

Greeley City Council Agenda

Work Session
Tuesday, October 10, 2023 at 6:00 PM

City Council Chambers at City Center South, 1001 11th Avenue, Greeley, CO 80631
via Zoom at: <https://greeleygov.zoom.us/j/86148461863>

NOTICE:

City Council Work Sessions are held on the 2nd and 4th Tuesdays of each month in the City Council Chambers. Meetings are conducted in a hybrid format, with a Zoom webinar in addition to the in-person meeting in Council Chambers.

City Council members may participate in this meeting via electronic means pursuant to their adopted policies and protocol.

Members of the public are also invited to view Council work sessions in person or remotely. **Work sessions do not include public input in any format. Public comment is only permitted at regular Council meetings on the 1st and 3rd Tuesdays of each month.**

Watch Meetings:



Meetings are open to the public and can be attended in person by anyone.



Meetings are livestreamed on YouTube at [youtube.com/CityofGreeley](https://www.youtube.com/CityofGreeley) as well as over the Zoom webinar. Public participation in the Zoom webinar only allows viewing the meeting.

For more information about this meeting or to request reasonable accommodations, contact the City Clerk's Office at 970-350-9740 or by email at cityclerk@greeleygov.com. Meeting agendas, minutes, and archived videos are available on the City's meeting portal at <https://greeleyco.portal.civicclerk.com/>



Mayor

John Gates

Councilmembers

Tommy Butler - Ward I

Deb DeBoutez - Ward II

Johnny Olson - Ward III

Dale Hall - Ward IV

Brett Payton - At-Large

Ed Clark - At-Large



City Council Work Session Agenda

October 10, 2023 at 6:00 PM

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via Zoom at: <https://greeleygov.zoom.us/j/86148461863>

1. Call to Order
2. Pledge of Allegiance
3. Roll Call
4. Reports from Mayor and Councilmembers
5. Proposition HH Overview
6. Proposition 123 Overview and Options for the City of Greeley
7. Transformational Homelessness Response Grant
8. Annual Action Plan for Program Year 2024 for Community Development Block Grant and HOME Investment Partnership Program Grant with Recommended Budgets
9. American Rescue Plan Act Final Award Recommendations
10. 2024 City-wide Personnel Budget Requests and Compensation Philosophy
11. Scheduling of Meetings, Other Events
12. Adjournment

City Council Work Session Agenda Summary

Title:

Reports from Mayor and Council Members

Background:

During this portion of the meeting any Council Member may offer a summary of the Council Member's attendance at assigned board/committee meetings and should include key highlights and points that may require additional decision and discussion by the full Council at this or a future Work Session.

Board/Committee	Meeting Day/Time	Assignment
--Team of 2-- Board/Commission Interviews	Monthly as Needed	Council Rotation
Water & Sewer Board	3 rd Wed, 2:00 pm	Gates
Youth Commission Liaison	4 th Mon, 6:00 pm	Clark
Historic Preservation Loan Committee	As Needed	DeBoutez
Police Pension Board	Quarterly	Clark
Employee Health Board	As Needed	DeBoutez
Airport Authority	3 rd Thur, 3:30 pm	Payton/Clark
Visit Greeley	3 rd Wed, 7:30 am	Butler
Upstate Colorado Economic Development	Last Wed, 7:00 am	Gates/Hall
Greeley Chamber of Commerce	4 th Mon, 11:30 am	Hall
Island Grove Advisory Board	1 st Thur, 3:30 pm	Butler
Weld Project Connect Committee (United Way)	As Needed	Butler
Downtown Development Authority	3 rd Thur, 7:30 am	Butler/DeBoutez
Transportation/Air Quality MPO	1 st Thur, 6:00 pm	Payton/Olson
Poudre River Trail	1 st Thur, 7:00 am	Hall
Interstate 25 Coalition	As Needed	Olson
Highway 85 Coalition	As Needed	Gates
Highway 34 Coalition	As Needed	Olson
CML Policy Committee (Council or Staff)	As Needed	Payton/Lee Gates alternate
CML Executive Board opportunity	As Needed	Hall
CML - Other opportunities	As Available/Desired	



Work Session Agenda Summary

October 10, 2023

Key Staff Contact: Staycie Coons, Intergovernmental Relations Officers

Title:

Proposition HH Overview

Background:

During the 2023 legislative session, the State passed SB23-303, placing Proposition HH on the November ballot. During this work session, an overview of the proposition and its impact to the City will be shared. We are not requesting Council to vote and take a city position on the proposition. This session is meant to be informational only.

Strategic Focus Area:



High-Performance Government

Attachments:

1. Presentation



Colorado Proposition HH

Reduce Property Taxes & Voter-Approved Revenue Change

76 Group; Ellie Reynolds & Matt La Crue

2023 Legislative Session

- Legislative response to rising increase in property taxes
- Senate President Steve Fenberg (D) and Ranking Democratic Colleagues introduced SB23-303, 7 days prior to end of session
- 58 Page Bill
- Places referred measure Proposition HH on the ballot this November

What is Prop HH (at a Glance)?

Proposition HH is conditional on voter approval and includes:

- Temporary property tax cuts by changing:
 - Assessment Rates
 - Valuations
 - Classification
- Reduction in individual's TABOR refund after 2023

Prop HH Explained

Expected to generate
approx. \$167M / year

Decrease individual
TABOR refunds

Asks voters to raise
the referendum “C”
cap by 1%

Residential property tax
assessment decrease by a
1% adjustment

Revenue to be funneled to local
gov'ts to backfill reduced property
tax revenue

Prop HH & Tabor Refunds

- Under Prop HH, taxpayers will receive an increase TABOR refund
- In 2024, TABOR refunds will begin to decrease on average of \$48 per person
- Under HH, the state will be able to retain and spend \$10 billion over the next decade due to the TABOR change

Where does the savings go?

- Over 80% of additional money retained from Prop HH will go to education
- Remaining funds will be backfilled
- Up to 20% of tax increase will go to reimburse local governments
- Up to \$20 million annually will go to rental assistance programs

Local Government Impact

- Prop HH authorizes the state to reimburse local governments for lost property tax revenues
- Prop HH puts a cap on future property tax revenue collections for most local governments
- Higher estimates only realized if your local government abides by the cap and does not opt out
- Starting in 2024, local government entities in counties with a populations of 300,000 would become ineligible to receive backfill payments if their assessed valuation increased by more than 20% from the 2022 level

Impact to the City of Greeley

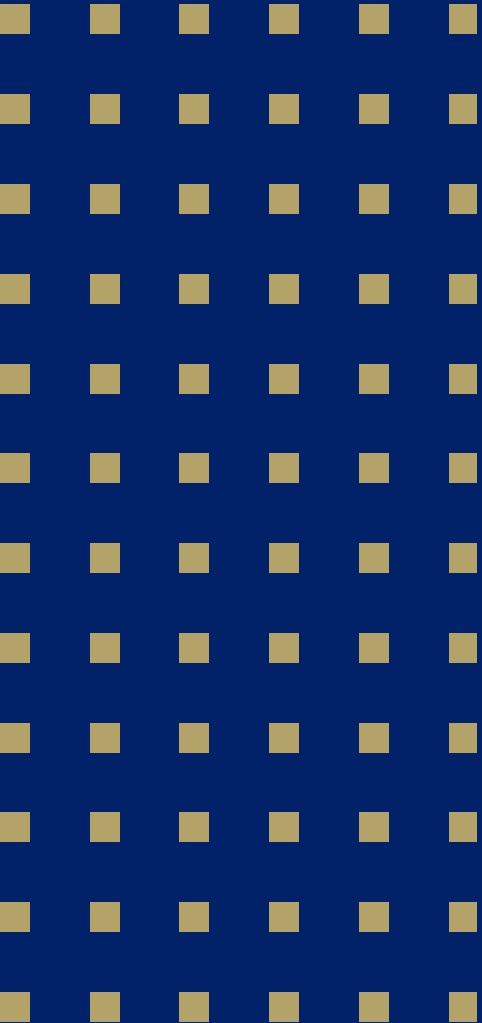
- Renters lose out by not benefiting from TABOR refunds that would be directed to property owners
 - Currently, approximately 39% of Greeley residents rent their homes
- Property tax increases are still expected to be passed down from property owners to renters

Who is supporting?

- Governor Jared Polis
- Colorado Democratic Party
- Colorado Associations of School Boards
- Colorado AFL-CIO
- Colorado Professional Fire Fighters
- Colorado Fiscal Institute
- Colorado Education Association

Who is opposing?

- Colorado Municipal League
- Common Sense Institute
- Colorado Republican Party
- National Federation of Independent Business Colorado

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Questions/Discussion



Work Session Agenda Summary

October 10, 2023

Key Staff Contact: Ashley Weesner, Grant Specialist

Title:

Proposition 123 Overview and Options for the City of Greeley

Background:

The objective of Proposition 123 is to increase the baseline of affordable housing by 3% annually by December 31, 2026 (9% total increase). Proposition 123 was enacted by Colorado voters in 2022 to establish a statewide affordable housing fund. Several hundred million dollars for affordable housing are available starting in 2023 which will be overseen by the Department of Local Affairs (DOLA) and the office of Economic Development and International Trade (OEDIT). Funds may only be granted to non-profits, community land trusts, private entities, and local governments.

The council needs to determine if now is the right time for opting into Proposition 123. The presentation outlines an overview of the available programs through DOLA and OEDIT, baseline commitment data, compliance, and next steps. A commitment to the State is due by November 1, 2023. If the City chooses to do so, Greeley will be eligible for Proposition 123 funds that align with overall housing strategies to increase available affordable housing units for our rapidly growing population. Funds from Proposition 123 would allow creation or expansion of affordable homeownership programs, programs servicing persons experiencing homelessness, planning capacity development and others.

More information regarding Proposition 123 can be found in the Funding and General Information flyers provided in the agenda packet. A list of participating jurisdictions across the State, updated on a weekly basis, can be found here: [Department of Local Affairs](#)

Strategic Focus Area:



Business Growth



Community Vitality



High-Performance Government



Housing For All



Quality of Life

Attachments:

1. Prop 123 - Funding and General Information Flyer
2. Presentation



PROPOSITION 123

THE BASICS - WHAT IS IT?

A program approved by Colorado voters in 2022 that establishes the *State Affordable Housing Fund* — a sustainable funding source for Colorado communities to make progress in addressing housing affordability challenges. Proposition 123 is an opportunity to access dedicated and sustainable source of funding for affordable housing projects and initiatives for communities.

WHAT IS THE PROCESS? (SEE BACK FOR MORE DETAIL)



WHY PARTICIPATE?

By making a commitment to increase housing at a rate of 3% per year over a period of three years, local and tribal governments “unlock” access to project and program funding not only for local and tribal governments but also for local housing partners such as nonprofits, developers, residents and other third party entities. Without filing a commitment, the *State Affordable Housing Fund* will not be available to support projects or programs in that jurisdiction.

2023 FUNDING FORECAST

Fiscal Year 2022-2023 - \$160 million (actual)

Fiscal Year 2023-2024 - \$320 million (estimated)

Funding for future years estimated at \$320 million annually depending on taxable income



DOLA receives 40% of funds. The Affordable Housing Support Fund is distributed by DOH & DLG:
Year 1: \$64 million
Year 2: \$128 million



OEDIT receives 60% of funds. The Affordable Housing Financing Fund is administered by CHFA:
Year 1: \$96 million
Year 2: \$192 million



PROCESS OVERVIEW

- 1

DEVELOP YOUR BASELINE

Localities must determine their baseline amount of affordable housing in compliance with statutory definitions in order to file a commitment. Communities may develop their baseline using the baseline reference data table or the baseline assistance tool. The baseline assistance tool can be used to:

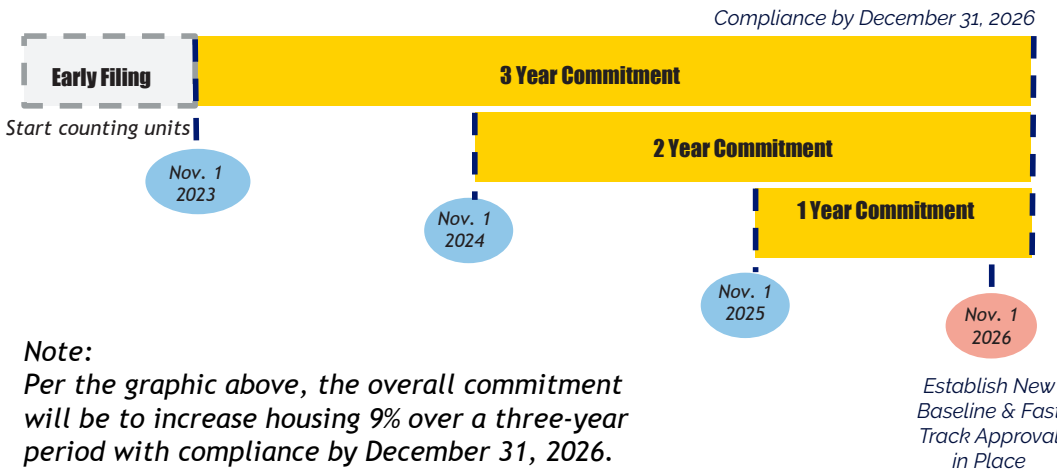
 1. Customize a baseline to reflect current conditions.
 2. Estimate the amount of affordable housing at individual price levels.
 3. Learn about data sources and math used in baseline development.
- 2

FILE YOUR COMMITMENT

Commitments may be filed by authorized local and tribal government officials by **November 1st** to unlock funding for 2023-2026. Alternatively, local and tribal governments could make a 1- or 2-year commitment by filing by November 1st of either 2024 or 2025.
- 3

BEGIN COUNTING UNITS

Begin counting units and unlock funding once your commitment is accepted.



HELPFUL TOOLS

Baseline Reference
Data Table



<https://bit.ly/3QtZqLN>

Baseline
Assistance Tool



<https://bit.ly/co-123-baseline>

Commitment
Filing Site



<https://bit.ly/co-123-commit>

DOLA invites you to a Technical Assistance workshop to learn how your community can participate in the program.

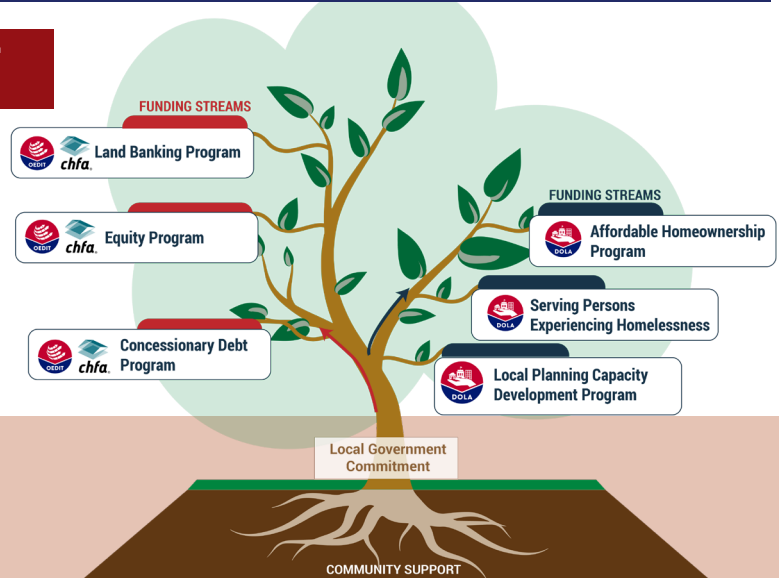
Visit the website to view recorded webinars, see **FAQs** and submit your own questions about commitments and baselines.

EngageDOLA.org/prop-123

PROPOSITION 123

JUNE 2023 FUNDING FORECAST

The following includes the funding forecast for the first two years of Proposition 123 funding programs as well as a breakdown of the distribution of funds to the various established programs. The funds can be accessed for housing projects in jurisdictions where a commitment has been accepted by DOLA by Nov 1, 2023.



Fiscal Year 2022-2023 - \$160 million

Fiscal Year 2023-2024 - \$318 million



DOH receives 40% of funds.
Affordable Housing Support Fund is estimated to be:
Year 1: \$64 million
Year 2: \$127.2 million



OEDIT receives 60% of funds.
Affordable Housing Financing Fund is estimated to be:
Year 1: \$96 million
Year 2: \$190.8 million



AFFORDABLE HOMEOWNERSHIP PROGRAMS
Down Payment assistance, grants and loans for homeownership



LAND BANKING
Grants and forgivable loans to acquire and preserve land for affordable housing development.



PROGRAMS SERVING PERSONS EXPERIENCING HOMELESSNESS
Funding for people experiencing or at risk for homelessness



EQUITY
Equity investment to support the creation or preservation of low- and middle- income multifamily rental development



LOCAL PLANNING CAPACITY GRANT PROGRAM
Grants to local and tribal governments to increase capacity of local and tribal governments



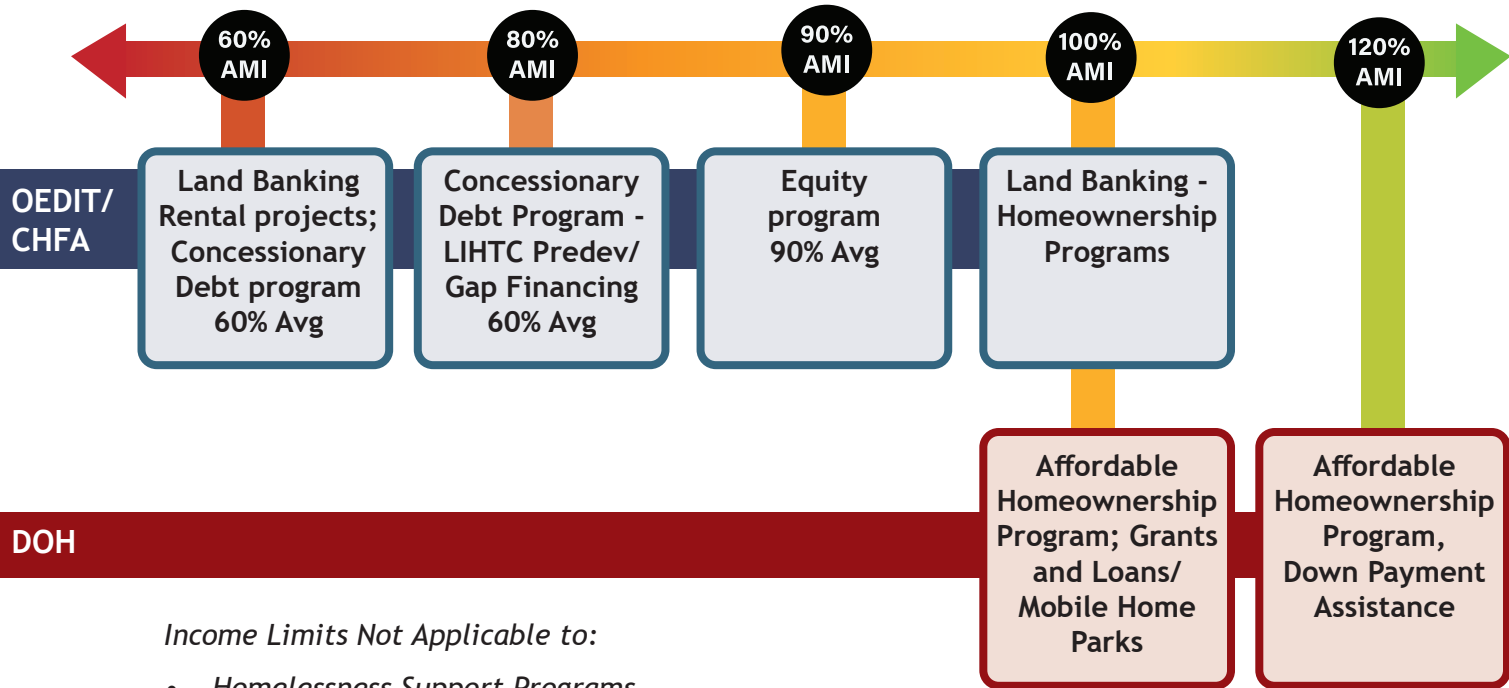
CONCESSIONARY DEBT
Loans to support the creation and preservation of affordable rental housing.



PROGRAM INCOME LIMITS

**unless Rural Resort Petition approved*

Each funding program has different income limits, which are not related to the baseline in the local and tribal government commitment. Some programs allow for AMI averaging, while other programs allow up to the AMI percentage specified in the table below.



