

Greeley City Council Agenda

Work Session

Tuesday, March 11, 2025 at 6:00 PM

City Council Chambers at City Center South
1001 11th Avenue, Greeley, CO 80631

NOTICE:

City Council Meetings 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 are intended for discussion and an overview of key topics to inform future decision-making. While no formal action will be taken, we appreciate public interest; however, participation (virtually or in-person) is not part of the work session format. Public comments are made during City Council meetings.**

Watch Meetings:

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

Meetings are livestreamed on the City's Meeting Portal <https://greeleyco.portal.civicclerk.com/>.

For more information about this meeting, to request reasonable accommodations for accessibility purposes in an alternative format, or for meeting agendas, minutes, and archived videos, please contact the City Clerk's Office at cityclerks@greeleygov.com or 970-350-9740.



Mayor

John Gates

Councilmembers

Tommy Butler - Ward I

Deb DeBoutez - Ward II

Johnny Olson - Ward III

Dale Hall - Ward IV

Brett Payton - At-Large

Melissa McDonald - At-Large



**City Council
Work Session Agenda**

**Tuesday, March 11, 2025 at 6:00 PM
City Council Chambers at City Center South
1001 11th Avenue, Greeley, CO 80631**

1. Call to Order
2. Pledge of Allegiance
3. Roll Call
4. Reports from Mayor and Councilmembers
5. Five -Year Housing for All Strategic Plan Update
6. Camping Restrictions Overview
7. Property Acquisition and Eminent Domain
8. Motion to go into an executive session for the purpose of discussing City Appointee Performance Appraisals
9. Scheduling of Meetings, Other Events
10. Adjournment



Work Session Agenda Summary

Item: 4.

Title:

Reports from Mayor and Councilmembers

Background:

Board/Committee	Meeting Day/Time	Assignment
Airport Authority	3 rd Thu, 3:30 p.m.	Payton/Gates
Board/Commission Interviews (Team of 2)	monthly as needed	Council Rotation
CML Executive Board Opportunity	as needed	Hall
CML Other Opportunities	as available/desired	
CML Policy Committee (Council or Staff)	as needed	Hall/Lee Gates alternate
Downtown Development Authority	3 rd Thu, 7:30 a.m.	Butler/DeBoutez
Employee Health Board	as needed	DeBoutez
Highway 34 Coalition	as needed	Olson
Highway 85 Coalition	as needed	Gates
Historic Preservation Loan Committee	as needed	DeBoutez
Human Relations Commission	2 nd Monday, 5 p.m.	DeBoutez
Interstate 25 Coalition	as needed	Olson
Island Grove Advisory Board	1 st Thu, 3:30 p.m.	Butler
National League of Cities Transportation and Infrastructure Services Committee	as needed	Olson
Parks & Recreation Board	1 st Friday, 7 a.m.	DeBoutez
Police Pension Board	quarterly	McDonald
Poudre River Trail	1 st Thu, 7 a.m.	Hall
Regional Opioid Council	as needed	Gates
Transportation/Air Quality MPO	1 st Thu, 6 p.m.	Olson/Payton
Upstate Colorado Economic Development	last Wed, 7 a.m.	Gates
Water & Sewer Board	3 rd Wed, 2 p.m.	Gates
Weld Project Connect Committee (United Way)	as needed	Olson
Youth Commission Liaison	4 th Mon, 6 p.m.	McDonald



Work Session Agenda Summary

Item: 5.

March 11, 2025

Key Staff Contact: Deb Callies, Housing Director

Title:

Five -Year Housing for All Strategic Plan Update

Background:

The City of Greeley is set for growth and development and has prioritized the need for Housing for All current and future community members. Nearly all stakeholders agree that more housing is necessary across all income levels in Greeley. The need for a Housing for All plan arose out of the City's vision for a growing and vibrant city, recognizing the need to proactively shape opportunities for growth aligned to the values and goals of Greeley.

In 2024, the City of Greeley engaged Breakthrough Leadership Consulting to develop a Housing for All Strategic Plan that provides a roadmap for Greeley to implement strategies that create a sufficient supply of housing options for individuals and families at all income levels. City leaders recognized that they must address high growth rates in both the population and rising housing costs. According to economists, having affordable housing means that a family does not spend more than 30% of its income on housing-related expenses.

This work session presentation is designed to update City Council on the progress of the Housing for All Strategic Plan and provide information about the next steps in the process and upcoming engagement opportunities for the community.

Strategic Focus Area:

Community Vitality
Housing For All

Attachments:

1. Item 5 - Presentation

City of Greeley Housing for All Strategy Update

Steven Hanmer, Breakthrough Leadership Consulting
Peter Chapman, Urban Policy & Innovations
City Council Work Session – March 11, 2025



Agenda

- Overview
- Housing for All "Keys"
- Dynamic Growth
- Approach to Strategic Planning
- Keys to Success
- Financial Tools
- Leading Practices
- Examples
- Next Steps
- Purpose: Informational

Overview

- Housing is necessary across all market segments in Greeley - from starter homes to executive housing.
- The implementation of a Housing for All Strategy will require coordination among various city departments and a broader ecosystem of developers, financial institutions, and both public and private sector stakeholders.
- Economic development and a comprehensive housing strategy for all are inextricably linked. There needs to be a demand created in Greeley, especially for executive housing - this includes amenities, investment in infrastructure, schools, and more.

Housing for All “Keys”



**Master Developer
Approach**



Economic Development



Capacity for Execution



Financing Strategy

BUYING A HOME IN GREELEY



Greeley is Poised for Dynamic Growth

- Leadership and Innovation
- Available Resources
- Economic Development Vision
- Community and Diversity
- Strategic Positioning
- Affordability

Approach to Housing for All Strategic Planning

September-October 2024 Project Initiation	Engaged Greeley City Council members in interviews to gather insights on housing. Initiated landscape analysis using expertise and case studies to identify housing and financing options. Conducted an equity assessment, with findings included in the SWOT analysis.
December 2024 Landscape Analysis	Held in-person roundtables with stakeholders (funders, lenders, employers, developers) to discuss housing and economic development. Gained insights on strengths, weaknesses, opportunities, and threats for the housing-for-all vision. Conducted a tour of master-developed communities in North Metro Denver for best practices.
January-March 2025 Program Review & Community Engagement	Ongoing program review of the housing department, collaborating with other City Departments. Analyzing data from U.S. Census Bureau, USDA, and HUD to enhance organizational design for housing solutions. Engaging community stakeholders to ensure diverse input in the planning process, which will inform the final SWOT analysis.
June 2025 HFA Strategic Planning Development	Final comprehensive Housing for All Strategic Plan was delivered.

Keys to Success #1: Master Developer Approach

- In the Master Developer approach to large-area real estate development, a single organization takes on several key responsibilities. This organization promotes the site, secures land entitlements, delivers necessary infrastructure and common open spaces, and facilitates access to developable land, which is then sold to various builders and developers.
- The Master Developer role is often described as a ‘guardian of placemaking,’ since its primary goal is to create high-quality developments. Achieving a quality place is crucial in the development process, as it drives better returns for investors. Essentially, the Master Developer model is an efficient way for local governments to encourage high-quality and impactful development.

Keys to Success #2: Economic Development and Housing

- There are three projects that the City and developers both jointly agree would greatly enhance Greeley's strategy for housing and economic development
 - Downtown
 - West Greeley
 - The Airport Expansion

Keys to Success #3: Capacity to Execute

- Cities must plan for growth, as Greeley is prepared to do, or risk disorganized and erratic development.

Keys to Success #4: Creative Financing

- Financing the Work
 - The City will have to make investments and use creative financing to shepherd the desired development.

