

	CITY OF LANDER		
	CITY COUNCIL WORK SESSION MEETING		
	Tuesday, August 26, 2025 Immediately Following Special Regular Council Meeting at at 6:00 PM		
	City Council Chambers, 240 Lincoln Street		
	AGENDA		

Join Zoom Meeting

<https://us06web.zoom.us/j/89926240572?pwd=692ib6fXlyja0OkmJGPVdFgu0C49b3.1>

1. NEW BUSINESS (NON-ACTION ITEMS)

A. Police Department Policy Update Discussion

2. ADJOURNMENT

Upcoming Council Meetings:

Regular Meetings:

6:00 PM Tuesday, September 9, 2025, City Council Chambers
6:00 PM Tuesday, October 14, 2025, City Council Chambers
6:00 PM Tuesday, November 11, 2025, City Council Chambers
6:00 PM Tuesday, December 9, 2025, City Council Chambers

Work Sessions:

6:00 PM Tuesday, September 23, 2025, City Council Chambers
6:00 PM Tuesday, October 28, 2025, City Council Chambers
6:00 PM Tuesday, November 25, 2025, City Council Chambers
6:00 PM Tuesday, December 23, 2025, City Council Chambers

All meetings are subject to cancellation or change.

Lander Police Department Policy Update/Change

◆ 1. Overall Structure & Format

- **2015 Manual:**
 - Organized by **sections and subsections** (e.g., 1.1 Organization and Structure).
 - Uses a **traditional manual format** with a table of contents and numbered policies.
 - More concise and general in tone.
 - **2025 Manual:**
 - Significantly **expanded and modernized**.
 - Introduces **General Orders, Training Bulletins, Field Directives**, and **appendices**.
 - Includes **definitions, procedures, and legal citations** for clarity.
 - Designed with an emphasis on **accountability, oversight, and training**.
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◆ 2. Content & Policy Depth

- **2015:**
 - Covers operational topics (e.g., use of force, missing persons, patrol duties).
 - Policies are more **brief and procedural**, with general expectations.
 - Limited mention of constitutional guidelines or community policing principles.
- **2025:**
 - Introduces comprehensive sections on:
 - **Oath of Office & Code of Ethics**

- **Bias-Based Policing**
 - **Discretion & Alternatives to Arrest**
 - **Limits of Authority**
 - **Detailed Search & Seizure Procedures**
 - **Arrest Procedures with Statute Citations**
 - Emphasizes **constitutional compliance, public trust, legal standards, and supervisory accountability.**
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◆ 3. Legal and Ethical Framework

- **2015:**
 - Refers to a few Wyoming State Statutes.
 - Ethics and discretion are implied but not deeply explored.
 - **2025:**
 - Strong focus on **professional ethics**, civil rights, and **bias prevention**.
 - Provides **detailed legal explanations** for arrests, searches, and interrogations.
 - Aligns closely with **IACP (International Association of Chiefs of Police) standards**.
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◆ 4. Operational Authority & Accountability

- **2015:**
 - Describes the chain of command but lacks detail on internal accountability.
- **2025:**

- Clearly defines **executive, operational, and functional authority**.
- Highlights **supervisor responsibilities** and **performance monitoring**.
- Establishes **procedures for issuing and tracking policies** and **annual reviews**.

◆ 5. Technology & Access

- 2015:
 - Assumes **physical manual use**; no mention of electronic access.
- 2025:
 - Policies are distributed via **computerized/manual system**.
 - Emphasizes **version tracking, digital access**, and **receipt acknowledgments**.

◆ Summary Table

Topic	2015 Manual	2025 Policy Manual
Format	Numbered sections, brief policies	General Orders, legal citations, appendices
Ethics	Minimal reference	Strong focus with formal Code of Ethics
Legal Detail	Limited statutes cited	Comprehensive legal explanation
Discretion	Brief mentions	Detailed guidance with restrictions
Bias-Based Policing	Not mentioned	Explicitly prohibited and monitored
Search & Arrest Procedures	Brief and basic	Highly detailed and statute-backed
Technology Use	Implied print use	Digital, searchable system
Policy Review	Not specified	Biannual review required