- Income Limits Not Applicable to:
- Homelessness Support Programs
 - Local Planning Capacity Grants

RESOURCES



CHFA/OEDIT Funding Programs:
<https://www.chfainfo.com/>



COLORADO
Department of Local Affairs

DOLA Proposition 123 Information:
<https://engagedola.org/prop-123>

Proposition 123

Council Work Session Overview October 10, 2023



Agenda



- Tonight's Purpose
- Overview of Proposition 123
- Baseline projections
- Compliance
- Next Steps - Determine if the city will opt in

Tonight's Purpose

- Determine if the city will opt in to Proposition 123 by November 1, 2023 in the form of a letter of support
- Review available funding and programs
- Review approach for obtaining funds which will align our goals and objectives with the new Housing Director's Strategic Plan

Overview



- Passed by Colorado voters in 2022
- Increase affordable housing stock by 9% by December 31, 2026 (3% each year)
- Overseen by the Department of Local Affairs (DOLA) and the Office of Economic Development and International Trade (OEDIT)



Overview- Program Split

DOLA – 40% of Total Available Funds (\$192M)

OEDIT – 60% of Total Available Funds (\$288M)

- Affordable Homeownership
- Program Servicing Persons Experiencing Homelessness
- Planning Capacity Development Program

- Land Banking
- Equity
- Concessionary Debt Programs

Baseline Commitment

City of Greeley- Baseline Calculation Data:

Affordable Housing Baseline Estimate	Three Year Cumulative Commitment Estimate	Annualized Commitment Estimate
1,848	166*	55

**The city estimates over 350 affordable units will be constructed in the next 12-months*

- Calculation based on renter and owner-occupied Area Median Income (AMI)
- Number of housing units – gross rent
- Number of housing units- owner-occupied by assessed value
- Tenure by year for renters and owners (estimated available units)

2021 ACS 5-year Estimates



Operationalize Opting In

- New Housing Director will be creating a Strategic Plan
- Strategic Plan will be based on recently completed Housing Needs Assessment
- Applications submitted would be based on the Strategic Plan and existing priorities created by the new Housing Director

Relevant Information from Housing Needs Assessment

- 85% living in Greeley cannot afford the current median sale price of a new home (\$481K) in the city
- Demand for approximately 19,400 units over the next 20 years. This spans the entire spectrum of affordability
- Half of the housing demand is for units at or below 80% of AMI (\$69,250)





Compliance

- November 1, 2023 – Deadline to file commitment
- December 31, 2026 – Deadline to meet 9% increase
 - New Construction or converted from unaffordable
 - Unit is counted at issuance of the building permit
- Fast-track approval process
 - 90 calendar days
 - Must be in place by 2026



Compliance Continued

- If the city does not meet the 9% baseline commitment – we are ineligible for funding for one-year (2027). We may file another commitment and become eligible again in 2028 and 2029
- Homeless Program Funds would still be available for a non-profit to apply without the city's commitment. However, the city's program would be ineligible for additional Prop 123 funding
- The OEDIT/CHFA program related to funds for manufacturers of modular housing would not require the city's commitment

Next Steps

Submit commitment to the State by **November 1, 2023**

- If we commit the City of Greeley will be eligible for Prop123 funding which will increase our ability create a streamlined process to address affordable housing



Next Steps

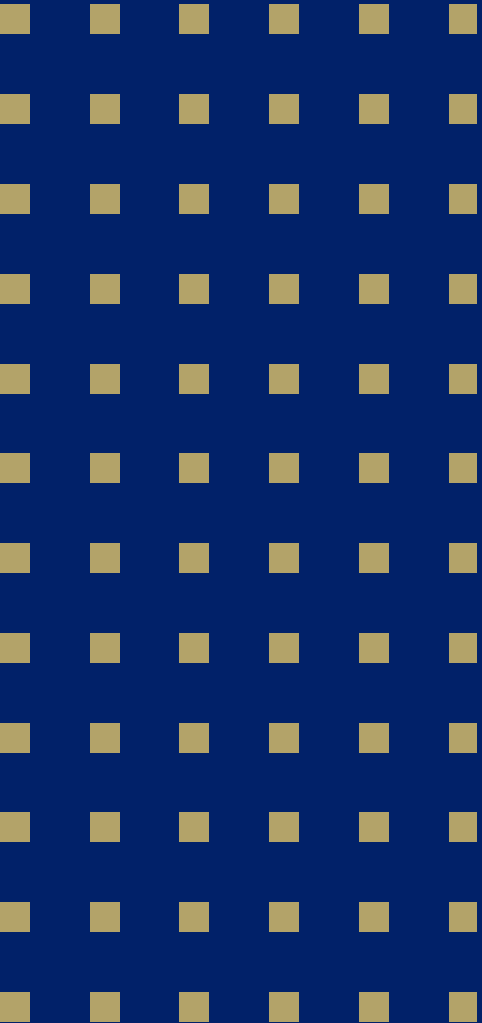
Determine if the city will commit to increasing our affordable housing stock by 3% for the next three-years. This equates to a 9% increase by 2026

- Commitment in the form of a letter of support from Council for opting in to Proposition 123
- Housing Director will oversee grant applications to ensure they align to the established strategic plan and Proposition 123



Pros and Cons

Pros	Cons
Access to more funding and affordable housing and homeless services	123 will decrease the amount returned by \$86 per taxpayer
Planning support for fast track process and reaching goals	No guarantee that we will be awarded funds once we apply
Confident we will meet our baseline goals with existing projects in the pipeline	City can access other funds available through other programs

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Questions/Discussion



Work Session Agenda Summary

October 10, 2023

Key Staff Contact: Juliana Kitten, Assistant City Manager

Title:

Transformational Homelessness Response Grant

Background:

We are asking City Council to approve the Transformational Homelessness Response grant award from the Colorado Division of Housing in the amount of \$3,421,400 to the City of Greeley. This grant also required a match. We are utilizing the U.S. Department of Housing and Urban Development funds in the amount of \$855,350 to meet that requirement- nothing from the general fund.

We have three goals for this project. Our first goal is to set up a 7 day a week outreach team which operates 10 hours a day. Our second goal is to provide bridge housing to assist people to get off the street as quickly as possible. Our third goal is to move 80 people into permanent housing.

The majority of the dollars will go to staffing. All positions will be advertised as grant funded. Ongoing funding will be sought from several different sources, including grants and private foundations.

Strategic Focus Area:



Housing For All

Attachments:

1. Transformational Homelessness Response Grant Award Letter
2. Presentation



COLORADO
Department of Local Affairs
Division of Housing

August 28, 2023

Raymond Lee, City Manager of Greeley
City of Greeley
1000 10th Street
Greeley, CO 80631

Re: Application #24-206 - City of Greeley

Dear Raymond Lee,

The State Housing Board reviewed the above-referenced application at its meeting on Tuesday, August 22, 2023, recommended for funding by Division of Housing Staff. The State Housing Board recommended funding for the project in the form of an Transformational Homelessness Response (THR) grant of up to \$3,421,400. I concur with the State Housing Board's decision and am offering to enter into a THR grant agreement within 12 months of the date of this letter. The sources of funding for this award are HB22-1304 and HB22-1377, the following is a list of eligible funding activities related to these funds:

HB22-1304: \$2,149,400
Rapid Rehousing

HB22-1377: \$1,272,000
Street Outreach
Bridge Housing

A federal Release of Funds letter is not required for this funding source. The funds may not be obligated before an agreement has been negotiated and fully executed. Expenditures made prior to the full execution of an agreement cannot be reimbursed by the State.

Congratulations on this award and best wishes to you on the successful completion of your project. Please contact Nellie Stagg at nellie.stagg@state.co.us or 303-501-7132 if you have any questions.

Sincerely,

Rick M. Garcia
Executive Director

Cc: Senator Kevin Priola, Senate District 13
Representative Mary Young, House District 50
Kristin Toombs, Director, Office of Homeless Initiatives





Division of Housing Transformational Homelessness Response Grant

Juliana Kitten, Assistant City Manager





Agenda



- Overview
- Goals
- Expected outcomes
- Budget
- Next steps

Slide 2 of 8

Overview



- **Funding:** Colorado Division of Housing (\$3,421,400) & Department of Housing & Urban Development (HOME-ARP) (\$855,350)
- **Timeline:** 2 years
- **Population served:** 80 of Greeley's most vulnerable homeless individuals/families
- **Overall goal:** Create street outreach team. Assist 80 people in the City of Greeley to find permanent housing.



Project Goals

1

Create outreach team for the COG that operates 7 days a week, 10 hours a day

2

Provide bridge housing to assist 80 people to immediately get off the streets

3

Connect 80 people to permanent housing with case management support



Expected Outcomes



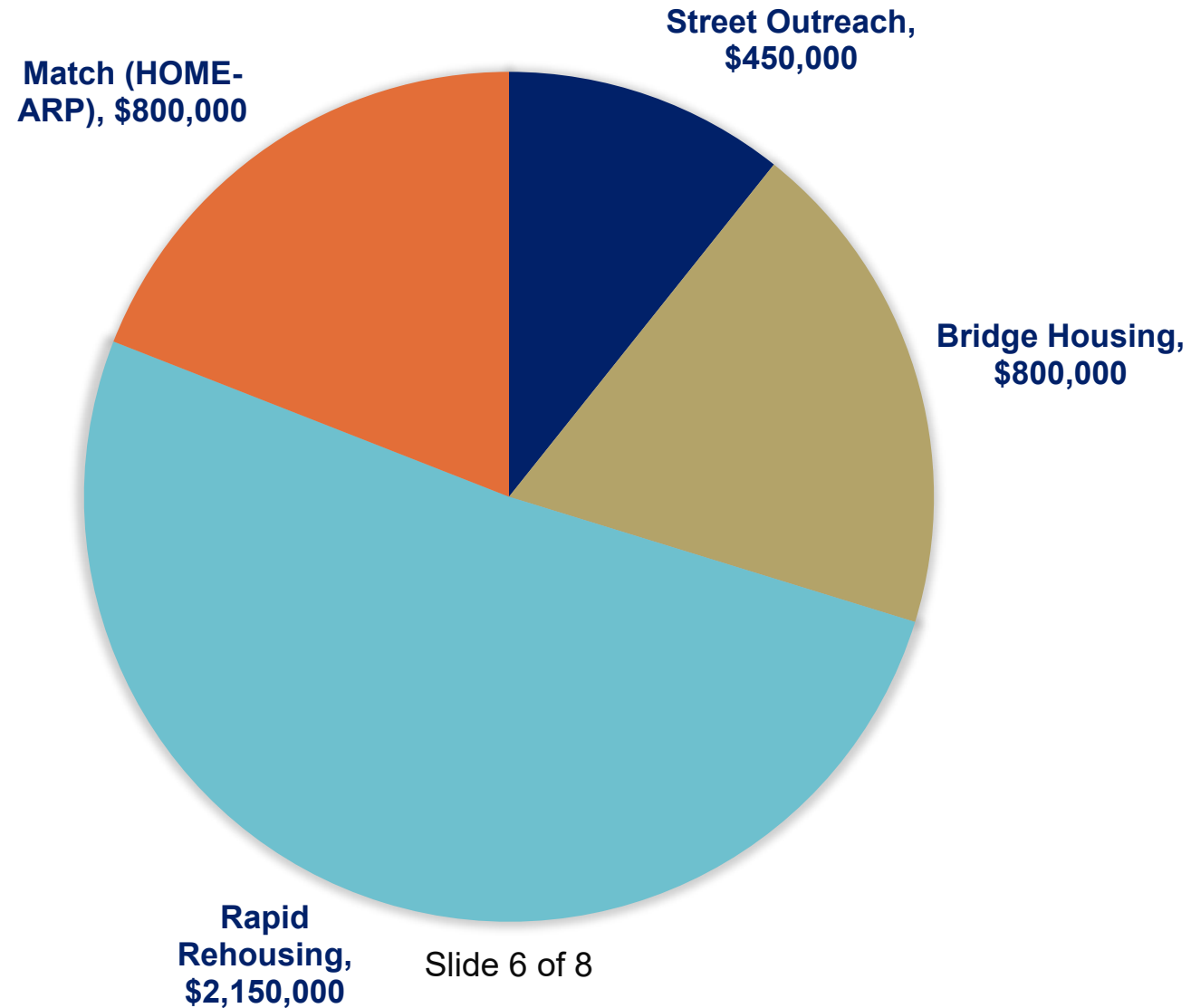
Outreach	Outreach	Bridge Housing	Bridge Housing	Rapid Rehousing	Rapid Rehousing
Assist 300 people over 2 years to move out of homelessness	Reduce ER visits to no more than 2-3 people weekly. Currently 2-3 people daily	House 50 people each year, 85% retained housing after 4 years	Reduction in hospital and police calls/visits related to homeless by 15% YR 1 & 30% YR 2	65% of clients are connected with on-going services	100% have viable source of income or benefits & pay < 30% of income toward housing prior to program exit

Budget



Total Grant Award: \$3.4M

Total Project Cost: \$4.2M



Slide 6 of 8



Next Steps

1

Outreach team
up and running
by end of 2023

2

Centralized
phone number
for community to
call for outreach
response by end
of 2023

3

Start hiring
bridge housing
and rapid
rehousing teams
by end of 2023



Thank you





Work Session Agenda Summary

October 10, 2023

Key Staff Contact: Juliana Kitten, Assistant City Manager

Title:

Annual Action Plan for Program Year 2024 for Community Development Block Grant and HOME Investment Partnership Program Grant with Recommended Budgets

Background:

The city is entitled to receive federal grants from the U. S. Department of Housing and Urban Development, namely the Community Development Block Grant (CDBG) and Home Investment Partnership Program (HOME) grant.

The Council approved priorities for the 2020-2024 strategic plan in 2019 during the Consolidated Planning process. The 2020-2024 Consolidated Plan was developed based upon Council approved priorities and is available for review on the City's website: [Greeley Urban Renewal Authority](#). The 2024 Action Plan is the 5th year of implementing the priorities and goals of the Consolidated Plan and is included in your council packet.

Annual funding requests are considered by the Greeley Urban Renewal Authority (GURA) Board and recommended to the Council and requests are specific to the CDBG program. The city council's role is to approve GURA's recommendations for CDBG projects. However, the GURA Board also reviews HOME project applications as they are submitted for consideration.

The GURA Board meeting on August 9, 2023 included a review of CDBG applications, formulation of the recommended budget, and a public hearing. The council's October 17, 2023 meeting will also include a public hearing. A 30-day public comment period on the 2024 Action Plan ran from August 10, 2023 through September 10, 2023 and no comments were received.

The GURA Board reviewed all applications received, and funding was recommended for each of the nine applications reviewed. The enclosed recommendations from the GURA Board were driven by consensus.

Throughout the year, the Board measures and manages HOME fund applications on behalf of the City, prioritizing projects that are consistent with the Council's priorities. HOME funds can only be used for housing programs; historically, these funds have supported new housing development with organizations such as Habitat for Humanity. Approval of the 2024 Action Plan does include approval of the HOME budget.

In addition to the information provided in the packet, supporting documents submitted with the applications are available upon request. The 2024 Action Plan draft is posted on the Greeley Urban Renewal Authority website and included within the council packet.

Staff will provide a brief overview of the applications received and recommendations for the 2024 CDBG/HOME budget.

Strategic Focus Area:



Community Vitality



Housing For All



Infrastructure and Mobility



Quality of Life

Attachments:

1. Council Action Plan draft-2024
2. Presentation

Executive Summary

AP-05 Executive Summary - 24 CFR 91.200(c), 91.220(b)

1. Introduction

Greeley is a city in Northern Colorado with a population of approximately 111,000 (2022 City of Greeley Annual Growth and Development Projections Report). It has been an annual recipient of the Community Development Block Grant (CDBG) and HOME Partnership Investment Program (HOME) grant from the U. S. Department of Housing and Urban Development (HUD) for many years. These grants provide federal resources to assist the City in matters of community development and affordable housing, primarily to the benefit of low- moderate-income (LMI) residents and neighborhoods of the City.

The Annual Action Plan serves as the City’s application to HUD for those grants. The 2024 Action Plan is the fifth and final year of implementing activities to help the City reach the goals identified in the 2020-2024 Strategic Plan. The Strategic Plan, a step in HUD’s Consolidated Plan process, estimated annual awards of \$840,000 (CDBG) and \$300,000 (HOME). Those figures will be utilized in budget planning until notification of actual grant awards, probably spring 2024.

2. Summarize the objectives and outcomes identified in the Plan

This could be a restatement of items, or a table listed elsewhere in the plan or a reference to another location. It may also contain any essential items from the housing and homeless needs assessment, the housing market analysis or the strategic plan.

Objective 1 – Support affordable housing (High priority of 2020-2024 Strategic Plan)

Outcomes

- Housing rehab grants for emergency repairs to low-moderate-income household.
- Housing-related public service activities through Catholic Charities (Guadalupe Community Center), Greeley Transitional House (aka Greeley Family House), and A Woman’s Place that will assist people who are homeless with housing needs.
- Entertain application from Habitat for Humanity to provide direct subsidies to the buyers of the Habitat homes in Hope Springs in support of low-moderate-income homeownership.
- Prior years’ funds available to developers of affordable housing for new construction or multi-family rehab in support of additional or improved affordable housing.

Objective 2 – Support the revitalization of low- moderate-income neighborhoods.

Outcomes

- Infrastructure improvements (sidewalks, curb/gutter, crosspans, etc.) installed.
- Speed signs in school zones.

- Trees planted in parkways of Redevelopment District.
- Neighborhood clean-up public service.

Objective 4 – Support non-housing related public services

Outcome

- Cold Weather Shelter for people experiencing homelessness.
- Transportation services for people age 60+.

More detail on outcomes is available in Section AP20.

3. Evaluation of past performance

This is an evaluation of past performance that helped lead the grantee to choose its goals or projects.

The City's fourth year Action Plan (2023) was reviewed and accepted by HUD-Denver in August 2023; the 2022 Consolidated Annual Performance and Evaluation Review (CAPER) was also reviewed and accepted in 2023. The City did not meet its 2022 timeliness requirement (no more than 1.5x the annual grant on October 31st) and provided HUD with a workout plan. Steps within the workout plan were completed within the time noted.

The City has not received notice of any concerns from the Fair Housing and Equal Opportunities Office. The most recent report (2021) showed a Low-Risk rating with regard to issues of fair housing.

Input from City staff, local non-profit agencies serving the City's low- moderate-income residents and neighborhoods, and citizens interested in community development continued to drive goals and priorities more so than past performance. After input from the non-profit agencies eligible for public service dollars and considerable conversation among Board members, the GURA Board decided to return to considering public service funding up to the allowable 15%. (In prior years, Board members had leaned toward limiting public service activities to a lower percentage than allowable under CDBG regulations.) Public facility activities are considered, but those with most of the funding from other than CDBG would receive priority.

4. Summary of Citizen Participation Process and consultation process

Summary from citizen participation section of plan.

Two in-person neighborhood meetings were offered during the annual funding process. Additionally, information on the process was provided on the city website, through emails, by flyer at the four local libraries, and through articles in newsletters and on social media platforms. A "What is CDBG" flyer was provided to those entities in the City's institutional structure, including GURA Board members, with the encouragement to share the flyer at will. Ads notifying the public of the meetings were published in the

Greeley Tribune (English and Spanish) and invited the public to call or email GURA staff with questions, more detailed information, or comments.

There were three public hearings held: In February 2023, prior to the start of the annual planning process, the Greeley Urban Renewal Authority Board of Commissioners (administrators of the City's grants) held a public hearing to gain input on how Greeley residents preferred CDBG funds be utilized in 2024t. There were several non-profit agency representations present who provided input to the Board on the importance of continuing to utilize CDBG for public service activities. Then, during the planning process, the GURA Board met, to hear applications (August 9, 2023), conduct a public hearing, discuss budget, and formulate their recommendations to be presented to City Council. The Greeley City Council held the third public hearing on October 3, 2023, to approve the 2024 CDBG and HOME budgets. A public comment period was held between August 10, 2023, and September 10, 2023. Notice of the availability of the Action Plan was posted in the four area libraries, as well.

5. Summary of public comments

Representatives of four applicants (60+ Ride dba Senior Resource Services, Greeley Family House dba Greeley Transitional House, Catholic Charities-Guadalupe Community Center, United Way of Weld County) spoke during the GURA Board public hearing in support of their applications. Statements were about the importance of the work they do, the difficulty finding grant funds, and the opinion that the City should support their organizations with CDBG funds.

There were no written comments received for GURA Board review. Comments received during the 30-day comment period and at the City Council public hearing will be added here.

6. Summary of comments or views not accepted and the reasons for not accepting them

There were no comments or views not accepted. (Will change if there are comments or views not accepted later in the process.)

7. Summary

The City's competitive application process for CDBG funds started in February 2023 with the public hearing to gain input prior to beginning the annual planning process. Applications were available June 1, 2023. Departments and Divisions of the City and non-profit agencies serving the low- moderate-income population were encouraged to apply. Each activity chosen for 2024 implementation met a priority of the Consolidated Plan and will help meet the goals identified in the Consolidated Plan. The Action Plan will be ready to submit to HUD by the regulatory deadline of November 15, 2023; however, it expected that HUD will require it to be held for submittal until grant awards are posted in (generally) spring 2024.

PR-05 Lead & Responsible Agencies – 91.200(b)

1. Agency/entity responsible for preparing/administering the Consolidated Plan

Describe the agency/entity responsible for preparing the Consolidated Plan and those responsible for administration of each grant program and funding source.

Agency Role	Name	Department/Agency
Lead Agency, CDBG and HOME Administrator	GREELEY	City Manager's Office/Housing & Homeless Solutions Department

Table 1 – Responsible Agencies

Narrative (optional)

Organizational changes within the City affected the structure of the grant administration. Board oversight of the grants continued to be through the Greeley Urban Renewal Authority Board of Commissioners (a seven-member, Council-appointed board). The Board sets policy, makes budget recommendations to City Council through the annual competitive process (CDBG), and reviews and approves applications for HOME funds.

Staff with grant administration responsibilities moved under the direction of Juliana Kitten, Assistant City Manager, whose focus is Homeless and Housing Services. The position of Assistant City Manager started in September 2022. At this time, it is expected that new staff with the Homeless and Housing Services office will hold the responsibility of general administrative oversight of the grants (including project and activity implementation) and compliance with crosscutting requirements. The City's Finance Division provides assistance to ensure proper expenditure of and draws on the CDBG and HOME funds, and the Purchasing Division provides assistance with bidding, contracts, and procurement.

Consolidated Plan Public Contact Information

- Juliana Kitten, Assistant City Manager
juliana.kitten@greeleygov.com

AP-10 Consultation – 91.100, 91.200(b), 91.215(I)

1. Introduction

The City holds an open, competitive process for CDBG funds annually. Consultations occur on an as-needed basis throughout the year with agencies and City departments on the consultation list and others identified as having an interest in being a part of the consultation process.

Provide a concise summary of the jurisdiction’s activities to enhance coordination between public and assisted housing providers and private and governmental health, mental health and service agencies (91.215(I))

City staff that oversees the CDBG and HOME grants stays connected to the neighborhoods and populations the grants serve. The Homeless and Housing Services Assistant City Manager is on the governing board of the Northern Colorado Continuum of Care and the Greeley Housing Authority. Staff is the first point of contact for affordable housing developers that it has worked with or may be interested in CDBG and/or HOME funding and notifies them when there are funds available, as well as including them on notices of the annual CDBG application process.

In 2023, the new Homeless and Housing Services Department began adding staff to more directly impact the areas of homelessness and housing. As the staff expands, there will be increased coordination among housing and health agencies.