Financial Tools

- The Low-Income Housing Tax Credit (LIHTC)
- Tax Increment Financing (TIF)
- Community Development Block Grant (CDBG) as a Development Finance Tool
- HUD Section 108 Loan Guarantee Program as a Development Finance Tool
- Affordable Housing Financing Fund
- Affordable Housing Trust Fund
- Public Housing Redevelopment Programs

Leading Practices in Housing Development

Organizational Structures and Institutions

Community Development Corporations (CDCs)	CDCs are typically 501(C)(3) non-profit organizations that focus long-term on revitalizing disinvested or under-performing communities. CDCs generally serve as developers of affordable housing for low- and moderate-income households (defined by income or profession here), and some of these place-based entities also participate in commercial real estate development, technical assistance services to small businesses as well as other activities that are intended to strengthen local economies.
National Affordable Housing Developers	These entities, which have very relevant experience in taking on projects of scale, often have strong balance sheets and the ability to tap both equity and debt financing products that might not otherwise be available for mixed-income projects in a given market.
Public/ Quasi-Public Development Authorities	Public housing authorities—many of which have been recipients of federal HOPE VI or Choice Neighborhoods grants from the U.S. Department of Housing and Urban Development—have fostered the (re)development of their assets.
For-Profit Real Estate Developers	For-profit real estate development entities with the capability to deliver high-quality projects—consisting of units for households across all market segments—to the community.

Examples of Large-Scale Redevelopment Projects that Support Income Restricted, Market Rate, and Executive Housing



Central Park Redevelopment

Key Takeaways for Greeley Stakeholders:

- Integration of rental and homeownership (market rate and workforce)
- Holistic re-development incorporating housing with commercial, retail, recreational facilities, open space, schools
- Incorporation of new urbanist, “walkable urbanity” elements
- Beneficiary of Inclusionary Zoning and Tax Increment Financing
- Utilization of the master developer approach to large-scale redevelopment

Examples of Large-Scale Redevelopment Projects that Support Income Restricted, Market Rate, and Executive Housing

Lowry Redevelopment

Key Takeaways for Greeley Stakeholders:

- Large-scale infill project developed by a public entity (the “master developer”) created by local governments.
- Integration of rental and homeownership (market rate and workforce)
- Holistic re-development incorporating housing with commercial, retail, recreational facilities, open space, schools
- Beneficiary of Tax Increment Financing and myriad other financing tools.



Examples of Large-Scale Redevelopment Projects that Support Income Restricted, Market Rate, and Executive Housing



Green Valley Ranch

Key Takeaways for Greeley Stakeholders:

- Large-scale mixed-income homeownership (market rate and workforce)
- Integration of robust K-12 education focus into residential complexes
- Beneficiary of Inclusionary Zoning



Next Steps

As the Housing for All Strategic Planning Process progresses through June 2025, the focus will be:

- Ongoing engagement
- Building alliances
- Offering learning opportunities
- Visualizing various housing and community development options
- Collaborating with relevant City departments
- Creating guidance for the City to take action on housing for all

Thank you





Work Session Agenda Summary

Item: 6.

March 11, 2025

Key Staff Contact: Mandy Shreve, Housing Solutions Director, Adam Turk, Police Chief, William Jones, Deputy Public Works Director, Bobbier Cranston, Assistant City Attorney

Title:

Camping Restrictions Overview

Background:

City departments (Homeless Solutions, Police, City Attorney's Office, and Public Works) have conducted research on possible camping restrictions related to homelessness.

These departments have met with various other municipalities with different iterations of camping restrictions to gather information to help inform options to be presented to council for implementation in Greeley. These departments also held a community meeting on February 19 and implemented a survey to gather feedback from Greeley residents on the topic. This information will be shared with council members at the March 11 work session for their consideration of further action.

Strategic Focus Area:

Community Vitality
Housing For All
Infrastructure and Mobility
Quality of Life
Safe and Secure Communities

Attachments:

1. Item 6 - Presentation



Camping Restrictions Overview

Mandy Shreve, Director of Homeless Solutions

Will Jones, Deputy Public Works Director

Chief Adam Turk, Police Chief

Bobbier Cranston, Supervising Senior Attorney

City Council Work Session - March 11, 2025

Agenda



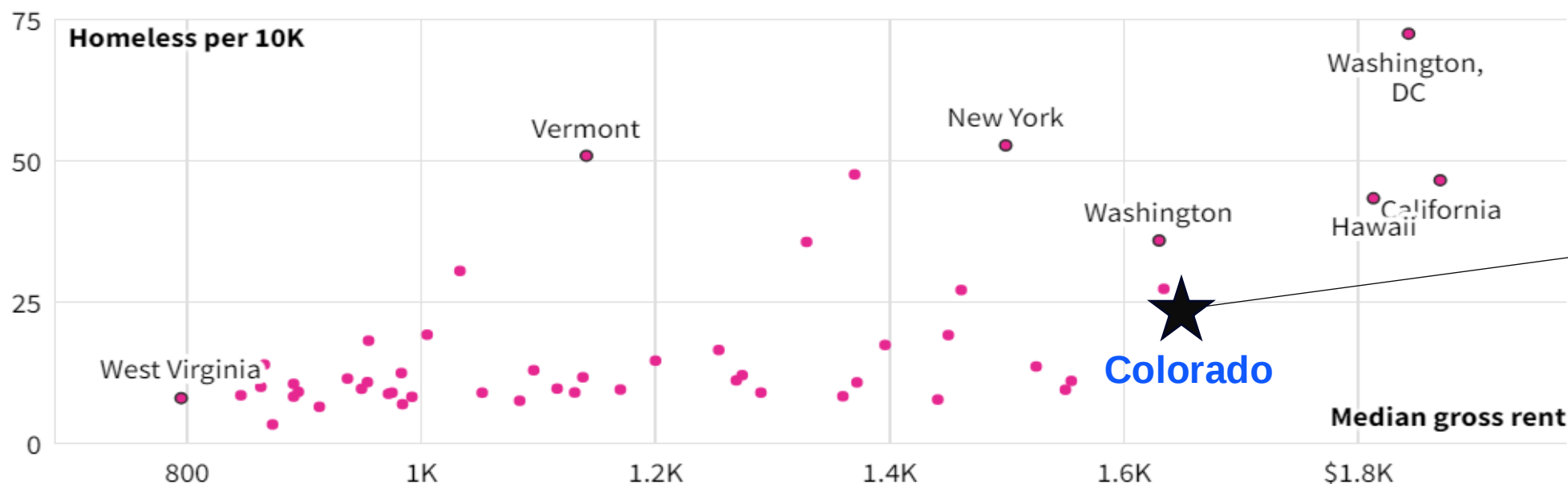
- Overall State of Homelessness - Shelter Capacity
- Increased Encampments
- Enforcement
- Legal Overview
- Evaluation of Other Jurisdictions
- Options for Discussion
- Purpose: Council Direction

Reasons Individuals are Entering into Homelessness: National Data



States with more expensive rent tend to have higher homelessness rates.

2023 homelessness rate and 2022 median gross rent for each state and Washington, DC



Colorado:

Median gross rent: \$1,646

Homeless people per 10,000: 24.6

Median gross rent reported in the Census Bureau's American Community Survey.

