

Greeley City Council Agenda

Regular Meeting

Tuesday, October 21, 2025 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/89914091060>

NOTICE:

City Council Meetings are held on the 1st and 3rd 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 choose how to participate in Council meetings in the manner that works best for them.

Watch Meetings:

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

Meetings are televised live on GTV8 on cable television.

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

Comment in Real Time:

During the public input portion of the meeting and public hearings:

In person attendees can address the Council in the Chambers.

The public can join the Zoom Webinar and comment from the remote meeting.

Submit Written Comments:

Email comments about any item on the agenda before Noon on the day of the meeting to cityclerks@greeleygov.com.

Written comments can be mailed or dropped off at the City Clerk's office at City Hall, at 1100 10th Street Greeley, CO 80631. Any comments received prior to 12 p.m. on the day of the meeting, will be sent to Council and published in the agenda packet post meeting.

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
Regular Meeting Agenda**

Tuesday, October 21, 2025 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/89914091060>

1. Call to Order
2. Pledge of Allegiance
3. Roll Call
4. Approval of the Agenda
5. Recognitions and Proclamations
 - a. Wreaths Across America Day Proclamation
 - b. What's Great About Greeley Report?
6. Citizen Input
7. Reports from Mayor and Councilmembers
8. Initiatives from Mayor and Councilmembers

Consent Agenda

The Consent Agenda is a meeting management tool to allow the City Council to handle several routine items with one action.

Councilmembers may request an item be pulled off the Consent Agenda and considered separately under the next agenda item in the order they were listed.

9. Motion to approve the City Council Work Meeting Proceedings of September 16, 2025 and City Council Work Session Proceedings of September 23, 2025
10. Motion to approve the 2026 Council Meeting and Work Session Schedule
11. Motion to cancel the October 28, 2025 Work Session Meeting
12. Resolution ratifying the appointment of Patty Bodwell to the Board of Trustees of the High Plains Library District for a four-year term

13. Resolution establishing the 2025 Tax Levy and directing the certification of the same to the Board of County Commissioners
14. Resolution of the City of Greeley Council authorizing the City to enter into an Intergovernmental Agreement with the Colorado Department of Transportation (CDOT) for the MERGE Project on US 34 Bypass

End of Consent Agenda

15. Pulled Consent Agenda Items
16. Public hearing and second reading of an ordinance of the City of Greeley, Colorado enacting Chapter 14 of Title 24 of the Greeley Municipal Code regarding the inclusion area for the Commercial and Residential West Greeley General Improvement Districts and other details relating thereto
17. Public hearing and second reading of an ordinance to establish Local Improvement District No. 9510101 for the oversizing of Non-Potable Irrigation Infrastructure (Lake Bluff Non-Potable Irrigation Pump Station)
18. Public hearing and second reading of an ordinance authorizing the acquisition of real property by purchase or the power of eminent domain for West Greeley basin sewer system infrastructure
19. Public hearing and second reading of an ordinance amending Title 2 Chapter 4 of the City Code to require City Council authorization for any contract, agreement, or expenditure for professional services and/or consulting services exceeding \$199,999.99
20. Public hearing and second reading of an ordinance appropriating additional sums to defray the expenses and liabilities of the City of Greeley for the balance of the fiscal year of 2025 and for funds held in reserve for encumbrances through December 31, 2024
21. Public hearing and second reading of an ordinance adopting the 2026 Budget
22. Public hearing and second reading of an ordinance adopting the Classification and Salary Plan for 2026
23. Appointments to Boards and Commissions - Greeley Art Commission, Historic Preservation Commission, Housing Authority, Housing for All Advisory Board, Union Colony Civic Center Advisory Board and Youth Commission
24. Motion to go into Executive Session to Request and Receive Legal Advice from the City Attorney regarding a proposed Referendum Petition
25. Motion to go into Executive Session to receive legal advice regarding personnel matters.
26. Motion authorizing the City Attorney to prepare any required resolutions, agreements, and ordinances to reflect action taken by the City Council at this meeting and any previous meetings, and authorizing the Mayor and City Clerk to sign all such resolutions, agreements, and ordinances
27. Scheduling of Meetings, Other Events
28. Adjournment



Council Agenda Summary

Item: 5.

Title:

Recognitions and Proclamations

Summary:

Mayor Gates will present a proclamation:

- Wreaths Across America Day Proclamation

Councilmember Olson will present the *What's Great about Greeley* Report.

Attachments:

Wreaths Across America Day Proclamation

What's Great about Greeley Report



Wreaths Across America

WHEREAS, each December on National Wreaths Across America Day, our mission to Remember, Honor and Teach is carried out by coordinating wreath-laying ceremonies at Arlington National Cemetery, as well as over 4,800 additional locations in all 50 U.S. states, at sea, and abroad; and

WHEREAS, Wreaths Across America at Linn Grove Cemetery and Sunset Memorial Gardens has organized and presented the Remembrance Ceremony to honor our Veterans in December; and

WHEREAS, Wreaths Across America at Linn Grove Cemetery and Sunset Memorial Gardens are a group working under Wreaths Across America, a non-profit organization, consisting of volunteers who raise funds, organize and present today's ceremony. The cost of each wreath presented to the 1,950 Veterans and First Responders buried at Linn Grove Cemetery and the 2,506 Veterans buried at Sunset Memorial Gardens are paid by individual wreath sponsors & corporate donors; and

WHEREAS, today we are not here to "decorate graves." We are here to remember not their deaths, but their lives; and

WHEREAS, a Veteran dies twice: once when they take their final breath, and later, the last time their name is spoken aloud. Today as volunteers place these wreaths, they will also say each Veteran and First Responder's name aloud - so he or she is not forgotten and to thank them for their service to our Community and our Country.

NOW, THEREFORE, I, John Gates, by virtue of authority vested in me as Mayor of the City of Greeley, Colorado, do hereby proclaim Saturday, December 13, 2025, as ***Wreaths Across America Day***, a day to Remember, Honor and Teach by placing an evergreen wreath on our Veterans and First Responders graves throughout our Greeley, Colorado cemeteries.

IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the official seal of the City of Greeley, Colorado, this 21st day of October 2025.

John Gates
Mayor



City Council Meeting
October 21, 2025

An aerial photograph of a city, likely Denver, with a large white banner overlaid in the center. The banner has a torn, paper-like edge. The background shows a vast cityscape with various buildings, green spaces, and a range of mountains in the distance under a clear sky.

***In all ways, we will transmit
this City not only, not less, but
greater and more beautiful than
it was transmitted to us.***

- Athenian Oath

Greeley Central's Stephen Paulson Named 2026 Colorado Teacher of the Year

- Social studies teacher at Greeley Central High School.
- First time an D6 educator has been selected.
- A graduate of University of Northern Colorado.



Weld County Workforce Development Board Wins 2025 Skills-First Local Workforce Board Challenge and \$10,000 grant

- Challenge? Create a plan that values abilities and experiences as well as a degree or certificate.
- Grant will help expand skills-first hiring.



DDA's Gii Astorga Named to BizWest's 40 Under Forty Class of 2025

- Honors emerging leaders who are shaping the future of the Boulder valley and Northern Colorado.



Aims Community College Makes America's Best Hispanic-Serving College List

- Top 50 Ranking
- Undergraduate enrollment at Aims is 40% Hispanic students.



UNC Football Team Named the Stats Perform FCS National Team of the Week

- The win over Idaho marks one of Northern Colorado's most significant wins in its Division I era.







Council Agenda Summary

Title

Citizen Input

Summary

During this portion of the meeting, anyone may address the city council on any item of city business that is not already listed on tonight's agenda as a public hearing.

Comments should be statements, not questions. Public comment is not a question-and-answer session, unless the presiding officer thinks some clarification is warranted.

Please be considerate of fellow speakers. There should be no applause, booing, or other audible disruption to the proceedings. Your city council desires respect, dignity and a welcoming environment.

Please limit your comments to three minutes and provide your name and city of residence for the record. When you see the yellow light coming on the display, please begin to wrap up your comments. When the red light comes on, your three minutes is up.

As this meeting is being conducted in a hybrid format, citizen input will be accepted first from those in the City Council Chambers, and then from the virtual meeting audience via the meeting's webinar.



Item: 7.

Council Agenda Summary

Title

Reports from Mayor and Councilmembers

Summary

During this portion of the meeting any Councilmember may offer announcements or reports on recent events and happenings. These reports should be a summary of the Councilmember's attendance at assigned board/commission meetings and should include key highlights and points that may require additional decision and discussion by the full Council at a future time.

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	Staff will schedule for a later date.	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	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. At the June 10 WS council requested staff to pause construction to ensure Lincoln Park compliments future vision for Greeley's Downtown Civic Campus.	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	DTA was awarded the contract and that process has now started. The consultant is working on completing the study by the end of Sep.	Allena Portis/Robert Miller
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	Following the February council meeting Code Compliance has been focusing on the council's direction to: Explore how to speed up compliance without immediate ticketing. How to enhance voluntary compliance. A more detailed update regarding Code Compliance progress was provided in the August 29 weekly update. A follow-up worksession will be scheduled this winter.	Kelli Johnson/Buxton Demers
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 Starting phase 1 (procedures chapter) and remaining phases are on hold pending budget.	Brian McBroom
3-2025	DeBoutez	Public Art Program	March 18, 2025 Council Meeting	Research the Public Art Program with 3 components: expanding the program to include local performing art groups, clarify the funding source for the 1% for all of the capital improvement projects, and reporting of when the money is appropriated to the program.	This is scheduled for the October 14 WS.	Diana Frick
4-2025	Butler	Civic Campus Funding	4/15/2025 Council Meeting	Requested staff to bring back funding plan options that does not require the funding to go to voters.	Staff will return with a presentation including the Financial Model at the Aug 26 WS. Staff will come to Council with the Plan of finance at a work session late fall Oct/Nov timeframe.	Allena Portis

5-2025	Hall	Contracts	April 22,2025 Work Session	Staff to send a descriptive memo or schedule a work session regarding all contract policies and options that were discussed at a previous meeting.	Stacey will provide a memo to council regarding the policies regarding contracts. A presentation is scheduled for the August 12 WS. Consensus was provided at the Sept. 23 ws for an ordinance to be brought to Council. An ordinance will be considered for adoption at the Oct. 21 Council Meeting.	Stacey Aurzada/Allena Portis
07-2025	Butler	Quiet Zones	May 6, 2025 Council Meeting	Update at a future work session quiet zone projects.	Memo will be sent to Council.	Public Works
11-2025	McDonald	Contractor Licensing	Council Meeting	Requested staff to come back on a Work Session to present information on changing the code for contractors being licensed in the City specifically roofers.	A work session is tentatively scheduled for January 13, 2026.	Brian McBroom



Council Agenda Summary

October 21, 2025

Key Staff Contact: Heidi Leatherwood, City Clerk

Title:

Motion to approve the City Council Work Meeting Proceedings of September 16, 2025 and City Council Work Session Proceedings of September 23, 2025

Summary:

The regular meetings of the City Council were held in City Council Chambers on September 16, 2025. The work session of the City Council was held in City Council Chambers on September 23, 2025.

The draft proceedings of each meeting are presented for the Council's review and approval.

Fiscal Impact:

Fiscal Impact:

If approved, will this item result in a positive, negative, or no impact on the budget?

No Impact: If there is no impact, provide the reason

Legal Issues:

None

Other issues and Considerations:

None

Strategic Focus Area:

High-Performance Government

Decision Options:

1. Approve the motion as presented; or
2. Amend the motion and approve as amended; or
3. Deny the motion; or
4. Continue consideration of the motion to a certain date.

Council's Recommended Action:

Approve the motion.

Attachments:

1. 09.16.2025 RM Draft Minutes
2. 9.23.2025 Work Session Draft Proceedings

City of Greeley, Colorado
City Council Meeting Proceedings
Tuesday, September 16, 2025

1. Call to Order

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

2. Pledge of Allegiance

Mayor Gates led the Pledge of Allegiance.

3. Roll Call

Senior Assistant City Clerk Naomi Gonzales called the roll.
The following were present:

Councilmember Tommy Butler
Councilmember Deb DeBoutez
Mayor Pro Tem Dale Hall
Councilmember Brett Payton
Councilmember Johnny Olson
Councilmember Melissa McDonald
Mayor John Gates

4. Approval of the Agenda

No changes.

5. Recognitions and Proclamation

Weld County Board of County Commissioners Certificate Presentation

The Weld County Board of Commissioners presented a Certificate of Appreciation to Mayor John Gates for his 16 years of service to the City of Greeley; 8 years as Mayor and 8 years as a Councilmember.

Commissioner Perry Buck read the certificate, acknowledging Mayor Gates' outstanding leadership, public service, and valuable contributions to Greeley and Weld County.

Commissioner Kevin James, a former mayor himself, added how Mayor Gates had done an excellent job representing the residents of Greeley and building relationships with surrounding communities.

Gold Star Mothers/Families Day Proclamation

Mayor Gates read the Gold Star Mothers/Families Day Proclamation at 6:04 p.m. Don Feldhaus and Alejandro Ruiz were present to accept.

Suicide Awareness and Prevention Month Proclamation

Mayor Gates read the Suicide Awareness and Prevention Month Proclamation at 6:16 p.m. Elisa Selby, Program Coordinator of Suicide Education and Supportive Services was present to accept.

Hispanic Heritage Month Proclamation

Mayor Gates presented the Hispanic Heritage Month Proclamation at 6:13 p.m. Hazel Ibarra-Mesta, Sussel Ibarra-Mesta, Hilary Rudisill, and Isela Lozano were present to accept.

National Constitution Week Proclamation

Mayor Gates read the National Constitution Week Proclamation at 6:09 p.m. Julianne Fritz and other members from the Daughters of the American Revolution Chapter were present to accept.

National Preparedness Month Proclamation

Mayor Gates presented the National Preparedness Month Proclamation at 6:19 p.m. Present to accept it were Director of Emergency Management Peter Perez and Deputy Director Dom Tatti.

National Public Lands Day

Mayor Gates read the National Public Lands Days proclamation at 6:22 p.m. Natural Areas and Trails Division Manager Justin Scharton and staff were present to accept.

What's Great about Greeley Report

Councilmember Butler presented the "What's Great about Greeley" report at 6:26 p.m.

6. Citizen Input

1. Kathy Hash spoke about the Cascadia project, stating that citizens wanted to vote on the issue.
2. Steve Teets spoke about the downtown development, questioning the city's purchase of land downtown and how it would be funded.
3. Carol Gustafson spoke on how she was disappointed the Cascadia project process.
4. Jim Reeseburg, coordinator of "Greeley Walks for the Health of It," shared information about the second annual "Week without Driving." He announced a public forum on Greeley's mobility options scheduled for September 24 at the Greeley Recreation Center.
5. Ken Spadi spoke about Council members not addressing his concerns about alleged asbestos exposure in a city building project.
6. Lisa Denke spoke about aggressive driving in Greeley and called for stronger enforcement and community action against dangerous drivers.
7. Rhonda Solis thanked community members who worked on the Cascadia petition.
8. Jerry Harvey announced his candidacy for House District 50.
9. Dave Munoz spoke on his disappointment that citizens were not allowed to vote on the Cascadia project.

7. Reports from Mayor and Councilmembers

Councilmember Olson noted that the National Archives is displaying all 27 constitutional amendments for the first time in history from September 16 to October 1 as part of the Constitution's 250th birthday celebration. He also received calls about the Poudre River Restoration Project after a Channel 9 News story.

Councilmember McDonald attended the opening of Delta Park, noting the playground, splash pad, and hundreds of children attending. She provided information about school district boundaries in west Greeley, explaining that changing boundaries would require state legislation and approval from both affected school districts. She also addressed Mr. Spadi's concerns, stating that she had researched the issue but that it involved a university-owned building regulated by the state and not the City.

Councilmember Butler announced the final outdoor Farmer's Market scheduled for Saturday, as it will move indoors and operate on a biweekly basis. He noted the second year of Weld Walls mural festival with events throughout the week and a community celebration on Saturday.

8. Initiatives from Mayor and Councilmembers

None.

Consent Agenda

- 9. Motion to approve the City Council Meeting Proceedings of August 19, 2025, and City Council Work Session Proceedings of August 26, 2025**
- 10. Resolution approving an agreement as to the Principal and Primary Terms for Lease Agreement with the Colorado Eagles**
- 11. Resolution supporting the application of a grant to the State Board of the Great Outdoors Colorado Trust Fund for Arroyos del Sol Natural Area trailhead improvements**
- 12. Introduction and first reading of an ordinance establishing Local Improvement District No. 9510101 for the oversizing of Non-Potable irrigation infrastructure in Weld County, Colorado; determination of lots and lands to be included within Local Improvement District 9510101; setting forth the property to be included and names of the apparent owner's property to be included (Lake Bluff Non-Potable Irrigation Pump Station)**

End of Consent Agenda

Councilmember Butler requested Item 10 be pulled from the consent agenda.

Councilmember Olson moved to approve Consent Agenda Items 9 and 11-12.
Councilmember McDonald seconded the motion. The motion passed 7-0 at 7:07 p.m.

13. Pulled Consent Agenda Items

10. Resolution approving an agreement as to the Principal and Primary Terms for Lease Agreement with the Colorado Eagles

Councilmember Butler had questions about the terms of the lease agreement, noting that the Eagles would receive two suites in the new arena while they had only one in their previous Blue Arena lease. He also questioned why the Eagles would receive 50% of net revenue for any college hockey games played in the arena, which could be problematic if UNC were to establish a hockey team.

Chief Operating Officer Blair Snow explained that the lease terms were part of an overall negotiation package, with some terms more favorable to the City and others more favorable to the team.

Councilmember Butler moved to amend the agreement by removing item 16b from Exhibit A (the term giving the Eagles 50% of net revenue for college hockey games). Councilmember DeBoutez seconded the motion. The amendment failed by a vote of 2-5, at 7:11 with Councilmembers Payton, Olson, McDonald, Mayor Pro Tem Hall and Mayor Gates voting “nay”.

Councilmember DeBoutez stated that while she recognized the need for an anchor tenant, she had concerns about several aspects of the lease that she hoped would be renegotiated. These included charging rent for practice time and training camps, pouring rights, naming rights, and parking fee splits.

Councilmember Payton moved to adopt the resolution as presented. Mayor Pro Tem Hall seconded the motion. The motion passed 5-2 at 7:15 p.m. with Councilmembers Butler and DeBoutez voting “nay”.

14. Public hearing and second reading of an ordinance annexing certain unincorporated territory located in Weld County, Colorado, generally located east of Weld County Road 17 and north of Weld County Road 60 and west of State Highway 257, into the City of Greeley. The subject site consists of 219.221 acres, known as the Schmerge Annexation (ANX2025-0002).

Director of Community Development Brian McBroom introduced the item at 7:15 p.m.

The presentation was an overview covering all three related cases (Items 14, 15, and 16). Mr. McBroom explained that the total size of the property was almost 834 acres, with 293 acres proposed for annexation through the Schmerge and Kinison applications. The remainder was already within city limits and zoned. He also noted that both annexation applications were consistent with the City's comprehensive plan and development code.

The Schmerge Annexation proposed to annex approximately 219 acres at the northwest side of the site, bordered by the City of Greeley to the south and the Town of Windsor and Great Western Railroad to the north. The Kinison Annexation consisted of about 73 acres located along the west side of Highway 257 and adjacent to City of Greeley property on three sides.

Mr. Mc Broom reported that City staff and the Planning Commission conducted thorough reviews and concluded that both annexations aligned with the goals and objectives of the Comprehensive Plan, such as managing growth effectively and ensuring that the design and construction of infrastructure reflect the community's character.

The Schmerge and Kinison annexations support future land use goals by enabling a mix of residential, commercial, industrial, and entertainment uses as envisioned in the Cascadia PUD. Mr. McBroom highlighted that the annexed territories exceeded the 16% contiguity requirement as per state law, with total contiguity exceeding 28%.

Applicants, Water Valley CEO, Martin Lind, and Principle at Norris Design, Ryan McBreen, presented on behalf of the project emphasizing the development would fulfill Greeley's long-term vision for the area and create a large master-planned, amenity-based project. They explained that the project was divided into nine distinct planning areas with unique character themes designed to transition outward from major transportation corridors like Highway 34 and Highway 257. This planning aimed for compatibility with existing uses and future residential neighborhoods, creating opportunities for up to 3,401 residential units ranging from premium housing options to more modest homes.