The Greeley/Weld Housing Authority is the Public Housing Agency in Greeley and manages the Housing Choice Voucher Program, in addition to owning and managing a number of public housing units. The Greeley Housing Authority is operated separate from the City; four of its nine members are recommended for appointment by the Greeley mayor. The same staff administers the Weld County Housing Authority, which serves all Weld County other than the City of Greeley.

City Boards include the Greeley Housing Authority, the Commission on Disabilities, the Human Relations Commission, and the Youth Commission, which convene to discuss the areas of focus for each Commission.

The City is represented at meetings and in groups involving housing and services, including the Emergency Food and Shelter Program committee, Northern Colorado Continuum of Care (which serves Weld and Larimer Counties), and Connections (a local group of service providers that meets regularly to share resources and information).

Describe coordination with the Continuum of Care and efforts to address the needs of homeless persons (particularly chronically homeless individuals and families, families with children, veterans, and unaccompanied youth) and persons at risk of homelessness.

The Northern Colorado Continuum of Care (which serves Weld and Larimer Counties) is in its third year as a Continuum separate from the Balance of State Continuum of Care. The City is an active Continuum partner, with a seat on the governing board and attendance at general membership meetings. The

Assistant City Manager over the Homeless and Housing Services meets with staff of the Continuum on a regular basis to discuss issues and possible solutions in Greeley.

A case management team was created in Greeley in late 2022 to enroll people experiencing homelessness in the Homeless Management Information System (HMIS), resulting in many people experiencing homelessness working with a case manager and becoming enrolled. The goal is to get people off the streets and into secure housing or to help avoid homelessness. The City is a proponent of the Housing First approach. The Northern Colorado Continuum of care has members from non-profit agencies, housing providers, citizens, the school districts, and government who work with different segments of the population.

Greeley also participates in the annual January Point-in-Time Count and many of its agencies work with the Coordinated Assessment and Housing Placement System (CAHPS) program to put people on a by-name list for housing, particularly those most vulnerable.

The City's CDBG-CV funding supported the Housing Navigation Center, which provides persons experiencing homelessness with services and connections to services, including help in locating housing. The HMIS is utilized at the Center. The Center also serves as a day-use facility and cold weather shelter for persons experiencing homelessness.

Describe consultation with the Continuum(s) of Care that serves the jurisdiction's area in determining how to allocate ESG funds, develop performance standards for and evaluate outcomes of projects and activities assisted by ESG funds, and develop funding, policies and procedures for the operation and administration of HMIS

The City of Greeley does not receive ESG funds.

2. Describe Agencies, groups, organizations and others who participated in the process and describe the jurisdiction's consultations with housing, social service agencies and other entities

Agency/Group/ Organization	Type	Funded 2020-2024
A Woman's Place	Domestic violence shelter	
Boys & Girls Club	Services for children and youth	
City of Greeley – Forestry Program	Self-explanatory	Yes
City of Greeley – Streets	Self-explanatory	Yes
City of Greeley – Public Works	Self-explanatory	Yes
Connections for Independent Living	Services and advocacy – disabilities	Yes
Greeley Center for Independence (Adeo)	Housing and services - disabilities	Yes
Greeley Housing Authority	Housing Authority	
Greeley Transitional House (dba Greeley Family House)	Shelter, transitional housing, services-families	Yes
Guadalupe Community Center (Catholic Charities)	Shelter and services-homeless	Yes
Habitat for Humanity	Affordable for-sale housing developer	Yes
Life Stories	Services-children; Child Welfare Agency	
North Colorado Health Alliance – Community Action Collaborative	Services-health; Health Agency	Yes
Northern CO Veterans Resource Center	Veterans' services	Yes
North Range Behavioral Health	Housing and services - mental disabilities	
Senior Resource Services dba 60+ Ride	Services-elderly	Yes
The Salvation Army	Services for homeless and other in need	
United Way – Cold Weather Shelter, Welds Way Home, & Northern Colorado Continuum of Care	Shelter & services for homeless	Yes
Weld County Department of Health & Environment	County-wide health/ environment	

Table 2a – Agencies, groups, organizations who participated

Identify any Agency Types not consulted and provide rationale for not consulting

The agencies in the table below were provided with an opportunity for one-on-one consultation during the formation of the 2020-2024 Consolidated Plan and did not respond to meeting requests. The agencies are considered good community partners and resources for the City and, if/when needed, will be consulted.

Agency	Focus
Catholic Charities	Farm labor and migrant housing
Sunrise Health	Low-income health care
Weld County Human Services	Social services
Weld County School District Six	Education

Table 2b – Agencies, groups, organizations not participating

Other local/regional/state/federal planning efforts considered when preparing the Plan

Name of Plan	Lead Organization	How do the goals of your Strategic Plan overlap with the goals of each plan?
Continuum of Care	Northern Colorado Continuum of Care	The goal for the housing of all people is the overlapping goal of the Continuum and is a goal of the City's Strategic Plan.
Strategic Housing Plan	City of Greeley-Community Development Department; Economic Health and Housing Department	The Strategic Housing Plan was adopted to address housing concerns for all people in Greeley. Council also adopted the need to expand the number of affordable units and maintain those units already affordable in the City.
Analysis of Impediments to Fair Housing	City of Greeley-GURA	The impediments identified in the Analysis were reviewed to see if any application(s) would help meet the work program of the Analysis.
Homeless and Housing Services in Greeley, CO Assessment and Recommendations Report	City of Greeley	Housing and housing services are priorities of the current Strategic Plan. The City's work to identify solutions to homelessness directly relate to the Strategic Plan.

Table 3 – Other local / regional / federal planning efforts

Narrative (optional)

The above agencies were consulted in detail during the formation of the 2020-2024 Consolidated Plan. In years following that, consultation was by outreach during the Action Plan planning process to determine interest in applying for the Plan's funding, for input on the proposed Plan, and for information, as applicable, to assist with the completion of the Action Plan.

City of Greeley Broadband Status – In 2017-2020 the City of Greeley conducted an extensive Broadband study of the community. From that effort the City Council determined that at the municipal level the agency would not undertake their own utility service for broadband. The conclusion was to support and aid other 3rd party agencies to enter the Greeley market to create a more competitive environment to better serve the citizens. Part of this decision was to develop an incentive package for any provider to apply for as part of their expansion or development of their own network services within the community. This has been utilized by 3rd party agencies and has created increased options and opportunities for the citizens of Greeley. A new provider has been developing a fiber to the home network for the past year and a half and will complete build out of the community in 2025. The City has also been able to partner with the new provider to increase internal network coverage for within the City government organization in the effort to bring other services and opportunities as part of the City's internal offerings. This includes expansion of Wi-Fi coverage, smart city services, and better-connected facilities like Fire stations and water assets. Overall, the City of Greeley is well covered by broadband services for citizens and the 3rd party agencies provide a number of low-cost solutions to aid in connecting all members of the community.

Management of flood prone areas, public land or water resources, and emergency management - The City of Greeley is a member of the National Flood Insurance Program (NFIP). Among other benefits, Greeley's membership allows property owners to purchase flood insurance from the NFIP and makes the community eligible for federal disaster assistance and federal grants for flood hazard mitigation. Development within regulatory floodplains is subject to FEMA regulation. Greeley has a Floodplain Administrator on staff and an Office of Emergency Management, which works to improve Greeley's capabilities in mitigating against, preparing for, responding to, and recovering from natural and human-caused disasters. Greeley has a long and storied history of providing water and in 2022 started investing in several important public health and safety projects. While resulting in slightly larger utility bills, the projects will (in part) fund a new surface water storage reservoir, state-mandated upgrades to the city's sewer system, and improvements to eliminate area flooding from large rain events. The City is very supportive of public lands and has an extensive trail system within the city boundaries.

AP-12 Participation – 91.105, 91.200(c)

1. Summary of citizen participation process/Efforts made to broaden citizen participation Summarize citizen participation process and how it impacted goal setting

The City offered in-person meetings and public hearings during the formation of the 2024 Action Plan, with a Zoom option also available for public hearings. Social media notifications on the planning process, including neighborhood meetings, was increased and the four area libraries were used as notification and distribution points. The Greeley Tribune, the local newspaper, published the legal notices for public hearings in English and Spanish. GURA's website included information on the CDBG grant and the annual process. The City continued to use its CDBG Partners group (agencies that have received CDBG or work with a low-moderate-income population) to distribute information and to encourage the clientele worked with to participate in hearings or comment periods. Word was also spread through the City's newsletter. Meeting rooms are accessible to people with disabilities; ads for public hearings included information on requesting reasonable accommodations.

Citizen Participation Outreach

Mode of Outreach	Outreach Target	Summary of response/ attendance	Summary of comments received	Summary of comments not accepted and reasons
Internet outreach/ website availability	Non-targeted/ broad community	None	No comments received.	Not applicable.
Social media- YouTube, Twitter, Facebook, etc.	Non-targeted/ broad community	None	No comments received.	Not applicable.
Outreach through institutional structure, including partner agencies and Board and Committee members	Particularly residents of Redevelopment District neighborhoods and underserved populations	No response received.	No comments.	Not applicable.
Notice of public hearings and comment period in City Scoop newsletter	Non-targeted/ broad community	None	No comments received.	Not applicable.
Library posting of notices & Plan	Non-targeted/ broad community	None	No comments received.	Not applicable.

1 st public hearing, pre-Plan formation	Non-targeted/ broad community	GURA Board members, several non-profit agency representatives, and one city department representative. There were no other members of the public.	See Executive Summary for citizen comments.	See Executive Summary.
2 nd public hearing- GURA Board	Non-targeted/ broad community	Five representatives of CDBG applicants were present; no other public in attendance.	Four applicant representatives spoke to the need for CDBG in their organizations and to how difficult it is to find funding sources.	Not applicable.
30-day comment period	Non-targeted/ broad community	Will add if comments are received.	Will add any comments received.	Will add at the end of the comment period.
3 rd public hearing – City Council	Non-targeted/ broad community	Will add if comments are received.	Will add any comments received.	Will add at the end of the comment period.

Table 4 – Citizen Participation Outreach

Expected Resources

AP-15 Expected Resources – 91.220(c)(1,2)

Introduction

The City used \$840,000 and \$300,000 (as identified in the 2020-2024 Strategic Plan) when planning for 2024. The initial budget will be created in October 2023 and then updated in 2024 after receiving notification of actual grant amounts and final audited City figures for program income and prior years' grant funds.

The City leverages its CDBG and HOME funds with outside (non-federal) funding to the extent possible. Outside funding sources may include the City's general fund, Low-Income Housing Tax Credits, Private Activity Bonds, non-profits' funding sources, other state and/or local grant funds, etc.

Anticipated Resources

Program Source of Funds	Uses of Funds	Expected Amount Available Year 2				Expected Amount Available Remainder of Plan \$	Narrative Description
		Annual Allocation: \$	Program Income: \$	Prior Year Resources: \$	Total: \$		
CDBG - Federal	Administration Affordable housing Public improvements Public facilities Public services	\$840,000	\$60,000	1,127,220	\$2,027,220	\$0	This is the final Action Plan of the 2020-2024 Strategic Plan.
HOME - Federal	Administration Affordable housing	\$300,000	\$5,000	\$1,082,223	\$1,521,400	\$0	This is the final Action Plan of the 2020-2024 Strategic Plan.

Table 5 - Expected Resources – Priority Table

Explain how federal funds will leverage those additional resources (private, state and local funds), including a description of how matching requirements will be satisfied

CDBG non-profit applicants are expected to provide funding for the activities for which assistance is requested, and to the extent possible, provide the majority of funds for the proposed activities. City funds (non-federal) will support infrastructure activities if general/departamental funds are available. Affordable housing projects will be supported (it is anticipated) with funding from the Division of Housing and/or Low-Income Housing Tax Credits and Private Activity Bonds from the City (and in some cases, Weld County). HOME projects will provide match in the percentage required or utilize the City's

accumulated match funds. Matching funds most often come from the Greeley-Weld Habitat for Humanity home-ownership program.

If appropriate, describe publicly owned land or property located within the jurisdiction that may be used to address the needs identified in the plan

It is not expected at this time that any publicly owned land or property in Greeley will be used to address a 2024 Action Plan need.

Discussion

The 2024 Action Plan was initially developed in coordination with the City's annual budget process. The review of applications culminated with the GURA Board's public hearing on August 9, 2023 and recommendation to City Council; City Council approved the recommendations at a public hearing on October 3, 2023. This original budget utilized revenue estimates, and City Council accepted how changes to the approved budget would be incorporated (once actual the actual grants and other revenue were available). The Board recommended and Council accepted that changes to the budget will occur within the proposed infrastructure activity (for sidewalks, curb/gutter, etc.).

Annual Goals and Objectives

AP-20 Annual Goals and Objectives

Goals Summary Information

Goal Name	Funding	Goal Outcome Indicator	Goal Description
Priority (Category): Affordable housing			
Administration of Grants	CDBG: \$168,000 HOME: \$30,000	NA	Administration of the CDBG and HOME programs.
Property Acquisition or infrastructure support for new SF Housing	CDBG: \$120,000 HOME: \$330,000	10 units of Habitat for Humanity or other SF units	Provide funding to developers needing acquisition or infrastructure support for the development of affordable SF ownership units. Infrastructure support includes payment of fees and water/sewer tap fees, which will be a subsidy to the homeowner and require affordability periods.
Property Acquisition or infrastructure support for new MF Housing	CDBG: \$857,220 HOME: \$1,027,223	15 CDBG; 30 HOME new units or acquisition of existing units of MF housing	Provide funding to developers needing acquisition or infrastructure support for developing new multi-family housing.
MF Housing Rehab Loans/Grants	CDBG: \$150,000	5 units of multi-family housing rehabbed	Loans will be available to for-profit owners of affordable multi-family units in need of rehab; grants available to non-profit owners or on a case-by-case basis.
Assistance to agencies/ organizations providing a public service related to housing	CDBG: \$44,370	3 agencies supported; 1945 people	Provide assistance to three agencies agency that provide a public service that is specifically a housing service to clients. One is a presumed benefit activity for victims of domestic violence, two are presumed benefits activities for people experiencing homelessness.

Priority (Category): Neighborhood improvements			
Public improvements- infrastructure (curb, gutter, sidewalks, drainage, etc.)	CDBG: \$557,630	1 infrastructure activity; 1000 households	Support the City's continued efforts to install missing infrastructure or replace existing that is substandard or unsafe in Redevelopment District neighborhoods. This might include sidewalks, curbs and gutters, accessibility ramps, and drainage.
Public Improvements-Speed signs in school zones	CDBG: \$45,000	1 infrastructure activities; 300 households	Support the City's continued improvements in LMI neighborhoods by installing speed zone signs at low- moderate-income neighborhood schools.
Property Conditions-Clean-up Weekend	CDBG: \$15,000	1 public service activities; 1,250 households	Support the annual clean-up weekend to improve conditions in the City, predominantly in the LMI neighborhoods.
Priority (Category): Public Services Assistance			
Assistance to agencies/ organizations providing a public service not related to housing	CDBG: \$55,000	2 public service; 775 people	Provide assistance to two agencies agency that provide a public service that is not specifically a housing service to clients. Once is a presumed benefit activity for people who are homeless, the other is a presumed benefit activity for seniors.

Table 6 – Goals Summary

Estimate the number of extremely low-income, low-income, and moderate-income families to whom the jurisdiction will provide affordable housing as defined by HOME 92.215(b)

There are no specific affordable housing activities in the 2024 Action Plan. Estimates below are contingent on housing fund and HOME applications being received during the year and projects identified. Affordable housing goals are estimated at 60 households receiving assistance, with potential income distributions as follows:

Income level	# of Units	CDBG	CDBG Location	HOME	HOME Location
Extremely Low	20	10	TBD MF	10	TBD MF
Special Needs	5			5	TBD MF
Homeless	5			5	TBD MF
Low Income	25	10	5 TBD MF new; 5 rehab grants	15	10 TBD MF; Habitat (5)
Mod Income	5			5	TBD Habitat (5)
Totals	60	20		40	

Table 7 – Housing Goals by Income

Projects

AP-35 Projects – 91.220(d)

Introduction

Projects for 2024 are identified below. Housing projects are not yet known and will be identified by separate process in 2024. The GURA Board recommended the projects in Table 8 for approval along with the 2024 budget based on applications received, resources available, and that they met a priority of the Consolidated Plan. The budget will be set by City Council vote on October 17, 2023.

#	Project Name
1	CDBG Administration-2024
2	Acquisition or infrastructure support for single-family housing
3	Acquisition or infrastructure support for multi-family housing
4	Multi-family rehab grants
5	Non-profit public service-Catholic Charities, Guadalupe Community Center
6	Non-profit public service-Greeley Transitional (Family) House-case management services
7	Non-profit public service-A Woman's Place
8	Public Improvements-Infrastructure Improvements-Redevelopment District-NE Greeley
9	Public Improvements-Infrastructure Improvements-Speed signs in school zones
10	Public Improvements-Parkway Tree Planting
11	Public Service Property Conditions-Clean-up Weekend
12	Non-profit public service-United Way of Weld County-homeless services
13	Non-profit Public Service 60+ Ride dba Service-Senior Resource Services-Transportation Assist.
14	HOME Grant Administration-2024
15	HOME Program Homeownership-TBD Project
16	HOME Program Rental-TBD Project

Table 8 - Project Information

Describe the reasons for allocation priorities and any obstacles to addressing underserved needs

Budget allocations for 2024 were determined by the applications received, whether they met a priority of the 2020-2024 Strategic Plan, and current conditions within the community. Affordable housing (acquisition, infrastructure, rehab) did not receive 2024 funds as a significant amount of funds remain available from 2020-2023 awards.

AP-38 Project Summary

Project Summary Information

CDBG Project	Expected Resources
CDBG Administration-2024	168,000
Acquisition or infrastructure-single-family housing	120,000*
Acquisition or infrastructure-multi-family housing	857,220*
Multi-family rehab loans/grants	150,000*
Non-profit public service-Catholic Charities, Guadalupe Community Center	20,000
Non-profit public service-Greeley Transitional (Family) House-case management	14,063
Non-profit public service-A Woman's Place-housing program support	10,307
Redevelopment District infrastructure improvements	557,630
Infrastructure Improvements-Speed signs in school zones	45,000
Public Improvements-Parkway Tree Planting	15,000
Public service property conditions-Clean-up Weekend	15,000
Non-profit public service-United Way of Weld County-Cold Weather Shelter	40,000
Non-profit public service-Senior Resource Services dba 60+ Ride-transportation	15,000
CDBG Total (2024 Resources)	\$900,000
Additional funds available: (Noted by * in above table): These represent available prior year grant funds that are not attached to an activity. Placeholder amounts are identified for each type of potential housing project; however, these amounts may change as actual projects and funding needs are identified.	\$1,127,220
HOME Project	Expected Resources 2024
HOME Administration 2024	30,000
Habitat for Humanity Homeownership	330,000
TBD Rental project	1,027,223
HOME Total	\$1,387,223

Table 9 – Projects by \$\$ Amount

1.	Project Name	CDBG Administration
	Target Area	NA
	Goals Supported	All
	Needs Addressed	NA
	Funding	CDBG: \$168,000
	Description	General administrative costs associated with CDBG program.
	Target Date	NA
	Number of Families to benefit from activity	NA
	Location Description	1100 10 th Street, Suite 402, Greeley, CO
	Planned Activities	NA
2.	Project Name	Acquisition and/or Infrastructure for single-family housing
	Target Area	TBD
	Goals Supported	Affordable housing
	Needs Addressed	Affordable housing
	Funding	CDBG: \$120,000
	Description	These are funds from 2020-2023 that were set aside for a housing activity. The use is still TBD.
	Target Date	12/31/24
	Number of families to benefit from activity	TBD
	Location Description	TBD
	Planned Activities	Provide CDBG-eligible support to new single-family housing units to help increase the supply of affordable units.
3.	Project Name	Acquisition and/or Infrastructure for multi-family housing
	Target Area	TBD
	Goals Supported	Affordable multi-family housing
	Needs Addressed	Affordable housing
	Funding	CDBG: \$150,000
	Description	These are funds from 2020-2023 set aside for a TBD housing activity.
	Target Date	12/31/24
	Number of families to benefit from activity	TBD
	Location Description	TBD City of Greeley
	Planned Activities	See description.
	Location Description	TBD City of Greeley
	Planned Activities	Provide CDBG-eligible support to new multi-family housing units to help increase the supply of affordable units.

4.	Project Name	TBD Multi-family housing rehab
	Target Area	TBD
	Goals Supported	Rehab of existing multi-family, affordable housing units
	Needs Addressed	Affordable housing
	Funding	CDBG: \$150,000
	Description	These are funds from 2020-2023 that were set aside for a housing activity. The use is still TBD.
	Target Date	12/31/24
	Number of families to benefit from activity	Five low-income
	Location Description	TBD City of Greeley
	Planned Activities	See description.
5.	Project Name	Non-profit Public Service-Guadalupe Community Center
	Target Area	Redevelopment District-Comprehensive, but available City-wide
	Goals Supported	Assist agencies providing housing related public service
	Needs Addressed	Assist homeless
	Funding	CDBG: \$20,000
	Description	Funds will support the case management services (intake specialist and case manager) provided at Guadalupe.
	Target Date	8/1/2025
	Number of families to benefit from activity	1500 homeless individuals
	Location Description	1442 N. 11 th Avenue, Greeley
	Planned Activities	Provide shelter residents in extended-stay with intake services and case management.
6.	Project Name	Non-profit Public Service-Greeley Transitional (Family) House-Housing Case Manager
	Target Area	Redevelopment District-Comprehensive, but available City-wide
	Goals Supported	Support public services that are specific to housing
	Needs Addressed	Affordable housing
	Funding	CDBG: \$14,063
	Description	Funds will support the cost of a continuing a housing-related staff position.
	Target Date	8/1/2025
	Number of families to benefit from activity	60 homeless (extremely-low-income) families
	Location Description	1206 10 th Street, Greeley
	Planned Activities	A housing caseworker that implements the Landlord Recruitment Program will continue to be supported with CDBG. The case manager works with families to help repair housing/credit histories and make them more

		marketable to landlords. The case manager also explores potential grant funding for landlord risk mitigation funding (second security deposit, clean-up fund, etc.).
7.	Project Name	Non-profit Public Service-A Woman's Place-Housing Programs Staff
	Target Area	Redevelopment District-Comprehensive, but available City
	Goals Supported	Support public services that are specific to housing
	Needs Addressed	Affordable housing
	Funding	CDBG: \$10,307
	Description	Funds will support the cost of housing programs at safehouse.
	Target Date	8/1/2025
	Number of families to benefit from activity	385
	Location Description	Undisclosed
	Planned Activities	Assist with staff costs for housing program at domestic violence safehouse.
8.	Project Name	Public Improvements-Infrastructure Improvements-Redevelopment District (RD) Northeast Greeley
	Target Area	Redevelopment District-Comprehensive
	Goals Supported	Public improvements-infrastructure
	Needs Addressed	Neighborhood revitalization
	Funding	CDBG: \$557,630
	Description	Funding will help complete missing or replace deficient infrastructure in the Redevelopment District neighborhoods, particularly sidewalks ramps for accessibility, curbs, and gutters, for improved public safety, and other costs that may be incurred as part of this activity.
	Target Date	12/31/24
	Number of families to benefit from activity	LMA Benefit to 1,000 households estimated
	Location Description	Northeast Greeley; north of 10 th Street, south of C Street; east of 35 th Avenue, west of 11 th Avenue
	Planned Activities	Install missing/replace deficient infrastructure per description above.

