

**City of Greeley, Colorado**  
**CITY COUNCIL WORK SESSION REPORT**  
**October 25, 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.  
The following members of Council were present:  
Councilmember Tommy Butler  
Councilmember Dale Hall  
Mayor Pro Tem Brett Payton  
Councilmember Johnny Olson  
Councilmember Ed Clark  
Mayor John Gates  
  
Councilmember Deb DeBoutez – participated via Zoom
4. Reports from Mayor and Council Members  
Councilmember Butler reported on the Habitat Groundbreaking Event.
5. City of Greeley Participation in State of Colorado Family and Medical Leave Insurance Program (FAMLI)  
  
Human Resources Director Noel Mink introduced the item with a presentation at 6:03 p.m.  
  
Colorado voters approved Proposition 118 in November 2022, paving the way for a state-run Paid Family and Medical Leave Insurance (FAMLI) program. The FAMLI program will ensure all Colorado workers have access to paid leave to take care of themselves or their families during life circumstances. FAMLI will start providing benefits to employees beginning January 1, 2024. Both employers and employees will contribute premiums for the program. Employees would start to see a premium contribution on their paystubs beginning January 1, 2023.  
  
Eligible employees would receive up to twelve weeks of leave.  
Opting-In

Participating employers can choose to withhold 50% of the total premium cost from an employee or pay it on the employee's behalf. The employer is minimally responsible for 50% of the total premium cost. Employers who opt in now will have a three-year waiting period to opt-out if it so chooses.

#### Opting-out

Employees who want to participate in FAMLI can do so directly with the State of Colorado through payroll deductions for employers who opt-out. Employees would be responsible for 0.45% of the premium, while employers who opt out would have no financial responsibility. Municipalities that opt-out can opt-in for any future year.

Council members discussed clarification for FAMLI providing leave benefits for up to 12 weeks to care for themselves or family members, and the employer is required to pay for those benefits. In comparison to FMLA, which provides job protection, not replacement wages.

Ms. Mink continued the presentation by highlighting that if the City decided to opt-out, all employees can choose to participate individually without the City bearing any financial responsibility.

If the City opted out, there was no additional cost to employees (unless they choose to opt in individually) and no additional cost to the City. Based on the average wage for employees, the current leave program was a better benefit.

Based on the analysis of the specific application of FAMLI to the City, the Human Resources Department recommended to opt-out of the FAMLI program presented for Council discussion on November 1, 2022. The resolution would be considered following a comment period for employees to voice concerns and questions. At the council meeting the public would have opportunity to provide comment prior to Council action.

Councilmembers were in consensus with the recommendation to hear the item on the November 1, 2022, meeting.

#### 6. Downtown: Safe and Secure Community and Housing for All

Raymond Lee, City Manager, introduced presenters Chief Adam Turk and Juliana Kitten, Assistant City Manager at 6:11 p.m.

Chief Turk provided an update on the September 6, 2022, City Council meeting, at which, Downtown Greeley residents and business owners spoke during the public comment period to express concerns pertaining to two of the City Council Strategic Priority areas related to the downtown: Safe and Secure Community and Housing for All.

The two prevailing themes of the resident and business community feedback were:

1. Increased criminal activity in the downtown area; and
2. Increased number of persons experiencing homelessness in the downtown area

Those who spoke during the public comment period shared the negative impacts these issues have on both the quality of life and economic vitality of the downtown area.

Chief Turk provided data, information, and the next steps related to addressing these areas of concern. The presentation provided background information and potential responses to address the concerns brought forth during the September 6, 2022, City Council meeting. No City Council action is requested or required.

Councilmembers discussed hiring and employee staffing constraints and the ensuing impacts of co-responder shortages. Recruitment strategies and funding options were also discussed.

Councilor DeBoutez requested information pertaining to persons that are under the influence of drugs or alcohol and expressed the importance of capturing the data pertaining to these individuals. A detox center and community support resources are available for persons that are classified as a danger to themselves or others.

Councilor DeBoutez requested information pertaining to homeless parolees. The City does not have the authority to prohibit parolee reentry into the community, this is an issue to be addressed at the State level.

Ms. Kitten presented on homelessness in Greeley at 6:38 p.m.

The presentation provided homeless count estimates and estimates of those categorized as chronically homeless. Current resources are United Way and Greeley Fire and Police Departments. Ms. Kitten will be meeting with Weld County to research additional direct services, as well as mental health, substance abuse, and homelessness resources.

Next steps: Support the United Way and potentially expand their weather shelter programs. Pull together a group of stakeholders, and create a task force of landlords, the business community, and hospital representatives.

Councilmember Hall requested clarification on how the count is tabulated. North Colorado Continuum of Care, for Weld and Larimer

Counties, provides a Housing Inventory Count (HIC) data based on region, city, and number of beds in emergency shelters.

Positive feedback has been received from the community and Council, expressing appreciation for the presentation, staff, their work, and efforts.

Council discussed commitment and integration of the Weld County Commission to support this effort.

Councilor Butler expressed concerns about shelters not being open 365 days per year. Proof of concept 24x7 efforts will commence for the next six (6) months to consider year-round resources.

Councilor DeBoutez expressed concerns about the data and a need to agree on a clear definition of homelessness.

Ms. Kitten clarified Coordinated Entry and discussed the purpose of the Continuum of Care funding and the need to expand and partner with other supportive services.

7. Scheduling of Meetings, Other Events  
None.

8. Adjournment  
Mayor Gates adjourned the meeting at 7:06 p.m.

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John D. Gates, Mayor

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Heidi Leatherwood, City Clerk