visible but will fade over time.
- TRAFFIC CONTROL. Any traffic control that is needed for a project is the customer's responsibility.
- SITE PREPARATION. Pricing excludes all site preparation, including but not limited to: grading, excavation, curbing, ramps and drainage unless otherwise noted. If customer is preparing site, pricing assumes that site has been prepared to the proper depth, and that grade/slope does not exceed 1-2% in any direction.

☐ Installation Continued

- LANDSCAPING/IRRIGATION/UTILITY. Star Playgrounds will obtain main utility locates from 811. Owner is responsible for locating private and all other utilities, irrigation and drainage system components. Please turn off sprinkler systems one week prior to installation to avoid site damage due to wet ground. Customer agrees that Star Playgrounds, its employees and/or subcontractors are not liable for any damage done to any type of underground utilities, including but not limited to sewer, electrical, telecommunications, or landscaping sprinkler lines/heads on the site chosen by the customer. The customer further agrees that without properly marked utility and irrigation lines, the customer shall be responsible for costs incurred to repair any damages, all costs for medical treatment in the event of injury, and any related costs due to delay in the project. In the unlikely event that Star Playgrounds damages any utilities, we will help facilitate repair, but will not be solely responsible for any repair costs or held liable for project delays.
- ROCK. Pricing is based on normal soil conditions. In the event that soil, or rock conditions interfere with normal installation time and procedures, additional fees and change orders may apply. Should the situation arise, problems & solutions will be discussed with the customer prior to incurring any additional costs.

☐ Shade

- Footers and required fasteners are included unless otherwise noted.
- Site plan approval, permits, permitting fees, plans, engineering drawings, and surveying are specifically excluded unless otherwise noted.
- Electrical, other cutouts and ornamentation are not included unless noted.
- Sealed Engineered Drawings and Calcs if requested will be provided in the most recent Colorado IBC version unless specified otherwise.
- Local code requirements are not the responsibility of Star Playgrounds.
- Star Playgrounds will install shade in accordance with the customer's requests. This includes location and height. Note, when determining the location for your shade sail, it is important to keep in mind the movement of the sun across the sky throughout the day. The shade shadow will, of course, move as the sun moves. Star Playgrounds will not move/rotate shade at no cost if desired shadow is not achieved on initial installation.
- Manufacturer recommends removing shade fabric in the winter months.

☐ Surfacing/Drainage

- Customer is responsible for identifying drainage issues before installation.
- Star Playgrounds is not responsible for drainage issues caused by extraordinary weather, natural settling or uncontrollable circumstances.
- CONCRETE. Concrete forms can leave voids after removal. Gaps between old and new concrete may also occur. Concrete will be poured when weather is appropriate, but we are not responsible for weather or acts of God. Cracking is typical and does not affect the integrity of the concrete.
- POURED-IN-PLACE (PIP). Some colors of PIP surfacing are subject to "ambering". Ask your sales rep if your color choice is included. Due to our climate, perimeter gaps and graphic seams are typical and do not affect the integrity of the surfacing and will not be a warranty issue.
- TURF. Turf will be installed to manufacturer's specifications, however occasionally seams may be visible. This does not affect the integrity of the surfacing and will not be a warranty issue.

☐ General Terms

- Site security includes orange temporary (snow) fence only. Chain link fence and all other security options are available at additional cost.
- Multiple phases/mobilizations are not included unless noted. This includes installing shade fabrics.
- Prices are inclusive of all components listed. If additions/subtractions are made, prices may change.
- Renderings, color choices and custom items are conceptual only and delivered/installed product may vary.

Contact your sales rep named on page one for questions, clarifications or details on any of these Terms & Conditions.

Blacktooth Inclusive Playground

What makes Blacktooth an Inclusive Playground is that this park has been created for EVERYONE – all ages, all abilities, all fun! It goes beyond accessibility and truly gets to the heart of what an Inclusive Playground is. This park is designed to help users develop compassion for their playmates by how you selected and grouped play features. It will breed empathy and understanding of users that have different abilities. You will see the comradery continuing to build among friends when they can all play together no matter what.

Key features:

Fully accessible ramped structure with lots of play features great for sensory, tactile, imaginative and cooperative play. The large play tower is accessible up to the 15' slide! There are hidden play features/panels inside the tower and ways to play for typically developing users as well. This tower is ground-breaking for inclusive play and will be the first of its kind in WY! The power of a thunderclap, the brilliance of a rainbow, the gentle tapping of the rain; we've harnessed the power of the elements for Sky Towers, our modern take on a Playworld classic. Sky Towers provide an exhilarating play experience that engages the senses while giving children the thrill of height with the comfort of the enclosure. Sky Towers play events are inspired by wind, light, sound, and rain and were designed to provide children with as much social interaction as possible, giving them the unique opportunity to make new friends while enjoying a bird's-eye view of the world.



Blacktooth Inclusive Playground



Accessible Whirl - 6.5' diameter classic whirl sits flush with the ground. Accommodates up to two wheelchair users, in addition to more kids without mobility devices. Added single seat gives extra support for kids or caregivers

Cozy Cocoon - Designed for children who need a cozy space to escape when overstimulated. The spinning motion and interior tactile experiences assist children in relaxing. The windows on both sides allow for adult supervision, while the child feels enclosed in the space



Cone Spinner with Floor - The Cone Spinner presents a unique play experience each time a child interacts with the product. Children can test their courage by climbing to the top, increasing their strength, balance, and independence. The Cone Spinner also presents an inclusive play experience by being easy to access at the bottom. Children can sit and spin while their legs dangle creating a unique spinning experience. Multiple children can enjoy the product at once increasing the play value of this unique addition to any playground.

Unity Dome: Unity Dome provides fun from all angles – In, On and Around. IN - children can climb on the steel rings and rungs or they can hang from them. And getting inside the rope net “chimney” puts a child right in the center of all of the action. ON - children find challenging and intriguing pathways to climb to the top as they navigate the rings and rungs. They will hang-out at the central top opening or on perch points along the way. The optional Sensory Connectors provide opportunity for musical play on the drum, tambourine and washboard. AROUND - children love to run in circles. The shape of the Unity Dome invites them to chase one another and start a game of tag. And children with disabilities can play, too. Those in

Blacktooth Inclusive Playground

wheelchairs will be able to use the rings to pull themselves along, while a child with some lower body mobility can use the rings to provide stability as they walk around the perimeter. With so many play experiences, Unity Dome brings everyone together.



Unity® Dome Sensory Connections

Children will love banging on the drum, shaking the tambourine and scratching the washboard. Add this optional set of panels to the Unity Dome to provide musical fun and stimulation for children of all abilities.



Sensory play and ropes: The custom obstacle course provides amazing sensory and tactile play with featured pieces with transfer station areas so all users can continue to play in, on and around with each other:



Blacktooth Inclusive Playground

The Quito: Freestanding at 15.54' (4,74m) high, this net climber features three levels of climbing, balancing, and exploration. Kids can challenge their proprioception on flexible rope elements, hang out with friends in the ground-level cozy space, or ring one of the three bells in celebration. Easy passage to the center ensures that everyone can enjoy Quito in the hub of activity, featuring multiple entry points, colorful windows, and crisscrossing ropes. Thanks to its distinctly daring design, kids from all across the community will love using Quito as a guide to their next adventure.

Naica™

Inspired by Mexico's Cave of the Crystals. Naica™ (pronounced Nī-Ka) combines triangular climbing nets with traditional components, such as the Mighty Descent, to encourage skill development through daring exploration. When connected to other rope products like Quito™, it forms a RopeScape™ full of the subterranean adventure of its namesake. Thanks to its distinct design, Naica™ is sure to become the crowning jewel of any playground.

Key Features:

Climbing Paths: Asymmetrical Exploration

Materials: Flex Tread/ Textured Sheet Plastic/ Rubber Handles

Play: Ground/ Elevated

Sensory Window(s) w/ High Caregiver Visibility

Dynamic Rope, Social Resting, Scalable Complexity

Differentiated Design:

Unique Climbing: Non-traditional (Wave, Vertical)

Cognitive Development (Problem-Solving, Motor Development)

Blacktooth Inclusive Playground

Supplemental Information on The Importance of Inclusive Playgrounds

According to Article 31 of the United Nations Convention on the Rights of a Child, every child has a right to engage in play. It is vital in their development and a key factor in understanding the world around them.

Playgrounds restricted in their ability levels, activities and inclusion opportunities can pose challenges for many kids and families. Even playgrounds that meet accessibility requirements often fall short of the broader goal of inclusion.

Here, we'll explain how inclusive playgrounds are beneficial and reasons to build one in your community. These play spaces can bring communities together, further children's development and help everyone achieve a sense of belonging.

What Does Inclusive Play Mean?

Americans with Disabilities Act (ADA) guidelines require all playgrounds to be accessible. Generally, this means they must feature pathways, proper surfacing and other practical measures to make the space more physically accessible for users with disabilities. Most measures aim specifically at wheelchair accessibility from the parking lot to the playground.

Accessibility is an important starting point, but it falls short of inclusivity. Some playground designs that are considered accessible still don't offer some users the same level of fun and engagement as they provide others. Inclusivity is a more comprehensive goal for playground design.

What Is an Inclusive Playground?

An inclusive playground is a comfortable, accessible play area accommodating kids with various physical, mental and learning abilities. It's a welcoming and inviting space for every child, parent and family.

Inclusive playgrounds go beyond accessibility opportunities for physical challenges. They welcome and engage kids and adults with a wide range of abilities. For example, kids with visual or intellectual disabilities may find even an accessible playground to be geared primarily toward children who don't share their needs. Inclusive parks are designed with all users in mind, so no one should feel like the space is incompatible with their abilities and interests.

Inclusive play areas benefit users of all abilities, including those that would be able to enjoy the features of more standard playground designs. Play-for-all playgrounds bring communities together, making each person feel valued and understood.

People with sensory processing disorders, language and auditory challenges, and mobility devices can all enjoy the playground's diverse design. Everyone deserves the opportunity to play and have fun, and that's what these inclusive spaces aim to convey.

Blacktooth Inclusive Playground

Inclusive playgrounds typically consist of these eight key components:

Sensory-rich details: The playground should incorporate activities engaging the different sensory systems. This includes auditory, visual, proprioceptive, vestibular and tactile.

The “coolest thing”: Determine which piece of equipment kids will be most excited about. Ensure this activity is usable and accessible for everyone.

Fencing: A contained area aims to help keep kids from wandering off.

Zones: Locating similar equipment types in the same area promotes engagement between kids of diverse skills and abilities. These areas can be identified through orientation pathways, which guide visitors to different play areas. Furthermore, zones help establish specialized areas of play. For instance, including a quiet zone provides a space for children to retreat when they become overstimulated by noise or activity.

Social play: Inclusive playgrounds should offer play events that stimulate the imagination, along with parallel and cooperative play. Cooperative play involves working together to play a game. Parallel play involves kids playing adjacent to each other without interrupting the other.

Multiple levels of challenge: You can incorporate activities with challenge levels that gradually increase. This promotes active engagement for all ages and abilities on the playground.

Routes and maneuverability: Be sure to widen travel routes through and around the playground. This allows people using wheelchairs to pass, get close to activities and transfer onto equipment.

Unitary surfacing: Protective playground surfacing creates a shock-absorbing surface for visitors. Surfacing falls into two main classifications — unitary and loose. Unitary surfacing is more suitable for inclusive parks, as it helps people with wheelchairs pass each other, turn and get to the activities more seamlessly. Unitary surfacing makes it easier for strollers and wheelchairs to enter and navigate the playground.