9.	Project Name	Public Improvements-Infrastructure Improvements-Radar Speed Feedback Signs in School Zones
	Target Area	Redevelopment District-Comprehensive
	Goals Supported	Public improvements-infrastructure
	Needs Addressed	Neighborhood revitalization
	Funding	CDBG: \$45,000
	Description	Install speed feedback signs in school zones around schools in Redevelopment District.
	Target Date	12/31/24
	Number of families to benefit from activity	LMA Benefit to 50 households estimated
	Location Description	TBD alleys in the Redevelopment District-Sunrise Neighborhood
	Planned Activities	Install as many speed feedback signs as possible, beginning with those around elementary schools in Redevelopment District.
10.	Project Name	Public Improvements-Parkway Tree Planting
	Target Area	Redevelopment District-Comprehensive
	Goals Supported	Public improvements-infrastructure
	Needs Addressed	Neighborhood revitalization
	Funding	CDBG: \$15,000
	Description	Funds provided to this program will continue infrastructure improvements by planting trees in the parkway area of neighborhoods in the Redevelopment District. These neighborhoods are some of the oldest in the City and most also have a high minority population. All have more than 51% low-moderate-income residents. Homeowners contract with the City Forestry Program and care for the trees post-planting.
	Target Date	8/31/24
	Number of families to benefit from activity	This is an LMA benefit with an estimated 300 households benefiting. All addresses receiving a tree(s) are within the boundaries of the Redevelopment District (map attached) in a Census Tract with an LMI percentage of more than 51%. Actual Census Tracts to be included in the LMA calculations in IDIS will be determined once the homeowners are identified. [For informational purposes only, it is expected that approximately 15 households will receive a tree(s).]
	Location Description	TBD as households willing to work within the program parameters are identified; all will be within the boundaries of the Redevelopment District.
	Planned Activities	Identify parkway areas where trees are needed. Contact owner and contract with those who agree to commit to appropriate care of the tree(s) planted. Purchase and plant trees.

11.	Project Name	Public Service Property Conditions-Clean-up Weekend
	Target Area	Redevelopment District-Comprehensive
	Goals Supported	Property conditions
	Needs Addressed	Neighborhood revitalization
	Funding	CDBG: \$15,000
	Description	This annual event provides residents of Greeley with a place to bring trash for a cost that is less than using the landfill. (This project is available to the entire community; the percentage of LMI residents compared to the percent of CDBG funds in the activity is calculated.)
	Target Date	5/31/24
	Number of families to benefit from activity	Area benefit-1,250 households (by number of 80631 cars through gate).
	Location Description	Citywide, with efforts in north and east Greeley (low- moderate-income areas) in order to reduce code violations and cleanup in this area. The event drop-off spot is in Census Tract 1, which has an LMI percentage of 79% and is surrounded by LMI tracts. However, because the activity is available city-wide, when calculating the LMI percentage for IDIS, the following census tracts are included: 1, 2, 3, 4.01, 4.02, 5.01, 5.02, 6, 7.01, 7.03, 8, 9, 10.03, 11, 12.01, 12.02, 13 (block groups 2, 3, and 4) 14.08, 14.09, 14.10, 14.11, 14.13, 14.14, 14.15, and 14.17. The only Census Tracts in the city that are not included are those on the far west side of Greeley. The housing and landscaping are newer there and it is a greater distance to access the event. These census tracts are not appropriate due to that reasoning.
	Planned Activities	Hold the annual clean-up weekend. The event is staged in northeast Greeley, an area most convenient to the LMI neighborhoods in the City. Flyers will be distributed in low-income neighborhoods and help provided to the residents, if needed and requested. (City trucks will be available to haul debris to the site if needed).

12.	Project Name	Non-profit Public Service-United Way of Weld County-Cold Weather Shelter
	Target Area	Redevelopment District-Comprehensive, but available City
	Goals Supported	Support public services that are non-housing specific
	Needs Addressed	Assist underserved persons-homeless
	Funding	\$40,000
	Description	Funds will support staff providing services at the Cold Weather Shelter.
	Target Date	5/1/2025
	Number of families to benefit from activity	500
	Location Description	870 28 th Street, Greeley
	Planned Activities	Assist with staff costs at shelter for homeless.
13.	Project Name	Non-profit Public Service-Senior Resource Services-Transportation Assistance
	Target Area	Redevelopment District-Comprehensive, but available City-wide
	Goals Supported	Assist agencies providing non-housing specific public service
	Needs Addressed	Assist underserved persons-seniors
	Funding	CDBG: \$15,000
	Description	Funds will support the provision of transportation services for persons over the age 60+. Senior Resource Services (SRS, dba 60+ Ride) transports seniors to medical appointments, grocery stores, financial and government institutions, social events, houses of worship, and personal grooming appointments. The services directly increase seniors' ability to maintain their health and independence through consistent availability of medical care, and reduce re-hospitalization, offer a way to increase nutrition quality through fresh food, and decrease social isolation and the resulting depression.
	Target Date	8/1/2025
	Number of families to benefit from activity	225 Seniors aged 60 or older
	Location Description	800 8 th Avenue, Greeley
	Planned Activities	This funding will provide transportation services to seniors (60 and older).
14.	Project Name	HOME Grant Administration
	Target Area	NA
	Goals Supported	All
	Needs Addressed	NA
	Funding	HOME: \$30,000
	Description	General administrative costs associated with HOME program.
	Target Date	NA

	Number of families to benefit from activity	NA
	Location Description	1100 10 th Street, Suite 402, Greeley, CO
	Planned Activities	NA
15.	Project Name	HOME Program Homeownership
	Target Area	Redevelopment District-Comprehensive; other TBD
	Goals Supported	Acquisition or infrastructure support for new SF housing
	Needs Addressed	Affordable housing.
	Funding	HOME: \$330,000. The City will utilize its 15% CHDO requirement for this activity, approximately \$45,000 and prior years' CHDO funds (included in the \$330,000).
	Description	As available, HOME funds may be allocated to ten (or more) units of affordable housing. Assistance will reduce the sales price of the house and establish the period of affordability. (See AP90-Program Specific Requirements-HOME for description of the assistance provided under this project.) CHDO funds will be utilized if appropriate on one house and provide partial funding for a second with total up to 15% of HOME grant reserved for CHDOs.
	Target Date	12/31/2024
	Number of families to benefit from activity	Ten (Five low-income; five moderate income)
	Location Description	TBD
	Planned Activities	See description.
16.	Project Name	HOME Program Rental-TBD Project
	Target Area	City; Redevelopment District
	Goals Supported	Create and maintain desirable and affordable housing.
	Needs Addressed	Affordable housing.
	Funding	HOME: \$1,027,223
	Description	A project has not yet been identified. New construction of a multi-family development will be prioritized, but two-four units for rental will also be considered.
	Target Date	12/31/2024
	Number of families to benefit from activity	30 – 20 extremely-low-income, including five homeless and five special needs 10 low-income, estimated.
	Location Description	TBD
	Planned Activities	See description

Table 10 – Projects, Detailed

AP-50 Geographic Distribution – 91.220(f)

Description of the geographic areas of the entitlement (including areas of low-income and minority concentration) where assistance will be directed

Historically, the city has directed assistance to areas within its Redevelopment District. This is a city-identified/named area that includes the areas of highest minority concentration and the low-moderate-income census tracts. The Redevelopment District encompasses some of the oldest parts of town east of 35th Avenue. CDBG assistance in the past has been for infrastructure improvements (curb, gutters, sidewalks, drainage improvements, parkway tree plantings, and alley reconstructions). The Redevelopment District map is attached for reference.

While it is the hope to distribute new affordable housing developments throughout the City, the reality is they go where land is available. During 2023, construction started on a development of senior housing on an in-fill lot in the north downtown neighborhood of the Redevelopment District. The Greeley-Weld Habitat for Humanity broke ground on a development that will include multi-family rental units (by another developer) and single-family for-sale units (by Habitat) to be located west of 23rd Avenue, South of 29th Street (an area where the City has not previously assisted with affordable housing). The neighborhood is in a low-moderate-income Census Tract, but not in the Redevelopment District.

While many of the public service activities supported in the past have been within the Redevelopment District boundaries, serving low- moderate-income clientele is the reason for supporting the agencies providing the service.

Geographic Distribution

Target Area	Percentage of Funds
Redevelopment District-Comprehensive	50%

Table 11 - Geographic Distribution

Rationale for the priorities for allocating investments geographically

The physical condition of the Redevelopment District neighborhoods is such as to need the support of CDBG. Infrastructure is missing or inconsistent in places (gaps in sidewalks continuity, for example) making it substandard. Poor quality (or lack of) infrastructure poses safety concerns for residents and can be detrimental to the overall health and aesthetics of the neighborhoods. Providing federal funds (with support from the City's general funds, when available) provide a means to move infrastructure from substandard to being more comparable to new neighborhoods. Doing so enhances the quality of life for residents and provides a better quality of life for residents and supports the overall housing and economic health of the Redevelopment District neighborhoods.

Discussion

Because public service activities are clientele-based rather than geographically based, the activities were not included in the percentage of funds made available within the Redevelopment District, which may make the percentage look low.

While the neighborhoods of the Redevelopment District (census tracts) all qualify as low- moderate-income areas, these neighborhoods are also home to the University of Northern Colorado, Banner Health, numerous elementary/middle/high schools, Downtown and other commercial districts, public facilities and non-profits that serve low-moderate-income residents, and the City offices. Most of Greeley's new development is on its west side, creating a divide in condition between the east and west. With limited City resources for infrastructure installation, CDBG helps the older neighborhoods retain their viability and attract residents interested in homeownership and business development in the area.

Affordable Housing

AP-55 Affordable Housing – 91.220(g)

Introduction

Support for affordable housing, whether new development support or multi-family rehab, is a high priority of the 2020-2024 Consolidated Plan. One project (Immaculata Plaza II) utilizing HOME funds was completed late summer 2023 and is in the process of leasing. Two other projects have been identified as eligible for CDBG and/or HOME affordable housing funds but have been slower getting underway than hoped. The City anticipates applications for North Weld Village (58 units of permanently supportive housing for chronically homeless individuals/couples with a disability) and Hope Springs (homeownership) during the first quarter of 2024. A new City department, Housing and Homeless Solutions, (referenced in other areas of the Action Plan) will take on the task of increasing/maintaining affordable housing.

One Year Goals for the Number of Households to be Supported	
Homeless	5
Non-Homeless	50
Special-Needs	5
Total	60

Table 12 - One Year Goals for Affordable Housing by Support Requirement

One Year Goals for the Number of Households Supported Through	
Rental Assistance	0
The Production of New Units	35
Rehab of Existing Units	5
Acquisition of Existing Units	20
Total	60

Table 13 - One Year Goals for Affordable Housing by Support Type

Discussion

The City's 2020-2024 goals for affordable housing have proved challenging to meet. Although two potential developments are on the horizon and are included in the affordable housing goals above, the City may also review the option of reallocating housing funds (CDBG) to another eligible activity to utilize the funds timelier. In the meantime, the Housing and Homeless Solutions Department will continue to look for affordable housing projects that could be supported with CDBG and especially HOME. No additional housing funds were set aside from CDBG for 2024 due to the accumulation of funds from 2020-2023. Because specific activities to add units of affordable housing or to provide multi-family loans/grants are not identified, goals are again based on reasonable expectation.

AP-60 Public Housing – 91.220(h) -

Introduction

The Greeley Housing Authority owns and manages 86 units of Federal Public Housing, including 80 apartments (at three locations) and six single-family, stand-alone houses. The Housing Authority also manages the Section 8 Housing Voucher Program, with authorization for 724 vouchers.

Actions planned during the next year to address the needs to public housing

Due to the current higher than average summer heat and the fact that window air conditioning is a problem the Authority will seek to air condition the apartment units in the spring of 2024.

Actions to encourage public housing residents to become more involved in management and participate in homeownership

The public housing resident who was a member of the board was term limited. As vacancies on the Board occur, they intend to encourage residents to apply. Staff of the Housing Authority has continued to work with higher income public housing residents on the possibility of home ownership; however, high home prices in the region coupled with current interest rates are a barrier to ownership.

If the PHA is designated as troubled, describe the manner in which financial assistance will be provided or other assistance

The Greeley Housing Authority is not troubled.

Discussion

The Greeley Housing Authority and the Weld Housing Authority operate with one staff. As opportunities arise, the City will consider support of partnerships for acquiring or rehabbing additional public housing units. The City is fortunate to have a well-managed housing authority.

AP-65 Homeless and Other Special Needs Activities – 91.220(i)

Introduction

The new Homeless and Housing Solutions Department has taken the lead on issues surrounding homelessness for the City. Included in the Department staff are case managers who do street outreach to connect with the homeless. The Department will also spearhead the City's housing initiatives. As staff continues to be put in place, it is expected to bring big changes in the areas of housing and homelessness.

Larimer and Weld Counties have been their own HUD-designated Continuum of Care (CO-505) since January of 2020. Forming the new Continuum has made it easier for the Counties to work together to meet the needs of those experiencing homelessness through regional collaboration.

The City stays engaged with its community partners and service providers and assists when possible in meeting increasing needs of the homeless in the community. In 2022, an award of \$360,000 in CDBG-CV funding was granted to United Way of Weld County to support the Housing Navigation Center/Cold Weather Shelter/day use facility (all under one roof) that provide services to people experiencing homelessness. The award was increased to \$827,067 in 2023. CDBG also supported the Guadalupe Community Center and the Greeley Family (Transitional) House for many years.

Describe the jurisdictions one-year goals and actions for reducing and ending homelessness including

Reaching out to homeless persons (especially unsheltered persons) and assessing their individual needs

United Way of Weld County leads the Weld's Way Home Street Outreach workgroup. The workgroup is coordinating outreach services to people experiencing homelessness. The partnership includes North Range Behavioral Health, Almost Home, City of Greeley, Weld County DHS, and Street Lights of Grace. The group coordinates outreach schedules and provides resources including hygiene products, clothing, and housing resources. The City hired staff specifically for street outreach as part of the Housing Initiatives Department

Annually, outreach is done annually in January during the Point-in-Time (PIT) Count to determine the number of homeless that are unsheltered (and in some years, sheltered, also).

Agencies will continue to use the Coordinated Assessment and Housing Placement System (CAHPS, also known as Coordinated Entry) to connect homeless persons to appropriate housing and services. Through the CAHPS process, the most vulnerable of the homeless population can be identified and prioritized with a coordinated effort to support housing for these individuals.

In 2024, CDBG will provide grant support to the Housing Navigation Center-Cold Weather Shelter.

Addressing the emergency shelter and transitional housing needs of homeless persons

Emergency shelter is currently unavailable in Greeley except during cold weather months (November 1-April 15). In addition to safe overnight shelter, dinner and breakfast are provided to shelter guests. The Cold Weather Shelter is operated by United Way of Weld County. Bridge housing in motel rooms can also be provided to the more vulnerable guests as they wait for permanent housing vouchers.

Three agencies operate shelters here (Catholic Charities-Guadalupe Community Center, Greeley Transitional House dba Greeley Family House, and A Woman's Place). Counted as emergency shelter in the past, they do not really meet the definition of emergency shelter but are more transitional housing as all have extended stay options and significant case management, and people cannot just show up and receive shelter (as is the case with the Cold Weather Shelter). The Cold Weather Shelter operates from the Housing Navigation Center, where people experiencing shelter can shower, get connected to services, and work to get into permanent housing. Additionally, the City owns Camfield Corner and provides it to the Greeley Family House, which manages the property and makes it available for up to two years for families exiting that shelter.

The City's HOME-ARP Allocation Plan was approved in July 2023. The funds' use identified in the Allocation Plan was for a non-congregate shelter. Planning is in initial stages for this shelter.

Helping homeless persons (especially chronically homeless individuals and families, families with children, veterans and their families, and unaccompanied youth) make the transition to permanent housing and independent living, including shortening the period of time that individuals and families experience homelessness, facilitating access for homeless individuals and families to affordable housing units, and preventing individuals and families who were recently homeless from becoming homeless again

The goal of the Northern Colorado Continuum of Care is to make homelessness rare, short-lived, and non-recurring in Weld and Larimer counties. The Continuum's member agencies strive to use the housing first model when working with persons experiencing homelessness.

UWWC operates the Housing Navigation Center (HNC) which provides resources to people who are experiencing homelessness or housing instability. The HNC uses housing first practices and coordinated entry to quickly identify people experiencing homelessness, assess their needs, and assign them housing resources. The HNC provides housing case management and hosts onsite office hours with 25 community partners who provide resources to get people housed quickly. Once households receive a housing resource, the housing case managers will continue to work with them to stabilize and provide emergency financial assistance to prevent households from returning to homelessness.

The Greeley Transitional (Family) House assists families with children move from homelessness to permanent housing through emergency shelter housing and subsequent housing programs. Intensive case management includes advocating with landlords for housing, education on good tenant practices,

employment referral, and budget training. The program is one-year in length with an optional second, as needed.

Helping low-income individuals and families avoid becoming homeless, especially extremely low-income individuals and families and those who are: being discharged from publicly funded institutions and systems of care (such as health care facilities, mental health facilities, foster care and other youth facilities, and corrections programs and institutions); or, receiving assistance from public or private agencies that address housing, health, social services, employment, education, or youth needs.

Members of a broad networking group started in 2014 and now comprised of more than 200 individuals (“Connections”), work together to assist individuals and families noted in the question. The Connections network includes staff from local non-profit agencies (including the shelters), Habitat for Humanity, United Way, mental health providers, the Department of Corrections and Public Defender’s offices, the educational system, local libraries, the City, etc. This network is quick to request assistance and quick with responses when there is someone within their system that is in need.

The HNC works with local partners to identify households who are on the brink of homelessness and who are accessing emergency financial assistance. Households can access homelessness prevention assistance funds, emergency food and shelter funds, and state homeless prevention funds at the HNC. Additionally, the HNC helps to divert people from homelessness through financial assistance designed to help households reconnect with their support networks. This includes the purchase of bus tickets and gas vouchers to reunite households.

A grant from the Weld Trust, a local foundation, makes it possible for Catholic Charities at Guadalupe Community Center to continue operating the Hospital to Housing Program. The two hospital systems in Greeley refer homeless patients upon discharge to the Hospital-to-Housing Program where they are connected to home health care providers, therapists and other specialists at the Guadalupe Shelter who support the transition into either independent housing or a supportive living facility. The grant provides staff support and housing dollars. The patients served by this program are part of the Greeley homeless population who struggled with significant physical and mental health challenges. In stable housing they can stabilize their health and well-being and break the cycle of continued in and out trips to the hospital.

Ninety-five percent of the Greeley Transitional (Family) House clients are below poverty level. It’s challenging to find affordable housing, as low-income housing is exceptionally low in Greeley. Clientele often have limited education, making good employment also a challenge. GT(F)H’s partner landlords number 10 currently, with intent to partner with three additional.

Jobs of Hope, a Greeley non-profit, works with gang-affiliated individuals and those involved in the justice system and who want to better their lives. They opened a 14-bed, low-barrier sober living home in 2021 as part of its program.

The City supports, to the extent possible, agencies offering shelter for persons being discharged and is part of conversations regarding discharge policies through the Northern Colorado Continuum of Care.

Discussion

The City took a deep look into housing and homelessness with the help of an outside consulting firm to better identify the issues and gaps that might exist in current responses in 2022. Extensive research, through neighborhood meetings and surveys, consultations, and outreach resulted in the *Homeless and Housing Services Assessment and Recommendations* report. A grant from the State provided funds for a city-wide needs assessment and sub-area plan, which was completed in 2023. The needs assessment was one of the six recommendations from the *Homeless and Housing Services Assessment and Recommendations* report.

The City has dedicated significant financial support to aid efforts to end homelessness for many years. It is expected that work will not only continue in 2024 but increase with through efforts of the City's Housing and Homeless Solutions Department.

AP-75 Barriers to affordable housing – 91.220(j)

Introduction:

The City of Greeley grew 17% between 2010 and 2020, increasing in population during those years from 93,155 to 109,084. With the most affordable single-family home sales prices in Northern Colorado, “affordability” is undoubtedly a draw. However, the average sales price for a home in Greeley increased from \$448,729 in 2021 to \$457,811 in 2022, far outside the range for a buyer needing an affordable unit.

The number of construction permits Greeley issued year-over-year (May 2022 to May 2023) was down significantly, with 246 issued in 2022 by the end of May and 41 issued in 2023. The same was true for multi-family dwelling unit permits, with 67 permits for 1,032 issued by the end of May 2022 and 28 permits for 354 units issued in 2023.