Source: [Department of Housing and Urban Development](#) • [Get the data](#) • [Embed](#) • [Download image](#) • [Download SVG](#)

Reasons Individuals are Entering into Homelessness: Greeley Data



1) Affordability

- Median home sale price in Greeley: \$414,500, up 1.7% since 2023 (Redfin.com)
- **85%** of households can not afford the average home sales price in Greeley (Source- HUD, Redfin, ACS, Esri 2022)
 - Increased **29%** since 2019 (Source- Zillow Home Value Index, MLS, Data for Greeley (New Construction), 2022)

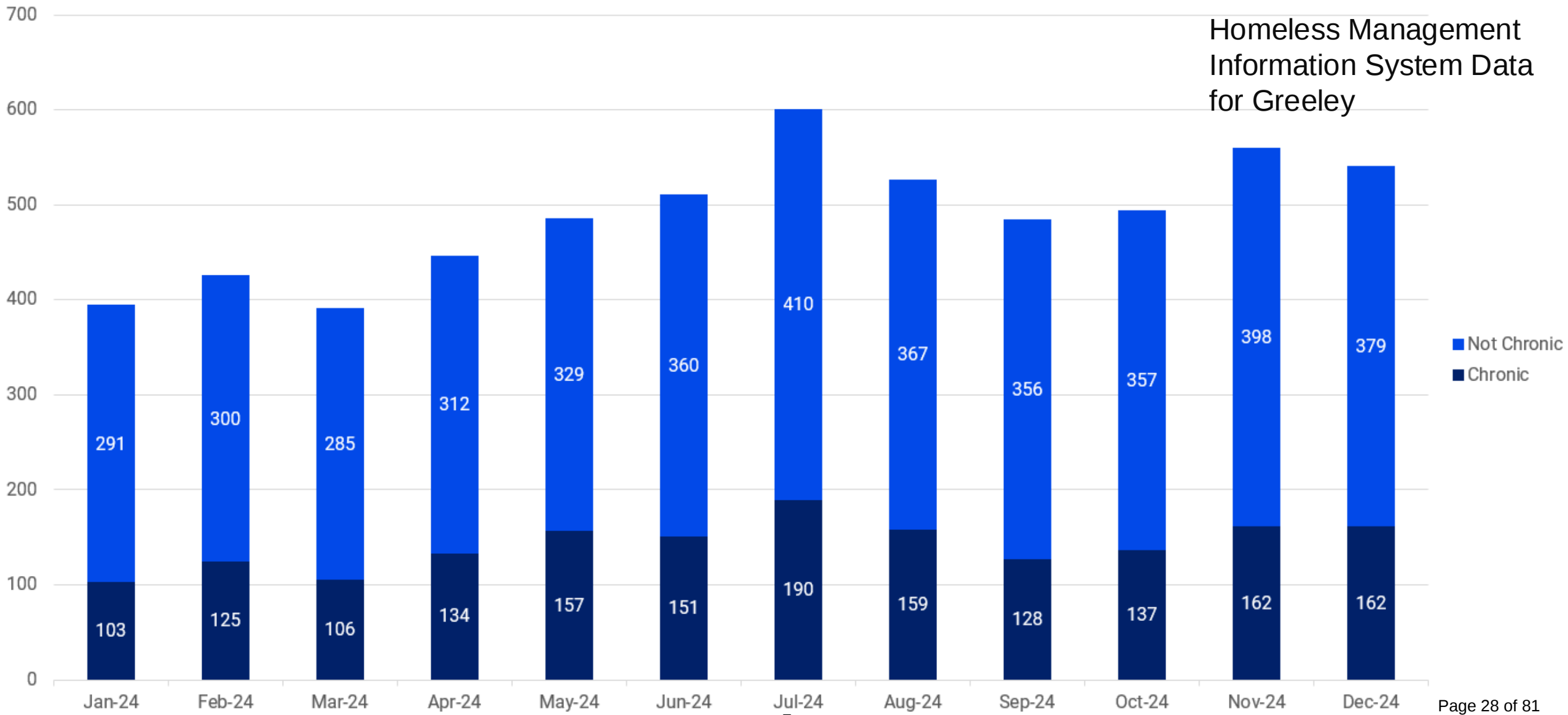
2) Wages are not enough

- Need to be making **\$124K annually** to not be rent burden
- **AMI is \$80,200 annually for one person**

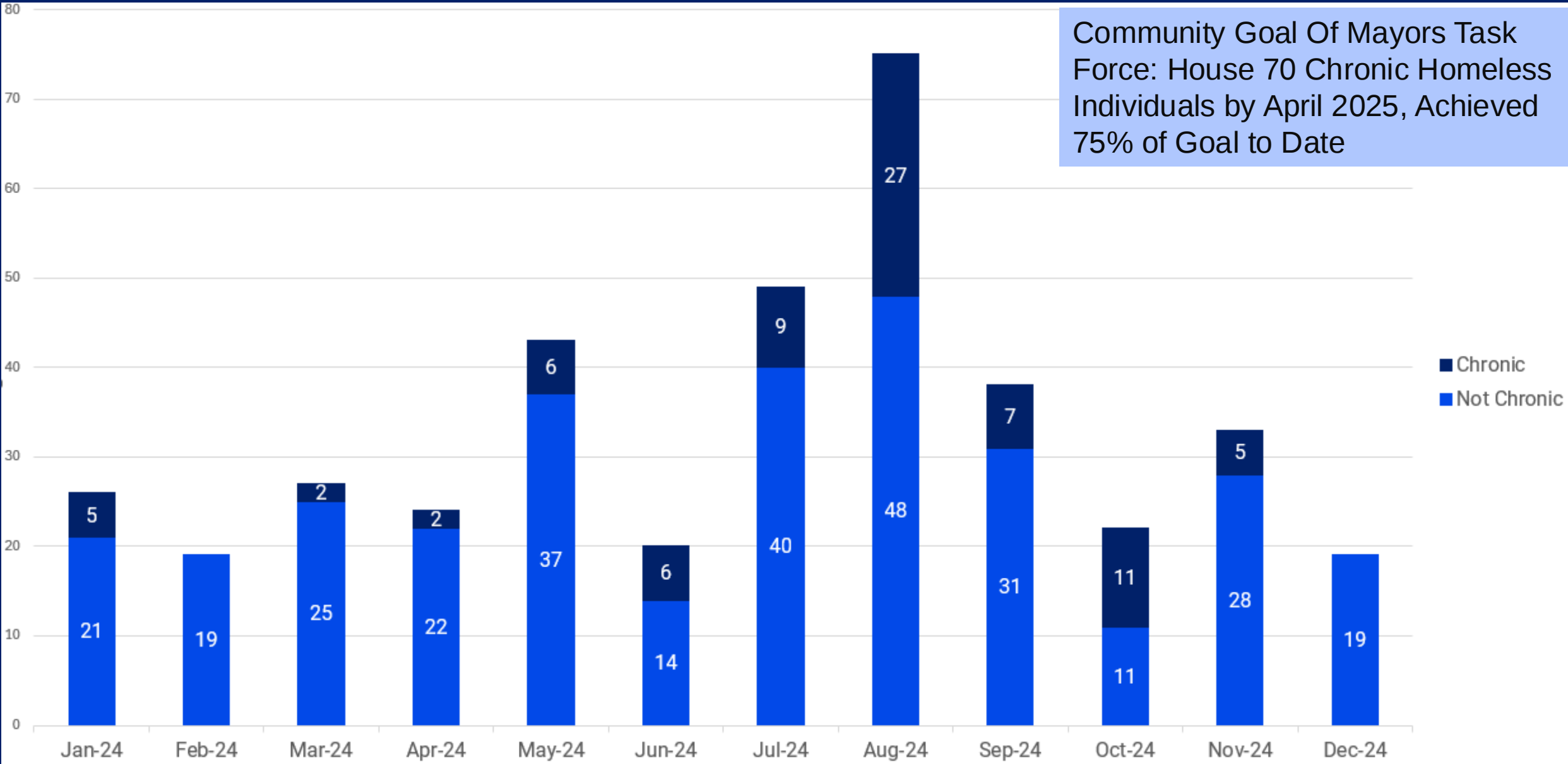
3) Rent burden

- **52%** of Greeley residents aged 18-34 reported housing cost burden (Esri 2022)
- **12%** of Greeley residents reported providing temporary housing to another person because of lack or loss of housing (Source- HUD, Redfin, ACS, Esri 2022)

