

**RESOLUTION NO.**

**A RESOLUTION AUTHORIZING THE RATIFIED SUBMISSION OF A GRANT APPLICATION TO THE GARY SINISE FOUNDATION ON BEHALF OF THE GOVERNING BODY OF LARAMIE COUNTY, WYOMING TO REQUEST FUNDING FOR THE LARAMIE COUNTY SHERIFF'S OFFICE IN THE AMOUNT OF \$13,379.00.**

**FOR THE PURPOSE OF:** REQUESTED FUNDS WILL BE USED TO SEND ELEVEN (6 SHERIFF DEPUTIES AND 5 CITY OF CHEYENNE POLICE DEPARTMENT OFFICERS) TO THE 2025 NTOA CRISIS NEGOTIATORS CONFERENCE IN OCTOBER 2025.

**WITNESSETH**

**WHEREAS**, the Governing Body of Laramie County desires to participate in the Gary Sinise Foundation by sponsoring this grant application to assist in financing this project; and

**WHEREAS**, the Governing Body of Laramie County has been provided with preliminary cost estimates and information on this project; and

**NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF LARAMIE COUNTY** that a grant application in the amount of \$13,379.00 be submitted to the Gary Sinise Foundation for consideration of assistance in funding the Laramie County Sheriff's Office and the City of Cheyenne Police Department.

**BE IT FURTHER RESOLVED**, that Kathi Wilson, or her successor in the position of Laramie County Grant Writer, is appointed as agent of the Laramie County Board of Commissioners to execute and submit applications and certifications for these funds.

**PASSED, APPROVED AND ADOPTED THIS 20th DAY OF MAY 2025.**

By: \_\_\_\_\_  
Chairman, Laramie County Commissioners

Date: \_\_\_\_\_

ATTEST:

\_\_\_\_\_  
Debra Lee, Laramie County Clerk

Date: \_\_\_\_\_

Received and Approved as to Form only By:

  
\_\_\_\_\_  
Laramie County Attorney's Office

Date: \_\_\_\_\_

5/9/25

# First Responder Grant Application

The grant application window is open all year around, 24/7/365. Grant applications are open for approval for 6 months after the application is submitted. The foundation does not provide feedback on the status of grants until either:

- a. Your grant is approved.
- b. We have questions and reach out to the department.
- c. Your application is denied after the 6 month review period.

Grants are reserved for 'First Responder Departments'. The Gary Sinise Foundation First Responder Outreach Team defines First Responders as "Those individuals called upon in the early stages of an incident that are responsible for the protection and preservation of life, property, evidence, and the environment."

Authorized by the First Responder Outreach Team as:

- Law Enforcement Organizations
- Fire Fighting Organizations
- Emergency Medical Service (EMS) Organizations
- Search and Rescue (SAR) Organizations

Grant requests are limited to Equipment and Training.

– Building and operating costs, such as construction, utility, or land

fees, are not covered under this grant.

Departments are limited to one (1) First Responder Outreach Grant application per calendar year regardless of approval/denial of the application.

All First Responder Departments mentioned above are eligible to submit grant applications. However, the Gary Sinise Foundation First Responder Outreach Department prioritizes volunteer, low,

and underfunded departments.

Fire departments awarded grants for turnout gear will be sent Gary Sinise Foundation "Donated By" patches to be added to the coats, at no cost to the department.

NOTE for Law Enforcement Departments: The Gary Sinise Foundation does NOT provide funding for weapons of any type. For the purpose of this grant 'weapons' when used here refers to objects, both lethal and non-lethal, that are used to inflict harm to any degree and may include, but are not limited to:

- Firearms
- Explosives
- Tasers
- Batons
- Tear Gas
- Pepper Spray

The Gary Sinise Foundation First Responder Outreach Team reserves the right to alter, edit, exempt, deny, and/or authorize grants on a case-by-case basis. All questions about the grant process, eligibility, timelines, etc., should be directed to [firstresponder@garysinisefoundation.org](mailto:firstresponder@garysinisefoundation.org)