There are several affordable multi-family housing developments underway that are close to leasing, which will provide additional affordable opportunities, including Copper Platte and Immaculata Plaza II. High Plains Housing Development Corporation expects to begin construction on a Permanent Supportive Housing development in 2024 that will target homeless persons for residency. Hope Springs, a development being undertaken by the Greeley-Weld Habitat for Humanity will break ground during the summer of 2023 with homes expected to be ready for sale early in 2024.

Finding land available for affordable housing is a challenge, as is funding the cost of construction and water. Most, if not all, recent affordable housing developments have had complicated financing packages with multiple layers of funding sources, including Low-Income Housing Tax Credits, Private Activity Bonds, HOME funds, and more.

Actions it planned to remove or ameliorate the negative effects of public policies that serve as barriers to affordable housing such as land use controls, tax policies affecting land, zoning

ordinances, building codes, fees and charges, growth limitations, and policies affecting the return on residential investment

The City has no growth limitations. The only policies currently in place affecting return on residential investment are the regulations of the HOME Investment Partnership Program. There are no taxing policies affecting the land other than property tax, which the City doesn't have control over. City Council continues to review fees and charges associated with new developments and has the possibility of allowing Accessory Dwelling Units (ADUs) on large lots. The Strategic Housing Plan remains a useful document with a number of strategies in it that could impact affordable housing, including the following:

- Amendment of the development code to promote housing choice.
- Development of financial strategies that minimize development costs.
- Engaging alternative housing providers (land trusts, affordable housing developers, land banks, etc.)
- Addressing the impact of raw water on affordability
- Facilitate development of manufactured communities

Discussion:

The City will make its Home funds available to developers of affordable housing. While HOME funds awarded are not enough to construct a development, they are useful as partial funding. Additionally, the City expects to continue allocating a portion of its CDBG funds to assist with affordable housing development. Implementation of the Housing Plan strategies and action steps will take time. The City's Strategic Housing Plan is available for review.

The City funds a program of down payment assistance, the G-HOPE program, for employees of participating businesses that are in Greeley. It specifically targets homeownership in the Redevelopment District, including the neighborhoods around the University of Northern Colorado. The boundaries of neighborhoods eligible for the program were expanded slightly in 2023. The G-HOPE program does not restrict housing price or household income.

AP-85 Other Actions – 91.220(k)

Introduction:

Other actions the City will take during 2024 to address the community's needs follow.

Actions planned to address obstacles to meeting underserved needs

The Annual Goals section of this Plan (AP-20) lists the City's 2024 planned activities, most of which address the needs of the underserved. Descriptions of the activities can be found in previous sections of the Action Plan, but briefly:

- Provide CDBG support for infrastructure activities will provide low-moderate-income neighborhoods with quality improvements to sidewalks, curbs, and gutters and bring them to an infrastructure level that is more comparable to newer neighborhoods.
- Make CDBG and HOME funds available to owners and/or developers of affordable housing to assist with multi-family rehab or eligible activities associated with new construction.
- Provide CDBG support to Senior Resource Services for transportation for the elderly, United Way for a cold weather shelter for persons experiencing homelessness, A Woman's Place for victims of domestic violence, and both the Guadalupe Community Center and Greeley Transitional (Family) House to assist homeless individuals and families.
- Make HOME funds available to Greeley-Weld Habitat for Humanity for the new construction of single-family homes for sale to persons typically earning less than 70% of AMI and coming from substandard housing.
- Expand the City Manager's Office-Housing and Homeless Solutions staff to increase work with persons who are homeless and with all types of housing needs.

The City expects to continue to provide hybrid meeting options, so that those not able to attend in-person meetings have the options of attending virtually. City buildings are accessible, and information is provided in public notices on how to request special accommodations. Additionally, the City will continue to work with its partners to identify obstacles and provide support to agencies working with underserved populations. Support may not always be in the form of financial assistance but may take the form of connecting agencies and/or residents to one of the City's institutional partners.

Actions planned to foster and maintain affordable housing

The City added a new affordable housing development for seniors earning 30% or less of AMI in partnership with Archdiocesan Housing, Inc. The development began lease-up in the summer, and HOME units were occupied. The development was a Low-Income Housing Tax Credit project with project-based vouchers from the Greeley Housing Authority.

Copper Platte received Private Activity Bonds from the City. Started in 2022, at completion, the development will have 224 units with tenant incomes restricted to 60% and less of AMI. Units will have one-four-bedrooms. Anticipated opening date is October 1, 2023.

Greeley-Weld's Habitat for Humanity will begin construction on its Hope Springs development in the fall of 2023. First for-sale homes (to low-income buyers) are expected to be available in mid-2024. The City was awarded funds from Colorado's Coronavirus State and Local Fiscal Recovery Funds from the U. S. Treasury (Title VI of the Social Security Act, Section 602) to install the infrastructure at Hope Springs. The City is also open to an application for HOME funds to assist buyers in the Hope Springs development. Construction costs are so high that buyers are not able to purchase these homes without assistance.

Other ways the City will continue with the following to foster and maintain affordable housing:

- Continue to provide the single-family owner-occupied housing rehab emergency grant program.
- Monitor the eight existing HOME projects for affordability and property standards.
- Partner with developers in the construction of affordable housing for rent or ownership.

Actions planned to reduce lead-based paint hazards

There are no specific actions designed to reduce lead-based paint hazards; however, lead-paint regulations will be adhered to during reconstructions and/or single- or multi-family housing rehab activities.

With the closure of the housing rehab loan program, the City does not have a specific program through which lead-based paint hazards can be addressed.

During the 2020-2024 Consolidated Plan, housing rehab activities may expand to include multi-family rehabilitations, which would be subject to the federal standards for lead-based paint mitigation.

Actions planned to reduce the number of poverty-level families

CDBG and HOME funds will be used to provide assistance to the City's most vulnerable in the following ways:

- Support public service activities that provide assistance to seniors, persons experiencing homelessness, and victims of domestic violence to help them stay housed or find housing quickly.
- Support for affordable housing homeownership opportunities with HOME funds, particularly through continued partnership with Habitat for Humanity to assist persons who are in sub-standard living conditions or with incomes that need outside support to afford a home purchase; HOME has provided gap financing to these families in the past and could continue through the Hope Springs development in some manner.
- The City will continue its ongoing efforts to strengthen economic development with the intent of bringing more employment opportunities and higher wages into the City.

Equally important are educational opportunities, and while the City does not support education through funding, it does provide free bus passes to School District 6 students (elementary through high school).

There are many social service assistance opportunities that can be accessed through Weld County Human Services and a good support system of non-profit agencies that provide help in the form of food, shelter, mental and physical health services, transportation, etc.

Actions planned to develop institutional structure

The City continually works to maintain and build its institutional infrastructure. Some of the ways in which this is done include:

- Identifying entities that work with low-moderate-income residents and/or neighborhoods and including them on the City's "Partner List" for distribution of information and materials with regard to CDBG and/or HOME.
- Continuing to support Northern Colorado Continuum of Care efforts to end homelessness.
- Provide City representation on local and regional committees, including as a member of the Northern Colorado Continuum of Care governing board.
- Provide technical assistance meetings at the start of the annual process.
- Offer support and information on CDBG to City departments that work with low-income neighborhoods and residents.
- Network with existing partnerships to identify and fill any gap in institutional structure.

Actions planned to enhance coordination between public and private housing and social service agencies

- The Assistant City Manager with oversight of the Homeless and Housing Services Department is a member of the Greeley Housing Authority board and maintains good connections through that membership.
- The City added a Housing Manager to its staff and will also add a Director of Housing. They will be able to increase the coordination between public and private housing.
- The City also added a staff to work with issues of people who are experiencing homelessness. Coordination with social service agencies will be considered when working toward solutions for homelessness.

Other ways coordination between public and private housing and social service agencies occurs has been discussed throughout this Action Plan.

There is good coordination among the local agencies, frequently by email through the Connections group (as noted in other areas of this Action Plan). City staff receives the emails that go out looking for support for clients in the Connections system and is able to share and respond when possible.

Discussion:

The City recognizes the need for partnerships and collaboration, and to the extent possible with develop new partnerships and maintain good relationships with community partners and interested parties.

Program Specific Requirements

AP-90 Program Specific Requirements – 91.220(I)(1,2,4)

Introduction:

The City has no Section 108 loan guarantees, surplus funds from urban renewal settlements, or float funded activities. Program income and revolving loan funds will be utilized to further the goals identified.

The 2024 grant year will be used to determine that a minimum overall benefit of 70% of CDBG funds is used to benefit persons of low and moderate income.

Projects planned with all CDBG funds expected to be available during the year are identified in the Projects Table. Program income expected to be received has been allocated to an activity and is noted in AP-15 Expected Resources.

Community Development Block Grant Program (CDBG)

Reference 24 CFR 91.220(I)(1)

Projects planned with all CDBG funds expected to be available during the year are identified in the Projects Table. The following identifies program income that is available for use that is included in projects to be carried out.

1. The total amount of program income that will have been received before the start of the next program year and that has not yet been reprogrammed	\$60,000.00
2. The amount of proceeds from section 108 loan guarantees that will be used during the year to address the priority needs and specific objectives identified in the grantee's strategic plan	\$0.00
3. The amount of surplus funds from urban renewal settlements	\$0.00
4. The amount of any grant funds returned to the line of credit for which the planned use has not been included in a prior statement or plan.	\$0.00
5. The amount of income from float-funded activities	\$0.00
Total Program Income	\$60,000.00

Table 14 – Program Income

Other CDBG Requirements

1. The amount of urgent need activities	\$0.00
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Table 15 – CDBG Other

HOME Investment Partnership Program (HOME)

Reference 24 CFR 91.220(I)(2)

1. A description of other forms of investment being used beyond those identified in Section 92.205 is

as follows:

Section 92.205(b)(1) defines forms of investment in the following manner:

“A participating jurisdiction may invest HOME funds as equity investments, interest-bearing loans or advances, non-interest-bearing loans or advances, interest subsidies consistent with the purposes of this part, deferred payment loans, grants, or other forms of assistance that HUD determines to be consistent with the purposes of this part and specifically approves in writing. Each participating jurisdiction has the right to establish the terms of assistance, subject to the requirements of this part.”
The City does not utilize a form of investment that is not identified under the noted section.

2. A description of the guidelines that will be used for resale or recapture of HOME funds when used for homebuyer activities as required in 92.254, is as follows:

See Appendix B for the City’s Policies and Procedures for affordability and recapture of HOME funds for homebuyer activities.

3. A description of the guidelines for resale or recapture that ensures the affordability of units acquired with HOME funds. See 24 CFR 92.254(a)(4) are as follows:

The 24 CFR 92.254(a)(4) section discusses qualification as affordable housing for homeownership. The City does not intend to acquire units of housing for homeownership with HOME funds but instead provides HOME support to buyers of Greeley-Weld Habitat for Humanity homes so that they can acquire (purchase) a Habitat home. The City’s recapture guidelines are attached.

4. Plans for using HOME funds to refinance existing debt secured by multifamily housing that is rehabilitated with HOME funds along with a description of the refinancing guidelines required that will be used under 24 CFR 92.206(b), are as follows:

There are no plans to use HOME funds to refinance existing debt secured by multi-family housing that is rehabilitated with HOME funds.

5. If applicable to a planned HOME TBRA activity, a description of the preference for persons with special needs or disabilities. (See 24 CFR 92.209(c)(2)(i) and CFR 91.220(l)(2)(vii)).

Not applicable.

6. If applicable to a planned HOME TBRA activity, a description of how the preference for a specific category of individuals with disabilities (e.g., persons with HIV/AIDS or chronic mental illness) will narrow the gap in benefits and the preference is needed to narrow the gap in benefits and services received by such persons. (See 24 CFR 92.209(c)(2)(ii) and 91.220(l)(2)(vii)).

Not applicable.

If applicable, a description of any preference or limitation for rental housing projects. (See 24 CFR 92.253(d)(3) and CFR 91.220(l)(2)(vii)). Note: Preferences cannot be administered in a manner that limits the opportunities of persons on any basis prohibited by the laws listed under 24 CFR 5.105(a).

At this time, the City gives no preference nor limits beneficiaries other than that they qualify as LMI households. The department that oversees HOME funds and affordable housing at the City is being restructured; this may change in the future.

Discussion

The City will utilize the HOME affordable homeownership limits for the Greeley MSA that are provided annually by HUD.

The City maintains a list of affordable housing developers that might be interested in building in Greeley (past partners; developers who have expressed interest). Periodically, the City requests letters of interest from interested developers for HOME funds that are available and works with those responding towards a development. The City does not currently have an annual competitive process for HOME funds. The HOME application is available from the City's HOME administrator's office.



Proposed CDBG Budget-FY 2024 Proposed HOME Budget-FY 2024

October 10, 2023



Agenda



- Annual Action Plan Overview
- 2024 Proposed CDBG/HOME Budget
- Next Steps

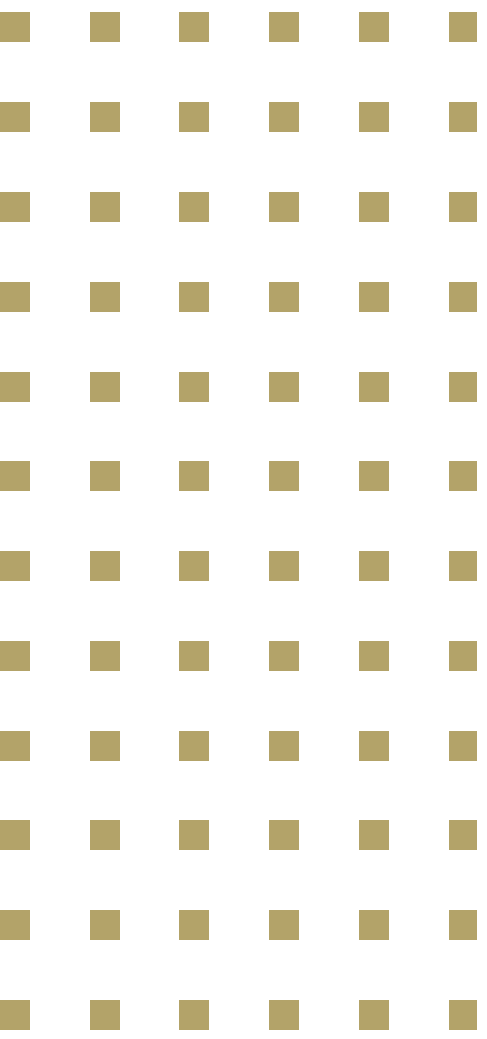
CDBG Overview

Meet a National Objective

- Assistance to low-moderate-income residents (<80% area median income- AMI)
- Elimination of slum & blighted conditions
- Urgent need

Address Identified Priority Within the Consolidated Plan

- Preserve and maintain affordable housing
- Revitalize neighborhoods within designated redevelopment areas
- Support for public facilities and public services that meet the above listed criteria



CDBG 2024

5th Year of 2020-2024 Consolidated Plan-Application Review

Proposed CDBG Budget-FY 2024

Applicant/Request	Request	Recommend	Total Funding
City-GURA-Grant Administration	\$168,000	\$168,000	\$168,000
PRIORITY – AFFORDABLE HOUSING & PUBLIC SERVICES			
Agency-Public Service-Guadalupe Community Center	\$24,450	\$20,000	\$20,000
Agency-Public Service-Greeley Transitional House (Greeley Family House)	\$14,063	\$15,000	\$14,063
Agency-Public Service-A Woman's Place	\$10,307	\$15,000	\$10,307
Agency-United Way-Cold Weather Shelter	\$40,000	\$40,000	\$40,000
Agency-Senior Resource Services (60+ Ride)	\$15,000	\$15,000	\$15,000
PRIORITY – INFRASTRUCTURE/NEIGHBORHOOD REVITALIZATION			
City-Public Works-Public Improvements (sidewalks, etc.)	\$1,450,876	\$557,630	\$557,630
City-Public Works/Traffic-School zone speed signs	\$90,000	\$45,000	\$45,000
City-CPRD/Forestry-Parkway Tree Planting	\$20,000	\$15,000	\$15,000
City-Public Works-Clean-up Weekend (Public Service)	\$20,000	\$15,000	\$15,000
TOTAL	\$2,852,696	\$884,000	\$900,000
ANTICIPATED GRANT			\$840,000
PROGRAM INCOME			\$60,000
ANTICIPATED RESOURCES			\$900,000
PRIOR YEARS' HOUSING SET-ASIDE FUNDS			\$1,127,220

Proposed HOME Budget-FY 2024

Home Investment Partnership (HOME) funds are primarily used for housing programs such as support for new affordable housing development within Greeley.

Funds can also be used in partnership with local non-profit groups to fund a variety of activities (i.e. building/buying/rehabilitation of affordable housing units, tenant based rental assistance) for those who are low-moderate income (<80% area median income- AMI).

Program Source of Funds	Use of Funds	Annual Allocation	Program Income	Prior Year Resources	Total
HOME Investment Partnership Funds	Administration; Affordable Housing	\$300,000	\$5,000	\$1,082,223	\$1,521,400

Next Steps

1. October 17, 2023 Public Hearing & Resolution for approval of Annual Action Plan
2. Action Plan will be finalized and submitted to HUD
3. Grant award will come from HUD – historically in July/August
4. Action Plan will be available on the GURA website