Councilmember DeBoutez asked if the PUD would affect the financing for the GID or the Catalyst project. Mr. McBroom explained that the PUD was strictly an authorization of land uses and was independent of how the project would be financed. However, he noted that while additional public infrastructure would be required for the PUD development, the general improvement districts (GIDs) were proposed as a potential funding mechanism for this infrastructure. This allowed for broad use of GID tax revenue, including for public safety purposes.

Councilmember Butler questioned the consistency of the PUD with the community separator concept in the Comprehensive Plan. He noted the apparent contradiction of the PUD in offering a clear separation between towns. Mr. McBroom explained that the PUD does manage growth effectively as it was within the City's future growth boundary and adjacent to other entitled lands.

Councilmember Butler questioned the proximity of planned uses to an existing salvage yard and how this was generally managed. Mr. McBroom and Mr. Lind both explained that if the salvage yard remained, some type of screening would be necessary.

Councilmember Butler inquired about the proposed Fourth Street connection, questioning whether the design would disrupt the Arroyos Del Sol natural area, harming wetlands. Mr. Trombino stated that it serves key connectivity and access, already considered in a

two-year plan involving stakeholders, and would not endanger the Arroyos Del Sol natural area or wetlands.

Mayor Gates opened the public hearing at 7:53 p.m.

1. Mary Metzger spoke that she was concerned about the use of public lands.
2. Steve Teets spoke about the strain on city resources.

The public hearing closed at 7:56 p.m.

Councilmember Payton moved to adopt the ordinance and publish with reference to title only. Councilmember McDonald seconded the motion. The motion passed 7-0 at 7:56 p.m.

15. Public hearing and second reading of an ordinance annexing certain unincorporated territory located in Weld County, Colorado, generally located east of 131st Ave and north of US Highway 34 and west of State Highway 257, into the City of Greeley. The subject site consists of 73.319 acres, known as the Kinnison Annexation (ANX2025-0003).

Director of Community Development Brian McBroom introduced the item at 7:57 p.m.

Mr. McBroom had previously explained that the Kinison Annexation was located at the northeast portion of the site, spanning 73 acres along the west side of Highway 257 and adjacent to City of Greeley property on three of its four sides.

Council had no questions of staff.

The Mayor opened the public hearing at 7:58 p.m.

1. Bill Gillard spoke, via the Zoom platform, in support of the project but was concerned how quickly it was being pushed through.

With no further comments the public hearing closed at 8:00 p.m.

There was no discussion from Council.

Councilmember DeBoutez moved to adopt the ordinance and publish with reference to title only. Councilmember Olson seconded the motion. The motion passed 7-0 at 8:00 p.m.

16. Public hearing and second reading of an ordinance changing the official Zoning Map of the City of Greeley, Colorado, to establish a Planned Unit Development (PUD) zoning for property located generally north of US Highway 34 and east of Weld County Road 17, comprised of approximately 833.786 acres known as the Cascadia PUD (PUD2025-0003).

Mr. McBroom introduced the item at 8:00 p.m.

As the item had been covered in the first presentation, Mayor Gates opened the public hearing at 8:01 p.m.

1. Steve Teets expressed concerns about high housing costs, traffic issues, and the financial burden on future city councils.
2. Mary Metzger questioned why Martin Lind wasn't paying for the project himself and raised concerns about affordable housing and homelessness.

With no further comments the hearing closed at 8:04 p.m.

Councilmember Butler noted concerns about the project's proximity to a salvage yard but expressed appreciation that the city was funding a year-round homeless shelter in the current budget.

Councilmember DeBoutez stated that while she opposed the financing of the Catalyst project, she supported the PUD because it would give staff more control over development and provide for deliberate growth in the area.

Mayor Pro Tem Hall moved to adopt the ordinance and publish with reference to title only. Councilmember Payton seconded the motion. The motion passed 6-1 at 8:06 p.m. with Councilmember Butler as a “nay”.

17. Appointments to Boards and Commissions - Commission on Disabilities, Human Relations Commission, Museum Board and Planning Commission

Senior Assistant City Clerk Naomi Gonzales announced the following appointments:

- Commission on Disabilities: John Fargo was appointed for a 3-year term.
- Human Relations Commission: Jaiden Kruase was appointed for a 3-year term.
- Museum Board: Annareli Morales and Donna Hendren were each appointed for 3-year terms.
- Planning Commission: Brian Franzen was appointed for a 3-year term.

18. A motion authorizing the City Attorney to prepare any required resolutions, agreements, and ordinances to reflect action taken by the City Council at this meeting and any previous meetings, and authorizing the Mayor and City Clerk to sign all such resolutions, agreements, and ordinances

Councilmember Payton moved to approve the motion. Councilmember Olson seconded the motion. The motion passed 7-0 at 8:07 p.m.

19. Scheduling of Meetings, Other Events

None.

20. Adjournment

With no further business to come before Council, Mayor Gates adjourned the meeting at 8:07 p.m.

Approved:

Mayor

Attest:

Clerk

City of Greeley, Colorado
City Council Work Session Proceedings
Tuesday, September 23, 2025

1. Call to Order

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

2. Pledge of Allegiance

Mayor Gates led the Pledge of Allegiance.

3. Roll Call

City Clerk Heid Leatherwood called the roll.
The following were present:

Councilmember Tommy Butler present via Zoom
Councilmember Deb DeBoutez
Mayor Pro Tem Hall
Councilmember Brett Payton
Councilmember Johnny Olson
Councilmember Melissa McDonald
Mayor John Gates

4. Reports from Mayor and Councilmembers

Councilmember DeBoutez attended "In Their Shoes" hosted by the Homeless Outreach Team. Over 200 people attended with Mayor Gates serving as one of the panelists to discuss solutions to homelessness from cities like Houston and Milwaukee, successfully addressing chronic homelessness. She thanked staff for their efforts.

Councilmember McDonald attended High Mountain Water Tour. She was impressed by the Grand Ditch, located about 2-2.5 hours from Greeley, and the historical efforts using mules to dig the ditch. Councilmember McDonald also attended Prairie Heights' 10-year anniversary celebration, visiting with Dr. Pilch, who had overseen this project as her first major initiative as Greeley Superintendent.

Mayor Gates thanked Dr. Andy Feinstein for his presentation at the "State of the University" event held earlier in the day, noting that residents should know the university is in great hands under his leadership.

5. Update on Civic Campus Project – Predevelopment Progress, Funding, and Next Steps

Assistant City Manager Kelli Johnson introduced the item at 6:05 p.m.

Ms. Johnson presented an update on the Civic Campus project, emphasizing that the project represented an opportunity to transform downtown and advance the vision for Greeley's future as outlined in the Downtown 2032 Master Plan.

Ms. Johnson explained that the project emerged from conversations between the City, Weld County, and School District 6 about their aging facilities. Instead of solving individual challenges, they pursued a collaborative solution aligning with the City's economic development strategic plan to maintain downtown as the community core.

The Civic Campus would help achieve key priorities:

- capitalize on facility replacement timing,
- consolidate fragmented land ownership,
- leverage private investment,
- revitalize downtown by converting non-taxable public land into taxable development, and
- strengthen partnerships that fuel downtown momentum.

Ms. Johnson reviewed the project timeline, noting that in August, Council approved the predevelopment agreement and budget. Since then, staff and partners have advanced critical steps:

- naming Richmark Vertical as development managers,
- engaging contractors for project assessment,
- placing two key properties under contract with closing set for October 7,
- completing City Hall programming to determine square footage and department needs,
- drafting land swap agreements with attorneys, and
- developing cost estimates and initial funding plans.

Adam Frazier with Richmark Vertical presented the development plans, showing a diagram that represented a year of work to coordinate the needs of three government entities. The plan included moving City Hall and District 6 to the Juror Lot with a new hotel and future multifamily housing across the street.

The west block would house the Justice Center and future County Administration building, bringing 450-500 employees from O Street to downtown. A 1,000-stall shared parking garage was planned for the existing District 6 location, primarily serving government employees during the day with potential nighttime uses.

Mr. Frazier provided preliminary information for the Civic Campus project. The new City Hall was planned to be between 95,000 and 107,000 square feet. The construction timeline was expected to begin in winter 2026, with an estimated duration of approximately two years. The construction of the hotel and facilities for District 6 was anticipated to start around the same time. Additionally, the garage would be completed after the relocation of District 6.

Walker Thrash with Richmark Vertical explained the design concept for the Juror Block, emphasizing the goal was to set an example for future downtown growth through density and integration of public and private development. He noted that while the scale of the project had not changed, the architecture would evolve through several iterations. The design included public plazas to tie the buildings together and create activation areas within the block. The buildings were designed to have multiple "front elevations" facing different streets and the interior plaza, avoiding "back of house" areas that would detract from the public domain.

Chief Financial Officer Allena Portis provided an overview of the funding and financing plan for the project. The total project cost was estimated at approximately \$103 million, although this figure was subject to change as the design progresses.

Currently, \$10.7 million was available. The proposed financing option comprises \$92 million in certificates of participation (COPs). The possibility of establishing a municipal property authority to allow extended payment terms was being explored, as the current Greeley Charter restricts COPs to 20 years. Longer payment terms would reduce annual debt service payments, with \$6.3 million required annually for 30 years compared to \$7.7 million annually for 20 years.

Ms. Portis explained that based on Council's May 27 directive to seek funding options without imposing new taxes, several potential sources were identified. These included the general fund, food tax, a potential public facilities impact fee (currently under review by a third-party consultant), and existing tax increment funds.

Councilmember Olson asked about the interest rate assumptions (5.5%) and suggested evaluating scenarios with a 5-year lease followed by COP financing to potentially capture lower interest rates. Ms. Portis confirmed the 5.5% assumption was accurate and noted they could run a model to determine payments if rates dropped by a full point.

Councilmember Butler asked about parking adequacy during construction phases. Ms. Johnson and Mr. Frazier confirmed they were developing phased parking plans to address the 13-month gap between District 6 relocating and the garage completion, including multiple scenarios under consideration to ensure effective parking management.

Mayor Gates thanked staff and the consultant for the information.

6. West Greeley Entertainment District Update

Managing Director Paul Trombino introduced the item at 6:32 p.m.

Mr. Trombino introduced Rachel Klasey with Legends Global Team, who presented an update. Ms. Klasey reviewed the project schedule, noting that schematic design was completed and submitted on August 15. The team was now beginning design development while PCL works on cost estimate, expected by the end of September. Additionally, RLB, the independent cost consultant, was being integrated into the project and would provide an independent cost evaluation by the end of October.

Ms. Klasey presented progress dashboards to be published on Speak Up Greeley, highlighting key milestones such as the completion of the PUD and the 544 agreement. She noted that the project was progressing according to plan, with current spending at approximately \$10 million, representing 9% of the overall budget.

Regarding ongoing studies, Ms. Klasey detailed the involvement of several consultants:

- DTA conducting the impact fee study and the GID study,
- Zonda focusing on the residential component,
- EPS analyzing the retail/commercial aspects, and
- HLNA examining the entertainment district reliability.

These studies would provide critical data for the bond issuance, and coordination meetings are scheduled through October to ensure consistent baseline assumptions across all studies.

Councilmember DeBoutez asked about contracts. Mr. Trombino explained that the City initially purchased a concept plan and subsequently refined it for the project. Contracts were structured between Water Valley and PCL, with PCL holding all relationships with design contractors. Bills typically included over 300 pages of detailed documentation for all charges, and multiple review levels were in place, involving Legends (as the owner's representative), project management, and finance. All invoices provided a detailed breakdown of services, hourly charges, and reimbursable expenses.

Councilmember Olson asked about risk transfer to PCL. Mr. Trombino explained that the risk would shift to PCL at the Guaranteed Maximum Price (GMP) stage, anticipated to occur in February when the project reaches 75% planning and 30% construction documents. This would be followed by a 6–8-week review process and then 6–8-week period in the bond market, with a target of mid-May for the first draw of proceeds to pay off the COPs.

Mayor Gates thanked staff and the consultant for the information.

7. Real Time Information Center (RTIC) Update

Police Chief Adam Turk introduced the item at 6:56 p.m.

Chief Turk and Commander Tanya Gutierrez provided an update on the Real Time Information Center (RTIC), marking its one-year anniversary. The center, located at Fire Station 6, is staffed by four full-time civilian technicians working 7 a.m. to 1 a.m. daily, seven days a week, supplemented by three sworn officers who serve in a collateral duty capacity.

Commander Gutierrez presented statistics showing the RTIC had been involved in over 5,000 police calls for service since September 2024, including approximately 1,500 priority 1 or 2 calls involving weapons or high probability of injury. The RTIC was virtually on scene before officers 2,600 times (51% of calls), contributing to 76 felony arrests and 85 misdemeanor arrests, and exporting 309 videos for evidence or public records requests.

The presentation included videos demonstrating RTIC successes:

- A traffic accident where the RTIC quickly determined which vehicle had the red light
- A traffic stop where RTIC staff observed concerning behavior, live-streamed the officer's body camera, and called for backup without the officer having to request it
- An incident where a rock was thrown at a photo radar van, with RTIC providing video evidence that led to an arrest within four minutes

Chief Turk introduced Andrew Warren from Skydio Drones, who explained their partnership on a "drones as first responders" testing program. Using call data from the previous year, Warren demonstrated how 26 drones in seven locations across Greeley

could respond to 96% of calls within 90 seconds. He cited Lakewood Police Department's success with a similar program.

Chief Turk noted that the RTIC's current home at Fire Station 6 was intended to be temporary. While plans to remodel the annex building next to the police department had been postponed due to space needs of other departments, they were optimistic about eventually creating a permanent home for the center.

Councilmember Olson supported the drone program, asking when it might be implemented. Chief Turk explained that the budget request for 2026 was not funded, so they had explored grants and other funding opportunities. He noted that while the drones themselves are expensive, the greater cost was staffing qualified pilots.

Mayor Gates acknowledged the RTIC for being on the cutting edge of law enforcement technology.

Mayor Gates thanked staff and the vendor for the information.

8. Council Review of Procurement Contracts

Chief Financial Officer Allena Portis introduced the item at 7:24 p.m.

Ms. Portis presented a follow-up from the August 12 meeting regarding Council review of procurement contracts. Currently, the City Charter and code do not require Council approval of contracts for goods, services, or construction. Ms. Portis reviewed the requirements related to contracts and provided detailed explanations of contract categories.

Ms. Portis explained that professional services encompassed licensed or registered professionals such as financial, health, legal, and medical services. Consulting services involved expert advice and strategic guidance, including advertising design, business development, and market research. Other services included advertising, building restoration, entertainment, and printing. The supplies/goods/commodities category covered equipment, materials, furniture, and police equipment, while the CIP-related category included construction, planning management, engineering, and demolition.

Ms. Portis presented options for council review based on dollar thresholds. Contract types or procurement methods such as ITBs, cooperative purchases, RFPs, and RFQs were also discussed. She noted that adding council review would extend the procurement timeline from 4-18 weeks to 10-23 weeks.

During the discussion, Mayor Pro Tem Hall, said that his intention was not to bog down the process, instead he wanted to focus on studies and assessments rather than all contracts over a certain threshold. Ms. Portis explained they were exploring establishing more robust criteria for scope and deliverables to minimize unnecessary delays.

Councilmember Butler proposed reviewing contracts over \$200,000 specifically for professional and consulting services. Ms. Portis replied that this threshold could help focus efforts where council scrutiny may be most beneficial.

Councilmember Olson cautioned about potentially deterring quality consultants and delaying projects. Ms. Portis acknowledged the concern and reiterated the importance of transparency and accountability.

Councilmember DeBoutez asked about the nebulous nature of consulting fees. Ms. Portis highlighted ongoing efforts to streamline consulting contracts delivering clearer billing and outcomes.

Councilmember McDonald advocated for stricter oversight initially, which then could be relaxed later.

Council gave consensus on bringing this item back to a regular meeting for potential code changes.

Mayor Gates thanked staff for the information.

9. Scheduling of Meetings, Other Events

None.

10. Adjournment

With no further business to come before the Council, Mayor Gates adjourned the meeting at 7:55 p.m.

Approved

X

John Gates
Mayor

Attest

X

Heidi Leatherwood
City Clerk



Council Agenda Summary

October 21, 2025

Key Staff Contact: Heidi Leatherwood, City Clerk

Title:

Motion to approve the 2026 Council Meeting and Work Session Schedule

Summary:

Section 2-150 of the Greeley Municipal Code addresses the Council's regular meetings, work sessions, and special meetings. This code section sets regular meetings on the first and third Tuesdays of each month, and work sessions on the second and fourth Tuesdays of each month. The Council may change the day, hour or location of regular meetings or work sessions by motion. The Council may also set special meetings and special work sessions by motion.

Annually, the City Clerk's Office drafts a schedule of the upcoming year's Council Regular Meetings and Work Sessions for Council's approval.

The 2026 Council Meeting and Work Session schedule is attached.

Fiscal Impact:

If approved, will this item result in a positive, negative, or no impact on the budget?

No Impact as this is just a schedule of meetings.

Legal Issues:

None

Other issues and Considerations:

None

Strategic Focus Area:

Business Growth
Community Vitality
High-Performance Government
Housing For All
Infrastructure and Mobility
Quality of Life
Safe and Secure Communities

Decision Options:

1. Approve the motion as presented; or
2. Amend the motion and approve as amended; or

3. Deny the motion; or
4. Continue consideration of the motion to a certain date.

Council's Recommended Action:

Motion to approve the 2026 Council Meeting and Work Session Schedule.

Attachments:

1. City Council - 2026 Meeting List
2. City Council - 2026 Calendar View

Proposed 2026 Council Meeting and Work Session Schedule

City Council Meetings	Work Session Dates	Meetings that are cancelled	* Reason
January 6, 2026	January 13, 2026	* November 3, 2026	Election Day
January 20, 2026	January 27, 2026	* November 24, 2026	Thanksgiving Week
February 3, 2026	February 10, 2026	* December 22, 2026	Christmas Week
February 17, 2026	February 24, 2026		
March 3, 2026	March 10, 2026		
March 17, 2026	March 24, 2026		
April 7, 2026	April 14, 2026		
April 21, 2026	April 28, 2026		
May 5, 2026	May 12, 2026		
May 19, 2026	May 26, 2026		
June 2, 2026	June 9, 2026		
June 16, 2026	June 23, 2026		
July 7, 2026	July 14, 2026		
July 21, 2026	July 28, 2026		
August 4, 2026	August 11, 2026		
August 18, 2026	August 25, 2026		
September 1, 2026	September 8, 2026		
September 15, 2026	September 22, 2026		
October 6, 2026	October 13, 2026		
October 20, 2026	October 27, 2026		
November 3, 2026 (Cancelled) *	November 10, 2026		
November 17, 2026	November 24, 2026 (Cancelled) *		
December 1, 2026	December 8, 2026		
December 15, 2026	December 22, 2026 (Cancelled) *		

JANUARY

SUN	MON	TUE	WED	THU	FRI	SAT
				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

FEBRUARY

SUN	MON	TUE	WED	THU	FRI	SAT
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

MARCH

SUN	MON	TUE	WED	THU	FRI	SAT
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				

APRIL

SUN	MON	TUE	WED	THU	FRI	SAT
			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		

MAY

SUN	MON	TUE	WED	THU	FRI	SAT
					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						

JUNE

SUN	MON	TUE	WED	THU	FRI	SAT
	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				

JULY

SUN	MON	TUE	WED	THU	FRI	SAT
			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	

AUGUST

SUN	MON	TUE	WED	THU	FRI	SAT
						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					

SEPTEMBER

SUN	MON	TUE	WED	THU	FRI	SAT
		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			

OCTOBER

SUN	MON	TUE	WED	THU	FRI	SAT
				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

SUN	MON	TUE	WED	THU	FRI	SAT
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					

DECEMBER

SUN	MON	TUE	WED	THU	FRI	SAT
		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		

Meeting Legend

City Council Meeting

Work Session Dates

Cancelled Meetings

Meetings that are cancelled:

Reason

* November 3, 2026
Election Day

* November 24, 2026
Thanksgiving Week

* December 22, 2026
Christmas Week



Council Agenda Summary

Item: 11.

October 21, 2025

Key Staff Contact: Heidi Leatherwood, City Clerk

Title:

Motion to cancel the October 28, 2025 Work Session Meeting

Summary:

Staff recommends canceling the October 28 Work Session.

The items originally scheduled for that session will instead be presented as informational items during the November 18 transitional meeting, allowing discussion with the newly seated council.