Number of Individuals Served



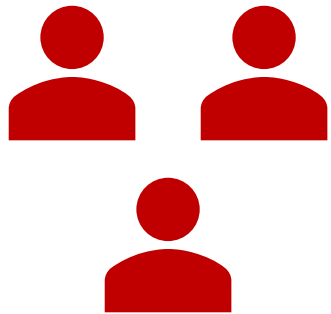
Number of Individuals Housed



*counts have not been deduplicated

Caught in the Cycle: Greeley Data

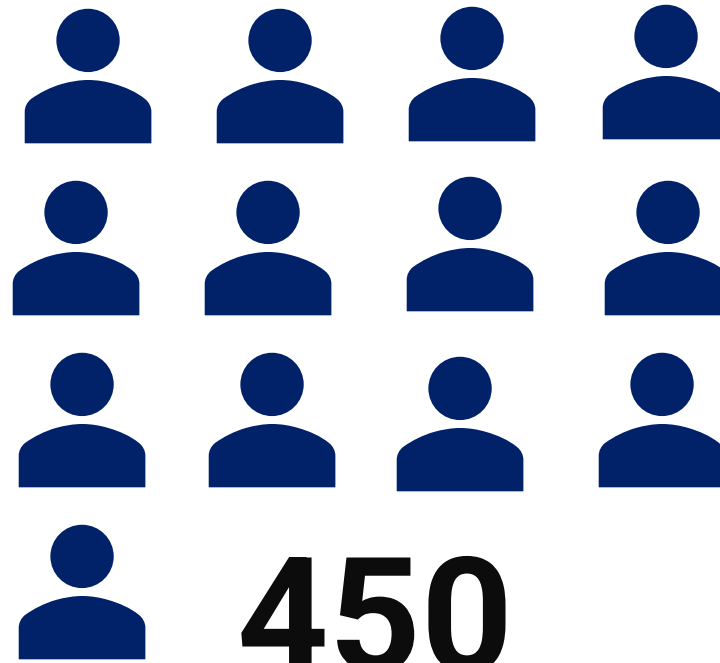
ENTRY INTO HOMELESSNESS



100

ENROLLED, MONTHLY AVERAGE

HOMELESS SERVICES



450

SERVED, MONTHLY AVERAGE

EXIT TO HOUSING



35

HOUSED, MONTHLY AVERAGE

Shelter Capacity

United Way Shelter Capacity: 60 individuals

Shelter - United Way served 211 unduplicated guests

- 103 (49%) are new and did not access the overnight shelter in 2023-2024
- 65% are Weld County residents (46% 5+ years & 19% 1-5 years)

Catholic Charities Shelter Capacity: 20 for women and 15 for families

Housing Resource Analysis and Strategy

- In May, Homeless Solutions Department will bring the results of a Community-Wide Homeless Response System Modeling Analysis to Council
- This analysis will provide clarity on types of Housing interventions that have the greatest impact on exiting individuals out of homelessness in the community
 - Analysis of resources needed for additional shelter capacity and housing pathways out of homelessness for 2026 and 2027 budget consideration

What is Greeley's current approach to camping?

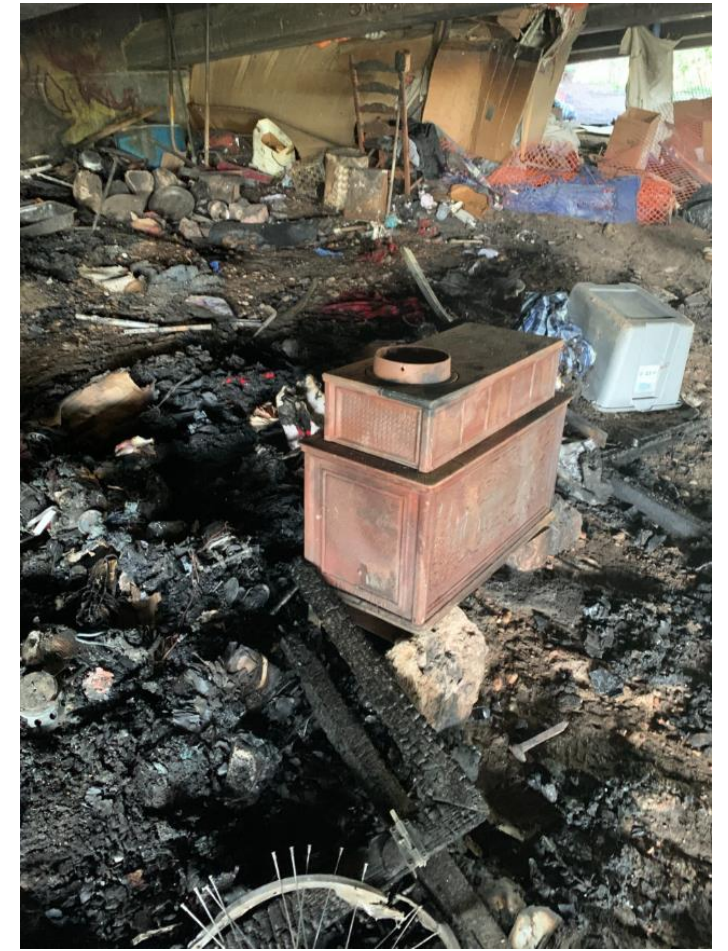


Camping Concerns

Safety



Infrastructure



*Additional Pictures Provided in Appendix

Enforcement of Camping Regulations



- Community Education & Officer Training
- Verbal Compliance / Verbal Warnings
- Citations
- Arrest