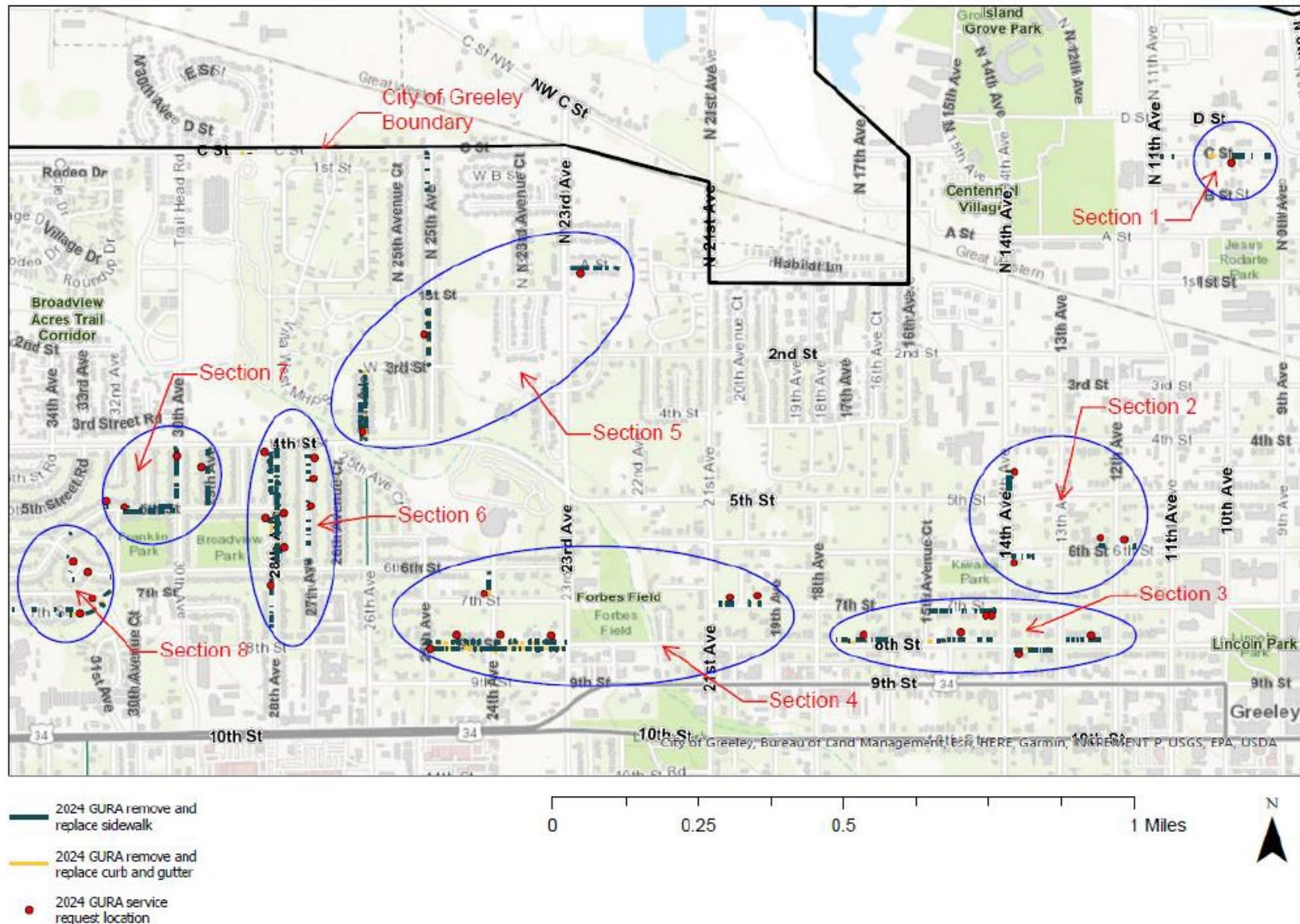
Thank you



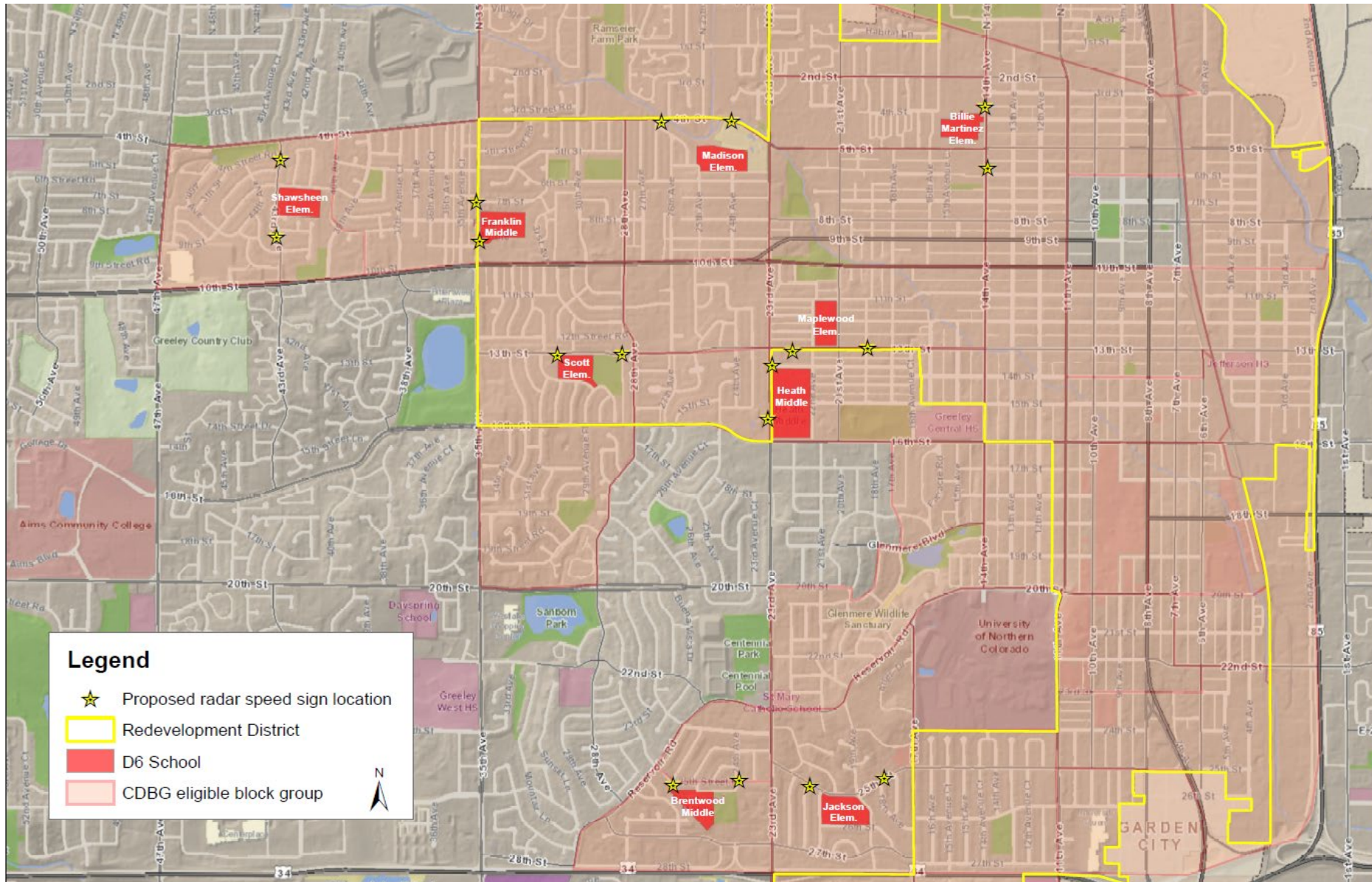
Appendix- Timeline of Events

Timeline and Citizen Participation Process	
June 1, 2023	CDBG Applications available for Fiscal Year 2024 funding.
June 5, 2023	Technical assistance for applicants. 12:00-1:00. City Center North, 1100 10 th Street, Room 1107. Entrances on west side of building.
June 6, 2023	1st Neighborhood Meeting – grant information for interested residents and opportunity to offer input on grant use. 3:30-4:30 – Greeley Rec Center, 651 10 th Avenue Room 101A.
June 7, 2023	Technical assistance for applicants. 12:00-1:00. City Center North, 1100 10 th St. #1107
June 8, 2023	2nd Neighborhood Meeting – grant information for interested residents and opportunity to offer input on grant use. 12:00-1:00 – City Center North, 1100 10 th St. Room 1107.
July 14, 2023	Last day to submit applications to GURA.
August 9, 2023 – 4:30 p.m.	Public Hearing – Greeley Urban Renewal Authority. Applicants are strongly encouraged to attend the public hearing and explain their funding requests to the GURA Board. GURA reviews all applications and forwards their funding recommendations to City Council.*
Aug 10-September 10, 2023	Thirty (30) day public comment period. Comments received will be included in Annual Action Plan & responded to in writing.
October 10, 2023	City Council work session for preliminary review of 2024 CDBG budget requests.
October 17, 2023	Public Hearing - City Council for approval of the CDBG budget. Funding requests will be finalized by Council at the meeting.
November 15, 2023	2024 Annual Action Plan ready for submittal to HUD.
March 2024	Any adjustments to HUD budgets (additional appropriations) by end of March.
June 2024	CDBG funds become available for approved 2024 projects.

Appendix- Sidewalk Location Map



Appendix- Radar Speed Sign Location Map





Work Session Agenda Summary

October 10, 2023

Key Staff Contact: Rodney Rhoades, Chief Financial Officer, Robert Miller, Treasurer and Interim Budget Manager, Ashley Weesner, Grant Specialist

Title:

American Rescue Plan Act Final Award Recommendations

Background:

This presentation is a follow up to the City's American Rescue Plan Act (ARPA) program. To ensure Greeley's ARPA dollars have the greatest positive impact on the community, staff have developed a formal program to guide the allocation of the remaining dollars that will allow both internal City departments and external social enterprises to submit project proposals for funding through ARPA. Applications for funding opened March 20, 2023 and closed May 19, 2023. Applications were reviewed and scored by committees made up of subject matter experts who presented final award recommendations to the City Manager's Office and Council.

This presentation will be on the final recommended decisions on ARPA funding for the Council to provide any feedback. The City received a total of 60 applications (33 internal and 27 external) which totaled \$48.9 million. Following the application review process, a total of 22 projects are being recommended for funding totaling \$11.6 million. The City will be appropriating the total remaining ARPA funds of \$18.7 million in October to allow for all the funds to be spent during the required time and allow for the City to approve expenditures according to federal guidelines.

Moving forward, staff is working with the City Attorney's Office for the development of agreements for awardees. The majority of projects are expected to begin on January 1, 2024 and activities will be completed by December 31, 2026. To ensure the success of these awarded funds, staff will work with awardees throughout the project activity period for continued compliance and timelessness of their projects.

To access the detailed ARPA requests, use this link:

[ARPA Award Requests](#)

Strategic Focus Area:



Business Growth



Community Vitality



High-Performance Government



Housing For All



Infrastructure and Mobility



Quality of Life



Safe and Secure Communities

Attachments:

1. Presentation

American Rescue Plan Act (ARPA)

Final Award Recommendations
October 10, 2023



The American Rescue Plan Act (ARPA)



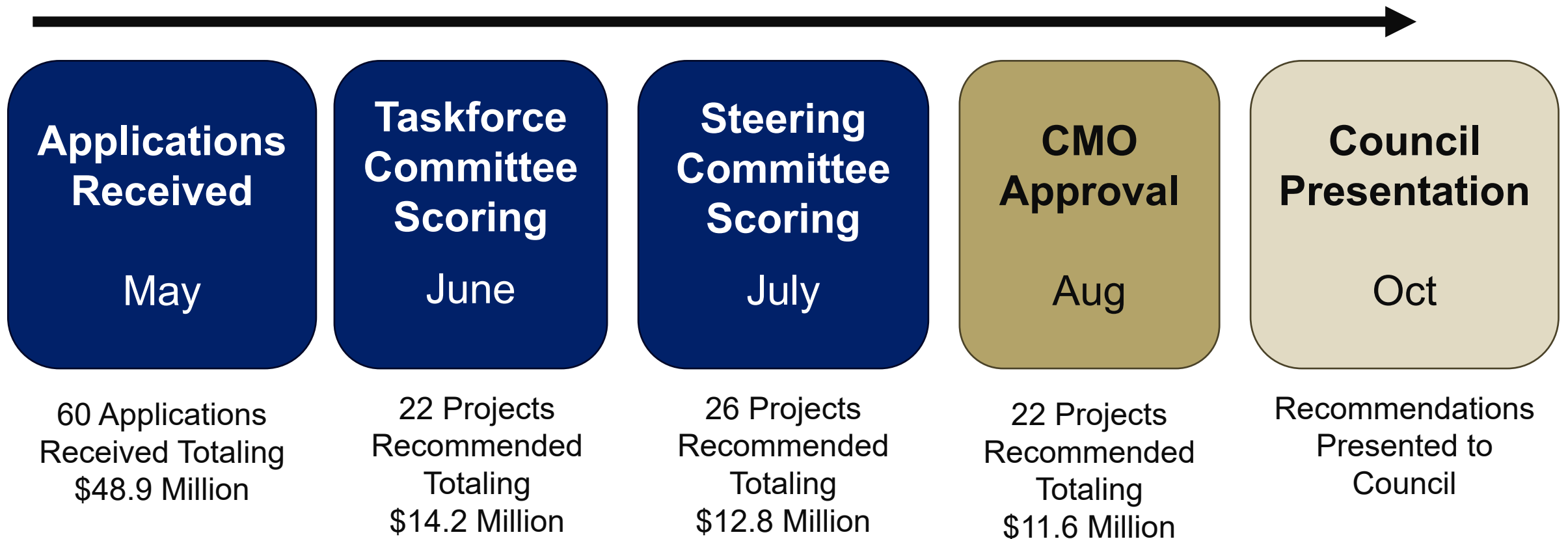
- ARPA Summary
- Application Process
- Recommendations for Final Approval
- Questions/Discussion

Agenda

ARPA- Summary

- The City of Greeley was allocated **\$20.9 Million** from the Department of Treasury in 2021 to mitigate negative impacts of the Covid-19 Pandemic
- **\$2.2 Million** has been expended to date as a direct response to Covid-19
- **\$18.7 Million** remains for the City's use toward eligible projects
- The City solicited competitive applications for available funds by both internal and external applicants

ARPA- Process Flow



ARPA- Application Summary

Program Benchmarks:

\$18.7M - Total Available

\$14.6M - Internal

\$2.0M - External

\$2.1M - Contingency

Internal Received:

33 Applications, \$34.7M

External Received:

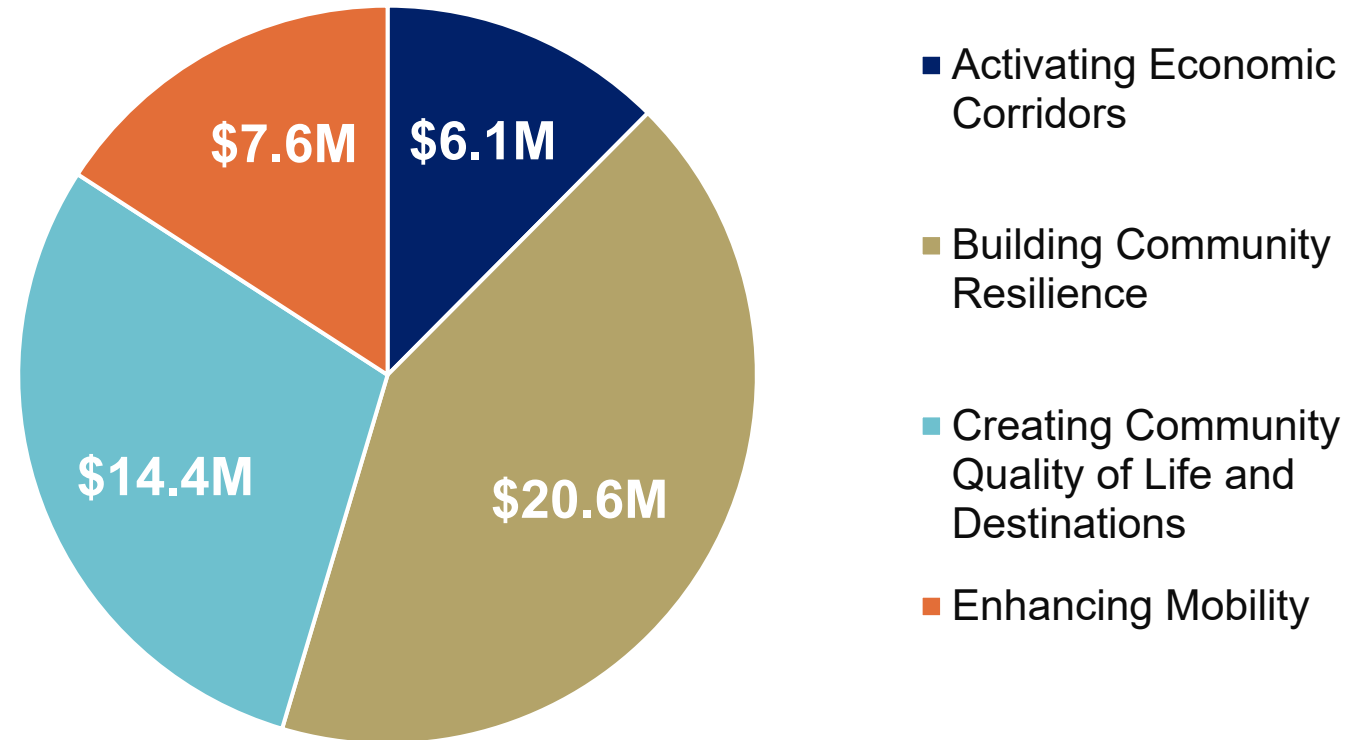
27 Applications, \$14.2M

Total Applications:

60 Applications, \$48.9M

Breakdown of Applications by Priority Area:

Total Requests: \$48.9M



ARPA Recommendations by Council Priority

Program Benchmarks:

\$18.7M - Total Available

\$14.6M - Internal

\$2.0M - External

\$2.1M - Contingency

Internal Recommendations:

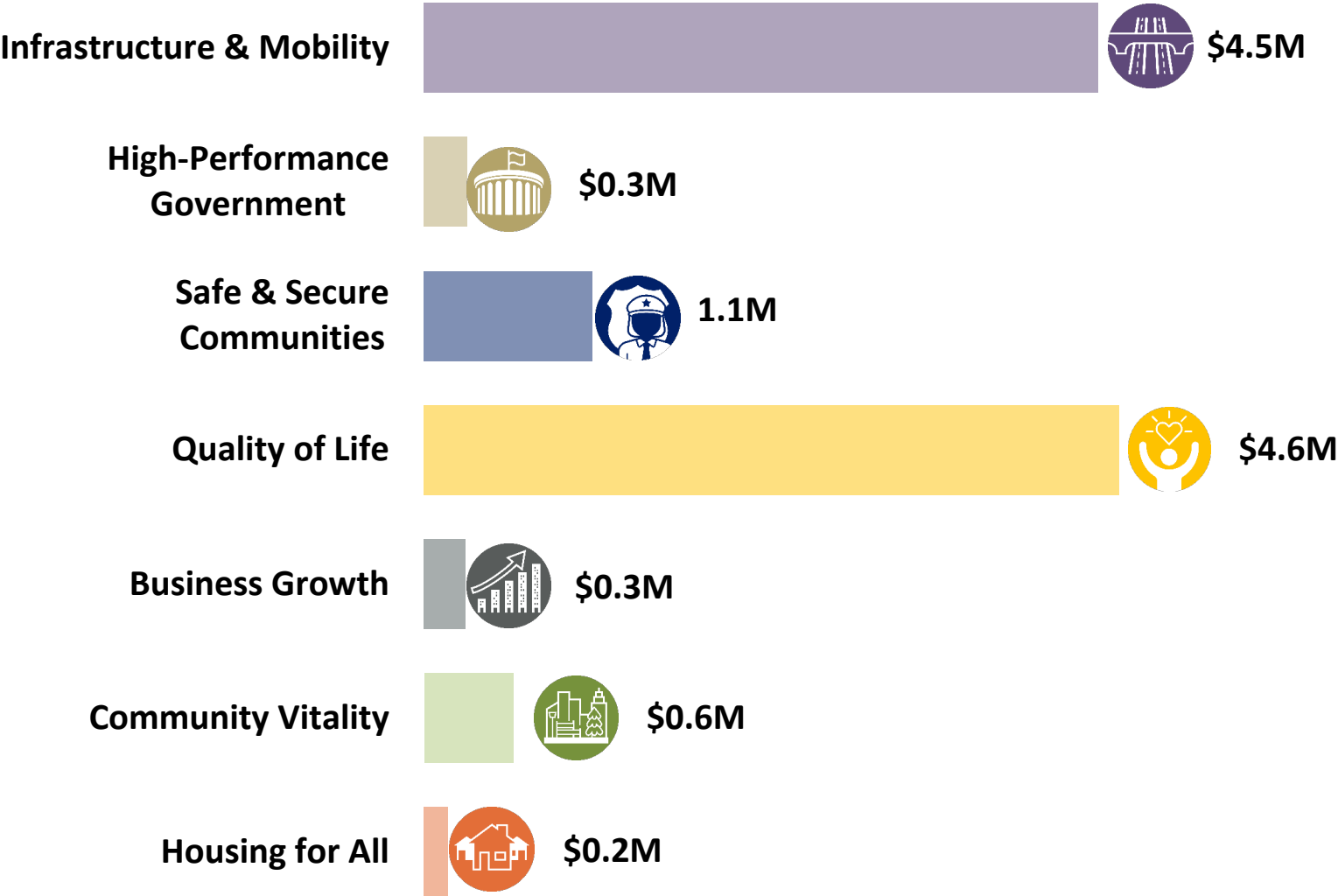
11 Applications, \$9M

External Recommendations:

11 Applications, \$2.6M

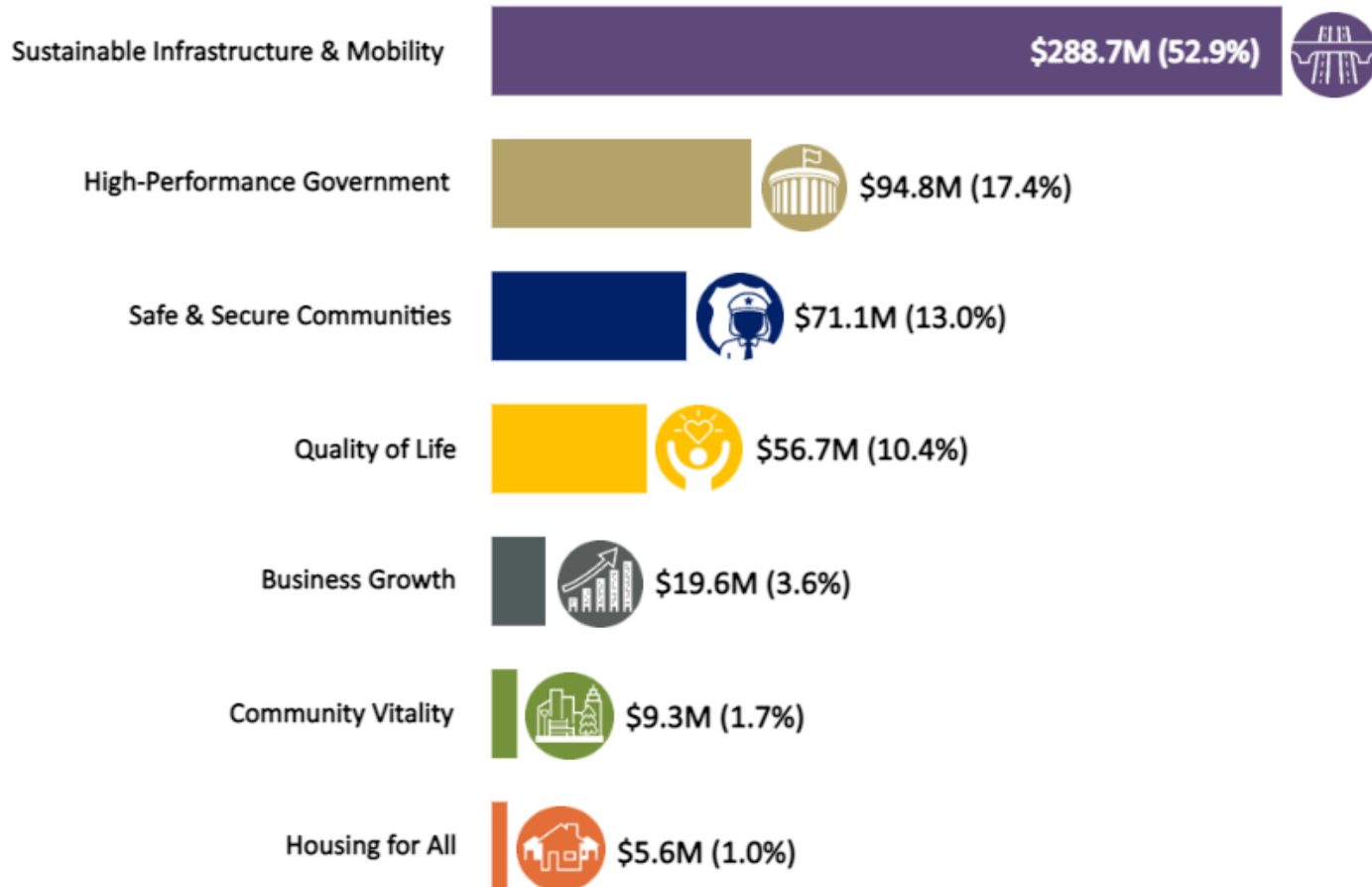
Total Applications:

22 Applications, \$11.6M

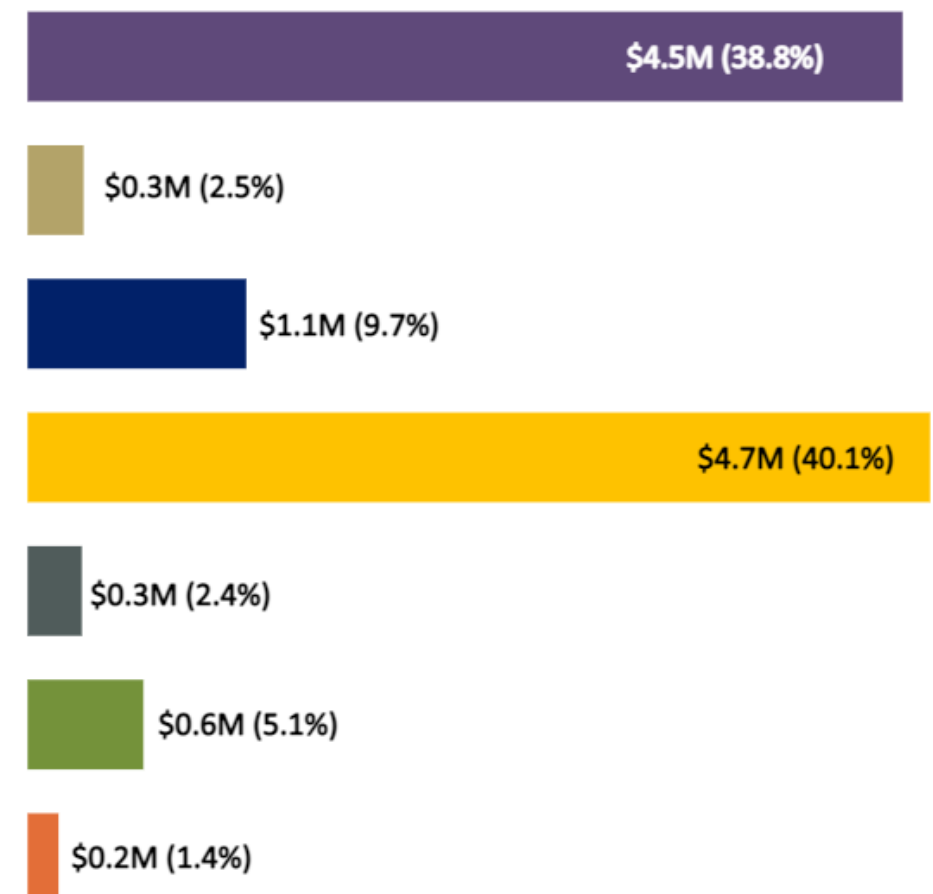


2024 Budget & ARPA by Council Priority

2024 Proposed Budget



2024 ARPA Allocation



ARPA- Final Recommendations: Allocated \$11.6M of the \$18.7M

Steering Committee members reviewed projects recommended by Taskforce Committees while also looking at non-recommended projects for additional review. The table below summarizes final recommendations following CMO review.