Fiscal Impact:

If approved, will this item result in a positive, negative, or no impact on the budget?

No Impact.

Legal Issues:

None.

Other issues and Considerations:

None.

Strategic Focus Area:

High-Performance Government

Decision Options:

1. Approve the motion as presented; or
2. Amend the motion and approve as amended; or
3. Deny the motion; or
4. Continue consideration of the motion to a certain date.

Council's Recommended Action:

Approve the motion.

Attachments:

None



Council Agenda Summary

October 21, 2025

Key Staff Contact: Jennifer Middleton, Deputy City Clerk

Title:

Resolution ratifying the appointment of Patty Bodwell to the Board of Trustees of the High Plains Library District for a four-year term

Summary:

The High Plains Library District Board of Trustees is comprised of seven trustee seats, two of which are currently open for appointments. The Trustee Selection Committee met on October 25, 2024, to interview candidates, and upon voting, is recommending the following individuals for appointment to the High Plains Library Board of Trustees.

Region 6: New Raymer, Grover, Kersey
Patty Bodwell, 4-year term, 2026-2029

Fiscal Impact:

1. Does this item create a fiscal impact on the City of Greeley? No

Legal Issues:

None.

Other issues and Considerations:

Strategic Focus Area:

Business Growth
Community Vitality

Decision Options:

1. Adopt the resolution as presented; or
2. Amend the resolution and adopt as amended; or
3. Deny the resolution; or
4. Continue consideration of the resolution to a date certain.

Council's Recommended Action:

Adopt the resolution.

Attachments:

1. Resolution No. 62, 2025

**CITY OF GREELEY, COLORADO
RESOLUTION No. 62, 2025**

**A RESOLUTION RATIFYING THE APPOINTMENT OF CERTAIN
NOMINEES TO THE BOARD OF TRUSTEES OF THE
HIGH PLAINS LIBRARY DISTRICT**

WHEREAS, the City Council of the City of Greeley, Colorado, pursuant to the City's home rule charter is vested with the authority of administering the affairs of the City of Greeley, Colorado; and

WHEREAS, the High Plains Library District ("HPLD") has been created by action of eight "Establishing Bodies", namely, the Town of Ault, the Town of Eaton, the City of Evans, the City of Fort Lupton, the City of Greeley, the Town of Hudson, the RE-8 School District Board of Education, the Weld County Board of County Commissioners, all in the State of Colorado; and

WHEREAS, the High Plains Library District Board of Trustees is comprised of seven trustee seats, one of which is currently up for replacement; and

WHEREAS, pursuant to C.R.S. § 24-90-108(2)(c), recommendation of replacement library trustees must be made by a committee held for that purpose; and

WHEREAS C.R.S. § 24-90-108(2)(c) provides that the Establishing Bodies have authority to ratify trustees recommended for appointment to the High Plains Library Board of Trustees; and

WHEREAS, a trustee selection committee (the "Committee") considered and recommended the following individual for appointment to the High Plains Library District Board of Trustees, for the term length specified below:

Region 6: New Raymer, Grover, Kersey
Patty Bodwell, 4-year term, 2026-2029

WHEREAS, the above-named individual appears to be qualified to serve as a trustee on the High Plains Library District Board of Trustees and represent adequately the various interests within the High Plains Library District.

**NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF GREELEY,
COLORADO:**

Section 1: Ratification. That the appointment of Patty Bodwell to serve as Region 6 Trustee on the High Plains Library District Board of Trustees for a four-year term is hereby ratified.

Section 2: This Resolution shall become effective immediately.

**PASSED AND ADOPTED, SIGNED AND APPROVED THIS _____ DAY OF _____
2025.**

ATTEST:

THE CITY OF GREELEY, COLORADO

By: _____
City Clerk

By: _____
Mayor



Council Agenda Summary

October 21, 2025

Key Staff Contact: Nathan Mosley, Budget and Policy Director

Title:

Resolution establishing the 2025 Tax Levy and directing the certification of the same to the Board of County Commissioners

Summary:

This action sets the mill levy for 2025 for the City's property tax. Property taxes are levied upon the value of land, buildings, and business personal property. This tax is a source of General Fund revenue for the City. The City establishes a tax rate, known as a "mill levy", which is applied against the assessed value of property.

The 2026 budget assumes a 2025 property tax mill levy of 11.274. Any reduction to this mill levy, either temporary or permanent, would require an equivalent reduction of resources in the 2026 General Fund budget. The county collects property taxes on behalf of the City.

The State code requires that the 2025 tax levy be established and transmitted to the Board of County Commissioners by December 15, 2025.

Fiscal Impact:

If approved, will this item result in a positive, negative, or no impact on the budget?
Positive impact of \$26,000,000 in budgeted 2026 property tax revenue for the general fund.

Legal Issues:

City Charter requires the City Council to establish the tax levy and authorize the City Clerk to certify to the Board of County Commissioners that the tax levy for 2025 has been established.

Other issues and Considerations:

None.

Strategic Focus Area:

High-Performance Government

Decision Options:

1. Adopt the resolution as presented; or
2. Amend the resolution and adopt as amended; or
3. Deny the resolution; or
4. Continue consideration of the resolution to a date certain.

Council's Recommended Action:

Adopt the resolution.

Attachments:

1. Resolution No. 63, 2025
2. 2025 Mill Levy Certification and Notice

CITY OF GREELEY, COLORADO
RESOLUTION NO. 63, 2025

**RESOLUTION ESTABLISHING THE 2025 TAX LEVY AND DIRECTING THE
CERTIFICATION OF THE SAME TO THE BOARD OF COUNTY COMMISSIONERS.**

WHEREAS, the Charter of the City of Greeley, Colorado, as well as the laws of the State of Colorado, require the City Council to establish the tax levy so as to fix the rate of taxation by the City of Greeley upon property subject to the ad valorem property tax; and,

WHEREAS, the City Council has considered a proposed budget, and has considered the certificate from the Weld County Assessor showing that the total assessed valuation of property subject to the ad valorem property tax by the City of Greeley for the year of 2025 is \$ 2,376,325,357; and,

WHEREAS, based upon consideration of the data referred to above, the City Council has determined that the rate of taxation necessary to produce the required tax revenues for the 2026 budget is 11.274 mills.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GREELEY, COLORADO:

Section 1. The tax levy to be applied to the valuation for assessment of property subject to taxation by the City of Greeley, Colorado, is hereby established at 11.274 mills.

Section 2. The City Clerk is hereby authorized and directed to sign a statement certifying to the Board of County Commissioners that the tax levy for 2025 has been established at 11.274 mills.

PASSED AND ADOPTED, SIGNED AND APPROVED ON THIS ____ DAY OF _____, 2025.

ATTEST

THE CITY OF GREELEY, COLORADO

By: _____
City Clerk

By: _____
Mayor

**CITY OF GREELEY, COLORADO
CERTIFICATION OF TAX LEVY
FOR 2025**

STATE OF COLORADO)
COUNTY OF WELD)
CITY OF GREELEY)

The undersigned Mayor of the City of Greeley, Colorado hereby certifies that the City Council of the City of Greeley, on October 21, 2025, established by resolution that the 2025 tax levy by the City of Greeley will be 11.274 mills. All steps and hearings required to be conducted and completed prior to the establishment of the tax levy were in fact taken and concluded, in accordance with law. A true copy of the resolution establishing said levy is attached hereto.

Dated this 21st day of October, 2025.

ATTEST

THE CITY OF GREELEY, COLORADO

By: City Clerk

By: Mayor

NOTICE OF TAX LEVY FOR 2025

STATE OF COLORADO)
COUNTY OF WELD)
CITY OF GREELEY)

WHEREAS, at the regular meeting of the Council of the City of Greeley held at 1001 11th Avenue, in the City of Greeley, on the 21st day of October, 2025, the following resolution was unanimously adopted:

"Be it Resolved and Ordered by the City Council, that upon valuation of assessable property in Greeley as certified by the County Assessor the current year, there be and is hereby levied for:

Ordinary Purposes	11.274 mills
Interest	mills
Payment of Bonds	mills
Outstanding Warrants	mills
Special Improvements	mills
Parks	mills
Library	mills
Streets and Alleys	mills
Contingent	mills
TOTALS	11.274 mills

Passed by the City Council of Greeley, Colorado and approved this 21st day of October, 2025.

ATTEST

THE CITY OF GREELEY, COLORADO

By: City Clerk

By: Mayor

(Seal) Note: The Clerk or Secretary will immediately upon passage of this resolution deliver or cause to be delivered to the County Commissioners of the County and State aforesaid, a certified copy of said resolution with the seal thereto attached; also signed by the Mayor or President and Clerk or Secretary of Board.



Council Agenda Summary

Item: 14.

October 21, 2025

Key Staff Contact: Paul Trombino, Managing Director

Title:

Resolution of the City of Greeley Council authorizing the City to enter into an Intergovernmental Agreement with the Colorado Department of Transportation (CDOT) for the MERGE Project on US 34 Bypass

Summary:

The City of Greeley will be completing the design and construction of the two interchanges at 35th Ave and 47th Ave with US 34 Bypass and the Center Loading Mobility Hub, collectively known as the MERGE project. Since the project will improve the US 34 Bypass which is a Colorado Department of Transportation (CDOT) facility, CDOT will provide review and oversight for the MERGE project.

CDOT will require the City to reimburse them for the effort to provide design and oversight during design and construction of the project for a cost not to exceed \$1,538,901 (One Million Five Hundred Thirty Eight Thousand Nine Hundred and One Dollars). The Intergovernmental agreement (IGA) is a required step to authorize this process.

Staff requests the City Council authorize the City to enter into IGA OLA #: 331003628.

Fiscal Impact:

If approved, will this item result in a positive, negative, or no impact on the budget?

Negative

What is the onetime and/or ongoing amount?

Onetime, not to exceed \$1,538,901 to be periodically invoiced by CDOT to the City as the design and construction of the project occurs.

Is it budgeted? Yes

If not, will it require a new appropriation?

No

Are there any long-term financial impacts?

No

Is there grant funding for this item?

No

Does this action have potential long-term fiscal implications?

No

Legal Issues:

None.

Other issues and Considerations:

None

Strategic Focus Area:

Infrastructure and Mobility

Quality of Life

Decision Options:

1. Adopt the resolution as presented; or
2. Amend the resolution and adopt as amended; or
3. Deny the resolution; or
4. Continue consideration of the resolution to a date certain.

Council's Recommended Action:

Adopt the resolution.

Attachments:

1. Resolution No. 64, 2025
2. Exhibit A

**THE CITY OF GREELEY, COLORADO
RESOLUTION No. 64, 2025**

**RESOLUTION AUTHORIZING THE CITY TO ENTER INTO AN
INTERGOVERNMENTAL AGREEMENT
WITH THE COLORADO DEPARTMENT OF TRANSPORTATION
FOR THE MERGE PROJECT ON US 34 BYPASS**

WHEREAS, in accordance with CRS §29-1-203, governments may cooperate or contract with one another to provide a function, service, or facility lawfully authorized to each of the cooperating or contracting units of government; and

WHEREAS, the City desires to enter into an Intergovernmental Agreement (IGA) with the Colorado Department of Transportation (CDOT) to reimburse CDOT for its review and oversight of the Center Loading Mobility Hub on US 34 Bypass project (the “Project”); and

WHEREAS, the Project, overseen by CDOT, consists of designing and constructing the center loading mobility hub on the US 34 Bypass and the 35th Ave/US 34 and 47th Ave/US 34 Interchange projects (MERGE Project); and

WHEREAS, the CDOT requires the City to reimburse them for the effort to provide oversight during design and construction of the project for a cost not to exceed \$1,538,901.00; and

WHEREAS, the City has the funding available to reimburse the CDOT for this work; and

WHEREAS, it is in the best interest of the citizens of the City to enter into this IGA; and

WHEREAS, in accordance with Section 2-186 of the City of Greeley Municipal Code, the City Council must approve an IGA involving the expenditure of more than \$100,000.00.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GREELEY, COLORADO:

Section 1. The City Council hereby authorizes the City to enter into IGA OLA #: 331003628, a copy of which is attached hereto and incorporated herein as Exhibit A.

Section 2. City staff is hereby authorized to make changes and modifications to the IGA, so long as the substance of the IGA remains unchanged.

Section 3. This Resolution shall become effective immediately upon its passage, as provided by the Greeley City Charter.

PASSED AND ADOPTED, SIGNED AND APPROVED ON THIS ____ DAY OF _____, 2025.

ATTEST

THE CITY OF GREELEY, COLORADO

By: _____
City Clerk

By: _____
Mayor

(Local \$CDOTWRK)
PROJECT: C 0341-103 (23011)

REGION: 4 (TCH)

STATE OF COLORADO INTERGOVERNMENTAL AGREEMENT

THIS STATE OF COLORADO INTERGOVERNMENTAL AGREEMENT (“Agreement”), executed this day of _____, _____ by and between the State of Colorado, for the use and benefit of the Colorado Department of Transportation (“State” or “CDOT”) and CITY OF GREELEY, 2835 10th Street, Greeley, Colorado, 80631, CDOT Vendor #: 0002000028 (“Local Agency”), and the State and the Local Agency together shall be referred to as the “Parties” and individually as a “Party.”

RECITALS

1. Local Agency is the lead agency for the design and construction of grade-separated interchanges at US 34 and 35th Ave and at US 34 and 47th Ave in the City of Greeley. A mobility hub will be constructed in between the two interchanges. The “Project” consists of all three (3) elements.
2. CDOT will review the Project and issue the Local Agency an access permit. CDOT will also perform oversight during the design and construction of the Project. The “Work” consists of all CDOT activity associated with the permitting and oversight of the Project design and construction.
3. Local Agency will reimburse CDOT for the Work associated with the Project.
4. The total estimated cost of CDOT’s Work is \$1,538,901.00. This amount is based on construction packages at the time of execution of this Agreement and may be amended as construction packages are awarded, in accordance with Section 23 of this Agreement.
5. Required approval, clearance and coordination have been accomplished from and with appropriate agencies.
6. Section 43-2-102 and 103, C.R.S require the State to maintain state highways (including where such highways extend through a city or an incorporated town), and 43-2-135 describes certain specific responsibilities of the State and affected local entities (respectively) with respect to state highways that are also part of a local street system.
7. The Local Agency is prepared to reimburse the estimated amount set forth above to CDOT, as evidenced by an appropriate ordinance or resolution duly passed and adopted by the authorized representatives of the Local Agency, which expressly authorizes the Local Agency to enter into this Agreement and to expend its funds for the Work..
8. The Local Agency has funds available and desires to provide \$1,538,901.00 for the Work.
9. This Agreement is executed under the authority of §§ 29-1-203, 43-1-110; 43-1-116, 43-2-101(4)(c) and 43-2-144, C.R.S.
10. The Parties hereto desire to agree upon the division of responsibilities with regard to the Project.

THE PARTIES NOW AGREE THAT:

Section 1. Scope of Work

The Project under this Agreement shall consist of US 34 and 35th Avenue Interchange, US 34 and 47th Avenue Interchange, and associated Mobility Hub. Local Agency shall reimburse CDOT for its review and oversight of the Project, in Greeley, Colorado, as more specifically described in **Exhibit A**.

Section 2. Order of Precedence

In the event of conflicts or inconsistencies between this Agreement and its exhibits, such conflicts or inconsistencies shall be resolved by reference to the documents in the following order of priority:

- A. This Agreement
- B. **Exhibit A** (Scope of Work)
- C. **Exhibit B** (Contract Administration Checklist)
- D. Other Exhibits in descending order of their attachment.

Section 3. Term

This Agreement shall be effective upon approval of the CDOT Chief Engineer or designee and shall terminate on May 14, 2035, or sooner if any of the State's or Local Agency's funding expires, or is sooner terminated or unless performance is extended in accordance with this Agreement.

Section 4. Project Funding Provisions

- A. The Local Agency has estimated the total cost of the Work and is prepared to provide its funding, as evidenced by the signing of this Agreement, which expressly authorizes the Local Agency the authority to expend its funds toward the Work.
- B. The Local Agency's costs for the Work is estimated to be \$1,538,901.00.
- C. **The maximum amount payable by the Local Agency under this Agreement shall be \$1,538,901.00** unless such amount is increased by an appropriate written modification to this Agreement executed by the Parties hereto before any increased cost is incurred.
- D. The Parties hereto agree that this Agreement is contingent upon all funds designated for the Project herein being made available from State and Local Agency sources, as applicable. Should these sources fail to provide necessary funds as agreed upon herein, the Agreement may be terminated by either Party, provided that any Party terminating its interest and obligations herein shall not be relieved of any obligations which existed prior to the effective date of such termination or which may occur as a result of such termination.

Section 5. Project Payment Provisions

- A. The Local Agency will reimburse the State for incurred costs relative to the Work following the Local Agency's review and approval of such charges, subject to the terms and conditions of this Agreement.
- B. If the Local Agency is to be billed for CDOT incurred costs, the billing procedure shall be as follows:
 1. Upon receipt of each bill from the State, the Local Agency will remit to the State the amount billed no later than 60 days after receipt of each bill. Should the Local Agency fail to pay moneys due the State within 60 days of demand or within such other period as may be agreed between the Parties hereto, the Local Agency agrees that, at the request of the State, the State Treasurer may withhold an equal amount from future apportionment due the Local Agency from the Highway Users Tax Fund and to pay such funds directly to the State. Interim funds, until the State is reimbursed, shall be payable from the State Highway Supplementary Fund (400).
 2. If the Local Agency fails to make timely payment to the State as required by this section (within 60 days after the date of each bill), the Local Agency shall pay interest to the State at a rate of one percent per month on the amount of the payment which was not made in a timely manner, until the billing is paid in full. The interest shall accrue for the period from the required payment date to the date on which payment is made.
- C. The State will prepare and submit to the Local Agency, no more than monthly, charges for costs incurred relative to the Work. The State's invoices shall include a description of the amounts of services performed, the dates of performance and the amounts and description of reimbursable expenses. The invoices will be prepared in accordance with the State's standard policies, procedures and standardized billing format.

Section 6. State and Local Agency Commitments

The Scope of Work (**Exhibit A**) describes the work to be performed.

- A. Design [if applicable]
 1. If the Work includes review of preliminary design and/or final design (the "Construction Plans"), or design

work sheets, or special provisions and estimates (collectively referred to as the "Plans"), the Local Agency shall comply with the following requirements, as applicable:

- a. perform or provide the Plans, to the extent required by the nature of the Project.
- b. prepare final design (Construction Plans) in accordance with the requirements of the latest edition of the American Association of State Highway Transportation Officials (AASHTO) manual or other standard, such as the Uniform Building Code, as approved by CDOT.
- c. prepare special provisions and estimates in accord with the latest edition of the State's Roadway and Bridge Design Manuals and Standard Specifications for Road and Bridge Construction.
- d. include details of any required detours in the Plans, in order to prevent any interference of the construction work and to protect the traveling public.
- e. the final plans shall be sealed by a Professional Engineer licensed in the State of Colorado.
- f. provide final assembly of Plans and contract documents.
- g. be responsible for the Plans being accurate and complete.
- h. make no further changes in the Plans following the award of the construction contract except by agreement in writing between the Parties. The Plans shall be considered final when approved and accepted by the Parties hereto, and when final they shall be deemed incorporated herein.
- i. negotiate the Construction Manager General Contractor ("CMGC") contract.

B. Construction [if applicable]

1. If the Work includes oversight of construction, the Local Agency shall perform the construction in accordance with the approved design plans and/or administer the construction all in accord with the Scope of Work (**Exhibit A**). Such administration shall include project inspection and testing; approving sources of materials; performing required plant and shop inspections; documentation of contract payments, testing and inspection activities; preparing and approving pay estimates; preparing, approving and securing the funding for contract modification orders and minor contract revisions; processing contractor claims; construction supervision; and meeting the Quality Control requirements of the FHWA/CDOT Stewardship Agreement.
2. Subject to Section 5, if the Local Agency is the responsible party:
 - a. it shall appoint a qualified professional engineer, licensed in the State of Colorado, as the State Agency Project Engineer (SAPE), to perform that administration. The SAPE shall administer the Project in accordance with this Agreement, the requirements of the construction contract and applicable State procedures.
 - b. it shall negotiate a Construction Agreed Price ("CAP" or "CAPs") for the construction of the Project. Terms of the Project construction will be documented in the Local Agency's general contractor highway construction contract.
 - c. If such negotiations are unsuccessful, bids are to be let for the construction of the Project, the Local Agency shall advertise the call for bids and, upon concurrence by the State, will award the construction contract(s) to the low responsive, responsible bidder.
 - (1) in advertising and awarding the bid for the construction of a federal-aid project the Local Agency shall comply with applicable requirements of 23 USC§112 and 23 CFR Parts 633 and 635 and C.R.S. §§24-92-101 et seq. Those requirements include, without limitation, that the State/contractor shall incorporate Form 1273 in its entirety verbatim into any subcontract(s) for those services as terms and conditions therefore, as required by 23 CFR 633.102(e).
 - (2) if the Project is let for competitive bid, the State has the option to concur or not concur in the proposal of the apparent low bidder for work on which competitive bids have been received. The Local Agency must declare its concurrence or non-concurrence within three (3) Working Days after said bids are publicly opened.
 - d. If all or part of the construction work is to be accomplished by Local Agency personnel (i.e. by force account), rather than by a competitive bidding process, the Local Agency will ensure that all such force account work is accomplished in accordance with the pertinent State specifications and requirements with 23 CFR 635, Subpart B, Force Account Construction.