Organization Name \*

Laramie County, Wyoming

×

23/255

Application Date \*

Date of application submission

05/08/2025

First and Last Name \*

Kathi Wilson


×

Title within Department \*

Laramie County Grant Writer

X

Phone Number \*

 (+1)

▼

3076334535

Email address \*

kathi.wilson@laramiecountywy.gov

X

Department Address \*

310 W 19th St, Cheyenne, WY 82001, USA

X ▼

Mailing Address (if different from department address)

310 W 19th St, Cheyenne, WY 82001, USA

X ▼

Type of Request \*

Training

X ▼

Items Requested \*

Funding for 2025 NTOA Crisis Training Conference

X

Total Request Amount \*

13379

X

Quotes/Invoices (upload all here) \*



Choose a file to upload or drag and drop here



Quote for NOTA conference.docx  
0 B



In detail, please explain your need for this equipment. \*

...regularly resolve drive-by shootings and other events like this underscore the value of specialized training. Further, this conference supports our co-responder model, which pairs clinicians with officers on crisis calls.



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Name of Community/Communities Served \*

Laramie County to include the jurisdictions of Albi... ×

Primary Population Total \*

35344



Secondary (Mutual Aid) Population Total \*

65168



Primary Impact Area (sq.mi.) \*

2686



**Secondary Impact Area (sq.mi) \*** ×**Calls Responded To (annual average) \*** ×**Budget Overview \***

Please provide an overview of your Organization's current budget – including basic income and expense information.

Contractual Professional Services

Challenges:


- Property tax reductions will significantly reduce funding, threatening essential services.

Rising costs in law enforcement technology training



1862/2000



**Budget Documents \***


Please provide available budget documents for our review.  
(Balance Sheet and/or income statement)




Choose a file to upload or drag and drop here

 CNU Grant Request May2025.docx  
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 img05072025\_0001.pdf  
124.2 KB 

 Budget Link only.docx  
16.4 KB



Show less ^

Number of Personnel in Department \*

142

X

Employer ID Number (EIN) (xx-xxxxxxx) \*

83-6000111

X

Is your organization a Non-Profit 501(c)3 or 501(c)4? \*

No

X

▼

Is your department a Volunteer department? \*

No

X

▼

Submit

## Laramie County BUDGET DOCUMENTS

The link below takes you to the full Laramie County FY2025 Budget to include the Sheriff's Office.

<https://www.laramiecountywy.gov/County-Government/Elected-Officials/County-Clerk/Finance>



**Total Estimated LCSO Budget (FY 2025):** The Laramie County Sheriff's Office (LCSO) is primarily funded through the Laramie County general fund and does not generate independent income. Major funding sources include:

- **Property Taxes:** The largest source of county revenue, supporting government services including law enforcement and detention.
- **Sales Taxes (5th & 6th Penny):** Voter-approved taxes used to support capital improvements and public safety initiatives.
- **Intergovernmental Revenue:** Includes state-shared taxes, as well as state and federal grants for specialized programs, equipment upgrades, and crisis response training.

LCSO operates two primary divisions, **Patrol (60)** and **Detention (82)**, each with distinct responsibilities and funding needs.

- **Patrol Division:**  
Responsible for public safety, criminal investigations, traffic enforcement, school resource officers, civil process service, and crisis response operations.  
**Estimated Budget Share:** ~\$8–10 million (roughly 40–45% of total budget)  
Funding covers:
  - Salaries and benefits for sworn deputies and supervisors
  - Patrol vehicles, fuel, and maintenance
  - Uniforms, protective gear, and weapons
  - Training, overtime, and recruitment
  - Specialized equipment such as radios, body-worn cameras, and negotiation tools
- **Detention Division (Jail Operations):**  
Manages the Laramie County Detention Center.
  - **Estimated Budget Share:** ~\$10–12 million (roughly 55–60% of total budget)

Personnel Costs (~70–80% of total budget)

Operations & Maintenance:

Capital Equipment & Technology

Contractual & Professional Services

### **Challenges:**

- **Property tax reductions** will significantly reduce funding, threatening essential services.
- **Rising costs** in law enforcement technology, training mandates, and inmate medical care.
- LCSO will likely need to **pursue additional grant funding** to preserve key programs.