Why Are Inclusive Parks Important?

Playground designers should prioritize inclusivity because it benefits any kids and families. One in four adults has a disability, as do 17% of children aged 3-17.

Disabilities and personal challenges come in all shapes and sizes. Whether a child uses a wheelchair for mobility or has autism spectrum disorder (ASD), the playground should be a welcoming space where they can be themselves and enjoy active play with their peers.

Parents should also be able to join in the fun, regardless of their abilities and limitations. Following the best practices for creating inclusive playgrounds can make this hospitable play environment a reality.

Let's look more closely at some of the wonderful benefits of inclusive parks.

1. Provides Fun, Social Environments

Blacktooth Inclusive Playground

Playing with others is an important part of how children develop social skills, which continue to benefit them into adulthood. Through social play, kids can learn how to:

Communicate their ideas.

Include and listen to others.

Resolve conflicts.

Take turns and share.

Recognize others' needs and emotions.

Inclusive playgrounds are an excellent place for social play. They create a space for all children to come together and feel comfortable.

Some popular types of playground equipment — like merry-go-rounds and seesaws — are designed for group play. Besides the fun of spinning or bouncing, these activities involve a social element. In addition to installing group play equipment, playground designers can arrange equipment suited to kids with different abilities near each other. This can facilitate more social interaction between children of all abilities.

Though social skills and development look different for every child, all kids can benefit from the range of social opportunities inclusive playgrounds provide. Humans need a balance of social interaction and alone time, and kids are no different. A child may prefer to play by themselves one day, then with a large group the next.

An inclusive playground offers plenty of solo and group play opportunities to fulfill both of these needs. All children, including those who have trouble with socialization, can find activities that appeal to them.

Because parks lend themselves well to social play, parents often take their kids to the playground to help them meet and interact with other children. Parents and caregivers know the degree to which their kids can engage with their peers, and they can encourage this type of play as much as possible. Even something as simple as waiting in line to go down the slide can help advance a child's social skills.

As children interact on the playground, they'll have fun while learning valuable social skills in a supportive environment.

2. Offers Interactive Family Time

Social interactions with friends are important, but so are social interactions with family. Inclusive playgrounds can bring family members together, providing a space that promotes engagement and play for all, no matter their age. Familial relationships are important in a person's life. Kids especially benefit from close relationships with their parents, siblings and other relatives.

Going to the playground is a great way for families to set aside their devices and worries, being in the moment with each other. Kids and parents alike can enjoy some fresh air and active play.

Blacktooth Inclusive Playground

Additionally, many traditional playgrounds are only enjoyable for some members of the family. That often means the whole family doesn't go together. A family raising children with different abilities may not have somewhere they can all go without one or more people sitting off to the side. An inclusive playground accommodates various ages, skill levels and interests, providing activities for the whole family to enjoy.

The more inclusive the playground, the more it can bring families together. If a parent has a physical disability, for example, they should still be able to spend time with their child at the playground — whether that includes joining them on a swing set or watching from a nearby picnic table while they chat with a spouse or other family member.

Some inclusive playground designs can even be the perfect place for older adults, such as grandparents, to join in the fun and physical activity. Inclusive design is all about bringing people together, and in the case of families, that can be a major benefit for adults and children alike.

3. Encourages Community Engagement

In addition to bringing families together, inclusive playgrounds can connect whole communities. All too often, communities share the goal of being engaged with one another but aren't sure what practical steps they can take to make this idea a reality. There are many ways to foster community engagement, but one of the best methods is an outdoor recreation space for inclusive play.

These public spaces can help families who attend different schools form connections, for instance. That also includes students who are homeschooled. Homeschooled students typically do not have a traditional recess period where they can play with peers. A community playground provides the perfect place for them to make friends and enjoy playtime with other kids in their town. An inclusive playground can become the centerpiece of a connected community.

No person should experience a barrier to participating in community life because of a disability or limitation. Inclusive play spaces make it possible for all members of the community to come together and interact. Adults and kids of all ages benefit from this community engagement. Engaged communities are generally happier and more trusting. They share common goals and a vested interest in the well-being of their neighbors.

4. Increases Self-Esteem and Boosts Confidence

Self-esteem and confidence are key to a person's well-being. Kids with higher self-esteem are more likely to achieve their personal and academic goals and enjoy positive relationships with their parents and peers.

However, some children struggle with their sense of self-worth and confidence. In many cases, kids that act out in negative ways are experiencing low self-esteem.

Self-esteem issues can be especially challenging for kids with disabilities. One study found that youth with ASD self-reported lower levels of self-esteem than their peers without ASD. Anything that makes a child feel different from their peers can cause them to internalize negative thoughts about themselves.

Blacktooth Inclusive Playground

No child should suffer from low self-esteem because they don't feel like they fit in. An inclusive playground helps combat this problem by making all users feel equally valued. Inclusive design tailors the space to all of its users, meeting their needs rather than making them feel deficient.

The activities kids engage in on the playground can help build their confidence. For example, when a child gets up the courage to go down the slide for the first time, or learns how to swing on their own, they often experience a sense of pride.

Each time a child tries something new or enjoys a positive interaction with their peers at the playground, it can provide an excellent self-esteem boost.

5. Promotes Sensory Play for All Abilities and Ages

Inclusive playgrounds can also provide rich and varied sensory experiences. With the right design choices, a playground can engage all of the senses, including:

Tactile: For people with visual impairments, the sense of touch can take on heightened importance. Inclusive playgrounds should include a variety of textural experiences to engage users' sense of touch. These additions might include a sandbox kids can play in, a rope they can grasp and climb on, or water play areas.

Auditory: For kids with auditory capabilities, the sense of sound can enhance their experience. For children with visual impairments, their auditory abilities become even more critical to understanding and enjoying their environment. Equipment with instrumental qualities can be especially fun for kids to enjoy.

Visual: Seeing something is often the first piece of information we get before using our other senses to learn more. You don't have to go far out of your way to make a playground visually engaging. Interesting colors and varied equipment can instantly engage children's eyes. You can go a step further by including activities, such as matching or memory games, that help kids develop their visual abilities.

Smell and taste: These senses are closely related since the sense of taste relies on a sense of smell to function properly. You may not think about these senses in the context of a playground, but inclusive parks can engage users' senses of smell and taste in fun ways. Consider planting a garden alongside the playground where children can smell flowers and herbs, or even sample fruits and vegetables under adult supervision. Proper inclusive signage can highlight these areas and explain how to interact with them.

Vestibular: The vestibular system involves a person's sense of balance. Many playground activities can engage this system. Spinning equipment can stimulate different parts of a child's brain simultaneously, helping them develop a more advanced sense of balance, muscle control and gross motor skills. Swinging, sliding, climbing and bouncing all have a similar effect. Inclusive playgrounds should make it possible for children with different abilities to engage their vestibular systems.

Proprioceptive: A person's proprioceptive system helps them sense the location and movement of their body parts. This information comes from the muscles and joints. Any equipment that encourages kids to move and stretch their bodies can engage their proprioception sense. Inclusive parks should allow people

Blacktooth Inclusive Playground

to engage this sense as they are able. For example, kids using wheelchairs should have a way to move and engage their arms on the playground.

All-inclusive playgrounds should also take children with sensory processing disorders into account in their design. Be sure to give these kids a more peaceful spot to retreat to if they become overwhelmed or anxious by their surroundings.

Wayfinding is another consideration regarding senses and inclusivity. Ensure the playground is navigable for children with different sensory abilities. This includes using wide pathways to lead kids to various parts of the playground.

6. Sets Community Standards

Today, many communities tout their commitment to diversity and inclusion, and with good reason. A diverse population that lives in harmony is more dynamic than a completely homogenous community.

While many communities view diversity and inclusion as worthy goals, they can sometimes fall short of putting these values into action. An inclusive playground can be a tangible way to demonstrate a community's commitment to diversity and inclusion for all of its citizens.

This commitment can set the tone for a whole community. It helps members become more aware of the diverse abilities represented in their community, along with the need to proactively include those who may otherwise find themselves on the outside of community life.

An inclusive playground can provide more opportunities for kids without disabilities to meet their peers with disabilities. This can create a positive exchange leading to greater awareness, deeper understanding and enhanced empathy. When a community takes steps to make public spaces more accessible and inclusive, it establishes a positive standard that can encourage individuals in the community to follow suit.

7. Provides a Unique Play Experience

An all-inclusive playground isn't a typical attraction in many areas. People may be unfamiliar with this concept or don't know it exists. Finding playgrounds that accommodate multiple needs can also be challenging in some parts of the country.

By incorporating an inclusive design, you can distinguish your community as a welcoming space for families and offer a unique play experience. Inclusive parks can be a potentially major draw for residents and visitors alike.

These play spaces can also warrant news stories sharing their uniqueness and inclusivity opportunities. Chances are, caregivers will appreciate the interaction opportunities for their kids. They may even use this playground as a deciding factor in moving to that community or choosing that school district.

8. Promotes Physical Activity and Exercise

Blacktooth Inclusive Playground

While elementary-aged kids need at least an hour of physical activity each day, studies show that only 24% of developing children obtain the recommended amount of exercise. Some schools even limit recess time to ensure sufficient time for classes. These reductions often result in students not getting enough physical activity during school days.

Without an opportunity for outdoor free play, kids may be deprived of the important benefits of regular physical activity. Fortunately, playgrounds provide an enjoyable way to achieve this exercise needed for healthy growth and development.

By integrating an inclusive playground into your community, you can encourage kids of all abilities to engage in active play, improving their physical and mental well-being. Children who receive sufficient exercise each day are at a lower risk of obesity, as well as:

High cholesterol and blood pressure

Heart disease

Cancer

Diabetes

Asthma

Sleep apnea

By providing more opportunities for physical activity and active play, we can help build a generation of healthy adults.

9. Encourages Creativity and Innovation

Aside from the physical benefits of active play and engagement, kids can also develop their creativity through inclusive playgrounds. Children build various skills when playing, and these activities encourage them to use their imaginations. Playing provides a sense of freedom and creativity, allowing kids to set their own rules and think outside of the box.

For instance, a child might pretend a slide is a portal to another world. When using a swing, they could imagine they're riding a roller coaster or a flying vehicle. Kids can also craft creative scenarios around these objects. They might be using the slide to reach a cavern with buried treasure.

While riding a merry-go-round, they might pretend they're a cowboy on a horse. Another child might imagine a playground fort as a secret clubhouse, treehouse, or even a castle or palace. The more kids occupying the space, the more rich and diverse their collective stories become. They can also build off each other's games and scenarios, enhancing the creative opportunities all the more.

The innovative possibilities are limitless when it comes to inclusive playgrounds. Inclusive parks foster creative outlets and environments for kids, allowing their imaginations to run wild.

Blacktooth Inclusive Playground

10. Creates Cohesiveness

It's important for children to connect with people from different backgrounds, and some may not receive this opportunity in school. Inclusive playgrounds expose kids to those unlike themselves, encouraging them to interact and form friendships.

When a child visits an inclusive park, they can meet people from various backgrounds, including physical and mental abilities, cultures, ethnicities, economics and other unique attributes. They can learn about each other's differences while finding unity through common ground.

Their parents can connect with one another, as well. Forming these connections enables a more cohesive community among children and caregivers alike.