Section 7. ROW Acquisition and Relocation

If the Project includes right of way, prior to this Project being advertised for bids, the Local Agency will certify in writing that all right of way has been acquired in accordance with the applicable state and federal regulations, or that no additional right of way is required.

Any acquisition/relocation activities must comply with: all applicable federal and state statutes and regulations, including but not limited to the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 as amended (P.L. 91-646) and the Uniform Relocation Assistance and Real Property Acquisition Policies for Federal and Federally Assisted Programs as amended (49 CFR Part 24); CDOT's Right of Way Manual; and CDOT's Policy and Procedural Directives.

Allocation of Responsibilities are as follows:

- Federal participation in right of way acquisition (3111 charges), relocation (3109 charges) activities, if any, and right of way incidentals (expenses incidental to acquisition/relocation of right of way – 3114 charges);
- Federal participation in right of way acquisition (3111 charges), relocation (3109 charges) but no participation in incidental expenses (3114 charges); or
- No federal participation in right of way acquisition (3111 charges) and relocation activities (3109 expenses).

Regardless of the option selected above, the State retains oversight responsibilities. The Local Agency's and the State's responsibilities for each option is specifically set forth in CDOT's Right of Way Manual. The manual is located at <http://www.coloradodot.info/business/manuals/right-of-way>.

If right of way is purchased for a State highway, including areas of influence of the State highway, the Local Agency shall immediately convey title to such right of way to CDOT after the Local Agency obtains title.

Section 8. Utilities

If necessary, the Local Agency will be responsible for obtaining the proper clearance or approval from any utility company, which may become involved in this Project. Prior to this Project being advertised for bids, the responsible party will certify in writing that all such clearances have been obtained.

Section 9. Railroads

In the event the Project involves modification of a railroad company's facilities whereby the work is to be accomplished by railroad company forces, the Local Agency shall make timely application to the Public Utilities Commission requesting its order providing for the installation of the proposed improvements and not proceed with that part of the work without compliance. The Local Agency shall also establish contact with the railroad company involved for the purpose of complying with applicable provisions of 23 CFR 646, subpart B, concerning federal-aid projects involving railroad facilities, including:

1. Executing an agreement setting out what work is to be accomplished and the location(s) thereof, and that the costs of the improvement shall be eligible for federal participation.
2. Obtaining the railroad's detailed estimate of the cost of the work.
3. Establishing future maintenance responsibilities for the proposed installation.
4. Prescribing future use or dispositions of the proposed improvements in the event of abandonment or elimination of a grade crossing.
5. Establishing future repair and/or replacement responsibilities in the event of accidental destruction or damage to the installation.

Section 10. Environmental Obligations

The Local Agency shall perform all construction in accordance with the requirements of the current federal and state environmental regulations including the National Environmental Policy Act of 1969 (NEPA) as applicable.

Section 11. Maintenance Obligations

CDOT will maintain and operate the improvements constructed within CDOT Right-of-Way under this Agreement at its own cost and expense during their useful life, in a manner satisfactory to the State and FHWA. The maintenance of the mechanical or electrical equipment associated with the mobility hub will be assigned in a future operations and maintenance intergovernmental agreement. The State will make proper provisions for such maintenance obligations each year. Such maintenance and operations shall be conducted in accordance with all applicable statutes, ordinances and regulations. The State and FHWA will make periodic inspections of the Project to verify that such improvements are being adequately maintained.

Section 12. Record Keeping

The State shall maintain a complete file of all records, documents, communications, and other written materials, which pertain to the costs incurred under this Agreement. The State shall maintain such records for a period of three (3) years after the date of termination of this Agreement or final payment hereunder, whichever is later, or for such further period as may be necessary to resolve any matters which may be pending. The State shall make such materials available for inspection at all reasonable times and shall permit duly authorized agents and employees of the Local Agency and FHWA to inspect the Project and to inspect, review and audit the Project records.

Section 13. Termination Provisions

This agreement may be terminated as follows:

- A. Termination for Convenience. Either Party may terminate this Agreement at any time the Party determines that the purposes of the distribution of moneys under the Agreement would no longer be served by completion of the Work. The terminating Party shall effect such termination by giving written notice of termination to the other Party and specifying the effective date thereof, at least twenty (20) business days before the effective date of such termination.
- B. Termination for Cause. If, through any cause, either Party fails to fulfill, in a timely and proper manner, its obligations under this Agreement, or if a Party violates any of the covenants, agreements, or stipulations of this Agreement, the other Party shall thereupon have the right to terminate this Agreement for cause by giving written notice to the defaulting Party of its intent to terminate and at least ten (10) business days opportunity to cure the default or show cause why termination is otherwise not appropriate.

Notwithstanding the above, neither Party shall be relieved of liability for any damages sustained by the aggrieved Party by virtue of any breach of the Agreement by the defaulting Party. Unless the State is in breach of this Agreement, the Local Agency must pay the State for any Work performed to the Local Agency's satisfaction through the date of termination. If after such termination it is determined, for any reason, that the State or Local Agency was not in default or that the State or Local Agency's action/inaction was excusable, such termination shall be treated as a termination for convenience, and the rights and obligations of the Parties shall be the same as if the Agreement had been terminated for convenience, as described herein.

In the event of termination, all finished or unfinished documents, data, studies, surveys, drawings, maps, models, photographs and reports or other material prepared by a Party under this Agreement shall remain property of the respective Party.

Section 14. Legal Authority

The Local Agency warrants that it possesses the legal authority to enter into this Agreement and that it has taken all actions required by its procedures, by-laws, and/or applicable law to exercise that authority, and to lawfully authorize its undersigned signatory to execute this Agreement and to bind the Local Agency to its terms. The person(s) executing this Agreement on behalf of the Local Agency warrants that such person(s) has full authorization to execute this Agreement.

Section 15. Representatives and Notice

The State will provide liaison with the Local Agency through the State's Region Director, Region 4, 10601 10th Street, Greeley, CO 80634. Said Region Director will also be responsible for coordinating the State's activities under this Agreement. All communications relating to the day-to-day activities for the Work shall be exchanged between representatives of the State's Transportation Region 4 and the Local Agency. All communication, notices, and correspondence shall be addressed to the individuals identified below. Either party may from time to time designate in writing new or substitute representatives.

If to the State:
Jake Schuch
CDOT Region 4
10601 10th Street
Greeley, Colorado 80634
970-301-2129
jake.schuch@state.co.us

If to the Local Agency:
Bhooshan Karnik
City of Greeley
2835 10th Street
Greeley, Colorado 80631
970-573-0331
bhooshan.karnik@greeleygov.com

Section 16. Successors

Except as herein otherwise provided, this Agreement shall inure to the benefit of and be binding upon the parties hereto and their respective successors and assigns.

Section 17. Third Party Beneficiaries

It is expressly understood and agreed that the enforcement of the terms and conditions of this Agreement and all rights of action relating to such enforcement, shall be strictly reserved to the State and the Local Agency. Nothing contained in this Agreement shall give or allow any claim or right of action whatsoever by any other third person. It is the express intention of the State and the Local Agency that any such person or entity, other than the State or the Local Agency receiving services or benefits under this Agreement shall be deemed an incidental beneficiary only.

Section 18. Governmental Immunity

Notwithstanding any other provision of this Agreement to the contrary, no term or condition of this Agreement shall be construed or interpreted as a waiver, express or implied, by either Party of any of the immunities, rights, benefits, protection, or other provisions of the Colorado Governmental Immunity Act, § 24-10-101, et seq., C.R.S., as now or hereafter amended. The parties understand and agree that liability for claims for injuries to persons or property arising out of negligence of the Parties, their departments, institutions, agencies, boards, commissions, committees, officials and employees is controlled and limited by the provisions of § 24-10-101, et seq., C.R.S., as now or hereafter amended and CDOT's liability is limited by the risk management statutes, §§ 24-30-1501, et seq., C.R.S., as now or hereafter amended.

Section 19. Severability

To the extent that this Agreement may be executed and performance of the obligations of the Parties may be accomplished within the intent of the Agreement, the terms of this Agreement are severable, and should any term or provision hereof be declared invalid or become inoperative for any reason, such invalidity or failure shall not affect the validity of any other term or provision hereof.

Section 20. Waiver

The waiver of any breach of a term, provision, or requirement of this Agreement shall not be construed or deemed as a waiver of any subsequent breach of such term, provision, or requirement, or of any other term, provision or requirement.

Section 21. Entire Understanding

This Agreement is intended as the complete integration of all understandings between the Parties. No prior or contemporaneous addition, deletion, or other amendment hereto shall have any force or effect whatsoever, unless embodied herein by writing. No subsequent novation, renewal, addition, deletion, or other amendment hereto shall have any force or effect unless embodied in a writing executed and approved pursuant to the State Fiscal Rules.

Section 22. Survival of Agreement Terms

Notwithstanding anything herein to the contrary, the Parties understand and agree that all terms and conditions of this Agreement and the exhibits and attachments hereto which may require continued performance, compliance or effect beyond the termination date of the Agreement shall survive such termination date and shall be enforceable by the Parties as provided herein in the event of such failure to perform or comply by the either Party.

Section 23. Modification and Amendment

This Agreement is subject to such modifications as may be required by changes in federal or State law, or their implementing regulations. Any such required modification shall automatically be incorporated into and be part of this Agreement on the effective date of such change as if fully set forth herein. Except as provided above, no modification of this Agreement shall be effective unless agreed to in writing by both Parties in an amendment to this Agreement that is properly executed and approved in accordance with applicable law.

Section 24. Disputes

Disputes concerning the performance of this Agreement which cannot be resolved by the designated Agreement representatives identified in Section 15 above shall be referred in writing to a senior departmental management staff member designated by the State and a senior manager designed by Local Agency for resolution.

Except as otherwise provided in this Agreement, any dispute concerning a question of fact arising under this Agreement, which is not disposed of by the initial process defined above, will be decided by the Chief Engineer of the Department of Transportation. The decision of the Chief Engineer will be final and conclusive unless, within thirty (30) calendar days after the date of receipt of a copy of such written decision, the Local Agency mails or otherwise furnishes to the State a written appeal addressed to the Executive Director of the Department of Transportation. In connection with any appeal proceeding under this clause, the Local Agency shall be afforded an opportunity to be heard and to offer evidence in support of its appeal. Pending final decision of a dispute hereunder, the State shall proceed diligently with the performance of the Work in accordance with the Chief Engineer's decision. The decision of the Executive Director or his duly authorized representative for the determination of such appeals will be final and conclusive and serve as final agency action. This dispute clause does not preclude consideration of questions of law in connection with decisions provided for herein. Nothing in this Agreement, however, shall be construed as making final the decision of any administrative official, representative, or board on a question of law.

Section 25. Colorado Special Provisions (Colorado Fiscal Rule 3-3)

These Special Provisions apply to all contracts. Contractor refers to Local Agency and Contract refers to this Agreement.

A. STATUTORY APPROVAL. §24-30-202(1), C.R.S.

This Contract shall not be valid until it has been approved by the Colorado State Controller or designee. If this Contract is for a Major Information Technology Project, as defined in §24-37.5-102(19), then this Contract shall not be valid until it has been approved by the State's Chief Information Officer or designee.

B. FUND AVAILABILITY. §24-30-202(5.5), C.R.S., applicable Local Agency law, rule or regulation.

Financial obligations of the Parties payable after the current State Fiscal Year or fiscal year are contingent upon funds for that purpose being appropriated, budgeted, and otherwise made available.

C. GOVERNMENTAL IMMUNITY.

Liability for claims for injuries to persons or property arising from the negligence of the Parties, its departments, boards, commissions committees, bureaus, offices, employees and officials shall be controlled and limited by the provisions of the Colorado Governmental Immunity Act, §24-10-101, et seq., C.R.S.; the Federal Tort Claims Act, 28 U.S.C. Pt. VI, Ch. 171 and 28 U.S.C. 1346(b), and the State's risk management statutes, §§24-30-1501, et seq. C.R.S. No term or condition of this Contract shall be construed or interpreted as a waiver, express or implied, of any of the immunities, rights, benefits, protections, or other provisions, contained in these statutes.

D. INDEPENDENT CONTRACTOR

Contractor shall perform its duties hereunder as an independent contractor and not as an employee. Neither Contractor nor any agent or employee of Contractor shall be deemed to be an agent or employee of the State. Contractor shall not have authorization, express or implied, to bind the State to any agreement, liability or understanding, except as expressly set forth herein. **Contractor and its employees and agents are not entitled to unemployment insurance or workers compensation benefits through the State and the State shall not pay for or otherwise provide such coverage for Contractor or any of its agents or employees. Contractor shall pay when due all applicable employment taxes and income taxes and local head taxes incurred pursuant to this Contract. Contractor shall (i) provide and keep in force workers' compensation and unemployment compensation insurance in the amounts required by law, (ii) provide proof thereof when requested by the State, and (iii) be solely responsible for its acts and those of its employees and agents.**

E. COMPLIANCE WITH LAW.

Contractor shall comply with all applicable federal and State laws, rules, and regulations in effect or hereafter established, including, without limitation, laws applicable to discrimination and unfair employment practices.

F. CHOICE OF LAW, JURISDICTION, AND VENUE.

Colorado law, and rules and regulations issued pursuant thereto, shall be applied in the interpretation, execution, and enforcement of this Contract. Any provision included or incorporated herein by reference which conflicts with said laws, rules, and regulations shall be null and void. All suits or actions related to this Contract shall be filed and proceedings held in the State of Colorado and exclusive venue shall be in the City and County of Denver.

G. PROHIBITED TERMS.

Any term included in this Contract that requires the Parties to indemnify or hold Contractor harmless; requires the Parties to agree to binding arbitration; limits Contractor's liability for damages resulting from death, bodily injury, or damage to tangible property; or that conflicts with this provision in any way shall be void ab initio. Nothing in this Contract shall be construed as a waiver of any provision of §24-106-109 C.R.S. Any term included in this Contract that limits Contractor's liability that is not void under this section shall apply only in excess of any insurance to be maintained under this Contract, and no insurance policy shall be interpreted as being subject to any limitations of liability of this Contract.

H. SOFTWARE PIRACY PROHIBITION.

State or other public funds payable under this Contract shall not be used for the acquisition, operation, or maintenance of computer software in violation of federal copyright laws or applicable licensing restrictions. Contractor hereby certifies and warrants that, during the term of this Contract and any extensions, Contractor has and shall maintain in place appropriate systems and controls to prevent such improper use of public funds. If the State determines that Contractor is in violation of this provision, the State may exercise any remedy available at law or in equity or under this Contract, including, without limitation, immediate termination of this Contract and any remedy consistent with federal copyright laws or applicable licensing restrictions.

EMPLOYEE FINANCIAL INTEREST/CONFLICT OF INTEREST. §§24-18-201 and 24-50-507, C.R.S.

The signatories aver that to their knowledge, no employee of the State has any personal or beneficial interest whatsoever in the service or property described in this Contract. Contractor has no interest and shall not acquire any interest, direct or indirect, that would conflict in any manner or degree with the performance of Contractor's services and Contractor shall not employ any person having such known interests.

THE REMAINDER OF THIS PAGE LEFT INTENTIONALLY BLANK

THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT

* Persons signing for The Local Agency hereby swear and affirm that they are authorized to act on The Local Agency's behalf and acknowledge that the State is relying on their representations to that effect.

LOCAL AGENCY CITY OF GREELEY APPROVED AS TO SUBSTANCE: By: _____ Raymond C. Lee III, City Manager Date: _____	STATE OF COLORADO Jared S. Polis, GOVERNOR Colorado Department of Transportation By: _____ Keith Stefanik, P.E., Chief Engineer (For) Shoshana M. Lew, Executive Director Date: _____
ADDITIONAL LOCAL AGENCY SIGNATURES CITY OF GREELEY REVIEWED FOR AVAILABILITY OF FUNDS: By: _____ Tyra Litzau, Director of Finance Date: _____ APPROVED AS TO LEGAL FORM: By: _____ Caroline Schmiedt, Assistant City Attorney Date: _____	

EXHIBIT A

SCOPE OF WORK

Project Name: MERGE US 34 & 35th, US34 & 47th Ave Interchanges and the Mobility Hub

Project Number: C 0341-103 (23011)

The City of Greeley (City or Local Agency) is the lead agency for the design and construction of grade-separated interchanges at US 34 and 35th Ave at approximately Mile Post 109.5 to Mile Post 111.0 and at US 34 and 47th Ave at approximately Mile Post 108.5 to Mile Post 109.5 in the City. A mobility hub will be constructed in between the two interchanges. The Project consists of all three (3) elements. The portion of the mobility hub constructed within the CDOT Right-of-Way (ROW) is included in this scope of work and the limits of CDOT ROW will be determined through the design phase. The present proposed interchange configurations are a partial-diamond loop interchange at US 34 and 35th Ave and a diverging diamond interchange at US 34 at 47th Ave. CDOT's permitting and oversight of the design and construction of these three (3) elements of the Project will hereinafter be referred to as the "Work."

The City will be the lead in the design and construction of the Project and will deliver the Project via Construction Manager General Contractor (CMGC). CDOT will perform project oversight of the Project design and construction ("Work"). The City will reimburse CDOT for costs incurred related to this Work following the City's review and approval of such charges. CDOT anticipates costs for items related to oversight, right-of-way, environmental (including NEPA determination), utilities, access permitting, administration, design review, materials, traffic, hydrology, and structures to be estimated at \$1,538,901.00.

The Local Agency Contract Administration Checklist (CDOT Form 1243) identifies the contract administration responsibilities of the individual Parties to this Agreement and is incorporated herein as **Exhibit B** to this Agreement.

CDOT will be issuing an access permit (Access Permit) for this Project. This scope of work will formalize pre-construction, construction, and post-construction expectations and services. A separate Intergovernmental Agreement (IGA) will be prepared for on-going maintenance and operation of the interchange and accessory roads and facilities (i.e. ponds, bridges, etc.), as well as property transfer of the needed ROW to CDOT.

The City will serve as the local government Access Permit Applicant (Applicant) for the design of this Project.

Access Permit Applicant and Authorized Agent Commitments

A. Design/Pre-construction

- The City, as the Access Permit Applicant (Applicant), is responsible for ensuring all required environmental documents have been obtained. All work performed within the CDOT ROW must conform to the parameters articulated in the CDOT Standard Specifications for Road and Bridge Construction, AASHTO "A Policy on Geometric Design of Highways and Streets", AASHTO "Roadside Design Guide", and the CDOT Project Development Manual, CDOT M&S Standards, CDOT Design Guide, CDOT Construction Manual, Manual on Uniform Traffic Control Devices, Highway Capacity Manual, along with all applicable State, Federal, county and local municipalities guidelines, environmental regulations, specifications, standards and requirements.

Exhibit B
Colorado Department of Transportation
Local Agency Contract Administration Checklist

Project Number	STIP Number	Project Code	Region
C 0341-103	SR45218	23011	4
Project Location			Date
US 34 and 35th Ave / US 34 and 47th Ave in Greeley			
Project Description			
Construct 2 new interchanges and mobility hub			
Local Agency		Local Agency Project Manager	
City of Greeley		Bhooshan Karnik	
CDOT Resident Engineer		CDOT Project Manager	
Daniel Mattson		Jake Schuch	

Instructions:

This checklist shall be used to establish the contractual administrative responsibilities of the individual parties to this agreement. The checklist becomes an attachment to the Local Agency Agreement. Section numbers (No.) correspond to the applicable chapters of the CDOT Local Agency Manual (formerly referred to as the Local Agency Desk Reference). Local Agency Web Resource (LAWR) numbers correspond to the applicable flowchart in the Local Agency Web Resource.