# QUOTE

## 2025 NTOA Crisis Negotiations Conference

Quote details based on actual costs to attend the 2025 NTOA Conference. Any overages will be the responsibility of Laramie County.

### **Purpose of Quote:**

#### **Attendance at the 2025 NTOA Crisis Negotiations Conference**

**Conference Dates:** October 27 – October 30, 2025

**Location:** Chandler, Arizona

**Number of Attendees:** 11 Team Members

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### **Cost Breakdown**

<b>Expense Description</b>	<b>Total Amount (USD)</b>
Conference Registration (11 Members)	\$3,509.00
Air Travel (Roundtrip for 11 Members)	\$3,190.00
Hotel (2 Beds Per Room, Shared Rooms)	\$1,140.00
Per Diem (Meals & Incidentals)	\$4,730.00
Car Rental (3 Vehicles)	<u>\$ 810.00</u>
<b>Total Cost</b>	<b>\$13,379.00</b>

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We respectfully request your support to strengthen public safety and equip our negotiators with the tools needed to resolve crises safely, compassionately, and professionally.

# Grant request: 2025 NOTA Crisis Negotiator Training Conference

## Purpose of Training

The combined Crisis Negotiation Unit (CNU) of the Cheyenne Police Department (CPD) and Laramie County Sheriff's Office (LCSO) respectfully requests grant funding to support 11 members (5 from CPD) and (6 from LCSO) to attend the 2025 NOTA Crisis Negotiator Training Conference in Chandler, Arizona. This nationally recognized event provides high-level, specialized training for law enforcement negotiators. The CNU last attended in 2023 and benefited significantly from the experience.

This year, 7 of the 11 attendees are new to the unit, making this training especially critical for onboarding, skill-building, and operational consistency. Attendance will directly enhance our ability to resolve high-risk incidents, including hostage situations, armed barricades, and behavioral health crisis's safely and effectively.

## Justification for Training and Funding Request

Crisis negotiation is a vital component of modern policing. Agencies are increasingly called upon to de-escalate volatile situations involving individuals in crisis, especially in incidents involving mental illness, substance use, or domestic violence. Public expectations, legal standards, and the realities of frontline response all demand that negotiators be highly trained, well-prepared, and up to date on best practices.

The 2025 NOTA Conference is one of the premier training opportunities for crisis negotiators in North America. It features instruction from nationally recognized experts in law enforcement, psychology, law, and tactical operations. The training covers mission-critical areas such as:

- Suicide intervention and communication with armed subjects
- Negotiator/tactical team coordination
- Behavioral science applications in persuasion
- High-stress decision-making

- Trauma mitigation and post-incident debriefing

For our unit, this content is not just relevant, it's essential. The addition of seven new team members makes it even more important to provide consistent, high-quality training that supports both skill development and team cohesion. This conference offers both structured learning and informal mentorship opportunities through peer-to-peer interaction with negotiators from across the country.

Upon returning, attendees will conduct internal debriefs and training sessions to share lessons learned, ensuring department-wide benefit and a return on investment. These post-conference briefings allow our team to adapt and refine local negotiation practices in alignment with national standards.

## **Local Need: Behavioral Health Crisis and High-Risk Encounters**

The CPD and LCSO are regularly called to manage complex behavioral health and high-risk situations. In 2024, CPD responded to 71,036 calls for service, with approximately 68% involving mental health or substance-related issues. These calls often require advanced communication skills, patience, and sound judgment to resolve peacefully.