Project Funding Summary				
Total Recommended Award		Remaining Balance	Number of Applications	Total Allocation
Internal	\$9.0M	\$5.6M	11	\$14.6M
External	\$2.6M	(\$0.6M)	11	\$2.0M
Contingency	-	\$2.1M	-	\$2.1M
Total	\$11.6 M	\$7.1M	22	\$18.7M

ARPA- Project Recommendations (Internal): \$9M

Department	Project Name	Recommended Award
IT	Network Infrastructure 2.0	\$849,164
IT	Emergency Life Safety Mobile Data Computers	\$284,000
CPRD	UCCC-Monfort Concert Hall Stage Rigging Overhaul	\$686,830
CPRD	Youth Sports Complex Field Lighting Conversion to LED	\$1,400,000
CPRD	Active Adult Center Renovations	\$507,125
CPRD	SNAG Course at Boomerang Links Golf Course	\$350,000
Public Works	UNC-Greeley Mall Underpass Project	\$2,143,300
Public Works	Sidewalk Multi-modal Access Improvements	\$1,642,400
Public Works	Cache La Poudre River Restoration Initiative	\$750,000
Housing	Coming Home-Bridge Housing	\$160,000
C&E	Supporting Small Businesses utilizing City support through 21 st communication and an integrated multifaceted campaign approach	\$290,000
Total		\$9,062,819

ARPA- Project Recommendations (External): \$2.6M

Organization	Project Name	Recommended Award
Flourish Music Academy	Bilingual Early Childhood Music Classes	\$26,054
820 LTD	827 10 Street Storefront Awning	\$15,000
Rockies Venture Club	Development of an Angel Investment Ecosystem (AEIS)	\$281,000
Boys and Girls Club of Weld County*	Teen Center	\$500,000
Poudre Learning Center Foundation	Outdoor Classroom for the Confluence of Education and Natural Resources Learning (BC)	\$255,200
Greeley Creative District (GCD)*	Greeley Center for the Creative Arts	\$600,000
University of Northern Colorado*	Landscapes at University of Northern Colorado Heighten (LAUNCH)	\$630,105
Greeley Philharmonic Orchestra	Tribute to Chicano and Latin Heritage	\$50,000
Harris Artist Management	WeldWalls Mural Festival	\$150,000
The Mexican American History Project-Greeley	Mexican American History Project	\$8,000
Downtown Development Authority	WinterFest 2023: Light Up Lincoln!	\$100,000
Total		\$2,615,359

**Project partially funded through ARPA funds*

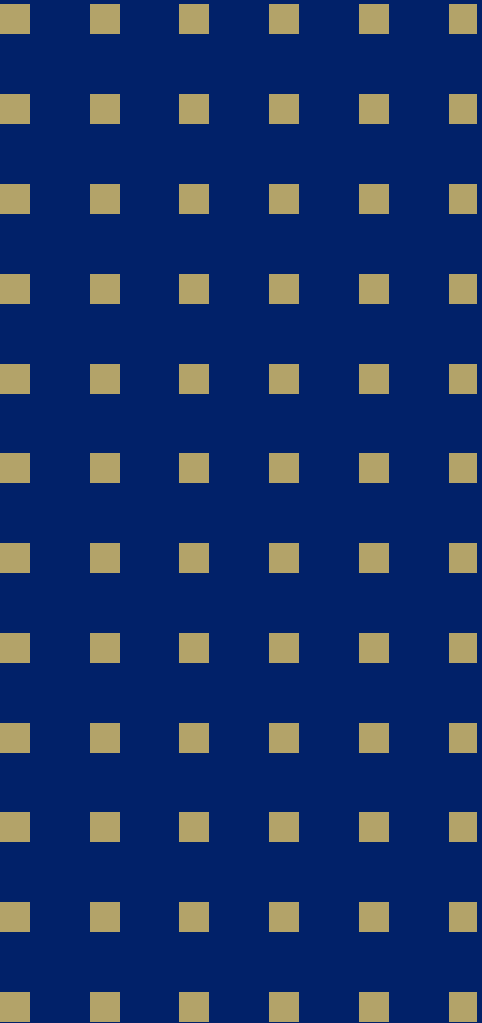
ARPA- Next Steps

- Notifications sent to applicants on status of award: October 2023
- Execute Agreements: November/December 2023
- Technical Assistance Session with Awardees: December 2023
- Continued monitoring of projects to ensure compliance and completion by December 2026

High Plains Development Corporation will be coming to Council to present proposed Star Rise Apartments project – scheduled for November

ARPA- Unfunded Projects (External): \$9.5M

Organization	Project Name	Application Request
BW Industries Inc.	Tech Ecosystem Advancement	\$500,000.00
Xcelcior	Xcelcior Incubator and Accelerator	\$1,463,000.00
United Way of Weld County	Ending Chronic Homelessness for 48 Greeley Neighbors	\$1,841,315.00
Genesis Project of Northern Colorado	Phase 3 Independent Living	\$1,350,000.00
The Avery Center	Economic Empowerment Program	\$1,366,172.44
Academy of Natural Therapy, Inc.	Restoration of the Historic Camfield Building	\$1,200,000.00
Greeley Arts Legacy	Arts Legacy Plaza	\$75,900.00
University of Northern Colorado	Telling the Poudre Trail Story	\$427,716.00
Colorado Model Railroad Museum	Garden Railroad	\$23,735.00
The Ambry	Lift/ADA Access to the Ambry	\$31,450.00
Vuba Corp	Automated Transit Network Viability and Scalability Demonstration	\$903,300.00
TBD	Launch Non-Profit for Music Lesson Scholarships	\$20,600.00
60+ Ride	60+ Ride Older Adult and Accessibility Van Program	\$371,145.00
Total		\$9,574,333

A decorative graphic on the left side of the slide, consisting of a grid of small gold squares arranged in 6 columns and 12 rows.

Questions/Discussion

Thank you





Work Session Agenda Summary

October 10, 2023

Key Staff Contact: Noel Mink, Human Resources Director

Title:

2024 City-wide Personnel Budget Requests and Compensation Philosophy

Background:

The Human Resources compensation and classification division in conjunction with CHCO (Chief Human Capital Officer) and the Budget office has developed city-wide 2024 budget requests as they relate to all employees. The focus of this informational session is to highlight the requests as they pertain to merit, compensation and classification, and pay equity. Additionally, a recommendation regarding a calibration to the pay philosophy is being shared.

Strategic Focus Area:



High-Performance Government

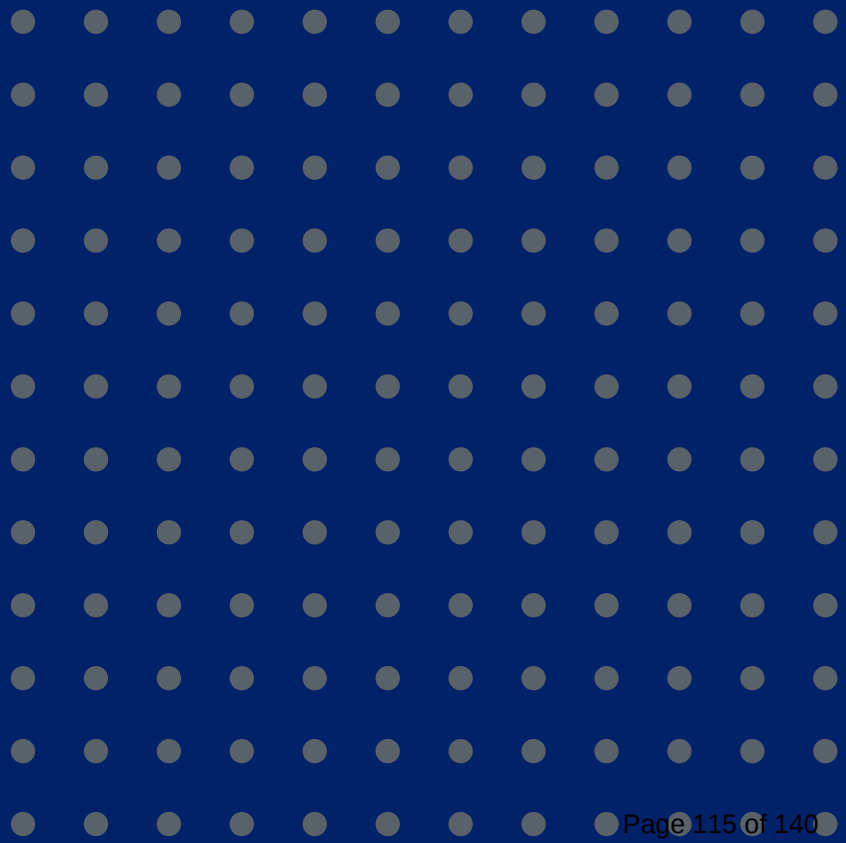
Attachments:

1. Presentation

October 10, 2023: Council Work Session

Classification and Compensation 2024 and Beyond

Noël Mink
Director of Human Resources



2023 Pay Philosophy

*The City of Greeley is
market driven in
support of being
municipal employer
of choice.*



Why Update and Calibrate

Why Calibrate?

- Should be part of the **solution to retention/attraction** challenges
- Pay philosophy is a tool to **support equity** in our pay practices
- Pay philosophy should drive **salary and budget decisions**
- Should be clear and **easy to understand** both by employees and community
- Should provide a **living wage** for employees
- Does **not inflate** our own market

Deliverables

- Data driven
- Flexible and dynamic to market needs
- Defensible
- Equitable and free of discrimination
- Easy to understand
- Attracts and retains

Calibrated Philosophy

The employees at the City of Greeley are its most valuable asset. Critical to achieving the city's mission and goals, the compensation package must be both competitive and sustainable. Therefore, the City of Greeley is committed to providing a total compensation package equal to market.

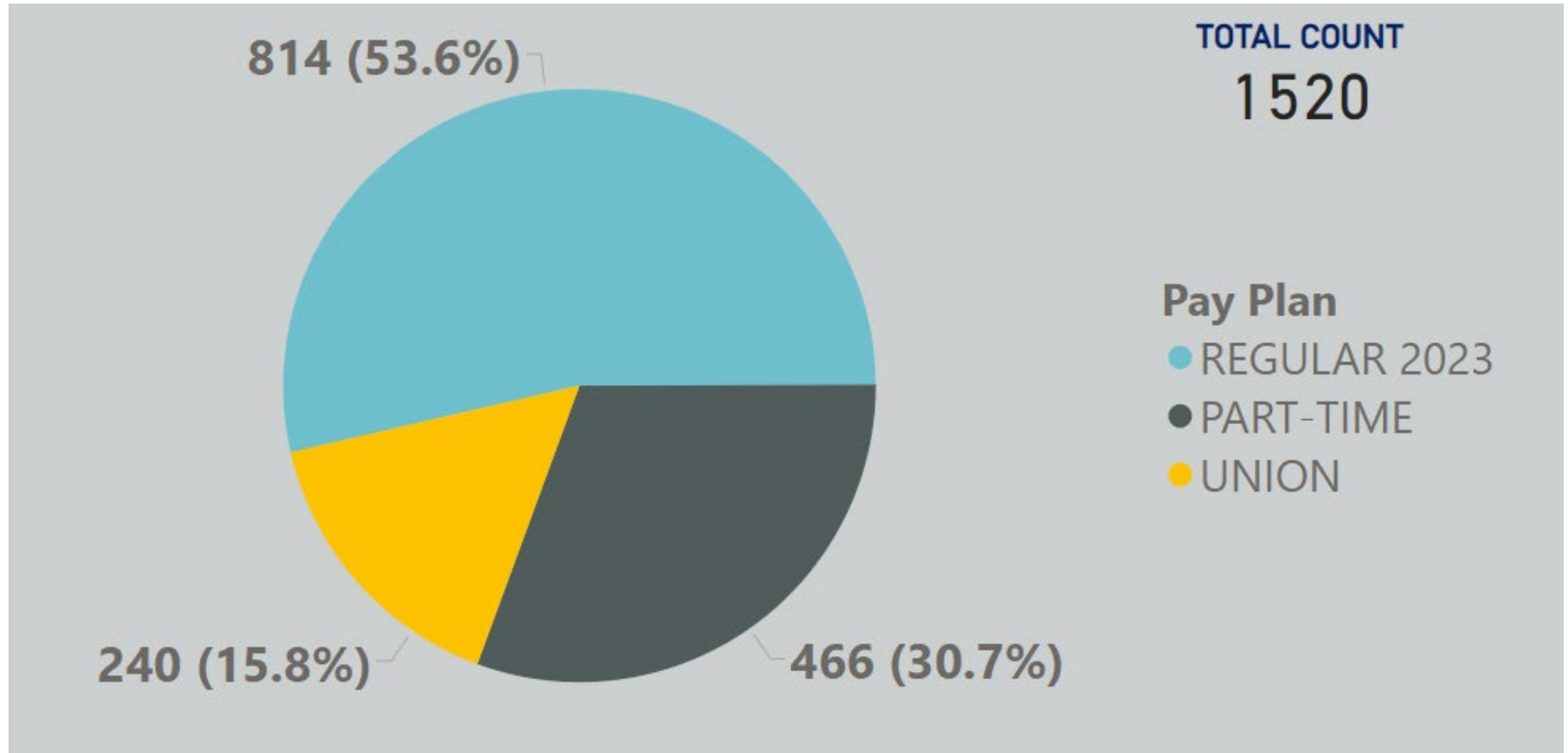


Greeley Snapshot

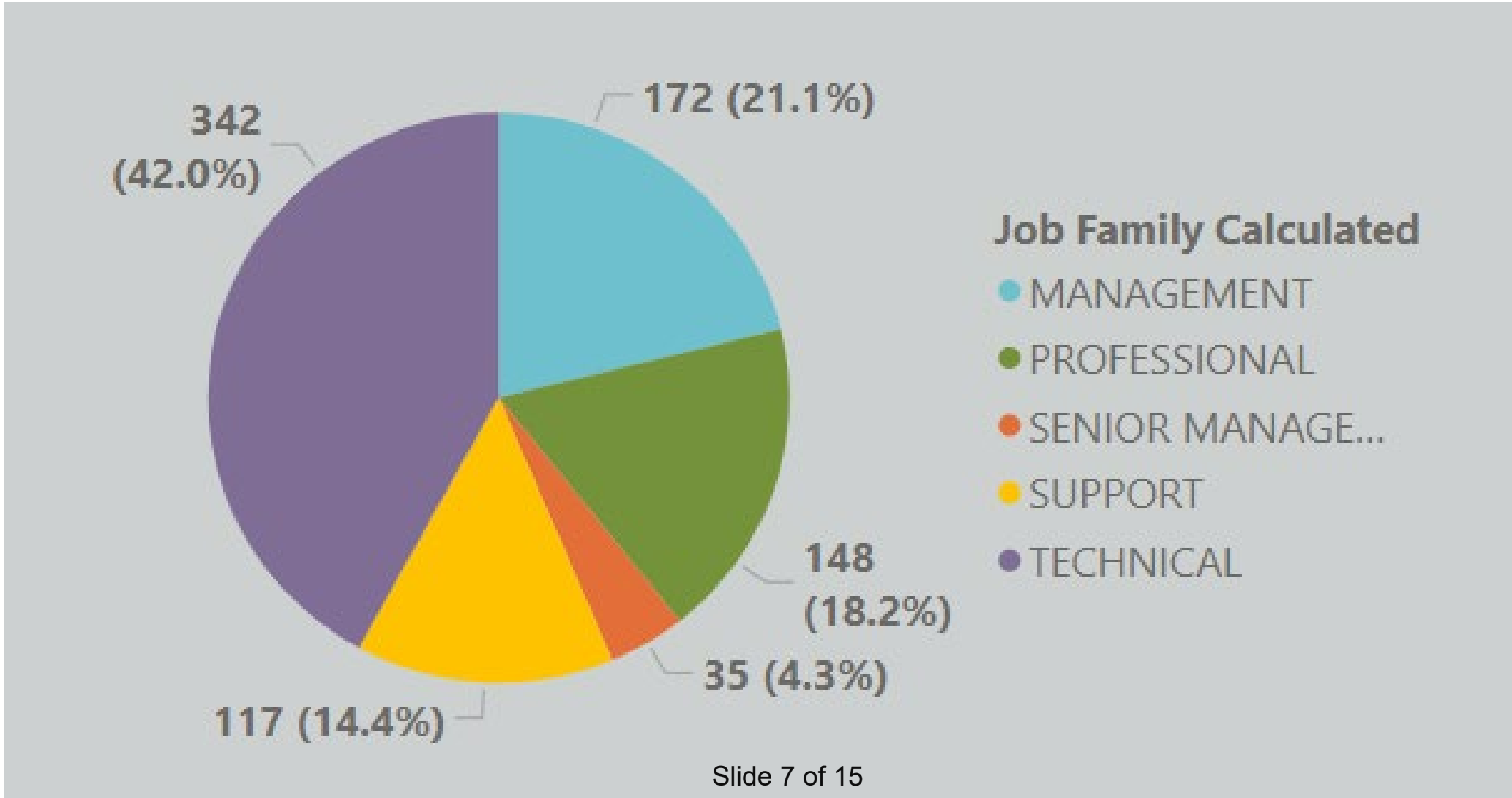
Compensation Context - 2023



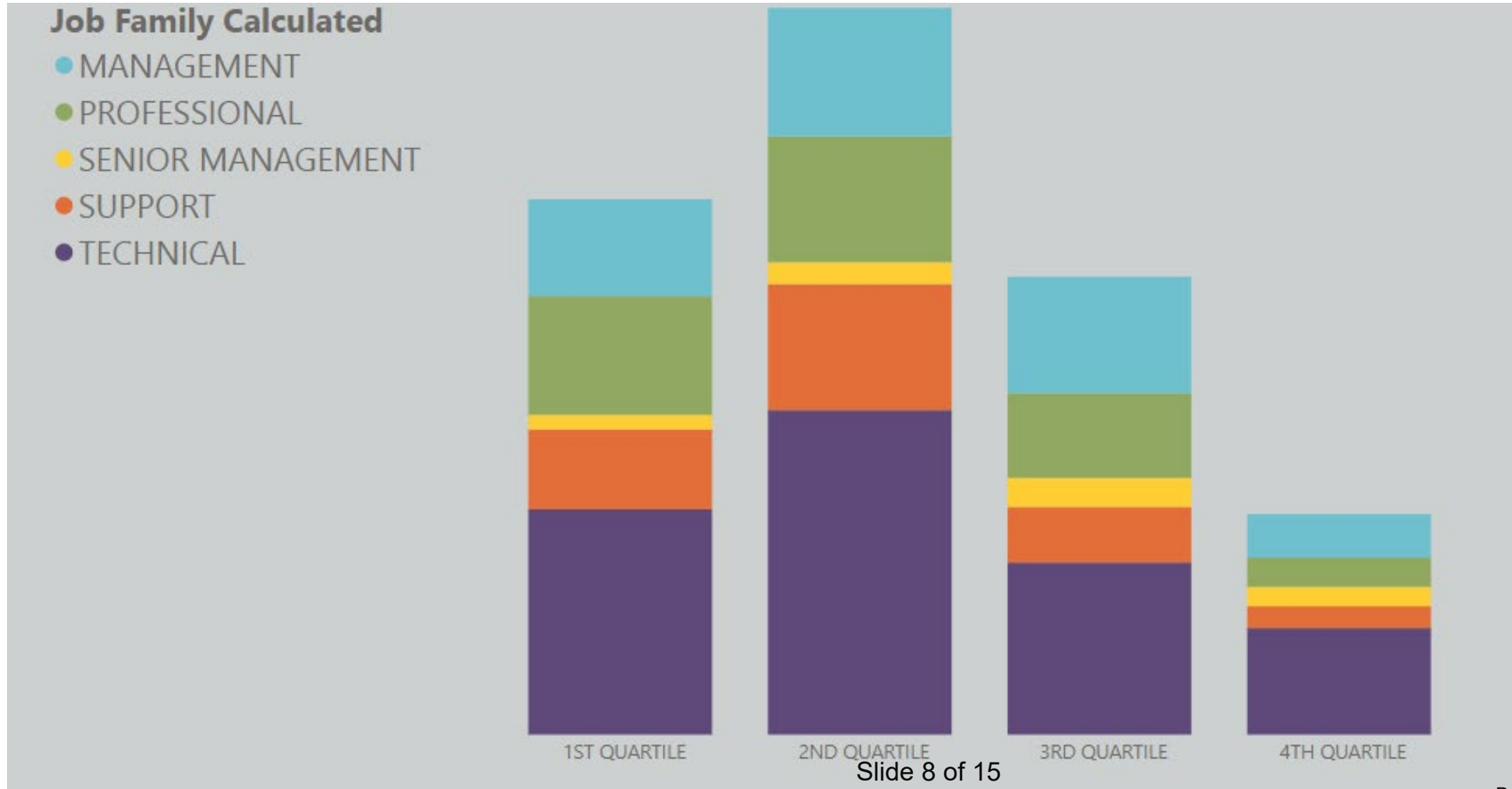
Employee Count Breakout



Current State – Breakdown by Job Family



Current State – Breakdown by PG Quartile



Calibrated Philosophy

The employees at the City of Greeley are its most valuable asset. Critical to achieving the city's mission and goals, the compensation package must be both competitive and sustainable. Therefore, the City of Greeley is committed to providing a total compensation package equal to market.