11. Enables More Kids to Use the Playground

Inclusive parks offer opportunities for kids of all abilities to use the equipment, ensuring no one feels excluded. As mentioned previously, a primary element of inclusive play spaces is the "coolest thing." This means everyone can enjoy the most popular piece of equipment without feeling left out. When you appeal to a broader range of children, you invite more visitors to the play site.

If your goal is to target a wider audience and draw more people to your park, an inclusive playground allows everyone to have fun. Kids can freely participate in activities and feel understood, no matter their background, skills, strengths and abilities.

12. Reduces Isolation

Families with kids who have disabilities can feel overwhelmed at times. From medical care to financial responsibilities, various factors can cause stress.

Many of these families find themselves confined to their homes with minimal social interaction, which can lead to feelings of loneliness and isolation. Social isolation is often linked to mental health problems like depression, anxiety, stress and low self-esteem.

Inclusive playgrounds give families a great opportunity to enjoy a fun outing. Children can unwind and enjoy engaging activities together, while their caregivers can interact with fellow adults. Siblings of kids who have disabilities can also enjoy more socialization opportunities.

With inclusive parks, no one has to experience seclusion or isolation. Everyone can enjoy a fun space to make connections and build friendships.

13. Teaches Kids Valuable Lessons

Through inclusive playgrounds, children can learn valuable life lessons and morals, which they can carry with them for life. For instance, meeting people with different developmental abilities can help kids build empathy.

By having conversations and listening to others' stories, kids learn more about their experiences in life. In turn, they become more understanding and empathetic of the challenges people face.

Blacktooth Inclusive Playground

When kids make friends with those who are different from them, they become more sensitive to their feelings and needs. By picking up on their cues, they can understand when another child is struggling and help them accordingly.

For example, a child with ASD may need a break from playing due to overstimulation. A sensitive and empathetic child can understand and respect this need. Caregivers may also notice this kindness reflected at home.

Inclusive playgrounds also teach kids about equity. Equity is the idea of giving everyone access to what they need to be happy and successful. Inclusive parks promote equity by allowing everyone to enjoy the same experiences, regardless of their abilities. These play spaces include activities with different challenge levels, enabling all kids to have fun while enjoying the rewarding feeling of overcoming a challenge.



CITY OF SHERIDAN, WYOMING

55 Grinnell Street, P.O. Box 848, Sheridan Wyoming 82801

Ph (307) 674-6483 Fax (307) 674-2195

Public Works

MEMORANDUM

RE: Consideration of Resolution 13-24 Supporting a Vision Zero Policy and Development of a Complete Streets Improvement Plan - Public Works Director Hanns Mercer

From: Hanns Mercer, Public Works Director

To: City Council

CC:

Date: 03/19/2024

Recommendation:

Staff recommends that the Mayor and City Council approve Resolution 13-24, supporting a Vision Zero Policy and Development of a Complete Streets Improvement Plan.

Background:

Vision Zero is more than a goal, it is a fundamental plan in how we approach roadway safety. This will take strong leadership, community engagement, and a focus on equitable and effective safety strategies.

And funding helps too! Thanks to the U.S. Department of Transportation's (USDOT) commitment to zero roadway deaths nationally, they have launched a Safe Streets and Roads for All (SS4A) Grant Program. The Bipartisan Infrastructure Law (BIL) established a discretionary program with \$5B in appropriated funds over five years, 2022-2026. The SS4A program funds regional, local, and Tribal initiatives through grants to prevent roadway deaths and serious injuries. Over \$3B is still available for future funding rounds.

Discussion:

The SS4A program funds two types of grants:

- **Planning & Demonstration Grants** for Comprehensive Safety Action Plans, including supplemental safety planning and demonstration activities to inform an Action Plan.
- **Implementation Grants** to implement strategies or projects identified in an existing Action Plan.

By passing Resolution 13-24, it solidifies that the City of Sheridan's vision aligns with U.S. DOT's National Roadway Safety Strategy and its ongoing safety programs that are working towards a future with zero roadway fatalities and serious injuries. In support of this approach, safety programs are focused on infrastructure, human behavior, responsible oversight of the vehicle and transportation industry, and emergency response. This resolution strengthens the City's ability to receive grant funding.

Attachments

Resolution 13-24

SS4A Fact Sheet

**CITY OF SHERIDAN
RESOLUTION 13-24**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SHERIDAN, WYOMING, SUPPORTING A VISION ZERO POLICY IN THE CITY, AND SUPPORTING THE DEVELOPMENT OF A COMPLETE STREETS IMPROVEMENT PLAN OF THE CITY OF SHERIDAN.

WHEREAS, the City of Sheridan, like many rural communities, has experienced traffic-related accidents over the past several years; and

WHEREAS, rural frontier and remote level 2 communities face a disproportionate risk of serious injuries and fatalities in connection with unique transportation challenges; and

WHEREAS, fatalities and serious injuries caused by traffic-related accidents are devastating and a serious public safety issue that necessitates public action; and

WHEREAS, the City of Sheridan recognizes that traffic-related fatalities and serious injuries can be preventable and commits to working collaboratively with a broad array of stakeholders in the City to continue to identify and implement evidence-based projects and programs that reduce the potential for serious traffic-related injuries and fatalities in our community.

BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF SHERIDAN, WYOMING:

1. The above recitals are true, correct, and adopted hereby as findings, purpose, and intent of the City Council.
2. The City of Sheridan supports the development of a Complete Streets Improvement Plan, a holistic and evidence-based plan that is aimed at ensuring the safe, adequate, and equitable accommodation of all users of the transportation in the City.
3. The City of Sheridan is committed to working towards the goal of zero deaths in the City.

PASSED, APPROVED AND ADOPTED this 6th day of May, 2024.

City of Sheridan

Richard Bridger, Mayor

ATTEST:

Cecilia Good, City Clerk

S | S Safe Streets and Roads for All 4 | A (SS4A) Program Facts



The U.S. Department of Transportation (USDOT) **Safe Streets and Roads for All (SS4A)** program provides grants to local, regional, and Tribal communities for implementation, planning, and demonstration activities as part of a systematic approach to prevent deaths and serious injuries on the nation's roadways.

This roadway safety program was created by the **Bipartisan Infrastructure Law** and provides \$5 billion over 5 years. The funding helps communities address the preventable crisis of deaths on our nation's roads, streets, and highways through safer people, roads, and vehicles; appropriate vehicle speeds; and improved post-crash care.

The SS4A program funds two types of grants:

- **Planning and Demonstration Grants** for Comprehensive Safety Action Plans, including supplemental safety planning and demonstration activities to inform an Action Plan.
- **Implementation Grants** to implement strategies or projects identified in an existing Action Plan.

SS4A is exclusively designed to help local communities. There are three remaining funding rounds, including the round currently open in 2024.

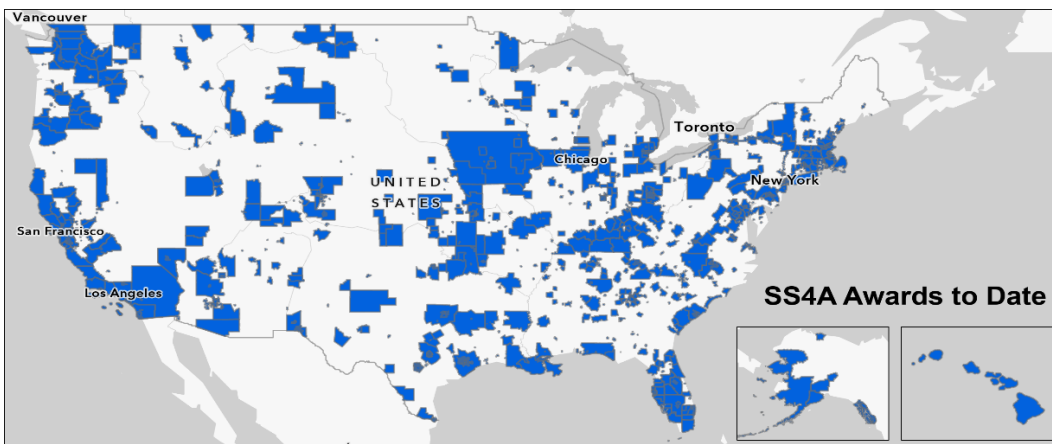
For more information, use the QR code above or visit the [SS4A website](https://www.transportation.gov/grants/SS4A).

SS4A grants are already making an impact nationwide

- In the first two years of funding, USDOT awarded **\$1.7 billion** to over **1,000 communities** across **all 50 states and Puerto Rico**.
- Awarded communities comprise about **70% of the nation's population**.
- SS4A funds to improve roadway safety planning have been awarded to localities that make up 61% of all roadway fatalities.
- Projects and activities will significantly **improve safety for all people using the road** in those communities, including drivers, passengers, pedestrians, bicyclists, people using transit, and people with disabilities.

Awards reach communities of all different sizes and safety needs:

- **Rural communities** comprise around half of all grant award recipients to date.
- 465 communities (41% of award recipients) have **populations under 50,000**.
- 382 award recipients (75%) in the first year were **new direct Federal funding recipients to USDOT**.
- Over half of funds will **benefit underserved communities**, providing equitable investment to places that need funding the most.



SS4A amplifies our impact by working across government and with external partners

The SS4A program collaborates within USDOT, and with outside organizations that are committed to roadway safety, to disseminate program information and build capacity to help communities apply for grants and successfully implement grant activities.

- Coordinated technical assistance and promotion efforts focus on advancing roadway safety in rural areas, Tribal communities, and places in the Thriving Communities network. **In the past 2 years, USDOT staff directly reached communities in every state.**
- USDOT works with **trusted non-governmental organizations and partners** that understand communities' roadway safety challenges and needs. These partners include organizations such as the Local Infrastructure Hub, National League of Cities, National Association of County Engineers, League of American Bicyclists, Vision Zero Network, Rural Partners Network, Urban Sustainability Directors Network, and Emergency Medical Services groups, and events like the National Transportation in Indian Country Conference.

SS4A helps applicants compete for funding based on merits, not technical capacity

Applying for Federal discretionary grants is new for some communities—many of which may not have a team of grant writers on their staff. The SS4A program works with applicants throughout the evaluation process to ensure that they have complete and accurate information and are not disqualified due to an administrative error during the submission process.

- In the second funding year (FY23), SS4A conducted **follow-up outreach to 85% of applicants (roughly 600 communities)** to provide opportunities to address missing application elements and program requirements. As a result, **almost no applicant was turned away** because of an incomplete application.
- For those who are unsuccessful, SS4A offers a detailed debrief to help applicants develop more successful applications in future rounds. SS4A conducted approximately **130 debrief interviews** in January and February of 2024.

SS4A award recipients receive extra support to ensure successful grant administration

After awards are made, the SS4A program continues to help communities be successful in developing, executing, and administering grant agreements.

- A streamlined grant process was developed to help finalize and sign grant agreements as quickly as possible, even for communities that have never received grant funding from USDOT. **Of the 511 award recipients** in the first round announced in February of 2022, **over 90% have executed grant agreements** in place and initial **funding amounts obligated**.
- A Technical Assistance Center was established to support grant recipients with training and technical assistance, including how to comply with Federal requirements and how to develop Comprehensive Safety Action Plans.
- A Community of Practice was created to help grant recipients learn from each other across the 1,000+ communities that have received awards to date.

The next funding opportunity is open now!