The checklist shall be prepared by placing an X under the responsible party, opposite each of the tasks. The X denotes the party responsible for initiating and executing the task. It is preferred that only one responsible party be selected, however a number of items may have both parties selected based on judgement. When neither CDOT nor the Local Agency is responsible for a task, not applicable (N/A) shall be marked. In addition, # will be marked to denote that CDOT must concur or approve.

The Regions, in accordance with established policies and procedures, will determine who will perform tasks that are the responsibility of CDOT.

The checklist shall be prepared by the CDOT Resident Engineer or the CDOT Project Manager, in cooperation with the Local Agency Project Manager, and submitted to the Region Program Engineer. If contract administration responsibilities change, the CDOT Resident Engineer, in cooperation with the Local Agency Project Manager, will prepare and distribute a revised checklist.

Note:

Failure to comply with applicable Federal and State requirements may result in the loss of Federal or State participation in funding.

Acronyms:

Colorado Department of Transportation - CDOT

Disadvantaged Business Enterprise - DBE

Colorado Department of Transportation - CDOT

Disadvantaged Business Enterprise - DBE

Equal Employment Opportunity - EEO

Federal Highway Administration - FHWA

Field Inspection Review - FIR

Final Office Review - FOR

Hot Mix Asphalt - HMA

Independent Assurance Testing - IAT

Intergovernmental Agreement - IGA

Local Agency - LA

Local Agency Web Resource - LAWR

Not Applicable - N/A

Number - No.

On-The-Job - OJT

Plans, Specifications, and Estimate - PS&E

Professional Engineer - PE

Right-of-Way - ROW

Statewide Transportation Improvement Program - STIP

Transportation Improvement Program - TIP

TIP / STIP Long-Range Plans

LAWR	No.	Description of Task
	2.1	Review Project to ensure it is consistent with Statewide Plan and amendments thereto

Responsible Party

LA	CDOT
☐	☒

Subrecipient Monitoring

LAWR	No.	Description of Task
	3.1	Preparation of Subrecipient Monitoring Compliance Documents - Subrecipient Determination Tool - Subrecipient Risk Assessment - Subrecipient Notification Letter - Subrecipient Project Update Report (Formerly "Performance Report to CDOT") - CDOT Monitoring Report of Subrecipients (If applicable)

Responsible Party

LA	CDOT
☐	☐
☐	☐
☐	☐
☐	☐
☐	☐

Federal Funding Obligation and Authorization

LAWR	No.	Description of Task
	4.1	Authorize funding by phases (Requires FHWA Concurrence if Federal-aid Highway funded project.). Please check N/A, if Not applicable.

Responsible Party

LA	CDOT
☒	☒

Project Development

LAWR	No.	Description of Task
	5.1	Determine Delivery Method
1	5.2	Prepare Design Data - CDOT Form 463
	5.3	Prepare Local Agency/CDOT Inter-Governmental Agreement (see also Chapter 3)
2	5.4	Conduct Consultant Selection/Execute Consultant Agreement - Project Development - Construction Contract Administration (including Fabrication Inspection Services)
3,3A	5.5	Conduct Design Scoping Review Meeting
3,6	5.6	Conduct Public Involvement

Responsible Party

LA	CDOT
☐	☐
☒	☒
☐	☒
☒	☒
☒	☒
☐	☐
☒	☒

			Responsible Party	
LAWR	No.	Description of Task	LA	CDOT
3	5.7	Conduct Field Inspection Review (FIR)	☒	☒
4	5.8	Conduct Environmental Process (may require FHWA concurrence /involvement)	☒	☒
5	5.9	Acquire Right-of-Way (may require FHWA concurrence /involvement)	☒	☒
3	5.10	Obtain Utility and Railroad Agreements	☒	☐
3	5.11	Conduct Final Office Review (FOR)	☒	☒
3A	5.12	Justify Force Account Work by the Local Agency	☒	☒
3B	5.13	Justify Proprietary, Sole Source, or Local Agency Furnished Items	☒	☒
3	5.14	Document Design Exceptions - CDOT Form 464	☒	☒
	5.15	Seek Permission for use of Guaranty and Warranty Clauses	☒	☐
3	5.18	Prepare Plans, Specifications, Construction Cost Estimates and Submittals	☒	☒
	5.19	Comply with Requirements for Off-and On-System Bridges & Other Structural Work	☒	☒
	5.20	Update Approvals on PS&E Package if Project Schedule Delayed	☒	☐
	5.21	Ensure Authorization of Funds for Construction	☒	☒
	5.22	Use Electronic Signatures	☒	☒
	5.23	File Project Development Records/Documentation in ProjectWise (PW)	☐	☒

Project Development Civil Rights and Labor Compliance

			Responsible Party	
LAWR	No.	Description of Task	LA	CDOT
3	6.1	Set Disadvantaged Business Enterprise (DBE) Goals for Consultant and Construction Contracts (CDOT Region Civil Rights Office)	☒	☐
	6.2	Determine Applicability of Davis-Bacon Act	☒	☒
		This project ☐ is ☒ is not exempt from Davis-Bacon Requirements as determined by the functional classification of the project location (Projects located on local roads and rural minor collectors may be exempt.)		

CDOT Resident Engineer

Date

Dan Mattson

5/15/2025

			Responsible Party	
LAWR	No.	Description of Task	LA	CDOT
	6.3	Set On-the-Job Training Goals (CDOT Region Civil Rights Office) “NA”, if Not Applicable	N/A	
	6.4	Enforce Prompt Payment Requirements	X	
	6.5	Use Electronic Tracking and Submission Systems B2Gnow LCPTTracker	N/A	
3	6.6	Prepare/submit Title VI Plan and Incorporate Title VI Assurances	?	
6,7		Ensure the correct Federal Wage Decision, all required Disadvantaged Business Enterprise/On-the-Job Training Special provisions and FHWA Form 1273 are included in the Contract (CDOT Resident Engineer)	X	

Advertise, Bid and Award of Construction Projects

			Responsible Party	
Federal Project (use 7.1 series in Chapter 7)			☒	
Non-Federal Project (Use 7.2 series in Chapter 7)			☐	
LAWR	No.	Description of Task	LA	CDOT
6,7		Obtain Approval for Advertisement Period of Less Than Three Weeks	X	
7		Advertise for Bids	X	
7		Concurrence to Advertise	X	#
7		Distribute “Advertisement Set” of Plans and Specifications	X	#
7		Review Worksite & Plan Details w/ Prospective Bidders While Project is Under Advertisement	X	
7		Open Bids	X	
7		Process Bids for Compliance		
		Check CDOT Form 1415 - Commitment Confirmation when the Low bidder meets DBE goals. (“N/A” if Not Applicable)	X	#
		Evaluate CDOT Form 1416 - Good Faith Effort Report and determine if the Contractor has made a good faith effort when the low bidder does not meet DBE goals. (“N/A” if Not Applicable)	X	#
		Submit required documentation for CDOT award concurrence	X	#
		Concurrence from CDOT to Award		X
		Approve Rejection of Low Bidder	X	#
7,8		Award Contract (Federal)	X	#
8		Provide “Award” and “Record” Sets of Plans and Specifications (Federal)	X	#

Construction Management

Construction Management			Responsible Party	
LAWR	No.	Description of Task	LA	CDOT
8		Intro File Project Construction Records/Documentation in PW or as Directed	☒	☐ #
8	8.1	Issue Notice to Proceed to the Contractor	☒	☐
8	8.2	Project Safety	☒	☐
8	8.3	Conduct Conferences		
		• Preconstruction Conference (Appendix B)	☒	☐
		○ Fabrication Inspection Notifications	☒	☐
		• Pre-Survey	☒	☐
		○ Construction Staking	☒	☐
		○ Monumentation	☒	☐
		• Partnering (Optional)	☐ N/A	☐
		• Structural Concrete Pre-Pour (Agenda is in the CDOT Construction Manual)	☒	☐
		• Concrete Pavement Pre-Paving (Agenda is in the CDOT Construction Manual)	☒	☐
		• HMA Pre-Paving (Agenda is in the CDOT Construction Manual)	☒	☐
8	8.4	Develop and distribute Public Notice of Planned Construction to media and local residents	☒	☐ #
9	8.5	Supervise Construction		
		A Professional Engineer (PE) registered in Colorado, who will be “in responsible charge of construction supervision”	☒	☐ #
		Local Agency Professional Engineer or CDOT Resident Engineer		
		Bhooshan Karnik		
		Phone Number		
		970-573-0331		
		Provide competent, experienced staff who will ensure the Contract work is constructed in accordance with the plans and specifications	☒	☐
		Construction inspection and documentation (including Projects with structures)	☒	☐ #
		Fabrication Inspection and Documentation	☒	☐
9	8.6	Review and Approve Shop Drawings	☒	☐
9	8.7	Perform Traffic Control Inspections	☒	☐
9	8.8	Perform Construction Surveying	☒	☐
9	8.9	Monument Right-of-Way	☒	☐ #

			Responsible Party	
LAWR	No.	Description of Task	LA	CDOT
9,9A	8.10	Prepare and Approve Interim and Final Contractor Pay Estimates. Collect and review CDOT Form 1418 (or equivalent) or use compliance software system. Provide the name and phone number of the person authorized for this task.	☒	☐
		Local Agency Representative Bhooshan Karnik	Phone Number 970-573-0331	
9	8.11	Prepare and Approve Interim and Final Utility and Railroad Billings	☒	☐
9B	8.12	Prepare and Authorize Change Orders	☒	☐
9B	8.13	Submit Change Order Package to CDOT	☐	☐
9A	8.14	Prepare Local Agency Reimbursement Requests	☐	☐
9	8.15	Monitor Project Financial Status	☒	☐
9	8.16	Prepare and Submit Monthly Progress Reports	☒	☐
9	8.17	Resolve Contractor Claims and Disputes	☒	☐
	8.18	Conduct Routine and Random Project Reviews Provide the name and phone number of the person responsible for this task.	☐	☒
		CDOT Resident Engineer Dan Mattson	Phone Number 970-218-2357	
9	8.19	Ongoing Oversight of DBE Participation	☒	☐

Materials

			Responsible Party	
LAWR	No.	Description of Task	LA	CDOT
9,9C	9.1	Discuss Materials at Pre-Construction Meeting	☒	☐
		Buy America documentation required prior to Installation of steel	☒	☐
		Buy America, Build America documentation required prior to installation of materials	☒	☐

			Responsible Party	
			LA	CDOT
LAWR	No.	Description of Task		
9,9C	9.2	Complete CDOT Form 250 - Materials Documentation Record - Generate form, which includes determining the Minimum number of required tests and applicable Material submittals for all materials placed on the project - Update the form as work progresses - Complete and distribute form after work is completed	☐ X	☐ #
9C	9.3	Perform Project Acceptance Samples and Tests	☐ X	☐
9C	9.4	Perform Laboratory Acceptance Tests	☐ X	☐
9C	9.6	Accept Manufactured Products Inspection of structural components: - Fabrication of structural steel and pre-stressed concrete structural components - Bridge modular expansion devices (0" to 6" or greater) - Fabrication of bearing devices	☐ X	☐
9C	9.6	Approve Sources of Materials	☐ X	☐
9C	9.7	Independent Assurance Testing (IAT) Local Agency Procedures ☐ CDOT Procedures ☒ - Generate IAT schedule - Schedule and provide notification - Conduct IAT	☐ X	☐
9C	9.8	Approve mix designs - Concrete - Hot Mix Asphalt	☐ X	☐ #
9C	9.9	Check Final Materials Documentation	☐ X	☐ #
9C	9.10	Complete and Distribute Final Materials Documentation	☐ X	☐ #

Construction Civil Rights and Labor Compliance

			Responsible Party	
			LA	CDOT
LAWR	No.	Description of Task		
9	10.1	Fulfill Project Bulletin Board and Pre-Construction Packet Requirements	☐ X	☐

			Responsible Party	
LAWR	No.	Description of Task	LA	CDOT
8,9	10.2	Process CDOT Form 205 - Sublet Permit Application and CDOT Form 1425 - Supplier Application Approval Request. Review & sign completed forms, or review/approve in compliance software system, as applicable, & submit to Region Civil Rights Office.	N/A	☐
9	10.3	Conduct Equal Employment Opportunity and Labor Compliance Verification Employee Interviews. Complete CDOT Form 280	X	☐
9	10.4	Monitor Disadvantaged Business Enterprise Participation to Ensure Compliance with the "Commercially Useful Function" Requirements.	N/A	☐
9	10.5	Conduct Interviews when Project Utilizes On-the-Job Trainees. - Complete CDOT Form 1337 - Contractor Commitment to Meet OJT Requirements. - Complete CDOT Form 838 - OJT Trainee / Apprentice Record. - Complete CDOT Form 200 - OJT Training Questionnaire.	N/A	☐
9	10.6	Check Certified Payrolls (Contact the Region Civil Rights Office for training requirements)	?	☐
9	10.7	Submit FHWA Form 1391 - Highway Construction Contractor's Annual EEO Report	?	☐
	10.8	Contract Compliance and Project Site Reviews	?	☐

Finals

			Responsible Party	
LAWR	No.	Description of Task	LA	CDOT
	11.1	Conduct Final Project Inspection & Final Inspection of Structures, if applicable	X	#
10	11.2	Write Final Project Acceptance Letter	X	#
10	11.3	Advertise for Final Settlement	X	☐
11	11.4	Prepare and Distribute Final As-Constructed Plans	X	#
11	11.5	Prepare EEO Certification and Collect EEO Forms	N/A	☐
11	11.6	Check Final Quantities, Plans, and Pay Estimate; Check Project Documentation; and submit Final Certifications	X	#
11	11.7	Check Material Documentation and Accept Final Material Certification (See Chapter 9)	X	#
	11.8	Review CDOT Form 1419	N/A	☐
	11.9	Submit CDOT Professional Services Closeout Report Form	X	☐

			Responsible Party	
LAWR	No.	Description of Task	LA	CDOT
	11.10	Complete and Submit CDOT Form 1212 LA - Final Acceptance Report (by CDOT)	☐	☒
11	11.11	Process Final Payment	☒	☐
	11.12	Close out Local Project	☒	☐
	11.13	Complete and Submit CDOT Form 950 - Project Closure	☐	☒
11	11.14	Retain Project Records	☒	☒
11	11.15	Retain Final Version of Local Agency Contract Administration Checklist	☒	☒

Cc: CDOT Resident Engineer/Project Manager
CDOT Region Program Engineer
CDOT Region Civil Rights Office

CDOT Region Materials Engineer
CDOT Contracts and Market Analysis Branch
Local Agency Project Manager

- It is the City's responsibility to produce all required environmental documentation and supporting studies.
- The City will be responsible for:
 - performing the Project design and construction in accordance with the requirements of the current federal and State environmental regulations including the National Environmental Policy Act of 1969 (NEPA) and Uniform Relocation Assistance and Real Property Acquisition Act as applicable (including public outreach).
 - ensuring all resources are reviewed including noise, hazardous materials – Initial Site Assessment/Modified Environmental Site Assessment, Federally Threatened and Endangered and State Listed Species, wetland delineations, paleontology, archeology, history, Section 6(f), Raptor/Migratory Birds, Environmental Justice, Visual, Noxious Weed Management, Air Quality, Floodplain development, stormwater construction, and land use.
 - ensuring all required environmental documentation/permits are obtained.
 - prepare and provide ROW plans, roadway plans, stormwater construction plans, and environmental specifications. CDOT will be given the opportunity to review and provide feedback.
 - The City shall submit a record of environmental permits and compliance documentation to CDOT as requested or before issuance of the Access Permit, including but not limited to the 128 Form.
 - Preparation of the Interchange Access Request (IAR) Report.

CDOT Commitments

A. Design/Pre-construction

- The Access Permit includes new interchanges along US 34. CDOT will provide comments and final approval on pavement/materials and structure designs, roadway and structural plans & specifications, phasing and traffic control plans, stormwater plans & specifications, and environmental specifications through each phase of the project design.
- CDOT will provide feedback, comments, and final approval of the proposed ROW plans for the portion of the roadway to be owned and maintained by CDOT and the CDOT ROW "A-Line".
- CDOT will be a cooperating agency for the environmental clearances on the Project.

B. Construction

- CDOT will not be a co-applicant on any of the environmental construction permits. All contractual requirements of the environmental permits will be the responsibility of the City.
- CDOT will sign off on the 128 Form. The 128 Form is not a NEPA document and is used for documenting compliance by the City as the Applicant for the Access Permit.



Item 15: Council Agenda Summary

Title:

Pulled Consent Agenda Items

Summary:

Pulled Consent Agenda items will be considered in the order they appeared on the consent agenda.



Council Agenda Summary

October 21, 2025

Key Staff Contact: Brian McBroom, Community Development Director

Title:

Public hearing and second reading of an ordinance of the City of Greeley, Colorado enacting Chapter 14 of Title 24 of the Greeley Municipal Code regarding the inclusion area for the Commercial and Residential West Greeley General Improvement Districts and other details relating thereto

Summary:

On August 19, 2025, the City Council adopted Ordinance No. 22, 2025, which established the City of Greeley, Residential West Greeley General Improvement District (the "RWGGID"). On August 19, 2025, the City Council adopted Ordinance No. 23, 2025, which established the City of Greeley, Commercial West Greeley General Improvement District (the "CWGGID").

The City Council organized the General Improvement Districts (GIDs) to provide direct or indirect financial support for the acquisition, construction, installation, operations, and maintenance of public improvements within the GID Inclusion Area. This will include, but is not limited to, water improvements, wastewater improvements, stormwater improvements, streets, sidewalks, recreation facilities, plazas, and public meeting spaces. This is intended to perpetuate economic growth, promote job creation, target and install new services, generate new tax revenues, design and build public gathering spaces, attract a skilled workforce, provide infrastructure upgrades, and build out cultural and lifestyle amenities for its citizens and the general public.

City Council has determined that, in order to achieve the City Council's objective, Chapter 14 — West Greeley General Improvement Districts, of Title 24 of the Greeley Municipal Code, will need to be enacted. Enacting Chapter 14 is necessary and will serve a public purpose, and will promote the health, safety, prosperity, security, and general welfare of the inhabitants of the GIDs and sets forth certain requirements for inclusion of properties into either the RWGGID or the CWGGID, disclosure requirements, and other transparency requirements.

Council passed the ordinance on first reading by a majority vote on October 7, 2025.

Fiscal Impact:

If approved, will this item result in a positive, negative, or no impact on the budget?

Is it budgeted?

Not applicable. No 2025 expenditures are anticipated.

Does it require a new appropriation?

Not at this time

Are there any long-term financial impacts?

Yes. The established GIDs will create new opportunities to fund infrastructure in West Greeley that will reduce impacts on the city's General Fund, which provides significant positive long-term financial impacts. The requirements set forth in the ordinance promote growth of the individual GIDs and a subsequent development of the GIDs funding capabilities, further reducing impacts on the city's General Fund.

Is there grant funding for this item?

Not applicable

Does this action have potential long-term fiscal implications?

Yes

Legal Issues:

Consideration of this matter includes the following public hearing steps:

1. City staff presentation (if requested)
2. Council questions of staff
3. Public input
4. Council discussion
5. Council decision

Other issues and Considerations:

The Residential and Commercial West Greeley General Improvement Districts are an essential component of the financing model for the proposed Catalyst Project, including funding key infrastructure to support the project and enable significant additional development in West Greeley.

Strategic Focus Area:

Business Growth
Community Vitality
High-Performance Government
Housing For All
Infrastructure and Mobility
Quality of Life
Safe and Secure Communities

Decision Options:

1. Introduce the ordinance as presented; or
2. Amend the ordinance and introduce as amended; or
3. Deny the ordinance; or
4. Continue consideration of the ordinance to a date certain.

