

City of Greeley, Colorado
CITY COUNCIL WORK SESSION REPORT
September 27, 2022

1. **Call to Order**

Mayor John Gates called the meeting to order at 6:00 p.m. in the City Council Chambers at 1001 11th Ave, Greeley, Colorado, with hybrid participation available via the City's Zoom platform.

2. **Pledge of Allegiance**

Mayor Gates led the Pledge of Allegiance.

3. **Roll Call**

City Clerk Heidi Leatherwood called the roll.

Present:

Mayor Gates

Councilmember Tommy Butler

Councilmember Deb DeBoutez

Mayor Pro Tem Brett Payton

Councilmember Ed Clark

Councilmember Johnny Olson

Councilmember Dale Hall was absent.

4. **Reports from Mayor and Council Members**

Councilmember Butler reported that he and Councilmember DeBoutez participated in a legislative build for Habitat last week.

Councilmember DeBoutez thanked the Downtown Development Authority (DDA) for putting together a great October Brew Fest party in Lincoln Park over the weekend, terrific volunteers, and great turnout.

5. **The Annual Action Plan for Program Year 2023 for Community Development Block Grant (CDBG) and HOME Investment Partnership Program Grant with Recommended Budgets**

Economic Health and Housing (EHH) Director Ben Snow introduced the item at 6:01 p.m.

EHH Grant Specialist Carol Larsen joined to answer questions.

HUD requires that recipients complete a New Strategic plan every 5 years.

The 2020-2024 Plan was completed in 2019. Reminder that CDBG Funds can be used for infrastructure and some local services. HOME funds can only be used for housing programs.

The 2023 Plan includes meeting National Objectives such as serving moderate to low-income residents, maintaining a high priority of providing access to affordable housing and prioritizing brick and mortar housing. The Greeley Urban Renewal Authority (GURA) Board works towards making greater funds available. All applicants met on the zoom GURA Meeting and applications were contained in the packet. Only one letter – from United Way of Greeley - was received in response to the funding amounts.

In response to a question from Councilmember Olson about funding amounts matched by the city, staff indicated there is no match as these are 100% funded by CDBG.

Councilmember Clark asked about the criteria used in selecting for funding. In response, Mr. Snow commented that the funds are not to be used as the sole source of funding for an organization and there are high expectations in the organizations reporting the use of funds back to the City.

Councilmember Butler asked how to start the conversation on spending less money on infrastructure and more money on housing projects? In response to this question, City Manager Lee answered that this is more of a Council decision as they look at the budget process and if this is a direction that Council would like to go, more analysis can be done.

Mayor Gates thanked staff for the balancing act and noted that this is a tough time.

6. City Manager's Fiscal Year 2023 Recommended Budget Presentation

Finance Director John Karner and Budget and Compliance Manager Robert Miller introduced the item at 6:19 p.m.

The Public Works Budget included discussion from an operating and capital improvement perspective and coincides with Council priorities of "Infrastructure and Mobility" and "Quality of Life." Public Works budgets are focused on:

- Streets and Sidewalks Clean and Comfortable
- Transportation Maintenance & System Improvements
- Right-of-Way (ROW) Coordination and Performance

Overall increases include for Operations

- Mobility Coordinator
- Neighborhood Safety Program

- Transportation System Safety Dashboard & Upgraded Fleet Software

Capital Increases include:

- 12th Street Outfall Project
- Implementation of Project Planning Process
- US 34 Interchange at 35th and 47th Avenues & Mobility Hub
- Keep Greeley Moving

Stormwater rates will increase as projected about \$2.13 per household per month or 18% and future increases will continue through 2027 in order to maintain the storm water program. This is in line with other municipalities.

Councilmember Olson asked about ROW Coordination. In response, Public Works Director Paul Trombino explained that functions of ROW areas that need department coordination for ice, snow plowing, care, and irrigation.

Councilmember Clark asked about the average number of persons in a family and staff answered that the average was '3'.

Councilmember DeBoutez asked about the steady rate increase over 5 years. Mr. Miller responded that this is necessary to keep the program up to date due to projected growth and continued maintenance which is anticipated to level off after 5 years. In response to Councilmember DeBoutez's question if there will be programs to help low-income families, staff confirmed that federal funding will be sought to help support low-income households.