The fiscal year (FY) 2024 Notice of Funding Opportunity (NOFO) for Safe Streets and Roads for All grants opened in February 2024. The FY 2024 NOFO has multiple deadlines, depending on the grant type:

- **April 4, 2024**, 5 p.m. (EDT): Deadline #1 for Planning and Demonstration Grants.
- **May 16, 2024**, 5 p.m. (EDT): Deadline for Implementation Grants. Deadline #2 for Planning and Demonstration Grants.
- **August 29, 2024**, 5 p.m. (EDT): Deadline #3 for Planning and Demonstration Grants. NOFO closes.





CITY OF SHERIDAN, WYOMING

55 Grinnell Street, P.O. Box 848, Sheridan Wyoming 82801
Ph (307) 674-6483 Fax (307) 674-2195

Public Works

MEMORANDUM

RE: Consideration of Resolution 17-24 Authorizing the Submission of a Safe Streets and Roads for All (SS4A) Grant - Public Works Director Hanns Mercer

From: Hanns Mercer, Public Works Director

To: City Council

CC:

Date: 04/23/2024

Recommendation:

Staff recommends that the Mayor and City Council approve Resolution 17-24 authorizing submission of a Safe Streets and Roads for All (SS4A) Grant application to the U.S. Department of Transportation (DOT) through the Planning and Demonstration Grants Program for the purpose of the development of a complete Streets Improvement Plan.

Staff requests that the Public Works Director, Hanns Mercer, is designated as the authorized representative of the City of Sheridan to act on behalf of the Mayor and Council on all matters related to this grant application.

Background:

In conjunction with Resolution 13-24, the City of Sheridan supports a Vision Zero Policy, aligning with the U.S. DOT's vision of working towards a future with zero roadway fatalities and serious injuries.

Discussion:

The City will commit to a match of \$50,000 if awarded \$250,000, or 20 percent of the total project cost.

Funding:

The match is being funded by Public Benefit funds.

Attachments

Resolution 17-24

**CITY OF SHERIDAN
RESOLUTION 17-24**

A RESOLUTION AUTHORIZING SUBMISSION OF A SAFE STREETS AND ROADS FOR ALL GRANT APPLICATION TO THE U.S. DEPARTMENT OF TRANSPORTATION THROUGH THE PLANNING AND DEMONSTRATION GRANTS PROGRAM ON BEHALF OF THE GOVERNING BODY OF THE CITY OF SHERIDAN, WYOMING FOR THE PURPOSE OF: *The development of a complete Streets Improvement Plan.*

WHEREAS, the City Council of the City of Sheridan, Wyoming desires to participate in the Safe Streets and Roads for All Grant Program; and

WHEREAS, the City Council of the City of Sheridan, Wyoming supports a Vision Zero Policy aligning its vision with the U.S. Department of Transportation's in working towards a future with zero roadway fatalities and serious injuries; and

WHEREAS, fatalities and serious injuries caused by traffic-related accidents are devastating and a serious public safety issue that necessitates public action; and

WHEREAS, the City Council of the City of Sheridan, Wyoming will commit to a match of \$50,000 if awarded \$250,000, or 20 percent of the total project cost.

BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF SHERIDAN, WYOMING:

1. The City of Sheridan supports a Vision Zero Policy and the development of a complete Streets Improvement Plan.

2. The City of Sheridan will commit to a match of \$50,000 if awarded \$250,000, or 20 percent of the total project cost by approval of this Resolution.

BE IT FURTHER RESOLVED:

that Hanns Mercer, PE, Public Works Director, is hereby designated as the authorized representative of the City of Sheridan, Wyoming to act on behalf of the Governing Body on all matters relating to this grant application.

PASSED, APPROVED AND ADOPTED this 6th day of May, 2024.

City of Sheridan

Richard Bridger, Mayor

ATTEST:

Cecilia Good, City Clerk



CITY OF SHERIDAN, WYOMING

55 Grinnell Street, P.O. Box 848, Sheridan Wyoming 82801
Ph (307) 674-6483 Fax (307) 674-2195

Human Resources

MEMORANDUM

RE: Consideration of Contract with IAFF Local #276 - Human Resources Director Heather Doke

From: Heather Doke, Human Resources Director

To: City Council

CC: Stuart J. McRae

Date: 05/06/2024

Recommendation:

Staff recommends City Council approve the attached Contract with IAFF Local #276 for the 2023-2024 fiscal year.

Background:

The attached draft contract incorporates the changes tentatively agreed to by the Governing Body's collective bargaining committee and IAFF Local #276 during negotiations this year. Please contact me if you have any questions.

Attachments

Fire Contract 2024-2025

CONTRACT

This Agreement made and entered into this ____ day of May 2024 by and between the CITY OF SHERIDAN (City), a municipal corporation, and Sheridan Fire Fighters, IAFF Local 276 (Local 276).

WITNESSETH

The paid members of the Sheridan Fire-Rescue Department, the regularly constituted fire department of the city of Sheridan, Wyoming, by a majority have selected Local 276 as their exclusive bargaining agent.

Representatives of Local 276 have asked the corporate authorities for collective bargaining to negotiate a written contract as to wages and working conditions of employment by said paid firefighters in accordance with Wyoming Statutes 27-10-101 through 27-10-109.

DEFINITIONS

Firefighter: Either an employee of the City of Sheridan Fire-Rescue Department who as a minimum is certified by the State of Wyoming as a Level II Firefighter according to the National Fire Protection Association Standard 1001, or a probationary firefighter who shall be working toward meeting these standards.

Shift Personnel: Those employees who, as a regular assignment, work scheduled twenty-four (24) hour shifts in a regulated work period.

Forty (40) hour personnel: Those employees who, as a regular assignment, work scheduled eight (8) hour shifts in a forty (40) hour work period.

Exempt Personnel (or Exempt Employee): Means the Division Chief-Operations of the Sheridan Fire-Rescue Department.

Shift/Work Schedule: The rotating twenty-four (24) hour schedule established by the Fire Chief on an annual basis. Currently the schedule is as follows: A 9-day cycle where a firefighter works one 24-hour shift, followed by 24 hours off duty, works another 24-hour shift, followed by 24 hours off duty, then works a final 24 hour shift, followed by 4 consecutive days off duty.

Scheduled Hours: The time when a firefighter is required to work per the shift schedule or to attend committee meetings, staff meetings, and required training which may not be on the work schedule.

Unscheduled Hours: When a firefighter is not required to work per the shift schedule but is required or requested to work by the Fire Chief of Shift Officer in order to respond to calls or maintain minimum staffing.

THE PARTIES AGREE AS FOLLOWS:

**ARTICLE I
EXPIRATION DATE**

This CONTRACT shall begin effective on 12:01 a.m. July 1, 2024, and all terms, conditions, understandings and agreements of the parties, whether expressed herein or implied by the parties' conduct, practices or otherwise, shall terminate on June 30, 2025, at 12:00 midnight.

The City and Local 276 shall negotiate and bargain for a new contract each year hereafter in accord with Wyoming law. If this CONTRACT terminates on June 30, 2025, and the City and Local 276 have not yet signed a new contract for the following year, the parties agree that the status quo shall remain during the short period when the statutory arbitration hearing is held to resolve any unresolved issues or until the City and Local 276 enter into a new contract, whichever occurs first.

**ARTICLE II
SCOPE**

Section A

This COLLECTIVE LABOR AGREEMENT shall apply to all full-time firefighters, and exempt personnel of the Sheridan Fire-Rescue Department.

Section B

All regular full-time firefighters shall conform to the Civil Service Rules and Regulations, applicable State and Federal laws, the City of Sheridan Employee Handbook, the City's Drug & Alcohol Plan, the Fire Department Policy Manual and job descriptions. In the event any City established policy conflicts with the terms of this CONTRACT, the CONTRACT terms shall prevail.

**ARTICLE III
STRIKES**

The members of Local 276 agree not to engage in any form of strike, work stoppage, mass walkout, or work slowdown against the City.

**ARTICLE IV
HOURS OF WORK**

Section A

Unless modified by the City pursuant to Section E of this Article IV, the work schedule shall consist of twenty-four (24) hour shifts on a three-platoon basis in a twenty-eight (28) day work period. The firefighters will be paid a biweekly average paycheck. All worked, worked but unscheduled, sick, vacation, holiday, and overtime hours will be reconciled and paid at the end of each work period.

The regular work period for 40-hour personnel shall be forty (40) hours in a seven (7) day period, beginning on Sunday.

Section B

Shift Personnel shall be compensated at the employee's straight time rate for scheduled hours at a minimum of one (1) hour with half (1/2) hour increments.

Shift Personnel shall be compensated at their overtime rate of pay for all unscheduled hours worked, at a minimum of one (1) hour with half (1/2) hour increments.

Any hours worked in excess of two hundred twelve (212) hours in the 28-day work period shall be compensated at one and one-half times the employee's rate of pay. For purposes of calculating overtime pay, the hourly rate for overtime shall be calculated by taking the annual pay set forth in Article X and dividing the total by 2758 hours.

Section C

All forty (40) hour per week personnel will be paid one and one-half times their regular rate of pay for time worked in excess of forty hours per week.

Exempt personnel are exempt from overtime.

Section D

Personnel who are recalled from a vacation or holiday shift, before or within one hour after their regularly scheduled shift begins, shall not be charged for the vacation or holiday. Personnel who are recalled in excess of one hour after their regularly scheduled shift begins will be compensated at one and one-half (1-1/2) times the employee's regular rate of pay.

Section E

The City may change the work period consistent with FLSA guidelines no more than once in each 6 months with sixty (60) days prior notice to Local 276. Work schedules may be adjusted by the City upon thirty (30) days prior notice to Local 276, provided that the annual compensation as set forth in Article X shall remain unchanged.

ARTICLE V HEALTH AND SAFETY

In order to protect the health and safety of personnel, a minimum of four (4) firefighters shall be dispatched as an initial response for each alarm or emergency and a minimum of two (2) personnel for each medical alarm or emergency. Shift officers shall determine the responses for service calls.

ARTICLE VI VACATIONS

Section A

The annual vacation season shall begin not earlier than January 1st and shall terminate January 2nd of the following year. Vacation time shall not be carried over unless circumstances

warrant extension. Extension shall be granted by the Fire Chief and time carried over must be used by April 30th if circumstances allow. Vacations shall be granted on a seniority basis with Officers having the first choice and other members having next choice, according to seniority on the Department and placement within the employees' vacation sign-up list. One vacation cycle per year, per member, may be designated as guaranteed; meaning the employee shall not be subject to involuntary recall from vacation except under emergency conditions.

Section B

Shift personnel who have been regularly appointed and have served for one (1) year through four (4) years shall be entitled to six (6) working shifts vacation with pay.

Shift personnel having served five (5) years through nine (9) years shall receive nine (9) working shifts vacation.

Shift personnel having served ten (10) years through fourteen (14) years shall receive twelve (12) working shifts vacation.

Shift personnel having served fifteen (15) or more years shall receive fifteen (15) working shifts vacation.

Vacations, for shift personnel, shall be started on the first shift of an on-duty cycle and end on the first regularly scheduled workday of his shift after three (3) working shifts. Thus, a vacation cycle consists of nine consecutive calendar days.

Section C

Forty (40) hour personnel and exempt personnel, who have been regularly appointed and having served for one (1) year through four (4) years shall be entitled to ten (10) working shifts vacation with pay.

Forty (40) hour personnel and exempt personnel having served five (5) years through nine (9) years shall receive fifteen (15) working shifts vacation.

Forty (40) hour personnel and exempt personnel having served ten (10) years through fourteen (14) years shall receive twenty (20) working shifts vacation.