Common Legal Issues

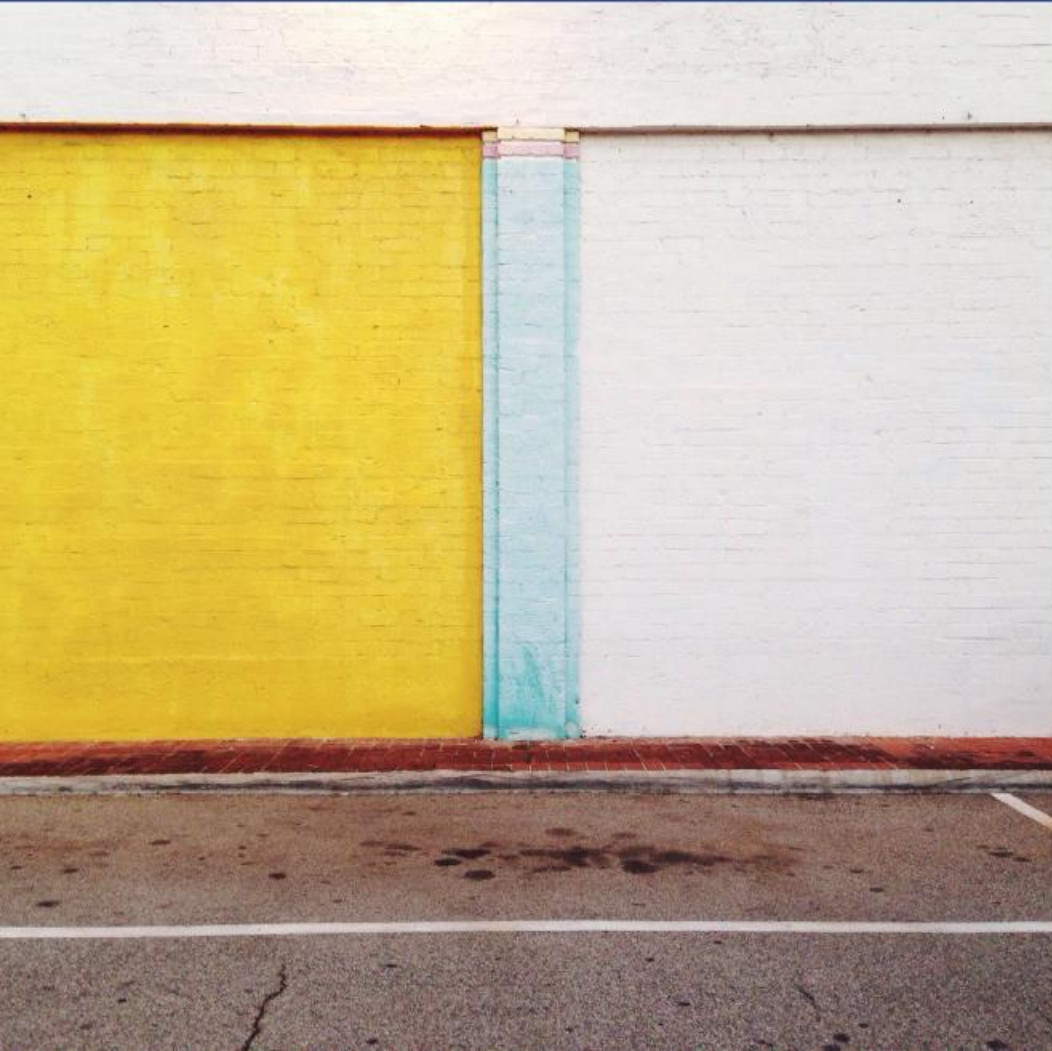
- 1st Amendment
 - Freedom of Speech
 - Freedom of Assembly
- 4th Amendment
 - Unlawful Seizure
- 8th Amendment
 - Cruel and Unusual Punishment
- 14th Amendment
 - Due Process

Current Greeley Code Violations



- Generally
 - Obstructing highways or pedestrian passageways (Sec. 14-294)
 - Loitering (Sec. 14-174)
 - Trespass (Sec. 14-288)
- Parks & Natural Areas in the City of Greeley close each day
 - Parks (Sec. 18-304)
 - Closed 11pm – 5am
 - Natural Areas (Sec. 18-450)
 - Closed 60 minutes after sunset to 60 minutes before sunrise

Public Right of Way



- Right of Way is a wide-ranging term
- Each location is different
- Obstructing Highways and Pedestrian Passageways (Sec. 14-294)
- Challenge to enforce in other areas
- Median Safety

Recent Supreme Court Ruling



1. The enforcement of laws regulating camping on public property does not constitute "cruel and unusual punishment" prohibited by the Eighth Amendment.
2. Camping regulations make certain actions of all individuals a crime.
3. Public camping regulations are used to provide local government with legal authority to address the significant health and safety risks of encampments and to encourage alternative options.

How is Camping Defined?

Camping prohibits people from camping in public spaces without permission.

Use of a public area for living – occupying shelter out of doors – tent, shack, sleeping bag, or other structure or material; sleeping or preparing to sleep; presence or use of stove or campfire; keeping or storing of personal property.

Public Property

Public or substantial part of public has access, including streets, highways, highway medians, alley, strips of land between streets and sidewalks, transportation facilities, schools, parks, playgrounds, common areas of public and private buildings, parking lots and other area intended for use by public; stormwater infrastructure – bridges, pipes, inlets and culverts, facilities owned by city or other public entity.

What have other cities done about public camping?



- Summary of current practices for the following cities that have implemented a camping ban: Denver, Colorado Springs, Boulder, Fort Collins, Loveland
 - Entire city or differentiate enforcement of ban in special locations based on identified hazards
 - The above Jurisdictions have more shelter capacity than currently available in Greeley
 - Large focus on connecting individuals to resources before citation issuance
 - Some Cities have a Community Court System to provide another opportunity for person to get services and mitigate the penalty
 - Cities have varied approaches to store personal property after clean ups for a specified period
 - The above Jurisdictions have multi-departmental approach to enforcement & cleanups

Options for Camping Regulations

- Make No Changes
- Implement Camping Regulations in Public Spaces
- Implement Camping Regulations and identify areas in the community with higher risk to health and public safety

Thank you



Appendix:



- Engaging Greeley on Public Camping and Homelessness
- 2024 Homeless Solutions Program Accomplishments and Photos
- Other Jurisdictions Ordinances
- Additional Pictures of Safety Concerns
- Options for Camping Ban

Engaging Greeley on Public Camping & Homelessness



- Methods: Online survey and in-person engagement event on February 19, social media and email outreach
- Survey Period: February 19 - March 2
- Participation: 352 responses

Purpose:

- Understand community concerns about homelessness and public camping
- Gather feedback on potential policies
- Identify key priorities for resources and services



What We Heard from the Community



Top Concerns:

- 71.6% of respondents are “very concerned” about homelessness in Greeley

Public Preferences:

- 53.4% strongly support camping restrictions, while 17.6% strongly oppose them
- Targeted restrictions over a full camping ban
- Prioritizing shelter space and mental health services

Challenges in Enforcement:

- 65.3% of respondents believe restrictions will be difficult to enforce without more shelter capacity

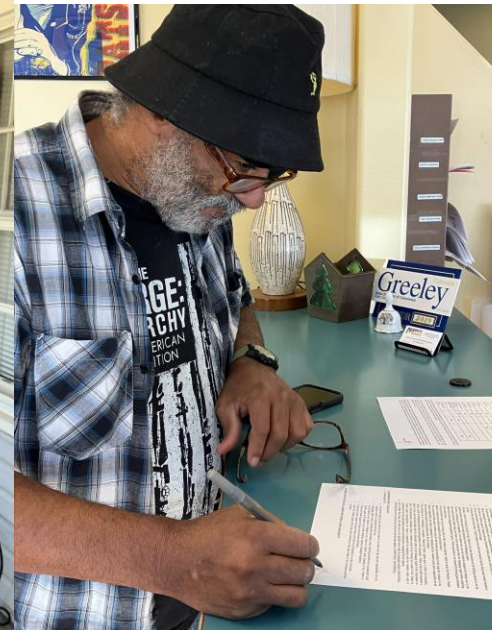


2024 Accomplishments

Individuals Housed: 182

Permanent Supportive Housing: 72 individuals, Rapid Rehousing: 81 individuals, and 29 individuals housed by Outreach

Individuals enrolled in Outreach Program: 652



Housed Families



Housed Families



Other Jurisdiction's Ordinances

Colorado Springs

- General Camping (including vehicle camping)
- Public Property
- Waterways

Boulder

- Parks
- Public Property

Denver

- General Camping (public or private property)

Fort Collins

- Public Property
- Private Property (vehicles included)

Weld County

- General Camping on Public Property (vehicle included)