Council's Recommended Action:

A motion to adopt the ordinance and publish with reference to title only

Attachments:

1. Ordinance No. 33, 2025 with Exhibit A
2. Item 16 - Presentation

**CITY OF GREELEY, COLORADO
ORDINANCE NO. 33, 2025**

**AN ORDINANCE OF THE CITY OF GREELEY, COLORADO ENACTING CHAPTER
14 OF TITLE 24 OF THE GREELEY MUNICIPAL CODE REGARDING THE
INCLUSION AREA FOR THE COMMERCIAL AND RESIDENTIAL WEST GREELEY
GENERAL IMPROVEMENT DISTRICTS AND OTHER DETAILS RELATING
THERE TO**

WHEREAS, the City of Greeley, Colorado (the “City”) is a duly organized and existing home rule municipality of the State of Colorado (the “State”), created and operating pursuant to Article XX of the Constitution of the State and the home rule charter of the City (the “Charter”); and

WHEREAS, the City desires to catalyze development of certain real property located on the west side of the City within the boundaries of the City and within the City’s growth area as depicted in Exhibit A hereto (the “GID Inclusion Area”); and

WHEREAS, General Improvement Districts organized under Part 6, Article 25, Title 31 of the Colorado Revised Statutes (the “GID Act”) provide a mechanism for growth to pay its own way by localizing the financial burden of providing public improvements within an area to the properties that desire or necessitate the provision of the public improvements and receive the direct and indirect benefits of such improvements; and

WHEREAS, on August 19, 2025, the City Council of the City (the “City Council”) adopted Ordinance No. 22, 2025, which established the City of Greeley, Residential West Greeley General Improvement District (the “RWGGID”) in accordance with the GID Act; and

WHEREAS, on August 19, 2025, the City Council adopted Ordinance No. 23, 2025, which established the City of Greeley, Commercial West Greeley General Improvement District (the “CWGGID” and together with the RWGGID, the “GIDs”) in accordance with the GID Act; and

WHEREAS, the City Council organized the GIDs to provide direct or indirect financial support for the acquisition, construction, installation, operations, and maintenance of public improvements within the GID Inclusion Area, including but not limited to water improvements, wastewater improvements, stormwater improvements, streets, sidewalks, recreation facilities, plazas, and public meeting spaces, in order to perpetuate economic growth, promote job creation, target and install new services, generate new tax revenues, design and build public gathering spaces, attract a skilled workforce, provide infrastructure upgrades, and build out cultural and lifestyle amenities for its citizens and the general public; and

WHEREAS, City Council has determined that, in order to achieve the City Council’s objective of organizing the GIDs—to provide for the construction, installation, operations, and maintenance of public improvements within the GID Inclusion Area—it is necessary and will serve a public purpose, and will promote the health, safety, prosperity, security, and general welfare of the inhabitants of the GIDs to enact Chapter 14 – West Greeley General Improvement Districts, of Title 24 of the Greeley Municipal Code to set forth certain requirements for inclusion of properties

into either the RWGGID or the CWGGID, disclosure requirements, and other transparency requirements; and

WHEREAS, new development within the GID Inclusion Area will place increasing demands on the City to provide services, facilities and equipment to serve new development; and

WHEREAS, expansion of the City's improvements, facilities and equipment to and within the GID Inclusion Area is anticipated to be more costly than extending improvements, facilities and equipment within areas of the City that are closer to current development; and

WHEREAS, the City has engaged DTA to conduct a development impact study, which will set forth a reasonable methodology and analysis for determining the impact of various types of development within the GID Inclusion Area on the City's improvements, facilities and equipment and for determining the cost of improvements, facilities and equipment necessary to meet the demands created by new development; and

WHEREAS, to the extent that the DTA Study supports imposing higher or additional development impact fees for homes built within the GID Inclusion Area, the City Council will take into consideration the findings in the DTA Study, other relevant data including other existing and anticipated financial burdens within the GID Inclusion Area, and the need not to stifle growth within the GID Inclusion Area by creating an economic disadvantage for properties within the boundaries of the GID Inclusion Area compared to properties outside the GID Inclusion Area when setting the amount of such fees; and

WHEREAS, to the extent the City determines to impose additional development impact fees for homes built within the GID Inclusion Area, the revenues derived from such fees must be used exclusively to provide public improvements within the GID Inclusion Area, including remitting the revenues derived from such fees to the GIDs to be used to pay debt service on the bonds issued by the GIDs; and

WHEREAS, The City Council finds that financing the public improvements within the GID Inclusion Area through the GIDs (i) is economically more advantageous to the property owners within the GID Inclusion Area than each owner paying for improvements individually as the need arises due to economies of scale and favorable interest rates obtainable through the issuance of governmental bonds, (ii) provides for the orderly delivery of public improvements that benefit the properties within the GID Inclusion Area, which increases the value of such properties, and (iii) the owners of properties within the GID Inclusion Area benefit from petitioning into one of the GIDs because they are entitled to the benefits of the West Greeley Project Coordination Agreement, between The Water Valley Company and the City, and, therefore, the requirement for property owners within the GID Inclusion Area to petition for inclusion into the GIDs when they decide to develop their properties is reasonable and necessary and for the health, safety, and general welfare of the citizens of the City; and

WHEREAS, the City Council finds that (i) the use of the GIDs to finance public improvements within the GID Inclusion Area is necessary and in the best interest of the future residents and commercial users with the GID Inclusion Area who will rely on and utilize such improvements, (ii) such public improvements will provide direct and indirect benefits to the future residents and

commercial users within the GID Inclusion Area who will pay taxes to repay the debt that is issued to finance such improvements, and (iii) that it is fiscally responsible for the City to require new growth to pay for the costs of public improvements that serve the growth area rather than putting the financial burden on the rest of the City; and

WHEREAS, the adoption of this Ordinance enacting Chapter 14. – West Greeley General Improvement Districts, of Title 24 of the Greeley Municipal Code is necessary, requisite and proper for the government and administration of local and municipal matters pursuant to the City’s home rule powers granted by article XX of the State Constitution; and

WHEREAS, the City Council finds that the determination of whether to use the GIDs to provide for the development of public improvements and to incur debt to finance such facilities is purely a matter of local concern.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF GREELEY AS FOLLOWS:

Section 1. Recitals Incorporated. The foregoing recitals are incorporated herein by reference and adopted as findings, determinations and policy statements of the City Council.

Section 2. Enactment of Chapter 14. Chapter 14 - West Greeley General Improvement Districts, of Title 24 of the Greeley Municipal Code, is hereby enacted to read as follows:

“CHAPTER 14. - WEST GREELEY GENERAL IMPROVEMENT DISTRICTS

Sec. 24-1401. Short title.

This chapter shall be known and may be cited as the “West Greeley GIDs Ordinance.”

Sec. 24-1402. Legislative declaration and intent.

a. The City Council organized the City of Greeley, Residential West Greeley General Improvement District and the City of Greeley, Commercial West Greeley General Improvement District (collectively, the “GID”) to provide direct or indirect financial support for the acquisition, construction, installation, operations, and maintenance of public improvements within the GID Inclusion Area, including but not limited to water improvements, wastewater improvements, stormwater improvements, streets, sidewalks, recreation facilities, plazas, and public meeting spaces, in order to perpetuate economic growth, promote job creation, target and install new services, generate new tax revenues, design and build public gathering spaces, attract a skilled workforce, provide infrastructure upgrades, and build out cultural and lifestyle amenities for its citizens and the general public.

b. In order to achieve the City Council’s objective of organizing the GIDs it is necessary and will serve a public purpose, and will promote the health, safety, prosperity, security, and general welfare of the inhabitants of the GIDs to enact this Chapter 14 – West Greeley General

Improvement Districts to set forth certain requirements for inclusion of properties into either the RWGGID or the CWGGID, disclosure requirements, and other transparency requirements.

Sec. 24-1403. Definitions.

The following words, terms and phrases, when used in this Chapter 14, shall have the meanings ascribed to them in this section, except where the context clearly indicates a different meaning:

Commercial Property means all property that is not Residential Property.

Coordination Agreement means the West Greeley Project Coordination Agreement, between The Water Valley Company and the City.

CWGGID means the City of Greeley, Commercial West Greeley General Improvement District established pursuant to Ordinance No. 23, 2025.

District means either the CWGGID or the RWGGID, as the context requires.

GID Act means Part 6, Article 25, Title 31 of the Colorado Revised Statutes.

GID Inclusion Area means the area depicted in Sec. 24-1408.

GIDs means, collectively, the CWGGID and the RWGGID.

RWGGID means the City of Greeley, Residential West Greeley General Improvement District established pursuant to Ordinance No. 22, 2025.

Residential Property means property used for residential purposes and taxed at the residential assessment rate.

Sec. 24-1404. Inclusion Requirement.

a. The owner of a parcel of real property located within the GID Inclusion Area that is anticipated to be developed as residential property must submit a petition for inclusion into the RWGGID together with the first to occur of such owner's submittal of: (i) a petition for annexation, (ii) a proposed rezoning, (iii) a proposed planned unit development, (iv) a site plan application, (v) a proposed development agreement, or (vi) subdivision application.

b. The owner of a parcel of real property located within the GID Inclusion Area that is anticipated to be developed as commercial property must submit a petition for inclusion into the CWGGID together with the first to occur of such owner's submittal of: (i) a petition for annexation, (ii) a proposed rezoning, (iii) a proposed planned unit development, (iv) a site plan application, (v) a proposed development agreement, or (vi) subdivision application.

Sec. 24-1405. West Greeley Project Coordination Agreement.

a. Every property that has petitioned for inclusion and been included within the GIDs by action of the City Council is entitled to the same rights and benefits enjoyed by The Water Valley Company set forth in Sections 2, 3, 4, 5, 6 and 7 of the Coordination Agreement.

Sec. 24-1406. Transparency.

a. *Webpage.* The City must maintain a webpage that is accessible from the City's website for each of the RWGGID and the CWGGID. The webpages for the RWGGID and the CWGGID shall be maintained for the primary purpose of providing accessible and transparent information about the GIDs to current and future homeowners and commercial users. The webpage for each District must include the District's formation documents, information about the District's outstanding debt and mill levy requirements to pay such debt, operations mill levy information, budgets, audits, and meeting minutes.

b. *Annual Reports.* An annual report for each of the RWGGID and the CWGGID must be prepared by October 1 of each year and must be made available on the Districts' respective webpages. The annual reports must contain the following information:

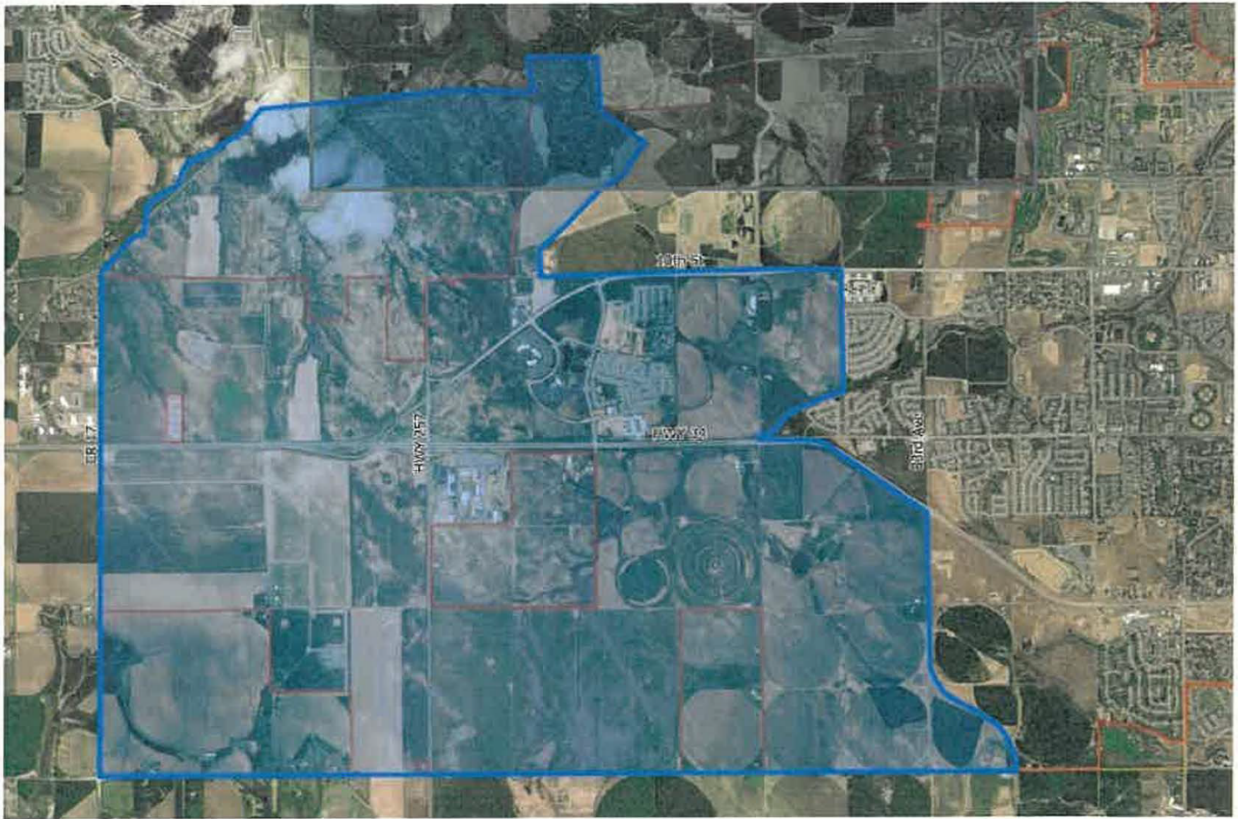
- (i) a narrative summary of the progress of development and the construction of public improvements within the District for the report year;
- (ii) the current year budget of the District, including a description of the public improvements to be constructed by the District in such year; and
- (iii) a summary of financial obligations of the District at the end of the report year, including the amount of outstanding debt, the amount and terms of any new District debt issued in the report year, the total assessed valuation of all taxable property within the District's boundaries as of January 1 of the report year and the current total District mill levy pledged to debt retirement in the report year.

Sec. 24-1407. Disclosures to Potential Homebuyers.

a. The RWGGID shall use reasonable efforts and due diligence to cause any home builder or developer of residential property within its boundaries to provide to all initial purchasers of property within the District's boundaries, before execution of a purchase contract, written notice of disclosure that includes the maximum mill levy authorized to be levied by the District, the estimated amount of additional taxes to be paid as a result of the imposition of the maximum mill levy, the estimated percentage of biannual growth in assessed value used in the model to sell the District's bonds and the estimated growth in property taxes that is expected due to the assumed percentage growth in assessed value over the life of the bonds. RWGGID shall record or shall cause the relevant home builder or developer to record such notice of disclosure with the Weld County Clerk and Recorder at the time the subdivision plat is recorded.

b. The RWGGID shall use reasonable efforts and due diligence to provide information to potential residential buyers by: (i) furnishing to any developer of property or home builders within the District's boundaries information describing the maximum mill levy that can be imposed by the District and resulting additional taxes for prominent display at all sales offices; and (ii) inspecting the sales offices within the District's boundaries on a quarterly basis to assure the information provided is accurate and prominently displayed.

Sec. 24-1408. GID Inclusion Area.



”

Section 3. **Repealer.** All bylaws, orders, resolutions and ordinances, or parts thereof, inconsistent herewith are hereby repealed to the extent only of such inconsistency. This repealer shall not be construed to revise any such bylaw, order, resolution or ordinance, or part thereof, heretofore repealed.

Section 4. **Severability.** If any section, subsection, paragraph, clause or other provision of this Ordinance for any reason is invalid or unenforceable, the invalidity or unenforceability of such section, subsection, paragraph, clause or other provision shall not affect any of the remaining provisions of this Ordinance, the intent being that the same are severable.

Section 5. **Charter Controls.** Pursuant to Article XX of the State Constitution and the Charter, all State statutes that might otherwise apply in connection with the provisions of this Ordinance are hereby superseded to the extent of any inconsistencies between the provisions of

this Ordinance and such statutes. Any such inconsistency is intended by the City Council and shall be deemed made pursuant to the Charter.

Section 6. **Effective Date.** This Ordinance shall become effective in accordance with Greeley City Charter Section 3-16.

PASSED AND ADOPTED, SIGNED AND APPROVED ON THIS _____ DAY OF _____ 2025.

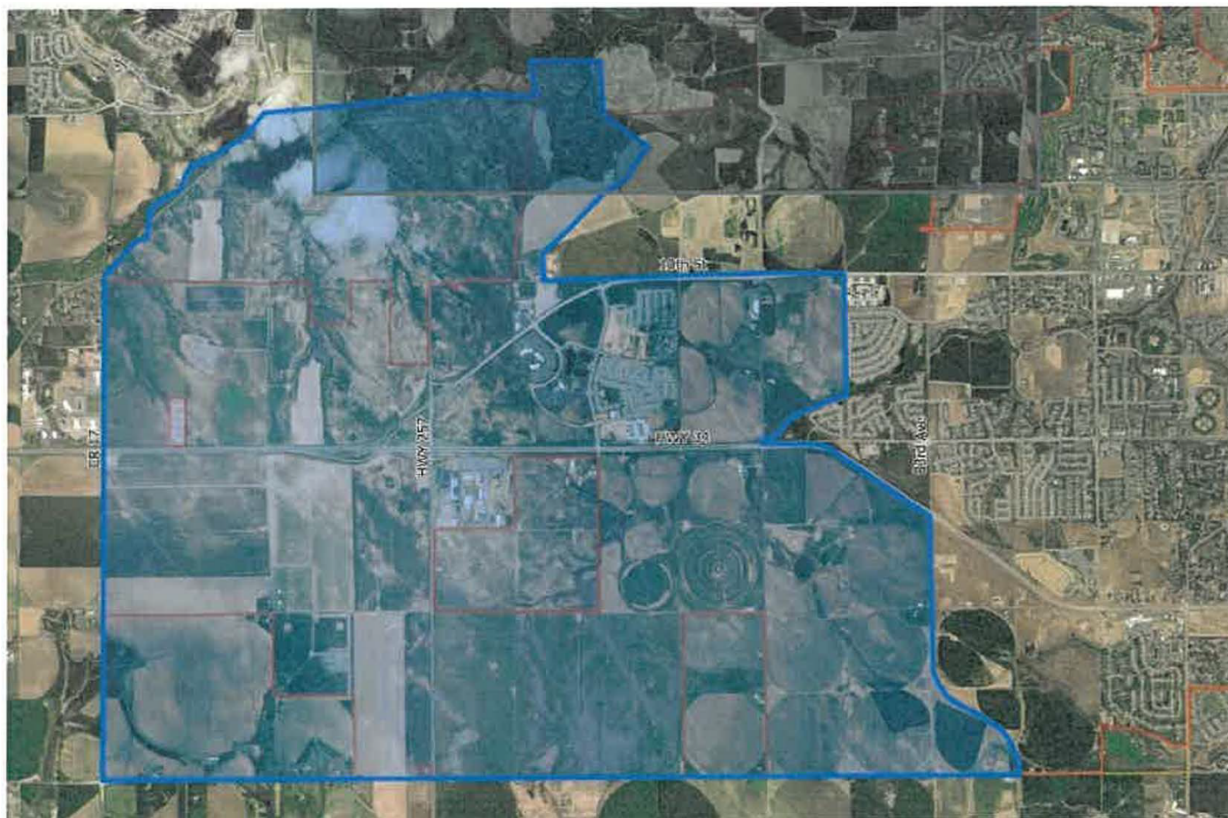
ATTEST:

CITY OF GREELEY, COLORADO

By: _____
City Clerk

By: _____
Mayor

EXHIBIT A
GID INCLUSION AREA



97513892.v5



West Greeley Commercial and Residential General Improvement Districts – Ordinance Enacting Chapter 14 of Title 24

**Brian McBroom, Director of Community Development
City Council Meeting – October 21, 2025**

Agenda



- Key Points in the Ordinance
- Questions/Discussion
- Purpose: Conduct Public Hearings & Adopt the Ordinance