Forty (40) hour personnel and exempt personnel having served fifteen (15) years through twenty-four (24) years shall receive twenty-five (25) working shifts vacation.

Forty (40) hour personnel and exempt personnel having served twenty-five (25) years or more shall receive thirty (30) working shifts vacation.

Section D

Personnel who are terminating, resigning, or retiring and have accrued vacation shall be paid for those hours at their regular rate of pay.

Personnel on temporary assignment who are terminating, resigning, or retiring and have accrued vacation shall be transferred back to their shift position and shall be paid for those hours

at their 56-hour/week rate of pay.

If a regular, full-time employee with one year or more of satisfactory service dies and has unused annual leave, the salary equivalent of such unused accrued leave shall be payable as directed by the employee's beneficiary statement or to the decedent's estate.

Section E

If an employee transfers from a shift position to a forty hour position or a forty hour position to a shift position, all accrued vacation time shall be transferred on an hour for hour basis.

Section F

Should a firefighter be laid off by the City of Sheridan and then later rehired, all time worked for the City of Sheridan, both before and after the layoff, shall be considered time served for the purpose of calculating vacation accrual.

ARTICLE VII SICK LEAVE

Section A

Shift personnel shall accrue sixteen (16) hours of sick leave for each month of service and may accumulate a total of one thousand four hundred forty (1,440) hours.

Forty (40) hour personnel and exempt personnel shall accrue eight (8) hours of sick leave per month and may accumulate a total of nine hundred sixty (960) hours.

Section B

Sick leave shall be charged hour for hour for shift personnel.

Sick leave shall be charged hour for hour for forty (40) hour personnel.

Section C

Upon separation or termination, employees shall be eligible to convert three (3) hours of accumulated sick leave into one (1) hour of pay.

Personnel on temporary assignment who are terminating, resigning, or retiring and have accrued sick leave shall be transferred back to their shift position and shall be paid for these hours as set forth within this section.

If a regular full-time employee dies and has unused sick leave, the salary equivalent of one third (1/3) the sick leave shall be payable as directed by the employee's beneficiary statement or to the decedent's estate.

Section D

Employees who are permanently transferred between a shift position and a forty (40) hour position shall have their accumulated sick leave hours converted by the following formulas:

Shift to forty (40) hour: Accrued hours in excess of 960, shall be bought out at the rate of three (3) hours equaling one (1) hour of pay.

Forty (40) hour to Shift: Hour for hour.

ARTICLE VIII LEAVE OF ABSENCE

Section A

Leave of absence with pay may be granted by the Fire Chief to permit employees to attend professional meetings or training conferences in the interest of the City.

Section B

Leave of absence without pay and other benefits may be granted by the Fire Chief when requested by an employee if such leave of absence is not in conflict with the best interest of the City.

Section C

All full-time employees shall be granted three (3) working days with pay when a death occurs in the employee's immediate family. Immediate family includes: spouse, child, parent, stepparents, parents-in-law, stepchildren, children-in-law, siblings, half-siblings, step-siblings, siblings-in-law, grandparents, step grandparents, grandparents-in-law and grandchildren. If the circumstances necessitate additional time off, such additional time off shall be charged to sick leave with the approval of the Fire Chief.

Section D

Emergency leaves with pay may be granted by the Fire Chief for other causes, provided that the employee shall have such leave charged to either his sick leave or annual leave, and that such leave of absence is not in conflict with the best interest of the City.

ARTICLE IX HOLIDAYS

Section A

Fire-Rescue Department personnel shall be granted one (1) working shift off for each of the following holidays:

1. New Year's Day
2. President's Day
3. Memorial Day
4. Independence Day

5. Labor Day
6. Veterans Day
7. Thanksgiving Day
8. Day after Thanksgiving
9. Christmas Day
10. Personal Day #1
11. Personal Day #2
12. Personal Day #3

The Fire Chief shall determine when this time may be taken.

Section B

Personnel who are terminating, resigning, or retiring and have accrued holidays shall be paid for those hours.

Personnel on temporary assignment who are terminating, resigning, or retiring and have accrued holidays shall be transferred back to their shift position and shall be paid for those hours at their 56-hour/week rate of pay.

If a regular, full-time employee dies and has unused holidays, the salary equivalent of such unused holidays shall be payable as directed by the employee's beneficiary statement or to the decedent's estate.

Section C

If an employee permanently transfers from a shift position to a forty hour position, all accrued holiday time shall be bought out prior to the transfer.

Personnel on temporary assignment from a shift position to a forty hour position, will retain and use holiday time hour for hour.

ARTICLE X WAGES

Section A

Certified Fire Personnel

The positions and applicable grades covered under this contract are:

<u>Position</u>	<u>Grade</u>
Firefighter	FF
Lieutenant	LT
Battalion Chief.....	BC
Division Chief.....	DC

The following annual scale of wages shall apply on July 1, 2024:

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
FF	59,509.89	\$63,675.58	\$67,496.12	\$70,870.92	\$73,705.76	\$75,916.93
LT	\$79,712.78	\$82,901.29	\$85,388.33	\$87,096.10	\$87,967.06	
BC	\$92,365.41	\$95,136.37	\$97,039.10	\$98,009.49		
DC	\$102,909.97	\$104,968.16	\$106,017.85	\$107,078.02		

Current employees will be placed into the above wages scale based on the attached spreadsheet.

Current firefighters that are certified and approved by the department as Driver/Operators will be moved into the scale no lower than Step 4 of the FF position.

All employees hired prior to July 1, 2024, with the exception of the two (2) firefighters that were hired on July 3, 2023, will advance to the next step of the wages scale for their respective grade annually on July 1st of each subsequent year.

The two (2) firefighters that were hired on July 3, 2023, will advance to Step 2 at the completion of their probationary period. Upon advancing to Step 2, the said two (2) firefighters step advancement anniversary shall be July 3 of each subsequent year.

For all employees who receive a promotion after July 1, 2024, their step advancements for their respective grade shall take place on the anniversary of their promotion.

Upon an employee's promotion, the promoted employee shall be placed in Step 1 of the respective grade.

For all employees hired after July 1, 2024, their step anniversary date shall be their hire date.

Newly hired firefighters shall be placed into the above wages scale at Step 1 of the FF Grade.

Employees shall be advanced to the next step of the wage scale for their respective grade on the anniversary date of their previous step advancement or promotion. However, an employee's annual advancement shall be conditioned on successful completion of the schedule of certifications, tasks, and tests listed in the Fire Department Policy Manual and outlined in the job description as well as maintaining all required certifications.

Management reserves the right to modify job descriptions and the fire department policy as it deems necessary. In the event that the duties of a job description or the fire department policy are substantially revised either party may request negotiations of compensation for that job description or policy within two (2) weeks of formal notification of the revision. All applicable job descriptions are attached as reference to the end of the contract.

Section B

Special Duty Pay – Employees shall be compensated upon receiving and maintaining the applicable State of Wyoming certifications. The following special duty pay rates shall be in addition to the hourly base rate.

Hazardous Materials Technician	\$100.00/month
EMT-Intermediate	\$300.00/month
Paramedic	\$400.00/month
Fire Investigation Technician	\$300.00/month

Fire Investigation Technician pay will be limited to six (6) employees in the department.

Current Origin and Cause Technicians who are still within their current certification cycle shall become Fire Investigation Technicians at or before their next renewal cycle. The two (2) current Origin and Cause Technicians shall be compensated at the Fire Investigation Technician rate for the duration of their certification cycle.

Employees may receive up to \$700.00 per month in Special Duty.

Section C

Acting Pay – Employees who have completed the applicable acting requirements to act at a promotable position shall be compensated at the following flat monthly rate:

Acting Lieutenant	\$200.00/month
Acting Battalion Chief	\$200.00/month

Acting Pay shall be in addition to an employee's hourly base rate and Special Duty Pay. Employees may only be compensated a maximum of \$200.00 per month for Acting Pay.

Section D

The firefighters shall contribute 11.245% to the Fire Pension Fund Plan B in accordance with Wyo. Stat. Ann §15-5-420.

The City shall contribute 16% to Fire Pension Fund Plan B as required by the Wyoming Retirement System per their Actuarial Valuation Report for the Year Beginning January 1, 2019.

ARTICLE XI UNIFORM AND CLOTHING ALLOWANCE

The annual uniform and clothing allowance shall be allowed to each member for the purpose of purchasing uniforms, work clothes, and their maintenance. The amount payable to each employee shall be up to One thousand dollars (\$1,000.00). All purchases and reimbursements must be in accordance with the City's Purchasing and Procurement Policy.

In lieu of the \$1,000.00 clothing allowance, the City will purchase the following items for firefighters in their first year of employment:

2 pair of Nomex pants
1 short sleeve Nomex uniform shirt
1 long sleeve Nomex uniform shirt
8 cotton t-shirts, long or short sleeve
1 sweatshirt
1 Job Shirt
1-3 season jacket
1 black 2" uniform belt
1 pair of black uniform foot wear
Name tag and collar brass
4 pair of workout shorts
1 pair of running shoes
1 Embroidered Cap

The City will also purchase a Class A uniform at the end of the first year of employment.

ARTICLE XII GRIEVANCES

Local 276 shall form a Grievance Committee. This Committee shall acquaint itself with the grievance which any firefighter or medical personnel, governed by this CONTRACT, desires to submit to it. Furthermore, this Committee can present grievances in all cases of non-observance of this contract by the City.

If the grievance involves an alleged violation of the rules of the civil service commission, it shall be processed through the procedures set forth in those rules. If the grievance involves an alleged violation of the personnel rules of the City, it may be pursued through this procedure or the grievance procedure established in those personnel rules, but not both, at the option of the Union/grievant.

The method of settlement of grievances shall be as follows:

1. The grievance must be stated in writing and presented to the Grievance Committee.
2. The Grievance Committee shall present the grievance to the Fire Chief of the Sheridan Fire-Rescue Department, who shall set a hearing for the representatives of the Grievance Committee within five (5) business days after such presentation. The Fire Chief shall render a decision in writing five (5) business days after said hearing.
3. If the decision of the Fire Chief should prove unacceptable, the Grievance Committee, upon demand of the aggrieved, or on its own decision, may appeal to the Human Resources Director and City Administrator within ten (10) business days from receipt of the written decision of the Chief. The Human Resources Director shall set a hearing date within five (5) business days after receiving an appeal from the Grievance Committee. After the hearing, the Human Resources Director shall have five (5) business days to render a decision in writing.

4. If the decision is not acceptable, the City Administrator upon written request of the Grievant or Grievance Committee shall refer the grievance to the Governing Body of the City of Sheridan within five (5) business days.

5. The Governing Body shall conduct a hearing within twenty (20) business days. This Executive Session shall be closed to the public and consist of a quorum of the Governing Body. At the Executive Session, the City and Grievance Committee shall have the right to call all witnesses and documents necessary to present the facts. The Governing Body shall render their decision in writing to the City Administrator and Grievance Committee within five (5) business days. The decision of the Governing Body is final and will terminate the grievance unless the Grievant or Grievance Committee chooses to seek judicial recourse in District Court in and for Sheridan County, Wyoming pertaining to any decision reached in this step of the grievance process.

The time limits and/or steps listed in this Article may be extended or waived at any step of the procedure by written, mutual agreement of the parties or their designated representatives.

ARTICLE XIII RULES AND REGULATIONS

Section A

The Fire Civil Service Rules and Regulations as adopted by the City of Sheridan shall be adopted by reference.