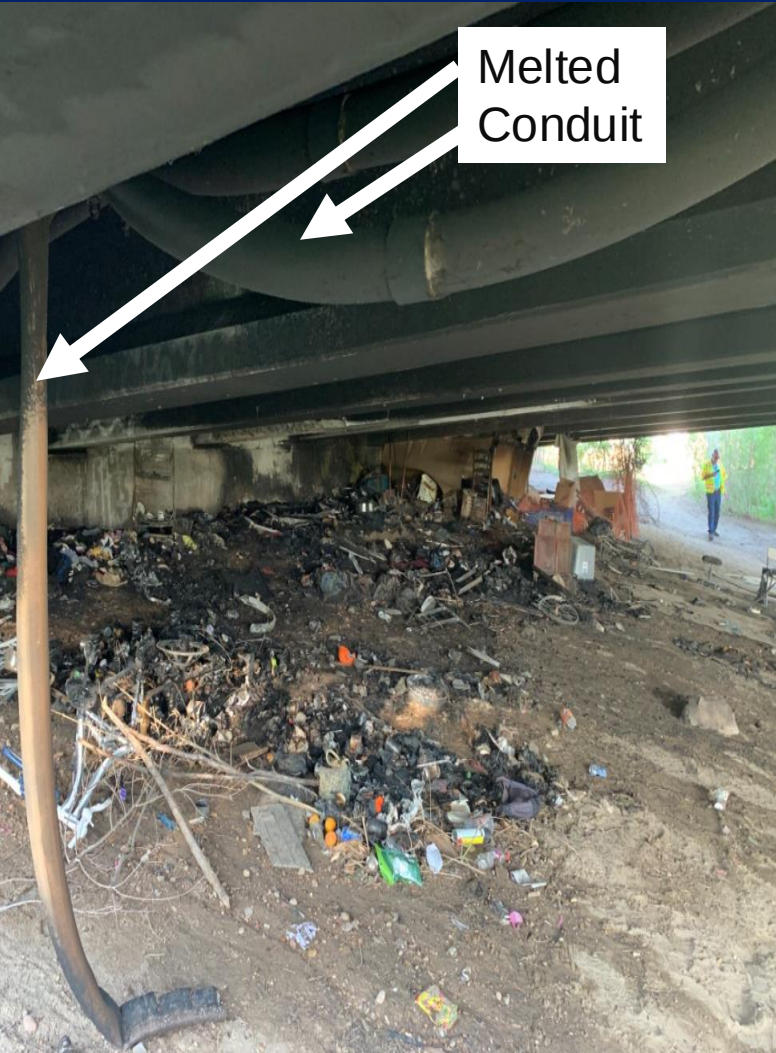
Public & Employee Safety Concerns



Health & Environment Concerns



Infrastructure Concerns



Options for Camping Ban

Option 1: Make No Changes

- Similar financial and resource demand
- Continued safety, health, environment and infrastructure concerns
- No change to Outreach support
- No additional tools for staff to use when necessary

Options for Camping Ban

Option 2: Implement Place-Based Camping Ban

- Ban in areas like **bridges, waterways** and areas where there is **imminent danger**
- Movement of individuals to other areas (i.e., **downtown, parks, private property, etc.**)
- Cost & resource consideration
- Increased outreach support
- Coordinate an Outreach process for individuals charged with violations
- Additional tool for staff to use when necessary

Current Options for Camping Ban

Option 3: Implement a City-Wide Camping Ban

- Implement for **entire City**
- Constant movement of individuals in **all public places**
- Cost & Resource consideration
- Increased Outreach Support
- Coordinate an Outreach process for individuals charged with violations
- Additional tool for staff to use when necessary



Work Session Agenda Summary

Item: 7.

March 11, 2025

Key Staff Contact: John Hall, Economic Development Director

Title:

Property Acquisition and Eminent Domain

Background:

The Real Estate Management (REM) Division is part of the Economic Development & Urban Revitalization Department. REM provides multiple real estate related services to city departments, including property acquisition.

Acquiring property for city projects requires certain federal and state processes with specific regard to the City's eminent domain authority. The REM Division ensures that all federal and state regulations are followed and that property owners are treated fairly.

The purpose of this presentation is to provide information to City Council about the city's property acquisition process and eminent domain authority.

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. Item 7 - Presentation

City of Greeley Property Acquisition Process

John Hall, Director of Economic Development Department
Kirsten Muncy, Real Estate Manager
City Council Meeting - March 11, 2025



Agenda

- Introduction to Real Estate Management
- Eminent Domain and Condemnation
- Purpose
 - What is Eminent Domain and How it Differs from Condemnation?
 - Why Do We Ask for Eminent Domain at the Start of Projects?
 - What is the Acquisition Process?
- Acquisition Process Overview
- Uniform Act
- Historical Project Data
- Department Project Examples
- Summary: How The Acquisition Process Protects All Stakeholders
- Purpose: Seeking Consensus from Council Regarding the Creation of a Formal Policy

City of Greeley

Real Estate Management (REM) Division

BACKGROUND

- Created in 2003 for the City Water and Sewer Department as the Right of Way Division
- Services expanded citywide in 2017
- Currently housed with Economic Development and Urban Revitalization



SERVICES

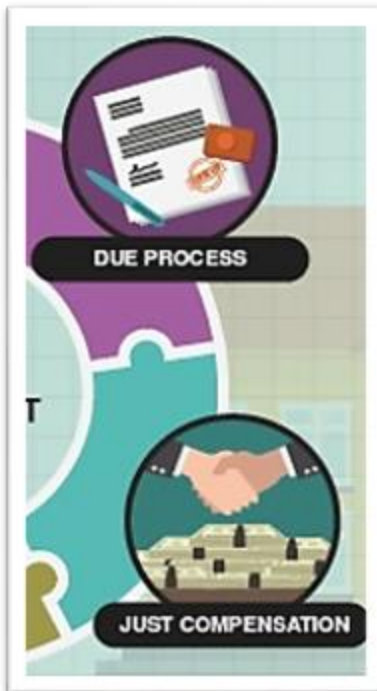
- Real Estate project management
- Property owner point of contact, education & communications
- Capital Improvement Project (CIP) project acquisitions support
- Multi-department project communications
- City project communication & education
- Regulatory compliance (Federal Uniform Act)

Who We Serve		
Public Works	The Community	Water & Sewer
GURA	City Manager	CD
Natural Areas & Trails	CAO	Stormwater
	Police/Fire	CPRD



Eminent Domain and Condemnation

Eminent Domain Authority: The City's **right** to acquire private property for projects that are determined to be for a public purpose, with payment of just compensation and due process.



Condemnation: Legal **action** (filing with the court) taken by the City, exercising its Eminent Domain authority to acquire property for public use.



Why We Ask For Eminent Domain

Transparency

- Project Awareness & Public Purpose

Accountability

- Compliance with Federal law & State statute

Uniformity

- Ensuring consistent treatment for all effected property owners



Prerequisites for Eminent Domain

- The Municipality has legal authority
- Project serves a public purpose
- Acquisition is a necessity



Acquisition Process Overview



Uniform Act

The City's acquisition process complies with the Federal Uniform Act and protects all Stakeholders.

- Treat individuals/property owners fairly and consistently
- Encourage acquisition by agreement
- Minimize litigation
- Promote public confidence
- Ensure agencies implement the regulations in a manner that are efficient and cost effective



Building Property Owner Relationships

Initial Project Introductions...

Public Meetings & Community Feedback
Door Hangers
City of Greeley Website

Continuing the Conversation...

Project Presentation Letters & Permission To Enter Requests
Calls
Emails
On-site Visits

Initiating Negotiation Communications...

Notice of Intent To Acquire Letters
Offer Letters
Final Offer Letters
Last & Final Offer Letters



Acquisition Process



 Preliminary Property Owner communications occur here

Why a Condemnation Petition May Need to be Filed

- Negotiations are at an impasse
- We are unable to obtain clear title (liens, judgments, etc.,)
- It is unclear who owns the property (inter-owner disputes)
- Conveyance restrictions on the property (HOA's)
- Unique circumstances

Filing a condemnation petition in court is sometimes necessary, however, it is an option of last resort.