Key Points

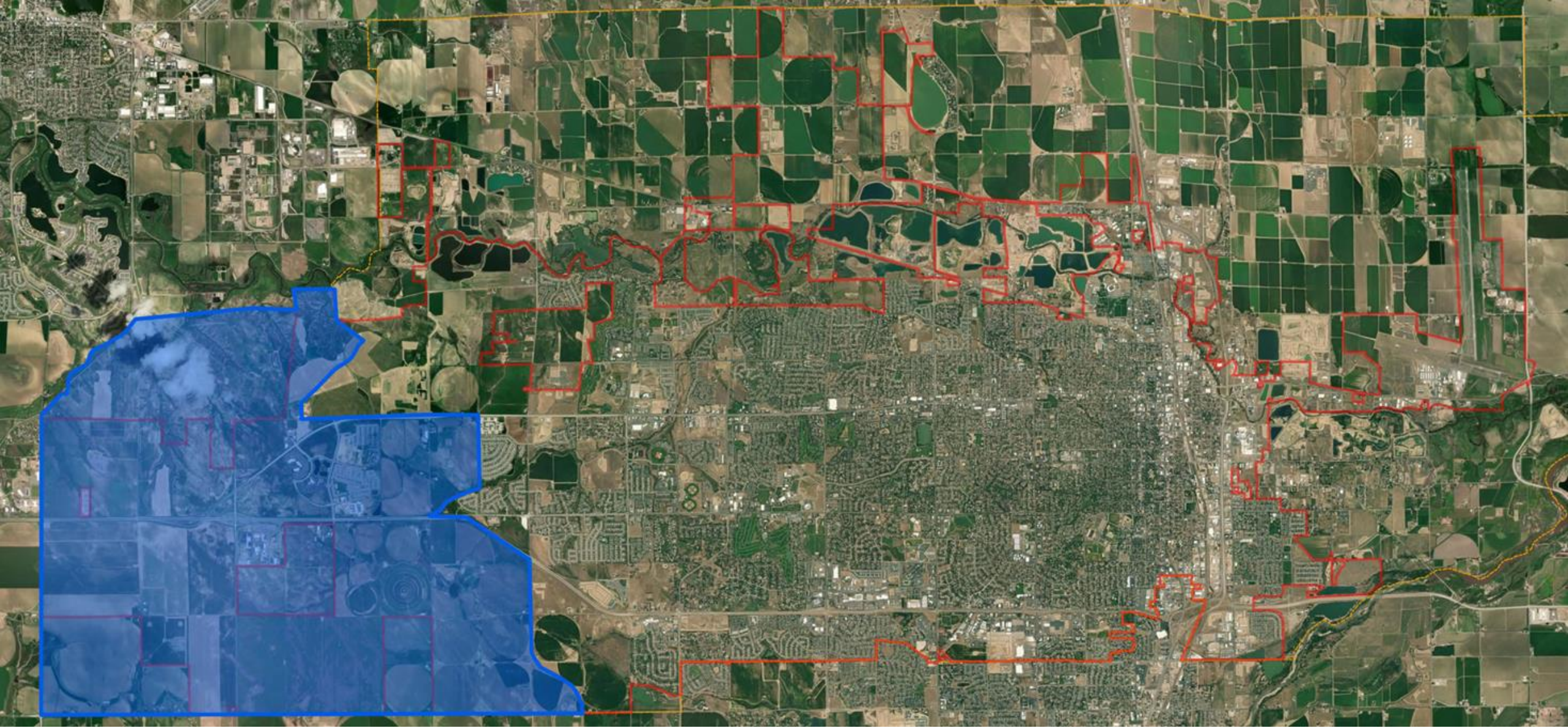
- **Inclusion Requirement (Residential & Commercial)**
 - Petition for inclusion required with first submittal of:
 - Petition for Annexation
 - Proposed Rezoning
 - Proposed PUD
 - Site Plan Application
 - Proposed Development Agreement
 - Subdivision Application
- **West Greeley Project Coordination Agreement**
 - Properties having petitioned to join the respective GIDs are entitled to the same rights and benefits enjoyed by The Water Valley Company.

Key Points (Continued)

- **Transparency**
 - *Webpages* – Maintained for each GID to provide accessible and transparent information to current and future homeowners and commercial users.
 - *Annual Reports* – Each GID must prepare report by October 1, and will include:
 - Narrative summary detailing progress of development and public improvements
 - Current year budget
 - Summary of financial obligations

Key Points (Continued)

- **Disclosures to Potential Homebuyers**
 - Through home builder or developer:
 - Maximum mill levy
 - Estimated amount of additional taxes
 - Estimated percentage of biannual growth
 - Estimated growth in property taxes
 - Will provide to developers and/or home builders information describing maximum mill levy and additional taxes for prominent display at all sales offices.
 - Quarterly inspections of sales offices within district boundaries to assure information is accurate and prominently displayed.



Questions and Discussion



Council Agenda Summary

October 21, 2025

Key Staff Contact: Adam Prior, Chief Engineer, Sean Chambers, Water & Sewer Director

Title:

Public hearing and second reading of an ordinance to establish Local Improvement District No. 9510101 for the oversizing of Non-Potable Irrigation Infrastructure (Lake Bluff Non-Potable Irrigation Pump Station)

Summary:

The Lake Bluff Subdivision Developer completed construction of the Lake Bluff Area Irrigation Infrastructure (pump station, storage pond, and irrigation supply splitting structure) on 7th Street just west of 95th Avenue to serve the Lake Bluff Subdivision and the surrounding region of development in areas north of 10th Street and west of 95th Avenue. This new non-potable water irrigation infrastructure was designed and constructed pursuant to a development agreement with Greeley-Rothe LLC, the Lake Bluff developer. This new regional non-potable water irrigation infrastructure was designed and constructed under the guidance of the non-potable master infrastructure plan with sufficient additional capacity to serve properties beyond the Lake Bluff development, for the benefit of those properties located within the specific service area of the pump station that will utilize it in the future.

A Local Improvement District (LID) is a method by which the City may assess costs associated with improvements of a special nature against properties that benefit by such area-specific infrastructure. The ordinance will establish the LID, identify the properties to be included within the LID, and establish the estimated maximum costs of construction for the over-sizing, which will be assessed as a fee per acre against each parcel yet to be developed within the LID that connects to and benefits from the non-potable irrigation infrastructure.

The Lake Bluff non-potable project LID was reviewed and recommended for approval by the Greeley Water & Sewer Board on July 16, 2025. An informational meeting was held on August 21, 2025, for landowners within the planned Lake Bluff Local Improvement District to discuss the project, its costs, and to provide them with an opportunity to ask questions. Letters were mailed to the landowners in advance of the meeting. The meeting was held in City Council Chambers with the option to attend virtually.

Background on Non-Potable Systems: The Lake Bluff project and others were prioritized in the 2021 Non-Potable Water Master Plan because they offer cost efficiency, service reliability, climate resiliency and support a clean, green and beautiful city. Building regional non-potable pump stations with development provides the opportunity to achieve economies of scale in infrastructure, an investment that will provide cost-effective irrigation water for the area. A regional pump station and infrastructure is more cost-effective to operate than several smaller pump stations, and city operations and maintenance will provide a high standard of service and reliability (compared to some neighboring communities where O&M is an obligation of the metro district or HOA).

The City utilizes irrigation ditches to convey non-potable water (raw water) to storage ponds and then pumps the water to both city and private customers for landscape irrigation. This existing network of ditches, canals, buried pipes and lateral infrastructure has been conveying irrigation water for more than 125 years. The City uses non-potable water for irrigation because it makes best use of very affordable lower Poudre River supplies that are not of suitable quality for drinking and leverages the network of ditch infrastructure across the city that deliver raw water cost effectively.

The use of lower quality raw water and non-potable infrastructure for irrigation allows the city to make the most efficient use of water treatment facilities and pipeline capacities for drinking and commercial uses. For these reasons, the policy provides for a discount on water Plant Investment Fees (PIFs) where non-potable water is used for irrigation, in some cases a 50% discount on potable PIFs for higher non-potable use. The property owners also benefit from reduced water usage fees that are 30% lower than potable drinking water.

Fiscal Impact:

If approved, will this item result in a positive, negative, or no impact on the budget?

Negative impact

Negative Impact: What is the onetime and/or ongoing amount?

\$1,800,000 to be recovered through local improvement District (LID) payments

Is it budgeted?

Yes

If yes, what source and fund will be used?

422-Water Construction

Are there any long-term financial impacts?

No

Is there grant funding for this item?

No

Does this action have potential long-term fiscal implications?

No

Legal Issues:

Consideration of this matter which includes the following public hearing steps:

1. City staff presentation (if requested)
2. Council questions of staff
3. Public input (hearing opened, testimony - up to three minutes per person, hearing closed)
4. Council discussion
5. Council decision

Other issues and Considerations:

None

Strategic Focus Area:

Infrastructure and Mobility
Quality of Life

Decision Options:

1. Adopt the ordinance as presented; or
2. Amend the ordinance and adopt as amended; or
3. Deny the ordinance; or
4. Continue consideration of the ordinance to a date certain.

Council's Recommended Action:

A motion to adopt the ordinance and publish in full.

Attachments:

1. Ordinance No. 31, 2025 with Exhibit A
2. Item 17 - Presentation

**CITY OF GREELEY, COLORADO
ORDINANCE NO. 31, 2025**

**AN ORDINANCE ESTABLISHING LOCAL IMPROVEMENT DISTRICT NO. 9510101
FOR THE OVERSIZING OF NON-POTABLE IRRIGATION INFRASTRUCTURE IN WELD
COUNTY, COLORADO; DETERMINATION OF LOTS AND LANDS TO BE INCLUDED
WITHIN LOCAL IMPROVEMENT DISTRICT 9510101; SETTING FORTH THE MAXIMUM
COSTS OF CONSTRUCTION; AND SETTING FORTH THE PROPERTY TO BE INCLUDED
AND NAMES OF THE APPARENT OWNERS OF PROPERTY TO BE INCLUDED
(LAKE BLUFF NON-POTABLE IRRIGATION PUMP STATION)**

WHEREAS, the City of Greeley, Colorado ("City") is a home rule municipality empowered pursuant to Sections 1 and 6 of Article XX, and Section 7 of Article X of the Colorado Constitution to, *inter alia*, levy assessments against real property within the City for municipal purposes, including, without limitation, for local improvements; and

WHEREAS, the Charter for the City of Greeley, Colorado further empowers the City to establish local improvement districts, for the purpose of, *inter alia*, constructing local improvements and assessing the costs thereof upon the property especially benefitted by such improvements; and

WHEREAS, Title 18, Chapter 6 (Local Improvement Districts) of the Greeley Municipal Code sets forth the particular authority and procedures by which the City may establish such local improvement districts; and

WHEREAS, the City anticipates continued development in west Greeley, with new developments containing over two (2) acres of irrigable area being required to utilize non-potable water for irrigation purposes, and has accordingly identified a need for additional non-potable irrigation infrastructure in this general area; and

WHEREAS, the City has identified more specifically a near-term need for a regional non-potable irrigation pump station ("Lake Bluff Non-Potable Irrigation Pump Station") to serve the geographic area located generally north of West 10th Street and west of 95th Avenue in northwest Greeley ("Lake Bluff Non-Potable Service Area"); and

WHEREAS, the City Council desires, on its own initiative, to establish a local improvement district for the oversizing of the Lake Bluff Non-Potable Irrigation Pump Station, to ensure capacity in the system is sufficient to meet anticipated demands, to the benefit of properties that will be required to utilize non-potable irrigation service in the Lake Bluff Non-Potable Service Area;

NOW THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF GREELEY, COLORADO:

Section 1. Establishment of Local Improvement District 9510101. Pursuant to the authority set forth in Section 18-379(d) of the Greeley Municipal Code, the City Council hereby orders the creation of a local improvement district for the oversizing of the Lake Bluff Non-Potable Irrigation Pump Station to the benefit of properties that will be required to utilize non-potable irrigation service within the Lake Bluff Non-Potable Service Area. The local improvement district shall be assigned number 9510101 and contain the lots and lands set forth in Section 7 below. The location of the Lake Bluff Non-Potable

Irrigation Pump Station, as well as the lots and lands to be included within Local Improvement District No. 9510101, are shown on the map attached hereto as Exhibit A.

Section 2. Lake Bluff Non-Potable Service Area. The City anticipates that the capacity associated with oversizing the Lake Bluff Non-Potable Irrigation Pump Station will serve 812.734 bulk acres that may be required by the Greeley Municipal Code to connect to the City's non-potable irrigation infrastructure.

Section 3. Estimation and Description of Maximum Costs. The maximum cost of construction and incidental expenses associated with oversizing the Lake Bluff Non-Potable Irrigation Pump Station is estimated to be \$1,800,000. Incidental expenses may include those expenses associated with design, inspection, engineering, advertising, abstracting, publishing, postage, collections, and other similar expenses attributable to the construction of oversizing for the Lake Bluff Non-Potable Irrigation Pump Station and establishment of Local Improvement District 9510101.

Section 4. City Portion of Infrastructure Costs. Of the total estimated maximum cost set forth in Section 3, the City will bear the portion of that cost attributable to the properties in the Lake Bluff Non-Potable Service Area that are not required or otherwise do not connect to the City's non-potable irrigation system.

Section 5. Assessments against Local Improvement District 9510101 Properties. The final determination of assessments to be made against the lots and lands included in Local Improvement District 9510101 shall be established by an ordinance adopted after completion of the improvements described herein, and such assessments shall be based upon the costs of construction, incidental expenses, and a fair market rate of projected interest to be recommended by the Director of Finance and set forth in the assessment ordinance at the time it is adopted. Interest shall accrue on each assessment from the date of the City's final payment on construction costs until the assessment is paid in full. The portion of the total maximum cost for oversizing of the Lake Bluff Non-Potable Irrigation Pump Station not borne by the City shall be allocated to the 812.734 bulk acres within the Lake Bluff Non-Potable Service Area that may be required by the Greeley Municipal Code to connect to the City's non-potable irrigation infrastructure, as is shown on the map attached hereto as Exhibit A. Within such allocation, the costs and interest shall then be assessed proportionally in accordance with the bulk acreage of each parcel that connects to the City's non-potable irrigation system. Assessments shall be due from the property owner at the earlier of: (i) final plat approval, or (ii) a request from the property owner for connection to the City's non-potable irrigation system, and payable in accordance with the terms set forth in the assessment ordinance.

Section 6. Construction of the Lake Bluff Non-Potable Irrigation Pump Station, including the oversizing of the infrastructure to meet anticipated future needs in the Lake Bluff Non-Potable Service Area, was completed prior to passage of this ordinance. The City shall seek reimbursement of the cost for all developments to share the cost.

Section 7. Lots and Lands to be Included in Local Improvement District 9510101; Owners. The lots and lands that shall be included within Local Improvement District 9510101, the street addresses (if applicable) and legal descriptions of such lots and lands, and the current record owners of such lots and lands, according to the records of the Weld County Clerk and Recorder's Office, are as follows.

1. Owner(s): 67Th AVE LLC; Asset Preservation INC; TV8 LLC
Mailing Address of Owner(s): 3527 PRATOLINA CT
FORT COLLINS, CO 805213548
Address of LID Property: N/A
Weld County Parcel No.: 080735400004
Legal Description of LID Property: GR S2SE4 35-6-67 (GOLDEN TRIANGLE 2ND ANNEX) EXC UPRR RES EXC BEG N87D18W 305.43' TO POB S03D53E 393.36' N74D04W 223.20' N18D15W 75.68' N20D51W 98.57' N18D04W 51.62' N17D19W 57.65' N14D47W 37.38' N21D20W 44.64' N22D53W 84.49' N32D04W 36.74' N36D04W 45.68' N26D09W 26.49' N14D51W 51.29' N12D43W 123.94' N13D34W 121.51' N18D32E 37.13' N23D55E 54.03' N22D07E 154.08' N07D43W 237.48' N07D36W 150.37' N07D55W 95.69' N07D49W 15.08' S88D49E 138.92' S14D13E 1229.10' TO POB
2. Owner(s): 67Th AVE LLC; Asset Preservation INC; TV8 LLC
Mailing Address of Owner(s): 3527 PRATOLINA CT
FORT COLLINS, CO 805213548
Address of LID Property: 10601 HIGHWAY 257 SPUR
Weld County Parcel No.: 095702100059
Legal Description of LID Property: GR PT W2NW4 1-5-67 & PT E2NE4 2-5-67 (GOLDEN TRIANGLE 2ND ANNEX) DESC AS 1-5-67 BEG S4 COR SEC N87D33'E 625.07' N03D30'W 393.55' N25D43'W 2020.60' S72D04'W 920.55' TO TRUE POB N41D25'W 1245.66' N09D56'W 2279.99' TO NW COR S0D46'W 2370.93' TO W4 COR S03D36'W 1241.26' N72D04'E 1395.42' M/L TO TRUE POB (35.77A M/L) ALSO PT E2 2 5 67 LYING N OF FOLLOWING DESC LINE BEG N75D10'E 2803.4' FROM SW COR OF SEC N71D54'E 2792.2' TO PT ON E LN OF E2 OF SAID SEC FROM WHENCE SE COR BEARS S03D31'W 1659.4' M/L EXC BEG NW COR SEC 1 THENCE S0D47'W 1571.98' TO TRUE POB S09D56'E 687.96' S62D12'W 167.63 S10D34'W 180' N59D08'W 577.73' N09D56'W 530.50' N80D03'E 660' TO TRUE POB EXC BEG N87D18W 305.43' TO POB S03D53E 393.36' N74D04W 223.20' N18D15W 75.68' N20D51W 98.57' N18D04W 51.62' N17D19W 57.65' N14D47W 37.38' N21D20W 44.64' N22D53W 84.49' N32D04W 36.74' N36D04W 45.68' N26D09W 26.49' N14D51W 51.29' N12D43W 123.94' N13D34W 121.51' N18D32E 37.13' N23D55E 54.03' N22D07E 154.08' N07D43W 237.48' N07D36W 150.37' N07D55W 95.69' N07D49W 15.08' S88D49E 138.92' S14D13E 1229.10' TO POB
3. Owner(s): NJS&D FARMS INC
Mailing Address of Owner(s): 11333 US HIGHWAY 34
GREELEY, CO 806349042
Address of LID Property: 11333 US HIGHWAY 34
Weld County Parcel No.: 095702100057
Legal Description of LID Property: GR PT W2NW4 1-5-67 & PT E2NE4 2-5-67 (GOLDEN TRIANGLE 2ND ANNEX) DESC AS BEG NW COR SEC 1 THENCE S0D47'W 1571.98' TO TRUE POB S09D56'E 687.96' S62D12'W 167.63 S10D34'W 180' N59D08'W 577.73' N09D56'W 530.50' N80D03'E 660' TO TRUE POB

4. Owner(s): POUDRE BAY PARTNERS LLC; ALI'S RENTALS LLC;
DPR GREELEY LLC; POUDRE BAY CAPITAL LLC
Mailing Address of Owner(s): PO BOX 135
WINDSOR, CO 805500135
Address of LID Property: N/A
Weld County Parcel No.: 095701201007
Legal Description of LID Property: PT TRACT 2 JACKSON COMM NW COR TRACT 2 S05D10E
442.86 TO POB S03D52E 148 N86D07E 148 N03D52W 148
S86D07W 148 TO POB
5. Owner(s): POUDRE BAY PARTNERS LLC; ALI'S RENTALS LLC;
DPR GREELEY LLC; POUDRE BAY CAPITAL LLC
Mailing Address of Owner(s): PO BOX 135
WINDSOR, CO 805500135
Address of LID Property: N/A
Weld County Parcel No.: 095701201008
Legal Description of LID Property: PT TRACT 2 JACKSON COMM NW COR TRACT 2 S05D10E
442.86 S03D52E 148 TO POB S03D52E 148 N86D07E 148
N03D52W 148 S86D07W 148 TO POB
6. Owner(s): POUDRE BAY PARTNERS LLC; ALI'S RENTALS LLC;
DPR GREELEY LLC; POUDRE BAY CAPITAL LLC
Mailing Address of Owner(s): PO BOX 135
WINDSOR, CO 805500135
Address of LID Property: N/A
Weld County Parcel No.: 095701201009
Legal Description of LID Property: PT TRACT 2 JACKSON COMM NW COR TRACT 2
S05D10E 442.86 S03D52E 296 TO POB S03D52E 148
N86D07E 148 N03D52W 148 S86D07W 148 TO POB
7. Owner(s): POUDRE BAY PARTNERS LLC; ALI'S RENTALS LLC;
DPR GREELEY LLC; POUDRE BAY CAPITAL LLC
Mailing Address of Owner(s): PO BOX 135
WINDSOR, CO 805500135
Address of LID Property: N/A
Weld County Parcel No.: 095701201010
Legal Description of LID Property: PT TRACT 2 JACKSON COMM NW COR TRACT 2
S05D10E 442.86 S03D52E 444 TO POB S03D52E 148
N86D07E 148 N03D52W 148 S86D07W 148 TO POB
8. Owner(s): POUDRE BAY PARTNERS LLC; ALI'S RENTALS LLC;
DPR GREELEY LLC; POUDRE BAY CAPITAL LLC
Mailing Address of Owner(s): PO BOX 135
WINDSOR, CO 805500135
Address of LID Property: N/A
Weld County Parcel No.: 095701201011
Legal Description of LID Property: PT TRACT 2 JACKSON COMM NW COR TRACT 2
S05D10E 442.86 S03D52E 592 TO POB S03D52E 148
N86D07E 148 N03D52W 148 S86D07W 148 TO POB
9. Owner(s): POUDRE BAY PARTNERS LLC; ALI'S RENTALS LLC;