Section B

Local 276 shall be given a vocal consideration of any rules and regulation changes made by the Civil Service Commission.

ARTICLE XIV RESIDENCE

Fire-Rescue Department personnel shall be allowed to live anywhere within a twenty (20) mile radius of the fire station.

ARTICLE XV MEDICAL

Section A

Firefighters shall have the same health insurance benefits and pay the same premiums as all other regular full-time City employees.

Health Savings Accounts shall be funded at \$3,460.00 spouse/family and \$1,730.00 for a single individual prorated over 24 pay periods. The amount of the HSA contribution is limited to this contract period.

The City agrees to pay 100% of employee and dependent dental insurance premium based

on the plan and coverage in effect 7/1/15, or a plan that is comparable or better.

Section B

The City shall continue to pay premium cost for medical insurance for the spouse and/or dependents until age nineteen (19) of any employee who dies while in the performance of his/her duties. These payments shall continue provided:

1. The spouse of such deceased employee does not remarry;
2. The spouse and/or dependents of such deceased employee does not obtain medical insurance/benefit coverage from an employer or any other source;
3. The spouse and/or dependents of such deceased employee does not qualify for medical insurance/benefit coverage as may be provided by a state or the federal government, including but not limited to Social Security and Medicare/Medicaid.

The City Attorney shall be available to assist the spouse or administrator or executor of an employee's estate, in legal services and counseling regarding available insurance and benefits in any case in which an employee dies in the line of duty.

ARTICLE XVI MANAGEMENT RIGHTS

Subject to the terms of this Agreement and any applicable laws, rules and/or regulations, the City retains and maintains all of its statutory and inherent rights, including but not limited to: the right to reprimand, suspend, discharge or otherwise discipline any employee for cause, to determine the number of employees to be hired and to hire those employees, to determine the qualifications of employees, to assign and direct the work of employees, to promote, demote, layoff and recall employees, to determine the services to be rendered, the methods of delivering the services, and the standards for the delivery of those services, to set the starting and quitting times for employees, to regulate and control the use of machinery, vehicles, equipment and property of the City, to issue and amend rules and policies, and to take any other actions necessary to effect the mission of the City and The Sheridan Fire/Rescue Department.

ARTICLE XVII SEVERABILITY

If any provision of this Agreement is for any reason held to be invalid or unconstitutional by the decision of any court of competent jurisdiction, or new legislation, such decision shall not affect the validity of the remainder of this Agreement.

This CONTRACT contains the entire understanding of the parties hereto and may be amended, modified, supplemented or altered only by a writing duly executed by the City Council and Local 276. All prior agreements or understandings, whether oral or written, and any prior practices and courses of conduct of either party are entirely superseded by the express terms of this written CONTRACT.

CITY OF SHERIDAN:

LOCAL 276:

Richard Bridger, Mayor

President

ATTEST:

ATTEST:

Cecilia Good, City Clerk

Secretary/Treasurer

Placement as of 7/1/24								
Job Title	Hire Date	Current Grade	Current Step	New Grade	New Step	New Base Annual Salary		
Division Chief of Operations	02/08/1999	F5	F	DC	1	\$102,909.97		
Fire Captain	01/01/2003	F4	J	BC	1	\$92,365.41		
Fire Captain	08/09/1998	F4	J	BC	1	\$92,365.41		
Fire Captain	08/25/2008	F4	H	BC	1	\$92,365.41		
Firefighter II - EMT B	01/29/2001	F3	W	FF	6	\$75,916.93		
Firefighter II - EMT I	11/04/2002	F3	W	FF	6	\$75,916.93		
Firefighter II - Paramedic	09/03/2002	F3	W	FF	6	\$75,916.93		
Firefighter I - EMT B	02/21/2023	F1	E	FF	2	\$63,675.58		
Firefighter I - EMT B	07/01/2021	F1	H	FF	4	\$70,870.92		
Firefighter I - EMT B	07/03/2023	F1	D	FF	2	\$63,675.58		
Firefighter I - EMT B	06/20/2016	F1	M	FF	4	\$70,870.92		
Firefighter I - EMT B	01/07/2002	F1	Y	FF	6	\$75,916.93		
Firefighter I - EMT B	03/21/2019	F1	L	FF	4	\$70,870.92		
Firefighter I - EMT B	11/01/2021	F1	K	FF	4	\$70,870.92		
Firefighter I - EMT B	07/03/2023	F1	G	FF	2	\$63,675.58		
Firefighter I - EMT I	07/07/2006	F1	Y	FF	6	\$75,916.93		
Firefighter I - EMT I	07/05/2000	F1	Z	FF	6	\$75,916.93		
Firefighter I - EMT I	06/11/2015	F1	M	FF	4	\$70,870.92		
Firefighter I		F1	A	FF	1	\$59,509.89		
* The firefighter hired on 7/1/21 will be placed at step 4 on 7/1/24 if he has completed all the requirements to be a driver operator. Otherwise he will be placed at step 3 until he completes the requirements and he will then move to step 4.								



Firefighter

Fire Department

The City of Sheridan's core values are what define us both as individuals and as a collective group of people. We've selected these five values to emphasize the leadership role that every employee has in working as part of a team of teams, whether those teams are in another department within the City or at the County, State, or National level. These values are paramount to meeting the mission of the City. The values are Make a Difference, Take Initiative, Build Trust, Show Optimism, and Promote Teamwork.

JOB SUMMARY

This position is responsible for providing firefighting and emergency medical services in response to emergency and non-emergency calls.

MAJOR DUTIES

- Responds to fire, rescue, hazardous materials, and other emergency incidents in an effort to protect life and property.
- Responds to medical emergencies; makes determination of patient condition; administers basic emergency medical treatment; transports ill and injured patients in ambulance vehicles.
- Drives and operates equipment in response to medical, rescue, fire, hazardous materials, and other emergency incidents.
- Maintains apparatus and equipment in a constant state of readiness.
- Presents fire and life safety education programs for schools and for other groups.
- Conducts fire inspections and pre-planning activities.
- Participates in training to maintain proficiency in all requisite duties.
- Completes paperwork to record duties performed, to comply with HIPAA regulations, and to provide billing information.
- Performs preventive maintenance of building and apparatus.
- Participates in Health and Fitness Program
- Participates in various committees.

- Performs related duties.

KNOWLEDGE REQUIRED BY THE POSITION

- Knowledge of modern firefighting techniques and equipment.
- Knowledge of modern EMS techniques and equipment.
- Knowledge of laws and regulations relating to the control and prevention of fires.
- Knowledge of department and city policies and procedures, and federal, state, and local laws and regulations.
- Knowledge of the boundaries and geography of the city and county.
- Knowledge of hazardous materials identification and incident mitigation standards.
- Knowledge of computers and job-related software programs.
- Knowledge of the capabilities and uses of emergency vehicles and equipment.
- Skill in operating emergency vehicles and equipment.
- Skill in the use of radio/communications equipment.
- Skill in planning, organization, and decision making.
- Skill in public speaking and public relations.
- Skill in oral and written communication.

SUPERVISORY CONTROLS

The Lieutenant and/or Battalion Chief assigns work in terms of general instructions. The supervisor spot-checks completed work for compliance with procedures, accuracy, and the nature and propriety of the final results.

GUIDELINES

Guidelines include department standard operating procedures, city ordinances and policies, mutual aid agreements, NFPA standards, state EMS guidelines, the state building and fire code, International Fire, Building, and Mechanical Codes, and federal, state, and local laws. These guidelines are generally clear and specific but may require some interpretation in application.

COMPLEXITY/SCOPE OF WORK

- The work consists of varied emergency medical and firefighting duties. The necessity of participating in work performed in life-threatening situations contributes to the complexity of the work.

- The purpose of this position is to participate in the effective delivery of fire and emergency medical services to the public. Successful performance helps ensure the provision of fire department services to protect the safety of life and property.

CONTACTS

- Contacts are typically with other emergency services organizations, law enforcement personnel, media representatives, business owners, elected and appointed officials, and the general public.
- Contacts are typically to give or exchange information, resolve problems, and provide services.

PHYSICAL DEMANDS/ WORK ENVIRONMENT

FREQUENTLY

- Standing: Dynamic standing, raising ladders, operating a hose, clearing debris, inspecting equipment, sweeping or mopping, power washing
- Walking: Walking from and to truck or engine multiple times at fire or accident scene. Walking on rough ground or uneven surfaces. When working in fire scenes that have no pavement or smooth surfaces, working on surfaces strewn with debris.
- Twist or Turn: Removing and replacing protective gear, tools and equipment from the truck; removing, deploying and replacing ground ladders; moving or removing furniture or other obstacles.
- Reaching Waist to Shoulder: Pulling hoses off of truck or engine; carrying/using axes or other tools; moving or removing furniture or other obstacles; retrieving and storing items and supplies.
- Handling/grasping: Using tools, hoses, first aid cases, ladders, protective gear, backboards; removing victims; sweeping, mopping.

OCCASIONALLY

- Running: Running from truck or engine to fire or accident scene with tools, equipment, fan or other items; running to pull a dry hose; running to transport a victim on a backboard; running up or down a staircase.
- Sitting: Riding in a truck or engine to and from a fire or accident scene.
- Driving: If assigned to drive equipment to and from a fire or accident scene.
- Balance: When climbing ladders or stairs, suppressing fires at or near rooftops or several stories above ground, walking or running on wet or muddy surfaces, carrying victims.

Firefighter Job Function Analysis

- Work at Heights: When suppressing fires at or near rooftops or several stories above ground, climbing/standing on a ladder, standing on top of parked equipment.
- Climb Stairs or Ladders: Deploying and climbing a ground or aerial ladder to enter a building or suppress a fire; climbing stairs in a building to reach sources of fires or to access and retrieve victims.
- Bend/Stoop: Unwinding hoses, laying a hose, coupling and uncoupling a hose, mopping a floor, dismantling a vehicle, unpacking and re-packing medical equipment and supplies.
- Crouch/Squat: Unwinding hoses, pulling hose, coupling and uncoupling a hose, administering first aid to a victim.
- Crawl/Kneel: Crawl on the floor or through wreckage to access a victim; kneeling to unwind hoses, lay/pull hose, coupling and uncoupling a hose, administering first aid to a victim.
- Awkward Positions: Reaching over or under wreckage or debris to reach and remove a victim,

administer first aid to a victim, or remove debris and obstacles at an accident or fire scene.

- Reaching Shoulder to Overhead: Climbing up ground or aerial ladders, hoisting ground ladders onto shoulder, pulling up to enter a truck or engine, swinging an ax or a sledgehammer overhead.
- Reaching Floor to Waist: Holding/carrying ground ladders with other firefighters, putting on boots and pants, picking up hoses from ground, shoveling debris.
- Extension/Flexion: Extension: pushing ladders back into trucks or engines, pushing on internal or external doors in buildings, shoveling debris away at a fire or VMA scene; flexion: retrieving hoses, grasping ground ladders below waist.
- Power Grasping: Moving/pulling/operating a charged hose, breaching a wall, hanging on to ladder rungs after strenuous exercise.
- Finger/Feel: Adjusting oxygen and mask, putting on and removing protective gear, writing reports, typing on a computer, using self-contained breathing apparatus.
- Operate Foot Control: If assigned to drive equipment.
- The work is typically performed in an office and at emergency scenes. The employee may be exposed to noise, machinery with moving parts, contagious or infectious diseases, or irritating chemicals. The work may be performed outdoors and occasionally in cold or inclement weather. The work may require the use of protective devices such as masks, goggles, or gloves.
- **The employee must be able to drive an assigned vehicle.**

SUPERVISORY AND MANAGEMENT RESPONSIBILITY

None.