Historical Project Data

The below table details how many public purpose projects received eminent domain authority in the last 5 years, how many property owners and parcels were impacted by the project and as of November 2024 how many condemnation cases were filed.

Year	No. Public Projects Obtained Eminent Domain Authorization	No. Property Owners	No. Parcels	No. of Property Owners the COG Filed for Condemnation
2019	5	25	31	3
2020	2	12	13	0
2021	0	0	0	0
2022	1	62	85	1
2023	1	8	12	Project is active
2024	3	28	33	Projects are active
	12	135	174	4

Historical Project Data

The below table details how many public purpose projects received eminent domain authority in the last 5 years, how many property owners and parcels were impacted by the project and how many condemnation cases were filed.

Year	Project Name	No. Property Owners	No. Parcels	No. of Property Owners the COG Filed for Condemnation	Ordinance
2019	47th Ave Turn Lane and Centerplace Drive Turn Lane	8	8	0	Ord 2, 2019
2019	65th Ave and Highway 34 Frontage Road Project	7	7	0	Ord 10, 2019
2019	Ashcroft Lift Station	6	10	3	Ord 32, 2019
2019	Greeley Bellvue Pipeline, ShurView	1	1	0	Ord 38, 2019
2019	Poudre Trunk Line	3	5	0	Ord 49, 2019
2020	35th Ave, 4th St to F St Road Improvement Project	8	9	0	Ord 10, 2020
2020	O St and 59th Ave Intersection Improvement Project	4	4	Project is active	Ord 27, 2020
2022	Terry Ranch Project	62	85	1	Ord 5, 2022
2023	C St – N 66th Ave to 59th Ave Improvement Project	8	12	Project is active	Ord 30, 2023
2024	37th St Bridge Improvement Project	4	4	Project is active	Ord 16, 2024
2024	4th St and 83rd Ave Roadway Improvement Project	5	8	Project is active	Ord 17, 2024
2024	4th St - 5th St and 23rd Ave Improvement Project	19	21	Project is active	Ord 18, 2024
Totals		135	174	4	

Summary

How the Acquisition Process and Eminent Domain Protects All Stakeholders

City

- Protect Project Funding
- Prevent Excessive Costs
- Protect Project Schedules
- Provide Needed Public Improvements
- Use Taxpayer Funds appropriately
- Consistent Processes

Property Owner

- Right to Due Process
- Right to Notice
- Right to Just Compensation
- Right to Obtain Appraisal (if value is over \$5K, 90 Days)
- Right to 'Good Faith' Offer with sufficient time to respond



Thank you





Work Session Agenda Summary

Item: 8.

March 11, 2025

Key Staff Contact: Martha Lanaghen, Human Resources Director, Kimberly Southern, Chief People Officer

Title:

Motion to go into an executive session for the purpose of discussing City Appointee Performance Appraisals

Background:

An executive session is needed to provide City Council with an opportunity to meet with Heidi Brinkman. She has been contracted for several years, including this year, to conduct performance appraisals for the City Appointees, including City Manager Raymond Lee, City Attorney Stacey Aurzada and Municipal Judge Gonzales.

In this session, Heidi will share the results of her interviews with key City personnel and Council members in an effort to provide input to Council for the purpose of providing feedback to the City Appointees for their annual performance appraisals.

Council's Recommended Action:

A motion to go into an Executive Session to discuss the following matter as provided under C.R.S. Section 24-6-402(4)(f) and Greeley Municipal Code Section 2.151(a)(6):

To discuss the personnel matters for appointees reporting to the City Council.

Strategic Focus Area:

High-Performance Government

Attachments:

None



Work Session Agenda Summary

Item 9:

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

Council Meetings and Other Events Calendars

March 9 – April 5, 2025

Monday March 10 - March 12, 2025

- National League of Cities Executive Education and Pre-Conference Activities 8 a.m. (Washington D.C.)

Tuesday, March 11, 2025

- City Council Work Session Meeting 6 p.m. City of Greeley Council Chambers (1001 11th Ave Greeley CO 80631)

Thursday, March 13, 2025

- Aims Workforce Innovation Center Groundbreaking Event 2 p.m. Aims Community College Near 16th Street/47th Avenue Aims entrance (5007 West 20th Street, Greeley, CO 80634)
- Greeley Police Department Community Town Meeting -RTIC 6 p.m. City of Greeley Council Chambers (1001 11th Ave Greeley CO 80631)

Saturday, March 15, 2025

- Community Meeting on Proposed West Greeley Mixed-Use Entertainment District 10 a.m. Family Funplex (1501 65th Ave, Greeley, CO 80634)

Tuesday, March 18, 2025

- City Council Meeting 6 p.m. City of Greeley Council Chambers (1001 11th Ave Greeley CO 80631)

Wednesday, March 19, 2025

- Water & Sewer Board Meeting 2 p.m. (1001 11th Ave Greeley CO 80631) City of Greeley Council Chambers

Thursday, March 20, 2025

- Downtown Development Authority 7:30 a.m. (802 9th Street, Greeley CO 80631)
- Airport Authority 3:30 p.m. Greeley-Weld Airport (600 Airport Road, Greeley CO 80631)

Monday, March 24, 2025

- Greeley Chamber of Commerce 11:30 a.m.

Tuesday, March 25, 2025

- City Council Work Session Meeting 6 p.m. City of Greeley Council Chambers (1001 11th Ave Greeley CO 80631)

Wednesday, March 26, 2025

- Upstate Colorado Economic Development 7 a.m. Upstate Colorado Conference Room (822 7th Street Greeley CO 80631)
- Proclamation - Brain Injury Awareness Month Breakfast 7:45 a.m. FMS Bank (2425 35th Ave. Greeley)

Thursday, March 27, 2025

- Dream Team Honors Awards Banquet 6 p.m. University of Northern Colorado Ballroom (2101 10th Ave Greeley CO, 80631)

Tuesday, April 1, 2025

- City Council Meeting 6 p.m. City of Greeley Council Chambers (1001 11th Ave Greeley CO 80631)

Thursday, April 3, 2025

- Poudre River Trail Meeting 7:30 a.m. Poudre Learning Center (8813 W. F Street Greeley CO 80631)
- Island Grove Advisory Board 3:30 p.m. (600 N. 14th Ave Greeley CO 80631)
- North Front Range MPO Meeting 6 p.m. Fort Collins Colorado River Community Room (222 LaPorte Avenue Fort Collins, CO 80521)