The LCSO also continues to face increasing demand. In 2021, deputies responded to:

- 225 mental health-related crisis calls
- 94 emergency mental health transports
- 100 suicide threats
- 45 violent behavioral incidents

These numbers reflect a growing burden on law enforcement to act not only as first responders but also as de facto mental health crisis teams. Training in crisis negotiation is one of the few tools proven to reduce risk to officers, the public, and the individual in crisis.

Despite the volume and complexity of these calls, both agencies have maintained exceptionally low use-of-force rates:

- In 2024, CPD recorded only 360 use-of-force incidents, or 0.51% of total calls
- LCSO documented 10 use-of-force incidents in 2024, down from 21 in 2023
- Neither agency reported an officer-involved shooting in 2023 or 2024

These statistics underscore our commitment to de-escalation and restraint. However, sustaining these outcomes depends on continual investment in training and readiness, especially for new negotiators entering the unit.

## Case Study: Operational Relevance

The real-world value of negotiation training was evident in September 2024, when CPD successfully resolved a five-hour armed barricade on a railroad bridge. Through skilled negotiation, the situation ended peacefully, with no injuries to the subject, bystanders, or officers. While rare, incidents like these require maximum preparation, poise, and technical proficiency—outcomes that training like NOTA directly supports.

## Supporting a Progressive Co-Responder Model

In 2023, Laramie County launched a co-responder program, pairing behavioral health clinicians with law enforcement during mental health calls. This progressive model is already yielding positive outcomes—national studies show it reduces injuries, repeated contacts, and use-of-force incidents.

The NOTA Conference offers cutting-edge strategies for agencies engaged in these innovative response models, including sessions on inter-agency collaboration, clinician-officer communication, and trauma-informed negotiation. Training in these areas will ensure our co-responder teams continue to evolve in step with the best national practices.

## Return on Investment and Knowledge Transfer

While the immediate benefit of this training lies in improving the skills of attending negotiators, the broader value comes through knowledge sharing. Upon return, all attendees will:

- Participate in structured debriefs with CNU leadership
- Share key takeaways with broader patrol and command staff

- Help update local training materials and response protocols

This structure allows our agency to maximize the impact of the training and ensure its relevance reaches beyond the individual attendee.

## Intended Outcomes

- Sharpened crisis negotiation strategies that reduce risk and resolve situations peacefully
- Improved integration between negotiators, tactical teams, and co-responder clinicians
- Onboarding and upskilling of 7 new CNU members to a consistent professional standard
- Reduction in unnecessary use-of-force through enhanced de-escalation capacity
- Greater public trust through transparent, compassionate crisis response

## Conclusion

Given the increasing frequency and complexity of behavioral health-related incidents, this training is not a luxury, it's a necessity. The NOTA Crisis Negotiator Training Conference provides unmatched instruction, national-level networking, and field-tested best practices.

It is especially timely and necessary as we work to integrate seven new team members and expand our capabilities within a rapidly changing public safety environment. By funding our attendance at this training, you are directly supporting the safety, professionalism, and preparedness of Laramie County's law enforcement agencies.

We respectfully request your support for this critical investment in public safety, officer development, and the peaceful resolution of crisis situations.

UNDER 2000 characters.

### **Grant Request: 2025 NTOA Crisis Negotiator Training Conference**

The Crisis Negotiation Unit (CNU), a joint team of the Cheyenne Police Department (CPD) and the Laramie County Sheriff's Office (LCSO), respectfully seeks funding to send 11 members, 5 from CPD and 6 from LCSO, to the 2025 NTOA Crisis Negotiator Training Conference in Chandler, Arizona. As one of the premier training events in North America, NTOA offers advanced instruction in suicide intervention, tactical coordination, behavioral science, and trauma informed negotiation skills vital for managing today's high-risk law enforcement encounters.

Seven of our 11 attendees are new to the unit, making this training essential to ensure consistency, competency, and team cohesion. In 2024 alone, CPD handled over 71,000 service calls, with approximately 68% involving behavioral health or substance-related crises. LCSO deputies continue to respond to a rising number of mental health emergencies, including 100 suicide threats and 225 crisis calls in 2021. Since 2024 the CNU has been activated 10 times. Despite this demand, both agencies maintain exceptionally low use-of-force rates and have reported no officer-involved shootings in the past two years.