MINIMUM QUALIFICATIONS

- Knowledge and level of competency commonly associated with completion of specialized training in the field of work, in addition to basic skills typically associated with a high school education.
- No experience requirements.
- Possession of a valid class B driver's license issued by the State of Wyoming.
- Ability to meet current requirements set forth by the National Fire Protection Association and the certification standards as established by the Wyoming State Fire Marshal's Office.

CERTIFICATION MAINTENANCE REQUIREMENTS

- Firefighter I's shall maintain current certificates for Wyoming Firefighter I, Wyoming Firefighter II; Wyoming EMT Basic; Defensive Driving; Wyoming Fire Apparatus Operator, Pumper and Aerial; Wyoming Fire Service Instructor I; Wyoming Hazardous Materials Responder-Operational; Wildland Red Card.

All the terms, conditions and benefits of employment with the City are subject to change at any time, except insofar as such may be covered by a legally binding collective bargaining agreement or Civil Service statutes.



Lieutenant

Fire Department

The City of Sheridan's core values are what define us both as individuals and as a collective group of people. We've selected these five values to emphasize the leadership role that every employee has in working as part of a team of teams, whether those teams are in another department within the City or at the County, State, or National level. These values are paramount to meeting the mission of the City. The values are Make a Difference, Take Initiative, Build Trust, Show Optimism, and Promote Teamwork.

JOB SUMMARY

This position is responsible for the provision of emergency medical, firefighting, fire suppression, rescue, public education, and inspection services to protect life, property, and the environment.

MAJOR DUTIES

- Assists with supervising line personnel with daily organization, task assignments, and all other shift duties.
- Commands incidents involving fire, rescue, hazardous materials, emergency medical service, and all other emergency incidents.
- Supervises and participates in the health and fitness programs; performs health and fitness assignments to support department programs.
- Prepares daily shift reports, training records, and equipment logs.
- Responds to fire, rescue, hazardous materials, and other emergency incidents in an effort to protect life and property.
- Delivers basic life support in emergency situations.
- Participates in, develops, and instructs training programs in fire, rescue, hazardous materials and emergency medical services.
- Drives and operates apparatus and equipment in response to fire, rescue, hazardous materials, and emergency incidents.
- Maintains apparatus and equipment in a constant state of readiness.
- Presents fire and life safety education programs for schools and for other groups.

- Conducts commercial and residential fire code inspections in the City of Sheridan.
- Participates in various committees.
- Performs related duties.

KNOWLEDGE REQUIRED BY THE POSITION

- Knowledge and Skill in incident command management.
- Knowledge of modern firefighting techniques and equipment.
- Knowledge of modern EMS techniques and equipment.
- Knowledge of laws and regulations relating to the control and prevention of fires.
- Knowledge of department and city policies and procedures, and federal, state, and local laws and regulations.
- Knowledge of the boundaries and geography of the city and county.
- Knowledge of hazardous materials identification and incident mitigation standards.
- Knowledge of computers and job-related software programs.
- Knowledge of the capabilities and uses of emergency vehicles and equipment.
- Skill in operating emergency vehicles and equipment.
- Skill in the use of radio/communications equipment.
- Skill in planning, organization, and decision making.
- Skill in public speaking and public relations.
- Skill in oral and written communication.

SUPERVISORY CONTROLS

The Battalion Chief assigns work in terms of general instructions. The supervisor spot-checks completed work for compliance with procedures, accuracy, and the nature and propriety of the final results.

GUIDELINES

Guidelines include department standard operating procedures, city ordinances and policies, mutual aid agreements, NFPA standards, the state building and fire code, International Fire, Building, and Mechanical Codes, and federal, state, and local laws. These guidelines require judgment, selection, and interpretation in application.

COMPLEXITY/SCOPE OF WORK

- The work consists of varied supervisory and technical duties. The necessity of supervising and participating in work performed in life-threatening situations contributes to the complexity of the work.
- The purpose of this position is to participate in the effective delivery of fire and emergency medical services to the public. Successful performance helps ensure the provision of fire department services to protect the safety of life and property.

CONTACTS

- Contacts are typically with other emergency services organizations, law enforcement personnel, media representatives, business owners, elected and appointed officials, and the general public.
- Contacts are typically to give or exchange information, resolve problems, provide services, and motivate personnel.

PHYSICAL DEMANDS/ WORK ENVIRONMENT

FREQUENTLY

- Standing: Dynamic standing, raising ladders, operating a hose, clearing debris, inspecting equipment, sweeping or mopping, power washing
- Walking: Walking from and to truck or engine multiple times at fire or accident scene. Walking on rough ground or uneven surfaces. When working in fire scenes that have no pavement or smooth surfaces, working on surfaces strewn with debris.
- Twist or Turn: Removing and replacing protective gear, tools and equipment from the truck; removing, deploying and replacing ground ladders; moving or removing furniture or other obstacles.
- Reaching Waist to Shoulder: Pulling hoses off of truck or engine; carrying/using axes or other tools; moving or removing furniture or other obstacles; retrieving and storing items and supplies.
- Handling/grasping: Using tools, hoses, first aid cases, ladders, protective gear, backboards; removing victims; sweeping, mopping.

OCCASIONALLY

- Running: Running from truck or engine to fire or accident scene with tools, equipment, fan or other items; running to pull a dry hose; running to transport a victim on a backboard; running up or down a staircase.
- Sitting: Riding in a truck or engine to and from a fire or accident scene.
- Driving: If assigned to drive equipment to and from a fire or accident scene.
- Balance: When climbing ladders or stairs, suppressing fires at or near rooftops or several stories above ground, walking or running on wet or muddy surfaces, carrying victims.

Firefighter Job Function Analysis

- Work at Heights: When suppressing fires at or near rooftops or several stories above ground, climbing/standing on a ladder, standing on top of parked equipment.
- Climb Stairs or Ladders: Deploying and climbing a ground or aerial ladder to enter a building or suppress a fire; climbing stairs in a building to reach sources of fires or to access and retrieve victims.

- Bend/Stoop: Unwinding hoses, laying a hose, coupling and uncoupling a hose, mopping a floor, dismantling a vehicle, unpacking and re-packing medical equipment and supplies.
 - Crouch/Squat: Unwinding hoses, pulling hose, coupling and uncoupling a hose, administering first aid to a victim.
 - Crawl/Kneel: Crawl on the floor or through wreckage to access a victim; kneeling to unwind hoses, lay/pull hose, coupling and uncoupling a hose, administering first aid to a victim.
 - Awkward Positions: Reaching over or under wreckage or debris to reach and remove a victim, administer first aid to a victim, or remove debris and obstacles at an accident or fire scene.
 - Reaching Shoulder to Overhead: Climbing up ground or aerial ladders, hoisting ground ladders onto shoulder, pulling up to enter a truck or engine, swinging an ax or a sledgehammer overhead.
 - Reaching Floor to Waist: Holding/carrying ground ladders with other firefighters, putting on boots and pants, picking up hoses from ground, shoveling debris.
 - Extension/Flexion: Extension: pushing ladders back into trucks or engines, pushing on internal or external doors in buildings, shoveling debris away at a fire or VMA scene; flexion: retrieving hoses, grasping ground ladders below waist.
 - Power Grasping: Moving/pulling/operating a charged hose, breaching a wall, hanging on to ladder rungs after strenuous exercise.
 - Finger/Feel: Adjusting oxygen and mask, putting on and removing protective gear, writing reports, typing on a computer, using self-contained breathing apparatus.
 - Operate Foot Control: If assigned to drive equipment.
- The work is typically performed in an office and at emergency scenes. The employee may be exposed to noise, machinery with moving parts, contagious or infectious diseases, or irritating chemicals. The work may be performed outdoors and occasionally in cold or inclement weather. The work may require the use of protective devices such as masks, goggles, or gloves.
- The employee must be able to drive an assigned vehicle.

SUPERVISORY AND MANAGEMENT RESPONSIBILITY

The position has functional supervision over assigned company personnel.

MINIMUM QUALIFICATIONS

- Knowledge and level of competency commonly associated with completion of specialized training in the field of work, in addition to basic skills typically associated with a high school education.
- Experience sufficient to thoroughly understand the work of subordinate positions to be able to answer questions and resolve problems, usually associated with one to three years experience or service.
- Possession of a valid class B driver's license issued by the State of Wyoming.
- Ability to meet current requirements set forth by the National Fire Protection Association and the certification standards as established by the Wyoming State Fire Marshal's Office.
- Command and Control of Incident Operations from the NFA Incident Management Curriculum or equivalent

- Leadership and Supervision NFA or equivalent.

CERTIFICATION MAINTENANCE REQUIREMENTS

- Wyoming Fire Officer I
- Wyoming Fire Service Instructor I
- Wyoming Firefighter II
- Wyoming Fire Apparatus Operator, Pumper and Aerial
- Defensive Driving
- Wyoming Hazardous Materials Technician
- Wildland Engine Operator Red Card
- EMT Basic

All the terms, conditions and benefits of employment with the City are subject to change at any time, except insofar as such may be covered by a legally binding collective bargaining agreement or Civil Service statutes.



Battalion Chief

Fire Department

The City of Sheridan's core values are what define us both as individuals and as a collective group of people. We've selected these five values to emphasize the leadership role that every employee has in working as part of a team of teams, whether those teams are in another department within the City or at the County, State, or National level. These values are paramount to meeting the mission of the City. The values are Make a Difference, Take Initiative, Build Trust, Show Optimism, and Promote Teamwork.

JOB SUMMARY

This position is responsible for supervising an assigned shift of personnel for the provision of hazmat control, emergency medical, firefighting, fire suppression, rescue, public education, and inspection services to protect life, property, and the environment.

MAJOR DUTIES

- Directs, supervises, and reviews the activities of firefighting personnel on an assigned shift performing hazmat control, rescue, first aid, public education, fire inspection, fire prevention, and firefighting functions.
- Assumes responsibility for firefighting, training or maintenance as assigned by the Fire Chief.
- Provides for presentations and training for community groups in fire prevention, safety, first aid, CPR, and related subjects.
- Serves as IC or other command staff positions when assigned.
- Supervises the testing, maintenance repair of department vehicles, apparatus and equipment.
- Inspects quarters, personnel and equipment; evaluates the performance of subordinates.
- Participates in and directs in-service training programs; attends and conducts training sessions and drills; supervises and participates in daily physical fitness program.
- Supervises and conducts fire inspections; performs pre-fire planning and maintains related records.
- Supervises and performs building maintenance.
- Responds to emergency calls for assistance; conducts size-up and incident command duties; operates all fire and emergency equipment and components; directs firefighting activities until

relieved by a superior officer.

- Conducts fire investigations.
- Makes recommendations to the Division Chief of Operations in matters related to personnel, apparatus, equipment, rules and regulations.
- Performs related duties.

KNOWLEDGE REQUIRED BY THE POSITION

- Knowledge of modern firefighting techniques and equipment.
- Knowledge of modern EMS techniques and equipment.
- Knowledge of laws and regulations relating to the control and prevention of fires.
- Knowledge of department and city policies and procedures, and federal, state, and local laws and regulations.
- Knowledge of the boundaries and geography of the city and county.
- Knowledge of hazardous materials identification and incident mitigation standards.
- Knowledge of computers and job-related software programs.
- Knowledge of the capabilities and uses of emergency vehicles and equipment.
- Knowledge and Skill in incident command and management
- Skill in operating emergency vehicles and equipment.
- Skill in the supervision of personnel.
- Skill in the use of radio/communications equipment.
- Skill in planning, organization, and decision making.
- Skill in public speaking and public relations.
- Skill in oral and written communication.