2023 Culture, Parks & Recreation Department (CPRD) Budget

The CPRD Budget included discussion from an operating and capital improvement perspective and coincides with Council priorities of "Infrastructure and Mobility" and "Quality of Life." CPRD budgets are focused on:

- Community Partnerships
- Landscape Maintenance
- Preservation, Acquisition and Maintenance of Open Space
- Programming Services and Facility Support Expansion
- Priority Corridors, Neighborhood Connectivity, Equity, Mobility

Overall increases include for Operations

- Summer Teen Employment Program (return)
- Sister City Exchange Program (return)
- Increase Youth Activities
- Quality of Life Assessment
- Funding for additional natural areas
- Park Maintenance Funds

Capital Increases include:

- Cemetery Improvements
- Playground Renovations

- Longview Park Opening
- Shurview property phase development
- Delta Park improvements

Councilmember Olson asked about Monfort Park and needed upkeep especially with added staff and wants to see the City do better with the upkeep of the parks. Discussion on hybrid positions for seasonal roles and possibly getting contracted staff. Parks are being used for sports activities.

Councilmember Clark spoke about concerns with the large number of homeless persons and what can be done so that residents aren't leaving.

In response to an inquiry from Mayor Gates, Municipal Judge Gonzales addressed Council about the Municipal Court Budget and unfunded ongoing requests. Judge Gonzales asserted that the Municipal Court needs a (a) third Court Marshal position due to HSB 22-1067 requiring Bond Hearings on weekends; and (b) Deputy Court Administrator. Judge Gonzales asserted stated that Greeley Municipal Court is the 10th largest in the state and the 4th busiest to support his requests.

Councilmember DeBoutez asked if the Municipal Court had gone through an assessment. In response, Judge Gonzales said that the proposed assessment did not get completed and there was no successful re-bid. The assessment would be around \$75,000. City Manager Lee and City Manager's Office staff responded that there was one proposal submitted in response to the Request for Proposals and that the City could still contract with that vendor.

Discussion ensued regarding the bond laws and effective dates.

Councilmember Butler asked for the amount of the request. Judge Gonzales explained the positions and the estimated amount given by the Finance Director was \$200,000. This could be done through the budget approval process in October or through an appropriation.

2023 Compensation and Classification Plan Project

Human Resource Director Noel Mink introduced the item at 7:09 p.m.

The purpose of the compensation and classification:

- Foundational
- Securing
- Unifying
- Mitigating Risk

This Philosophy is that data validates salaries and pay schedule and helps Greeley be competitive.

HRQ has done much of the analysis for the project.

New Comp and Class

- Compensation based on market competitiveness
- Policy to pay deeper into the pay range
- Market pay target
- 5 pay tables
- Job titles

Desired Outcome:

- Data Driven
- Flexible and dynamic
- Defensible
- Equitable and free of discrimination
- Becoming an employer of choice

The pay plan covers non-union employees, while union employee pay is a negotiated item.

Public hearings are scheduled for October 4 and 18th.

Mayor Pro Tem Payton asked if this will be funded by appropriation or if this is already in the budget. Mr. Karner responded that pay adjustments based on legal equity, compressions issues in the first quartile of pay ranges, and ensuring employee pay is raised to new pay range minimums are funded in the recommended budget.

Councilmember Olson mentioned that it is important to keep on top of compression issues and moving people to the next level, while keeping budget in line.

In response to a question from Councilmember DeBoutez regarding the legal pay equity, Ms. Mink indicated that the update addresses that and a real time analysis will be completed as employees are brought on.

Councilmember Clark mentioned that as Greeley hires talent, then it would be a great idea to have employees live in Greeley. Councilmember Butler agreed and suggested that Greeley should be a leader in a live/work community.

In response to a question from Mayor Pro Tem Payton regarding how far behind market Greeley is, Ms. Mink indicated that she did not have that data with her but would provide to Council via email.

7. **Scheduling of Meetings, Other Events**

None

8. **Adjournment**

Mayor Gates adjourned the meeting at 7:36 p.m.

John D. Gates, Mayor

Heidi Leatherwood, City Clerk