Our agencies are committed to de-escalation, a goal reinforced by ongoing training. A notable example came in September 2024, when skilled negotiation helped peacefully resolve a five-hour armed barricade. Events like this underscore the value of specialized training.

Further, this conference supports our co-responder model, which pairs clinicians with officers on crisis calls. NTOA's focus on interagency collaboration and trauma informed response directly aligns with our evolving needs. Upon return, attendees will brief leadership, update training protocols, and share lessons with the broader force, ensuring agency-wide impact.

We respectfully request your support to strengthen public safety and equip our negotiators with the tools needed to resolve crises safely, compassionately, and professionally.



LARAMIE COUNTY SHERIFF'S OFFICE  
1910 PIONEER AVENUE  
CHEYENNE, WYOMING 82001  
[www.LCSOwy.org](http://www.LCSOwy.org)

Brian Kozak  
SHERIFF

TO: Kathi Wilson  
FROM: Detective Cpl Dudley C39  
RE: Grant Request

To whom it may concern,

I am requesting financial assistance to support training for members of the combined Laramie County Sheriff's Office and Cheyenne Police Department Crisis Negotiator Unit (CNU). The CNU is dispatched to assist with various hostage situations, barricaded subjects, persons in crisis, and high-risk warrant services.

By effectively communicating with individuals in crisis, CNU members aim to de-escalate situations and bring potentially violent confrontations to peaceful resolutions, thereby providing a vital service to the community.

#### **Current CNU Composition and Structure:**

Our CNU is allotted 14 positions and is currently staffed by 11 members—six from the Laramie County Sheriff's Office and five from the Cheyenne Police Department. Of these, six members have less than one year of CNU experience, underscoring the need for additional training and development.

During callouts, CNU members assume specific roles essential for a coordinated and effective response:

- Team Lead: Oversees operations from the CNU perspective, ensuring tactical and strategic alignment.
- Primary Negotiator: Engages directly with the person in crisis, attempting to build rapport and foster communication.
- Coach: Monitors the dialogue between the primary negotiator and the subject, providing guidance and strategic direction as needed.
- Scribe: Documents critical information for reference by the primary and coach, ensuring vital data is accurately recorded and easily accessible.
- Intel Specialist: Collects and analyzes available information about the subject, including criminal history, mental health background, and potential triggers.



- Tactical Liaison: Acts as the point of communication between CNU and SWAT, relaying essential information to ensure tactical alignment.

Due to the unpredictable nature of callouts, member availability often varies. Consequently, it is imperative that each team member is capable of performing multiple roles effectively to maintain operational fluidity.

### **Training Request and Justification:**

Training is integral to the effectiveness and success of CNU operations. Our CNU has previously utilized the services of the National Tactical Officers Association (NTOA), whose training has proven to be of exceptional quality and relevance to our mission. We are requesting funding to attend the 2025 NTOA Crisis Negotiations Conference, scheduled to be held from October 27 to October 30, 2025, at the Gila River Resort and Casino in Chandler, AZ.

#### **Estimated Expenses for Full Team Attendance:**

1. NTOA Conference Registration: \$3,509.00
2. Air Travel (Round-trip for 11 members): \$3,190.00
3. Hotel Stay (Double occupancy for four nights): \$1,140.00
4. Per Diem (Four days, 11 members): \$4,730.00
5. Vehicle Rental (Three vehicles): \$810.00
- Total: \$13,379.00

The steady increase of the population in Laramie County suggests a natural increase to CNU call outs. Mental Health America statistics indicate Wyoming ranks 41st out of 50 states in access to mental health resources and the state with the highest in prevalence of mental illness for adults.