Implementing the Philosophy

“Getting it done”



2024 Budget: How do we get there?

Non-Union: \$4,710,346

- Merit Increase (\$3,167,101)
- High Performance Incentives (\$75,000)
- Comp and Class – Phase II (\$1,468,245)
 - Bring to mid-point Technical and Support Job Families (\$1,028,245)
 - 459 EE's impacted
 - Address compression in remaining three job families (Professional, Management and Senior Management) (\$440,000)

\$2,744,543 for union contracts (Collective Bargaining Agreements)

- Fire: \$1,934,669
- Police: \$809,874

2025 and Beyond: How do we get there?



2025 and 2026 Budget

Analyze employee standings and move professional job family to mid-point and address pay equity/compression in Management and Senior Management in 2025

Analyze employee standings and move Management and Senior Management families to mid-point and address pay equity/compression in all other job families in 2026

Maintain commitments to CBA's



2027 and Beyond

2027 and beyond: Benchmark, calibrate pay plan and make market adjustments annually

Maintain commitments to CBA's

2024 Pay Plan — Changes from 2023

- Summary of changes from 2023:
 - Alignment of positions
 - Proper cascading
 - Proper pay grade alignment
 - Alignment with market (title changes, minimum wage etc.)
 - Grammatical Changes

Steps to Approval



October 3, 2023: Consent Agenda
(First Reading)



October 10, 2023:
Council Work Session
Informational Meeting

Does Council have changes
or questions?



October 17, 2023:
Second Reading and Public Hearing

Thank you





Work Session Agenda Summary

Title

Scheduling of Meetings, Other Events

Summary

During this portion of the meeting the City Manager or City Council may review the attached Council Calendar or Work Session Schedule regarding any upcoming meetings or events.

Attachments

Council Meetings and Other Events Calendar

Council Meeting and Work Session Schedule

Status Report of Council Initiatives and Related Information

October 9, 2023 - October 15, 2023

October 2023						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
	7	8	9	10	11	12
	13	14	15	16	17	18
	19	20	21	22	23	24
	25	26	27	28	29	30
	31					

November 2023						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
				4	5	6
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				10	11	12
				13	14	15
				16	17	18
				19	20	21
				22	23	24
				25	26	27
				28	29	30

Monday, October 9

Tuesday, October 10

 **6:00pm - City Council Work Session Meeting** (R_CCS_Council Chambers - WiFi Ready) - Council Master Calendar 



Wednesday, October 11

Thursday, October 12

 **6:30pm - 8:00pm Highway 85 Coalition/Mayors Bullseye Meeting** (Changes with each meeting) - Council Master Calendar 

Friday, October 13

 **8:30am - 12:30pm Council and Economic Development Orientation and Tour -REMINDER to Respond please** (Start at (City Hall) 1000 10th Street Greeley CO 80631 and Visit Various Locations throughout the City of Greeley) - Council Master Calendar

Saturday, October 14

Sunday, October 15

October 16, 2023 - October 22, 2023

October 2023						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
	7	8	9	10	11	12
	13	14	15	16	17	18
	19	20	21	22	23	24
	25	26	27	28	29	30
	31					

November 2023						
Su	Mo	Tu	We	Th	Fr	Sa
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12	13	14	15	16	17	18
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26	27	28	29	30		

Monday, October 16

Tuesday, October 17

6:00pm - City Council Meeting (R_CCS_Council Chambers - WiFi Ready; R_CCS_Council Chambers Overflow Room 103) - Council Master Calendar ↻



Wednesday, October 18

7:30am - Visit Greeley (Butler) (902 7th Ave Greeley) ↻

2:00pm - 5:00pm Water & Sewer Board (Gates) ↻

Thursday, October 19

7:30am - 8:30am Downtown Development Authority (DeBoutez/Butler) (802 9th St #100, Greeley, CO 80631) ↻

10:00am - 11:30am Greeley Refugee Quarterly Community Consultation (Microsoft Teams Meeting; 501 8th Avenue, Greeley, CO 80631 - Linc Library Upstairs Classroom,) - Council Master Calendar

10:00am - 10:45am Dedication Ceremony for the Completion of the Immaculata Plaza Apartments- RSVP by Oct. 6 (530 10th Ave Greeley CO 80631) - Council Master Calendar

3:30pm - 4:30pm Airport Authority (Clark/Payton) ↻

Friday, October 20

Saturday, October 21

Sunday, October 22

October 23, 2023 - October 29, 2023

October 2023						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2023						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
				4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Monday, October 23

- 11:30am - 12:30pm Greeley Chamber of Commerce (Hall) ↻
- 6:00pm - 7:00pm Youth Commission (Clark) ↻

Tuesday, October 24

- 6:00pm - City Council Work Session Meeting (R_CCS_Council Chambers - WiFi Ready) - Council Master Calendar ↻

Wednesday, October 25

- 7:00am - 8:00am Upstate Colorado Economic Development (Gates/Hall) (Upstate Colorado Conference Room) - Council Master Calendar ↻

Thursday, October 26

- 11:30am - 1:00pm Weld Community Foundation Spread the Good Luncheon (Gates, DeBoutez, Hall, Butler) (Aims Community College; (Welcome Center)) - Council Master Calendar
- 6:00pm - 8:00pm Annual Town/County Dinner- RSVP by Oct 20 (Weld County Administration Building; 1150 O Street, Greeley) - Council Master Calendar

Friday, October 27

Saturday, October 28

Sunday, October 29

October 30, 2023 - November 5, 2023

October 2023						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
	7	8	9	10	11	12
	13	14	15	16	17	18
	19	20	21	22	23	24
	25	26	27	28	29	30
	31					

November 2023						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Monday, October 30

Tuesday, October 31

6:00pm - 6:30pm (No Council Meeting - 5th Tuesday)

Wednesday, November 1

Thursday, November 2

- 7:30am - Poudre River Trail (Hall) ↺
- 3:30pm - IG Adv. Board (Butler) ↺
- 6:00pm - 8:30pm North Front Range MPO Meeting (Olson/Payton) ↺

Friday, November 3

Saturday, November 4

Sunday, November 5

City Council Meeting Scheduling 2023			
	10/3/2023		
	This schedule is subject to change		
Date/Type	Description	Sponsor	Placement/Time
October 10, 2023 Council Work Session	2024 Proposed Budget Presentation Q&A (If needed)	Rodney Rhoades/Robert Miller	WS
	Proposition HH - Overview (Changes to property Tax Law)	Staycie Coons	WS
	Annual Action Plan for Program Year 2024 for Community Development Block Grant and HOME Investment Partnership Program Grant with Recommended Budgets	Julianan Kitten/Ashley Weesner	WS
	American Rescue Plan Act (ARPA)	Ashley Weesner/Robert Miller	WS
	Transformational Homelessness Response Grant	Julianan Kitten	WS
	2024 Compensation Philosophy	Noel Mink	WS
October 17, 2023 Council Meeting	Proclamation - Native American Heritage Month (for November)	Mayor	Intro
	GIS Day (City of Greely Staff- Victoria McKennan, Doug May , Sophie Glaubius , Patrick Turn) (UNC Jessica Salo)	Mayor	Intro
	Minutes Approval (Sep 26 Work session)	Heidi Leatherwood	Consent
	Motion to call a spec meeting on Nov 28 to swear in new Council and reinstate Dec 19 as a Council Meeting	Heidi Leatherwood	Consent
	Resolution Accepting Proposition 123 (Affordable Housing) (Tentative)	Ashley Weesner	Consent
	Resolution Accepting Planning Grant for the Narrows section of the Poudre Trail and for the Maintenance of the trail for the 2024 Growing Season	Justin Scharton/Diana Frick	Consent
	Consideration of a Resolution - 2023 Tax Levy Certification	Finance - TBD	Consent
	Intro & 1st Rdg Ord - 2118 N. 47th Ave	Michael Franke	Consent
	PH & 2nd Rdg - Mountain Vista PUD	Don Threewitt	Regular
	PH & 2nd Rdg - Ord - 2023 Additional Appropriation	Rodney Rhoades/Robert Miller	Regular
	PH & 2nd Rdg Ord - Fiscal Year 2024 Budget Adoption	Rodney Rhoades/Robert Miller	Regular
	PH & 2nd Rdg Ord - 2024 Pay Plan	Robert Miller/Noel Mink	Regular
	PH, and consideration of the Annual Action Plan for Program Year 2024 for Community Development Block Grant and Home Investment Partnership Program Grant with Recommended Budgets	Ashley Weesner/Juliana Kitten	Regular
	PH & 2nd Rdg - Schneider Farms PUD	Caleb Jackson	Regular
	PH & 2nd Rdg- Boomerang Self Storage PUD	Don Threewitt/Meg Oren	Regular
	PH & 2nd Rdg - 257 Spur PUD	Don Threewitt/Meg Oren	Regular
	Boards & Commissions Appointments	Heidi Leatherwood	Regular
October 24, 2023 Council Work Session	Initiative 11- 2023 - Artificial turf and landscape standards	Brian McBroom	WS
	Image Campaign Update (Tentative)	Winna MacLaren	WS
	Community Engagement Priorities 2024	Winna MacLaren	WS
November 07, 2023 Council Meeting	CANCELLED due to Election 2023		
November 14, 2023 Council Work Session	Initiative 08-2023 Public Nuisance Order	Brian McBroom/Doug Marek	WS
	Code Updates - Affordable Housing Parking Reduction	Brian McBroom	
	High Plains Development Corp - Star Rise Apartment Project (Tentative)	Ashley Weesner/Juliana Kitten	
	Chief Human Capital Officer Overview	Kimberly Southern-Weber	
	Exe Session for Mid-Year Review of Council Appointees	HR- Noel Mink	WS
November 21, 2023 Council Meeting	CANCELLED due to Thanksgiving/Holiday Week		
November 28, 2023 Special Meeting	Swear in New Councilmember(s)	Judge Gonzales/Heidi	
	Minutes- Oct 3 CC Mtg, Oct 17 CC Mtg, Oct 10 WS, Oct 24 WS, Nov 14 WS		
November 28, 2023 Council Work Session	Boards & Commissions Triennial Review Report	Heidi Leatherwood	WS
	Initiative 03-2023 Campaign Finance Contributions	Doug Marek/Heidi Leatherwood	
	Exe Session for Mid-Year Review of Council Appointees		
December 05, 2023 Council Meeting	Proclamations		
	Minutes Approval (Nov 28 SM, Nov 28 WS)	Heidi Leatherwood	Consent

City Council Meeting Scheduling 2023			
	10/3/2023		
	This schedule is subject to change		
Date/Type	Description	Sponsor	Placement/Time
	Approve the Council meeting schedule for 2024	Heidi Leatherwood	Consent
	Consideration of a Resolution - 2023 DDA Mill Levy Certification	Finance - TBD	Consent
	Consideration of a Resolution - Weld RE-5J School District IGA	Caleb Jackson	Consent
	Intro & 1st Rdg Ord - 1318 47th Ave PUD	Caleb Jackson/Jeff Woeber	Consent
	Intro & 1st Rdg Ord- Triple Creek PUD	Brian McBroom/Michael Franke	Consent
	Intro & 1st Rdg Ord - Triennial Review	Heidi Leatherwood	Consent
	Consideration of a Resolution Approving the 2024 DDA Budget	Finance - TBD	Regular
	PH & 2nd Rdg - 2118 N. 47th Ave	Brian McBroom/Michael Franke	Regular
December 12, 2023 Council Work Session	Sign Regulation and Enforcement	Brian McBroom	WS
December 19, 2023 Council Meeting	Minutes- Dec 5 CC, Dec 12 WS	Heidi Leatherwood	Regular
	PH & 2nd Rdg - 1318 47th Ave PUD	Caleb Jackson/Jeff Woeber	
	PH & 2nd Rdg - Triple Creek PUD	Brian McBroom/Michael Franke	Regular
	PH & 2nd Rdg Ord - Triennial Review	Heidi Leatherwood	Regular
	Boards & Commissions Appointments	Heidi Leatherwood	Regular
December 26, 2023 Council Work Session	CANCELLED due to Holiday/Christmas Week		

Greeley City Council

Status Report of Council Initiatives

Initiative No.	Council Member Initiating	Council Request	Council Meeting or Work Session Date Requested	Status or Disposition (After completion, item is shown one time as completed and then removed.)	Next Steps & Schedule	Anticipated Deliverable & Date (Report, Council Presentation, etc.)	Assigned to:
15-2021	Olson	Formation of a committee for implementation of a funding strategy for the 35th and 47th interchanges.	December 7, 2021 Council Meeting	Councilmember Olson will be following up with Manager Lee and Director Trombino on next steps Staff preparing a revised funding application for the next cycle of USDOT Grant Funding expected to be available in May 2023. At the August 8th City council Work Session, Public Works Staff will provide updates on the planned Interchanges on US 34 Bypass and 35th and 47th Avenues and the Mobility Hub at Centerplace titled the Mobility Expansion for Regional Growth and Equity (MERGE) project. The United States Department of Transportation (USDOT) has opened the Multimodal Project Discretionary Grant (MPDG) program for applications due August 21, 2023. The purpose of this item is to provide council with an update of the project design, cost information and an overview of the proposed grant application	Next grant application expected May 2023	Pending outcome of federal grant application submitted	Paul Trombino
09-2022	Butler	Review traffic and safety surrounding 15 acre open area between 71st Avenue and 8th Street	June 7, 2022 Council Meeting	Requested that Public Works review the traffic and to improve safety in this congested area.	Additional signage installed for traffic and parking. Staff worked with School District, builder and GPD to ensure road is passable for school buses. GPD will focus enforcement times to ensure compliance with posted speed limit. Staff developing neighborhood safety improvement options and working with School District on transportation issues to improve coordination and support related to safety and infrastructure around school sites.	An analysis by staff will be completed in the coming weeks to determine the impact of these traffic calming improvements and determine if additional improvements are needed.	Paul Trombino
03-2023	Butler	Limits on individual campaign contributions	February 7, 2023 Council Meeting	Research and gather information from other municipalities to determine if they have implemented campaign contribution limits and provide update of what the process would be to set limits for individual campaign contributions CAO and CCO will have a written report ready in May.	CCO/CAO to come back to Council at a work session regarding the process	Work Session set for Nov 28	CCO/CAO

04-2023	Hall	Bridge over creek along the Sheep Draw Trail in Pumpkin Ridge area	March 7, 2023 Council Meeting	Would like a written report to Council regarding the history of the project and possibility of putting a wooden foot bridge across the trail and the timeline going forward	PW scheduled next neighborhood meeting for June 29, 2023 at the Greeley Fun Plex from 5:30 to 7 pm.	We are anticipating this next neighborhood meeting will be in November or December of 2023. As a result, there will be no construction activity for this proposed trail connection in 2023.	PW
08-2023	DeBoutez	Asked City Attorney's Office to research the City's public nuisance ordinance	May 9, 2023 Council Work Session	Request staff to research ways to strengthen the City's public nuisance ordinances to address criminal behavior, including police assistance and code enforcement measures	City Attorney	Update in mid-July with research and draft ordinance at Council work session Work Session scheduled Nov. 14	CAO Brian McBroom
10-2023	Clark	Asked City Attorney's Office to provide a summary on camping bans, resources and solutions.	July 18, 2023 Council Meeting	Councilmember Clark reported that residents were expressing safety concerns about the Hillside area parks occupied by homeless individuals.	City Attorney	Meeting on 8/8 with multiple attorneys to discuss next steps Will provide a staff report	CAO
11-2023	Clark/Butler	Asked staff to do additional research on the artificial turf on front lawns/ and research the landscape standards	August 1, 2023 Council Meeting	Councilmember Clark asked for research the possibilities and standards for artificial turf and Councilmember Butler asked to research landscape standards Councilmember DeBoutez wants Shiloh Hatcher involved to talk about the effects of the artificial turf on forestry	Community Development	Come Back to Council with a draft ordinance Work session scheduled October 24, 2023	?
1-2020	Hall	Asked staff to follow-up on the Poudre River Trail- Narrows Project	August 1, 2023 Council Meeting	Councilmember Hall submitted an initiative in 2020 for Poudre River Trail Narrows Project and would like a follow-up due to this time period being during COVID	PW/CPRD	Come back to Council with update or completion date NAT is pursuing a State Trails Planning grant to complete a 30% design for the Narrows section of the trail. The grant application, which will be submitted in October, will complete baseline river modeling in addition to an alternative alignment analysis which will also look at the existing alignment, with high level cost estimates for each alternative. The scope will also include a 30% design of the preferred alignment	Paul Trombino/Diana Frick

Greeley City Council								
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09-2022	Butler	Review traffic and safety surrounding 15 acre open area between 71st Avenue and 8th Street	June 7, 2022 Council Meeting	Requested that Public Works review the traffic and to improve safety in this congested area. In late 2022, Public Works Staff installed additional signage to improve safety and line of sight issues caused by parked cars. Furthermore, GPD with the help of Public Works have identified key times to enforce both speeding and stop sign compliance. City staff along with School District 6 and Westridge Academy held a public meeting with the neighborhood on January 26th, 2023. During this meeting we heard feedback regarding traffic safety and development concerns. This feedback is being used to develop solutions to address identified traffic safety concerns. These potential solutions will be brought back to the neighborhood to garner feedback prior to moving forward with the installation of identified improvements.	Additional signage installed for traffic and parking. Staff worked with School District, builder and GPD to ensure road is passable for school buses. GPD will focus enforcement times to ensure compliance with posted speed limit. Staff developing neighborhood safety improvement options and working with School District on transportation issues to improve coordination and support related to safety and infrastructure around school sites.	Anticipate providing council an update on the next neighborhood meeting and safety improvements by late summer 2023 Following several public meetings with the neighborhood and traffic safety and speed data analysis by staff, on September 15th and 16th, three (3) speed bumps and one (1) raised crosswalk were installed along 66th Avenue. An overview map of the completed work is shown below. An analysis by staff will be completed in the coming weeks to	Paul Trombino	
03-2023	Butler	Limits on individual campaign contributions	February 7, 2023 Council Meeting	Research and gather information from other municipalities to determine if they have implemented campaign contribution limits and provide update of what the process would be to set limits for individual campaign contributions CAO and CCO will have a written report ready in May.	CCO/CAO to come back to Council at a work session regarding the process	CCO/CAO report to Council in May Waiting on CAO to provide fianl report to send out Work Session set for Nov 28	CCO/CAO	

04-2023	Hall	Bridge over creek along the Sheep Draw Trail in Pumpkin Ridge area	March 7, 2023 Council Meeting	Would like a written report to Council regarding the history of the project and possibility of putting a wooden foot bridge across the trail and the timeline going forward Public Works Staff had a Pumpkin Ridge neighborhood meeting on June 29, 2023. The proposed solution presented to the HOA was to provide a crushed gravel path through a Pumpkin Ridge HOA parcel west of the 8th St and 63rd Ave intersection. This would cross the Sheep Draw with a culvert. While this is not an ADA accessible path, it provides the immediate connection to the neighborhood and Sheep Draw Trail. Proposed improvements along 10th Street with an enhanced crossing at the 63rd Ave and 10th Street coming in 2024/2025 would provide broader ADA connection to the neighborhood to supplement the existing connection to the Sheep Draw Trail at 4th Street. In general, the response from attendees at the meeting supported the proposed crossing at 8th Street and the proposed traffic calming and enhanced pedestrian connectivity along 10th Street. As a result, staff is advancing construction of the 8th Street crushed gravel trail connection to Sheep Draw Trail which will include installation of a privacy fence matching the character of the neighborhood to shield adjacent properties. The trail connection and fence will be completed by the end of	PW scheduled next neighborhood meeting for June 29, 2023 at the Greeley Fun Plex from 5:30 to 7 pm. At the June 29th neighborhood meeting, staff presented an option to connect to the Pumpkin Ridge Neighborhood to the Sheep Draw Trail from the corner of W 8th Street across 63rd Avenue between two homes located at 801 and 729 63rd Avenue. This would enable a connection between the two neighborhoods on opposite sides of Sheep Draw this year. Recently, we received follow-up concerns about a trail connection located in this area. Accordingly, Public Works, in coordination with our Natural Areas and Trails division, will research additional design options. Public Works will bring these additional options at a follow-up neighborhood meeting. We are anticipating this next neighborhood meeting will be in November or December of 2023. As	PW report provided to Council on March 24, 2023. Neighborhood meeting planned on June 29, 2023. We are anticipating this next neighborhood meeting will be in November or December of 2023. As a result, there will be no construction activity for this proposed trail connection in 2023. Included Raymond's 9/1/2023 Council Update	PW	
08-2023	DeBoutez	Asked City Attorney's Office to research the City's public nuisance ordinance	May 9, 2023 Council Work Session	Request staff to research ways to strengthen the City's public nuisance ordinances to address criminal behavior, including police assistance and code enforcement measures	City Attorney	Update in mid-July with research and draft ordinance at Council work session Work Session scheduled Nov. 14	CAO Brian McBroom	
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