2025 Council Meeting/Work Session Agenda Items Schedule

	3/4/2025			
	This schedule is subject to change			
Date/Type	Description	Sponsor Presenter/Director or Project Manager	Placement/Time	
March 18, 2025 Council Meeting	Proclamation - Brain Injury Awareness Month	Mayor	Intro	
	Proclamation - Red Cross Month	Mayor	Intro	
	Proclamation - National Developmental Disabilities Awareness Month	Mayor	Intro	
	UNC Spring Update	UNC President Feinstein	Intro	
	Minutes - Feb 18 RM; Feb 25 WS	Heidi Leatherwood	Consent	
	Resolution - Revenue Stabilization Reserve Fund Policy	Caleb Weitz	Consent	
	Resolution - Federal Transit Administration for Federal Transportation Assistance	Paul Trombino	Consent	
	Resolution- IGA with Windsor (hold)	CAO	Consent	
	Intro & first reading ord - First Supplemental Appropriation for 2025	Caleb Weitz	Consent	
	Intro & first reading ord - Sammy's Law - Puppy Mill (Hold)	Adam Turk	Consent	
	Intro & first reading ord - Acquire Real Property at Greeley Mall	Sean Chambers	Consent	
	Intro & first reading ord - Acquire Real Property for Terry Ranch Pipeline	Sean Chambers	Consent	
	Intro & first reading ord - Financial Model Review (Hold)	Blair Snow/John Herge/John Hall	Consent	
	PH & second reading ord - Village at Greeley PUD	Brian McBroom	Regular	
	Informational - Mobility Development Plan	Will Jones/Paul Trombino	Informational (Regular)	
	B&C Appointments	Jennifer Middleton	Regular	
	Executive Session - City Manager Performance Review (Hold)	MJ/Kimberly Southern-Weber	ES	
March 25, 2025 City Council Work Session	2024 End of Year Financial Review	Robert Miller/Tyra Litzau	WS	
	Monetary Sponsorship Policy	Caleb Weitz	WS	
	Development Review Process Update	Brian McBroom	WS	
	Downtown Discussion (Hold)	Kelli Johnson	WS	
	West Greeley Project Update (Hold)	John Herge	Regular	
	Executive Session - Municipal Judge Review	Kimberly Southern-Weber	ES	
	Executive Session - City Attorney Review	Kimberly Southern-Weber	ES	
April 01, 2025 Council Meeting	Minutes- Mar 4 RM; Mar 11 WS	Heidi Leatherwood	Consent	
	Intro & first reading ord - City Manager Salary Increase	Kimberly Southern-Weber	Consent	
	Intro & first reading ord- City Attorney Salary Increase	Kimberly Southern-Weber	Consent	
	Intro & first reading ord - Municipal Judge Salary Increase	Kimberly Southern-Weber	Consent	
	Intro & first reading ord - Eagles Lease (Hold)	John Herge	Consent	
	Intro & first reading ord - Business Incentive Agreement (Hold)	John Herge	Consent	
	Intro & first reading ord - Water Valley Pre-Development Agreement (Hold)	John Herge	Consent	
	PH & second reading ord - First Supplemental Appropriation for 2025	Caleb Weitz	Regular	
	PH & second reading - Sammy's Law - Puppy Mill (Hold)	Adam Turk	Regular	
	PH & second reading ord - Acquire Real Property at Greeley Mall	Sean Chambers	Regular	
	PH & second reading ord - Acquire Real Property for Terry Ranch Pipeline	Sean Chambers	Regular	
	PH & second reading ord - financial model review (Hold)	Blair Snow/John Herge/John Hall	Regular	
	April 08, 2025 City Council Work Session	Economic Development Strategic Plan Update	John Hall	WS
		Ballot Measure Planning & Food Tax Rebate Update	Kalen Myers/Caleb Weitz	WS
		Housing Authority Update	Vincent Ornelas/CAO	WS
	April 15, 2025 Council Meeting	Proclamation - National Youth Service Day Award	Mayor	Intro
		Minutes - March 18 RM; March 25 WS	Heidi Leatherwood	Consent
Resolution - amending Council Policies and Protocol		Heidi Leatherwood	Consent	
Intro and first reading Ord - Water Revenue Improvement Bonds, Series 2025		Robert Miller/Tyra Litzau	Consent	
Intro and first reading Ord - First-Lien Sewer Improvement Revenue Bonds, Series 2025		Robert Miller/Tyra Litzau	Consent	
Intro & first reading Ord - Two Rivers Garden Rezoning		Brian McBroom	Consent	
PH & second reading Ord - City Manager Salary Increase		Kimberly Southern-Weber	Regular	
PH & second reading Ord City Attorney Salary Increase		Kimberly Southern-Weber	Regular	
PH & second reading Ord - Municipal Judge Salary Increase		Kimberly Southern-Weber	Regular	
PH & second reading ord - Eagles Lease (Hold)		John Herge	Regular	
PH & second reading ord - Business Incentive Agreement (Hold)		John Herge	Regular	
PH & second reading ord - Water Valley Pre-Development Agreement (Hold)		John Herge	Regular	
B&C Appointments		Jennifer Middleton	Regular	
April 22, 2025 City Council Work Session		East Subarea Plan Update (Tentative)	Brian McBroom	WS
	Waste Diversion Follow-up	Will Jones/Paul Trombino	WS	
	UCCC Naming Discussion	Diana Frick	WS	

Greeley City Council

Status Report of Council Initiatives

Initiative No.	Council Member Initiating	Council Request	Council Meeting or Work Session Date Requested	Next Steps & Schedule	Anticipated Deliverable & Date (Report, Council Presentation, etc.)	Assigned to:
11-2023	Clark/Butler	Artificial turf and landscape standards	August 1, 2023 Council Meeting	•Come back to Council with a draft ordinance	March 18 Council Meeting first reading and April 1 Council Meeting PH and second reading	Brian McBroom
4-2024	Butler	Lincoln Park Redesign	April 2, 2024 City Council Meeting	Requested Work Session for information on the Lincoln Park Redesign- to include status of project, timeline of project and overview of the coming outreach Work Session	Site concepts shared with stakeholders in October: including Project costs, Phasing options and integration with Downtown. Early 2025: Construction design drawings scheduled to begin, incorporating stakeholder input, alignment with redevelopment goals, and lessons from other urban parks. Late 2025 - 2026: Construction slated to begin at the end of 2025 and continue into 2026.	Diana Frick
5-2024	Hall	Impact Fee Study Structure	May 7, 2024 Council Meeting	Requested staff bring a report to a future work session explaining more in depth the Impact Fee Study Structure - how the ratio is calculated, review process, timeline of review, and development fees	The RFP was published on 2/3/25. to complete the study. Staff will follow up with any updates	Allena Portis/Robert Miller
7-2024	Butler	Building Permit Fees	September 17, 2024 Council Meeting	Would like staff to provide information to a work session relating to building permit fees for the last few years and what they are currently	Staff sent a memo to council on January 10, 2025 Pending follow-up reagrding communication to Councilmember Butler Raymond to follow-up with Mayor to see if work session is needed	Brian McBroom
8-2024	Olson	Code Compliance	Oct 1, 2024 Council Meeting	Part 1 - Requested staff to present at a future work session on code compliance- what is compliant and what is not and to develop a plan to assist with low-income residents specifically relating to yards and vegetation Part 2 - More information needed on specific options on landscaping; enhancing voluntary compliance ticketing system	Part 1 was presented Feb. 11 and staff will be following up on next steps	Juliana/ Kelli Johnson/Buxton Demers
11 - 2024	Butler	HP Rezone Parking	Oct 15, 2024 Council Meeting	There was a request for staff to provide a report to council on the HP Rezone area parking, traffic problems, and what has been done in the area. It was also requested that the design standards be included.	The traffic safety report completed and shared with CMO. CMO is planning to schedule a meeting to review the report with Councilmember Butler.	Public Works
13- 2024	Butler	Audit of Development Code	Dec 10, 2024 Council WS	Discrepancies in the code and would like an administrative fix of the R-M zoning issue if possible, and then a full audit of the Development Code.	Recieved proposals on 2/13 and now in the evaluation and selection process anticiapte making a selection by March 3	Brian McBroom

2- 2025	Butler	Voter Polling	February 18, 2025 Council Meeting	Mayor Gates requested that staff come back with a cost analysis prior to Councilor Butler's request. Request: a voter poll to investigate the desire to support Public Safety and Open Space tax measures. In addition he asked for potential Poudre River Restoration projects that could be part of the Open Space tax.		Kalen Myers
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Work Session Agenda Summary

Item: 10.

Title

Adjournment