SUPERVISORY CONTROLS

The Division Chief of Operations assigns work in terms of department goals and objectives and reviews work through conferences, reports, and observation of department activities.

GUIDELINES

Guidelines include department standard operating procedures, city ordinances and policies, mutual

aid agreements, NFPA standards, the state building and fire code, International Fire, Building, and Mechanical Codes, and federal, state, and local laws. These guidelines require judgment, selection, and interpretation in application.

COMPLEXITY/SCOPE OF WORK

- The work consists of varied supervisory and technical duties. The necessity of supervising and participating in work performed in life-threatening situations contributes to the complexity of the work.
- The purpose of this position is to supervise the effective delivery of fire and emergency response services to the public. Successful performance helps ensure the provision of fire department services to protect the safety of life and property.

CONTACTS

- Contacts are typically with other emergency services organizations, law enforcement personnel, media representatives, business owners, elected and appointed officials, and the general public.
- Contacts are typically to give or exchange information, resolve problems, provide services, and motivate personnel.

PHYSICAL DEMANDS/ WORK ENVIRONMENT

FREQUENTLY

- Standing: Dynamic standing, raising ladders, operating a hose, clearing debris, inspecting equipment, sweeping or mopping, power washing
- Walking: Walking from and to truck or engine multiple times at fire or accident scene. Walking on rough ground or uneven surfaces. When working in fire scenes that have no pavement or smooth surfaces, working on surfaces strewn with debris.
- Twist or Turn: Removing and replacing protective gear, tools and equipment from the truck; removing, deploying and replacing ground ladders; moving or removing furniture or other obstacles.
- Reaching Waist to Shoulder: Pulling hoses off of truck or engine; carrying/using axes or other tools; moving or removing furniture or other obstacles; retrieving and storing items and supplies.
- Handling/grasping: Using tools, hoses, first aid cases, ladders, protective gear, backboards; removing victims; sweeping, mopping.

OCCASIONALLY

- Running: Running from truck or engine to fire or accident scene with tools, equipment, fan or other items; running to pull a dry hose; running to transport a victim on a backboard; running up or down a staircase.
- Sitting: Riding in a truck or engine to and from a fire or accident scene.
- Driving: If assigned to drive equipment to and from a fire or accident scene.
- Balance: When climbing ladders or stairs, suppressing fires at or near rooftops or several stories above ground, walking or running on wet or muddy surfaces, carrying victims.

Firefighter Job Function Analysis

- Work at Heights: When suppressing fires at or near rooftops or several stories above ground, climbing/standing on a ladder, standing on top of parked equipment.

- Climb Stairs or Ladders: Deploying and climbing a ground or aerial ladder to enter a building or suppress a fire; climbing stairs in a building to reach sources of fires or to access and retrieve victims.
- Bend/Stoop: Unwinding hoses, laying a hose, coupling and uncoupling a hose, mopping a floor, dismantling a vehicle, unpacking and re-packing medical equipment and supplies.
- Crouch/Squat: Unwinding hoses, pulling hose, coupling and uncoupling a hose, administering first aid to a victim.
- Crawl/Kneel: Crawl on the floor or through wreckage to access a victim; kneeling to unwind hoses, lay/pull hose, coupling and uncoupling a hose, administering first aid to a victim.
- Awkward Positions: Reaching over or under wreckage or debris to reach and remove a victim, administer first aid to a victim, or remove debris and obstacles at an accident or fire scene.
- Reaching Shoulder to Overhead: Climbing up ground or aerial ladders, hoisting ground ladders onto shoulder, pulling up to enter a truck or engine, swinging an ax or a sledgehammer overhead.
- Reaching Floor to Waist: Holding/carrying ground ladders with other firefighters, putting on boots and pants, picking up hoses from ground, shoveling debris.
- Extension/Flexion: Extension: pushing ladders back into trucks or engines, pushing on internal or external doors in buildings, shoveling debris away at a fire or VMA scene; flexion: retrieving hoses, grasping ground ladders below waist.
- Power Grasping: Moving/pulling/operating a charged hose, breaching a wall, hanging on to ladder rungs after strenuous exercise.
- Finger/Feel: Adjusting oxygen and mask, putting on and removing protective gear, writing reports, typing on a computer, using self-contained breathing apparatus.
- Operate Foot Control: If assigned to drive equipment.
- The work is typically performed in an office and at emergency scenes. The employee may be exposed to noise, machinery with moving parts, contagious or infectious diseases, or irritating chemicals. The work may be performed outdoors and occasionally in cold or inclement weather. The work may require the use of protective devices such as masks, goggles, or gloves.
- **The employee must be able to drive an assigned vehicle.**

SUPERVISORY AND MANAGEMENT RESPONSIBILITY

The position has direct supervision over an assigned shift of personnel.

MINIMUM QUALIFICATIONS

- Knowledge and level of competency commonly associated with the completion of an associate's degree in a course of study related to the occupational field.
- Experience sufficient to thoroughly understand the diverse objectives and functions of the subunits in the division/department in order to direct and coordinate work within the division/department, usually interpreted to require three to five years of related experience
- Possession of a valid class B driver's license issued by the State of Wyoming.
- Ability to meet current requirements set forth by the National Fire Protection Association and the certification standards as established by the Wyoming State Fire Marshal's Office.
- NFA Incident Management Curriculum or equivalent

- NFA Emergency Medical Services, Leadership and Executive Development Curriculums or NFA curriculum series relevant for continued management/supervision development

CERTIFICATION MAINTENANCE REQUIREMENTS

- Wyoming Fire Officer II
- Wyoming Fire Service Instructor II
- Wyoming Firefighter II
- Wyoming Fire Apparatus Operator, Pumper and Aerial with 2 years applied driving experience
- Defensive Driving
- Wyoming Hazardous Materials Technician
- Wildland Engine Operator Red Card.
- EMT Basic
- ICC Fire Inspector I

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Division Chief of Operations

Fire Department

The City of Sheridan's core values are what define us both as individuals and as a collective group of people. We've selected these five values to emphasize the leadership role that every employee has in working as part of a team of teams, whether those teams are in another department within the City or at the County, State, or National level. These values are paramount to meeting the mission of the City. The values are Make a Difference, Take Initiative, Build Trust, Show Optimism, and Promote Teamwork.

JOB SUMMARY

This position is responsible for managing the operational delivery of all fire rescue services and developing and supervising Training, Community Risk Reduction, Public Education, and Origin and Cause Investigation programs.

MAJOR DUTIES

- Manages and delivers departmental training for fire and rescue service areas.
- Responds to emergency incidents and participates at all levels from command to operations.
- Manages and conducts fire code compliance inspections program for building and fire protection systems.
- Manages Origin and Cause investigations.
- Prepares written and multimedia reports and presentations.
- Represents the department at meetings, conferences, and seminars.
- Attends training sessions to increase or maintain knowledge and certifications in the field of service.
- Trains, assigns, supervises, evaluates, and disciplines personnel.
- Performs the duties of the Fire Chief in their absence.
- Performs other related duties as assigned.
- Collaborates with City Officials on Fire Code issues and decisions

KNOWLEDGE/SKILLS REQUIRED BY THE POSITION

- Knowledge of modern firefighting techniques and equipment.
- Knowledge of modern Emergency Medical System (EMS) techniques and equipment.
- Knowledge of laws and regulations relating to the control and prevention of fires.
- Knowledge of laws and regulations relating to EMS.
- Knowledge of hazardous materials identification and incident mitigation standards.
- Knowledge of management and supervisory principles and practices.
- Knowledge of department and city policies and procedures and federal, state, and local laws and regulations.
- Knowledge of the boundaries and geography of the city.
- Knowledge of municipal water supplies and hydraulic calculations.
- Knowledge of the capabilities and uses of emergency vehicles and equipment.
- Knowledge of International Code Council Fire codes as adopted
- Knowledge of the State of Wyoming Fire Marshal home rule requirements
- Skill in the use of computers, common operating systems and peripherals.
- Skill in the use of radio/communications equipment.
- Skill in the supervision of personnel.
- Skill in planning, organization, and decision making.
- Skill in public speaking and public relations.
- Skill in oral and written communication.

SUPERVISORY CONTROLS

The Fire Chief assigns work in terms of department goals and objectives and reviews work through conferences, reports, and observation of department activities.

GUIDELINES

Guidelines include city mission and value statements, department mission and value statements, department standard operating procedures, city ordinances and policies, mutual aid agreements, the state building and fire code, NFPA and model codes, and federal, state, and local laws. These guidelines require judgment, selection, and interpretation in application.

COMPLEXITY/SCOPE OF WORK

- The work consists of varied administrative and technical duties. The necessity of supervising and participating in work performed in life-threatening situations contributes to the complexity of the work. Successful performance helps ensure the effective operation of the department and the control and prevention of fire and other emergency situations.

CONTACTS

- Contacts are typically with co-workers, other city employees, law enforcement personnel, elected officials, the general public, business owners, contractors, developers, and fire and rescue personnel from state, local and federal agencies.
- Contacts are typically to give or exchange information, resolve problems, provide services, motivate personnel, and negotiate or settle matters.

PHYSICAL DEMANDS/ WORK ENVIRONMENT

- The work is typically performed while sitting at a desk or table or while intermittently standing, stooping, walking, bending, or crouching. The employee occasionally lifts light and heavy objects, climbs ladders, uses tools or equipment requiring a high degree of dexterity, and must be able to distinguish between shades of color.
- The work is typically performed in an office and at emergency scenes. The employee may be exposed to noise, machinery with moving parts, contagious or infectious diseases, or irritating chemicals. The work may be performed outdoors and occasionally in cold or inclement weather. The work may require the use of protective devices such as masks, goggles, or gloves.

SUPERVISORY AND MANAGEMENT RESPONSIBILITY

The position has direct supervision over Fire Captains (3).

MINIMUM QUALIFICATIONS

- Knowledge and level of competency commonly associated with the completion of an bachelor's degree in a course of study related to the occupational field such as fire science, fire protection, fire protection engineering, management, public administration, business, etc. or an equivalent level of education and experience.
- Experience sufficient to thoroughly understand the diverse objectives and functions of the subunits in the division/department in order to direct and coordinate work within the division/department, usually interpreted to require five years of related experience.
- Possession of a valid driver's license for the type of vehicle or equipment operated.
- Must have a minimum 3 years managing operations at the shift level.

- Ability to meet current requirements set forth by the National Fire Protection Association, the standards as established by the Wyoming State Fire Marshal's Office and the Sheridan Fire Civil Service Commission.

CERTIFICATIONS

- Wyoming Fire Officer II, Fire Service Instructor II, Hazardous Materials Technician, Wyoming EMT Basic, Wyoming Fire Apparatus Driver Operator, ICC Fire Inspector II, ICS 100, 200, 300, 700, and Wildland Engine Operator Red Card.
- Wyoming Fire Officer III and Fire Service Instructor III within 12 months of hire or promotion.

All the terms, conditions and benefits of employment with the City are subject to change at any time, except insofar as such may be covered by a legally binding collective bargaining agreement or Civil Service statutes.