Wyoming law enforcement agencies having a competent, trained, and efficient CNU is a no fail mission. It is imperative the CNU for the capitol of Wyoming maintains readiness for the challenge of communicating with a person, or persons, in crisis with ideological beliefs or mental health issues which may hinder productive communication. Rapport building is always a goal during these types of conversations. Often times, a subject may provide subtle hints which may include hooks to advance communication or triggers which may create communication barriers. All additional training assists CNU members to identify these hooks and triggers and how to use them in a conversation.

As previously stated, responding CNU members may vary due to availability. It is important each member is capable of assuming each role.

The NTOA conference offers many different training opportunities. This conference provides various classes and lectures on a litany of topics relating to crisis negotiation. The NTOA website indicates, "This event allows law enforcement

professionals to choose from over 20 seminars and incident debriefs taught by some of the profession's best instructors and subject matter experts. Topics include crisis negotiations, leadership, team management, risk mitigation, training, legal issues, officer wellness, response to mental health calls, and emerging trends. There will also be numerous debrief presentations on recent real-world incidents, providing attendees a firsthand look at lessons learned.”

### **Operational Impact and Case Study:**

In 2024, the CNU responded to multiple high-risk incidents, including barricaded subjects, suicidal individuals, and hostage situations. The increasing population in Laramie County has led to a corresponding rise in crisis negotiation callouts, amplifying the need for advanced training to manage these complex scenarios effectively.

#### **Case Example – Laramie County Sheriff's Office Case # 24-22605:**

On June 23, 2024, at approximately 1123 hours, deputies responded to a behavioral incident involving a knife in the 2300 block of Helen Ave., Laramie County. The subject, experiencing a severe mental health crisis, had doused the residence with lighter fluid and was threatening to ignite it while sharpening a machete.

Initial responding deputies learned that the subject had a prior arson conviction in another jurisdiction, raising the potential threat level. Upon activation, CNU members assumed assigned roles. However, due to staggered arrivals, some roles were undertaken by less experienced members.

- The initial CNU members attempted verbal containment via telephone and loudspeaker without success.
- Approximately one hour into the incident, additional CNU members arrived and attempted direct communication through a window.
- Power to the residence was cut, prompting the subject to respond verbally. During the ensuing conversation, the subject disclosed multiple paranoid delusions related to the healthcare system, which the primary negotiator utilized to build rapport.
- The primary negotiator, one of the most senior members, managed to convince the subject to place the lighter fluid and lighter outside the residence and subsequently allowed deputies to enter.

Despite the successful resolution, the incident highlighted several areas for improvement, including the need for more comprehensive cross-training to ensure that all CNU members can effectively assume any role in high-stress, rapidly evolving situations.

### **Training Benefits and Expected Outcomes:**

The NTOA conference offers specialized training from some of the top instructors and subject matter experts in crisis negotiation, leadership, and tactical communication. Attendees will have the opportunity to:

- Participate in over 20 seminars and incident debriefs covering topics such as negotiation strategies, mental health intervention, leadership in crisis situations, and risk mitigation.
- Engage with law enforcement professionals from around the country, enhancing our network of peers and gaining insights into common challenges and emerging threats.
- Attend a multi-day trade show featuring over 30 vendors, providing exposure to the latest technological advancements and equipment trends in crisis negotiation. Additionally, the NTOA conference provides CNU members the chance to participate in scenario-based training that simulates high-stress incidents, enabling them to apply learned tactics in a controlled yet realistic environment. This hands-on experience will reinforce the ability of team members to adapt to evolving roles and responsibilities during a callout.

### **Conclusion:**

As the demand for crisis negotiation services continues to grow in Laramie County, it is imperative that our CNU remains well-trained, adaptable, and ready to respond effectively to high-risk incidents. The requested funding for the NTOA Crisis Negotiations Conference will enable our team to receive advanced, specialized training that directly aligns with our operational objectives, ultimately enhancing our capability to serve and protect the community effectively.

Thank you for considering this funding request.

Sincerely,

Detective Cpl Dudley C39