- Mailing Address of Owner(s): DPR GREELEY LLC; POUDRE BAY CAPITAL LLC
PO BOX 135
WINDSOR, CO 805500135
- Address of LID Property: 10925 HIGHWAY 257 SPUR
Weld County Parcel No.: 095701201012
Legal Description of LID Property: TRACT 2 JACKSON SUB EXC BEG SW4 SEC N01D34'E
65.05' TO POB S01D41'W 24.95' S87D33'W 2.77' S87D32'W
1833.43' CURVE R(R=5875') N84D35'E 1077.19' N89D51'E
762.86' TO POB EXC BEG SW COR TRACT TH N01D24E
1190.86 N71D39E 543.01 S01D24W 1366.25 N89D30W 511.12
TPOB ALSO EXC COMM NW COR TRACT 2 S05D10E
442.86 TO POB S03D52E 740 N86D07E 148 N03D52W 740
S86D07W 148 TO POB
10. Owner(s): JCK ENTERPRISE LLC
Mailing Address of Owner(s): 6564 N COUNTY ROAD 11C
LOVELAND, CO 805381324
Address of LID Property: N/A
Weld County Parcel No.: 095702402001
Legal Description of LID Property: PT TRACT 2 JACKSON SUB BEG SW COR TRACT TH
N01D24E 1190.86 N71D39E 543.01 S01D24W 1366.25
N89D30W 511.12 TPOB
11. Owner(s): NORTHERN COLORADO RV AND BOAT STORAGE LLC
Mailing Address of Owner(s): 2981 WAHUPA RANCH RD
ESCONDIDO, CA 920295800
Address of LID Property: 10892 HIGHWAY 257 SPUR
Weld County Parcel No.: 095711100021
Legal Description of LID Property: GR PT NE4 11 5 67 (GOLDEN TRIANGLE 6TH ANNEX) BEG
N4 COR N89D00'W 1074' S0D0W 702.6' N54D13'E 575'
CURVE TO R (R=1910') ARC=675.4' N0D22'E 56.6' TPOB
EXC BEG N4 COR SEC 11 S68D38'E 1678.97' TPOB CURVE
TO R (R=5880') CHORD=N62D36'E 452.48' S53D17'W 500.05'
N0D33'W 90.78' TPOB EXC UPRR RES
12. Owner(s): CACHE LLC
Mailing Address of Owner(s): 1813 61ST AVE STE 200
GREELEY, CO 806348059
Address of LID Property: 9333 10TH ST
Weld County Parcel No.: 095906300002
Legal Description of LID Property: GR PT SW4 6-5-66 W1700' EXC BEG SW COR SEC TH
S89D22'E 1000.67' TPOB TH N0D59'W 1050' S89D22'E 700'
S0D59'E 1050' TO S LN SEC TH N89D22'W 700' TO TPOB
(GOLDEN TRIANGLE 1ST ANNEX) (2R)
13. Owner(s): CACHE LLC
Mailing Address of Owner(s): 1813 61ST AVE STE 200
GREELEY, CO 806348059
Address of LID Property: N/A
Weld County Parcel No.: 095906000065
Legal Description of LID Property: GR 17399-A PT S2W2 6-5-66 DESC AS ALL THAT PT
LYING E OF W1700' (GOLDEN TRIANGLE 1ST
ANNEX)(1D.50R)

14.	Owner(s):	OUR SAVIORS LUTHERAN CHURCH
	Mailing Address of Owner(s):	1800 21ST AVE GREELEY, CO 806315212
	Address of LID Property:	N/A
	Weld County Parcel No.:	095906300001
	Legal Description of LID Property:	GR PT SW4 6-5-66 BEG SW COR S89D22'E 2617.88' THEN ES89D22'E 1000.67' N0D59' W1050' S89D22' E700' S0D59'E 1050' N89D22'W 700' TO POB(GOLDEN TRIANGLE 1ST ANNEX) (2R)

Section 8. Assessments shall be collected only against properties described in Section 7 above that connect to the City's non-potable irrigation infrastructure.

Section 9. Properties within the boundaries of Local Improvement District 9510101 shall annex to the City of Greeley in advance of, and as a prerequisite to, receiving non-potable water service from the City. Properties within the boundaries of Local Improvement District No. 9510101 remain subject to all requirements of the Greeley Municipal Code regarding City non-potable water service and irrigation, including, without limitation, the requirement to construct additional distribution main line extensions, if necessary, to facilitate connection to the Lake Bluff Non-Potable Irrigation Pump Station, and the requirement to pay plant investment fees.

Section 10. This ordinance shall take effect on the fifth (5th) day following its final publication, as contemplated by Section 3-16 of the Greeley City Charter.

**PASSED AND ADOPTED, SIGNED AND APPROVED ON THIS ____ DAY OF
_____ 2025.**

ATTEST:

THE CITY OF GREELEY, COLORADO

City Clerk

Mayor

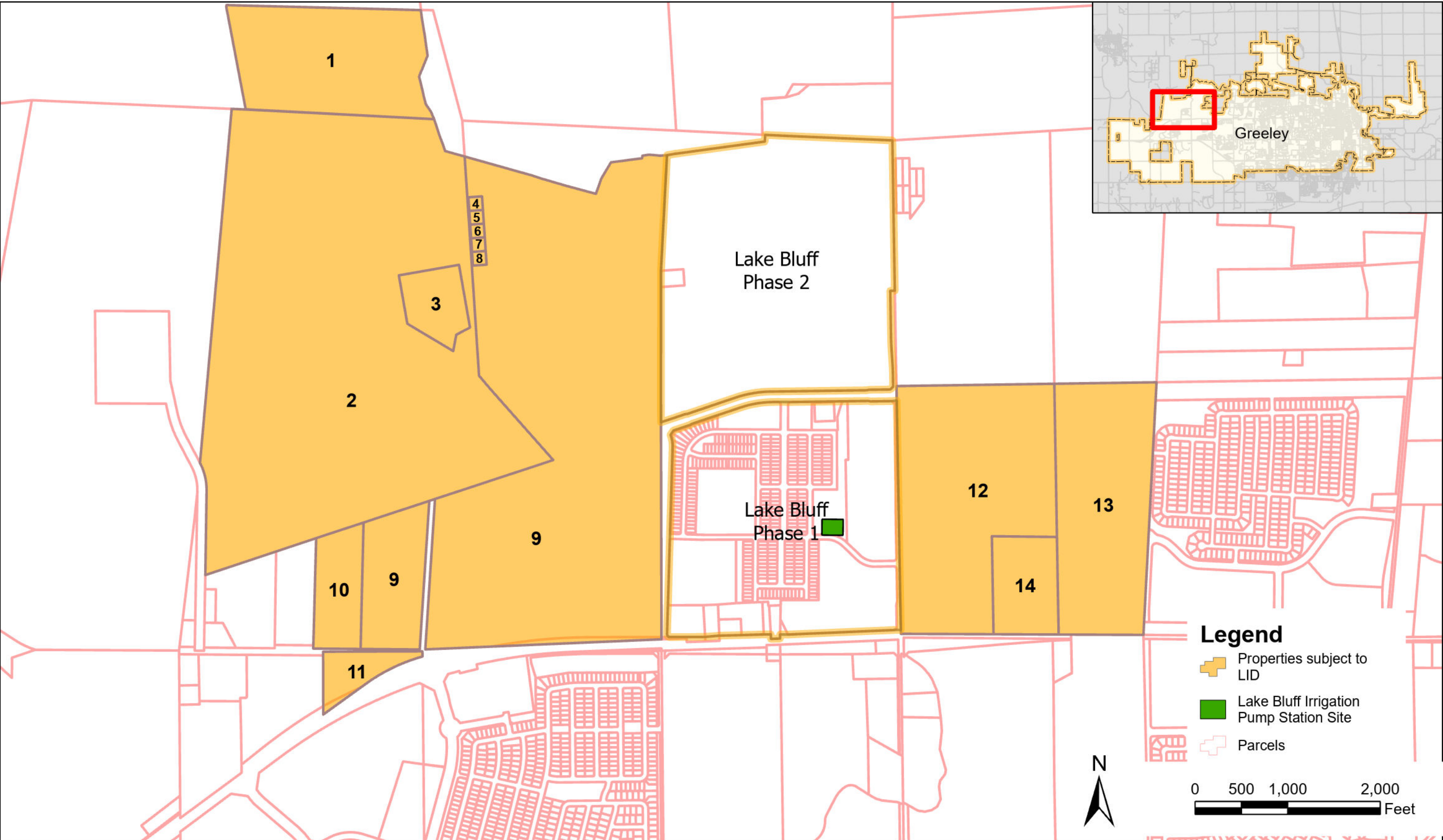


Exhibit A - Local Improvement District No. 9510101 - Lake Bluff

Coordinate System: NAD 1983 HARN StatePlane Colorado North FIPS 0501 Feet
Units: Foot US

Date: 6/25/2025
RDD.aprx



Establishment of Lake Bluff Non-Potable Local Improvement District

Adam Prior, Water & Sewer Chief Engineer
Adam. Prior@greeleygov.com, 970-573-0218
City Council Meeting – October 21, 2025



Infrastructure & Mobility

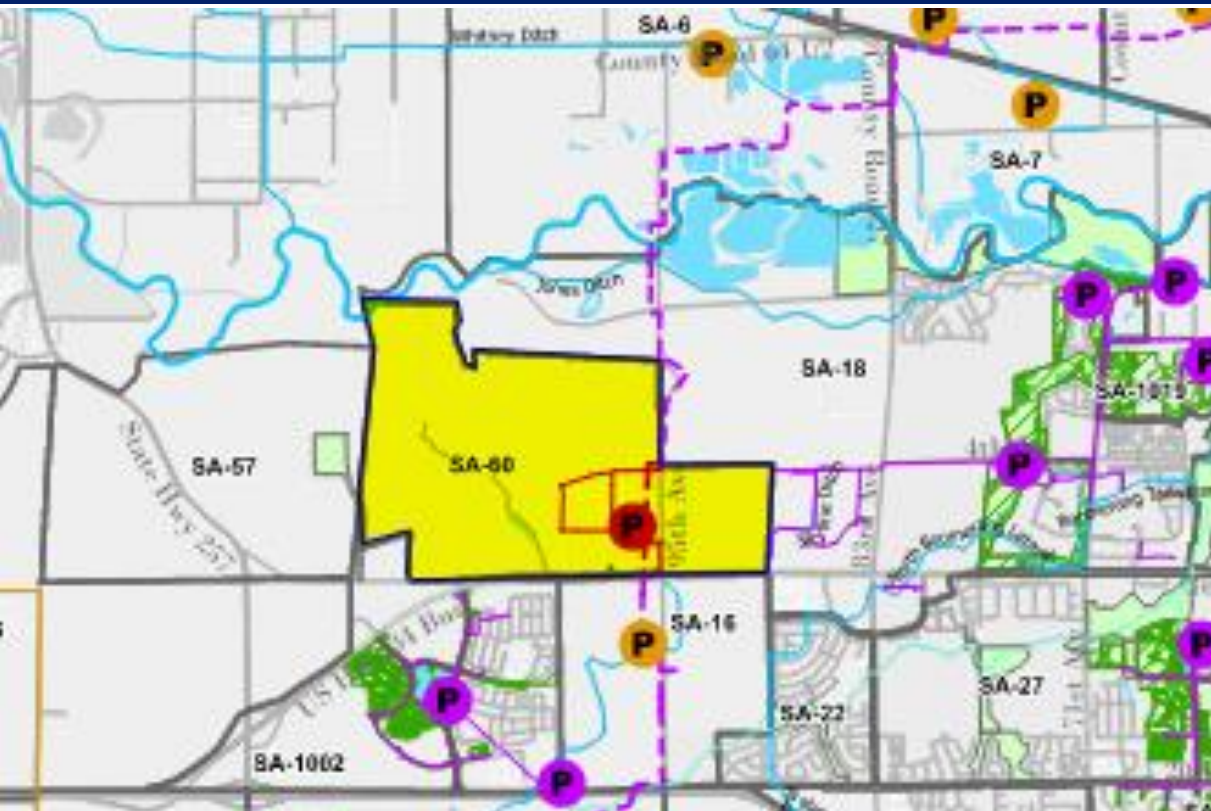


- Background on Local Improvement Districts (LIDs)
- Lake Bluff Non-Potable Irrigation System Service Area
- System Max Price and LID Revenue Collection Methodology

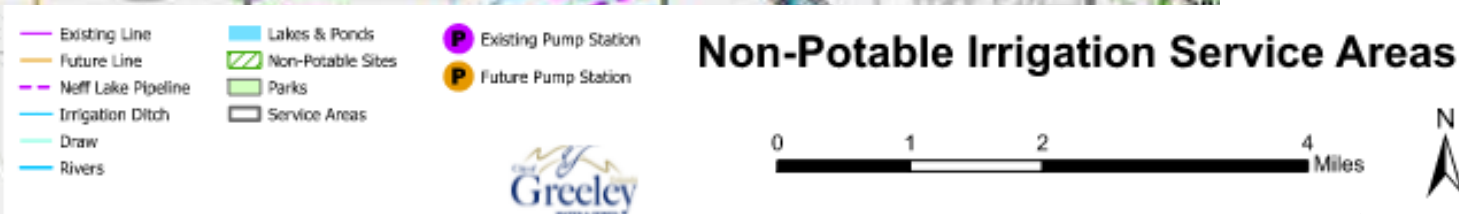
Agenda

Purpose: To provide information necessary for making an informed decision on the Ordinance establishing the Lake Bluffs Non-Potable LID.

2021 Non-Potable Masterplan



- Service Area (SA) Map
- SA-60: Lake Bluff Service Area



Funding Alternatives Evaluated

- Do Nothing
 - Cannot add non-potable (NP) water systems for existing and new developments
 - Each development must build individual NP systems for increased costs
- Plant Investment Fees (PIFs)
 - \$1.8M represents more than one half of the collected PIF revenue from 2024
 - Potential for increasing PIF by 54% for all development
- Water Rate Increase
 - Additional \$138,000 per year in debt service paid for by all water rate payers
- Lake Bluff Local Improvement District (Recommended)
 - Allows costs allocated to users of NP pump station

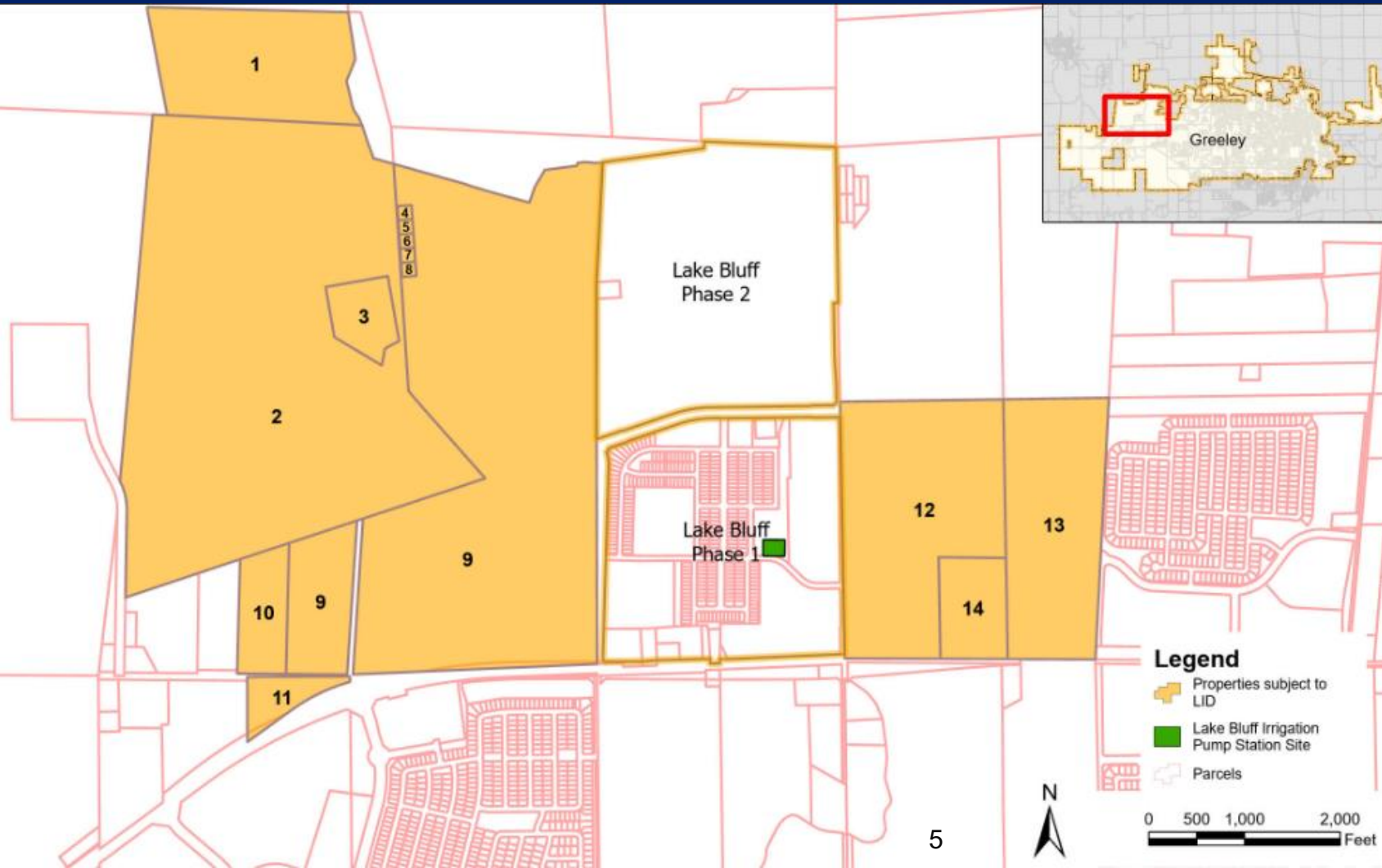
Local Improvement District

- Local Improvement Districts (LIDs) are an infrastructure financing tool for making improvements of a special nature.
 - Applied to a specific limited area of the city that needs specific infrastructure
 - Applied for the benefit of properties within the specific area
 - Improvement districts can be used for the construction, extension maintenance or reconstruction of water, sewer, or stormwater infrastructure

Source: Greeley Municipal Code, Chapter 6

LOCAL IMPROVEMENT DISTRICTS, Sec. 18-379

Non-Potable Pump Station Service Area - LID Parcels



- SA-60: Lake Bluff Service Area
- 14 Parcels Subject to LID
 - 812.734 acres
- Lake Bluff Excluded from LID

Non-Potable Pump Station Reimbursement



- Constructed by Lake Bluff Developer
 - Flow Splitting Structure
 - Storage Pond
 - Pump Station
- Reimbursement Based on 75% of Construction Cost

Local Improvement District Cost

- **Total Approximated Cost for Oversizing for Future Development = \$1,800,000.00**
- Customers utilizing Non-Potable water have a reduced potable water PIF
- Typical development can have 5 or more single family homes per acre
- LID Cost Methodology and Calculation
 - LID Cost based on bulk area

Total Approximated Cost	\$1,800,000.00
LID Bulk Area	812.734 acres
Calculated Cost per Acre	\$2,214.75/bulk acre

Next Steps

- ✓ July 16, 2025, Water & Sewer Board Approved Resolution and Recommended to City Council
- ✓ Community Information Sharing and Q&A Meeting on August 21, 2025
- Two step approval process by City Council (Sept/Oct):
 - 1st Ordinance - Defines the LID boundary, properties list, and maximum total cost.
 - Listed properties will receive a mailed public hearing notice
 - 2nd Ordinance defines the actual cost of the project and cost per demand (gpm)
 - 2nd Ordinance goes to council upon completion of the project

Recommended City Council Action

- Lake Bluff Non-Potable Irrigation System Local Improvement District was recommended for approval by Water & Sewer Board and Department staff.
- Recommend approval of the ordinance establishing Local Improvement District for the Lake Bluff Non-Potable Irrigation System.

Questions





Council Agenda Summary

October 21, 2025

Key Staff Contact: Adam Prior, Chief Engineer, Sean Chambers, Water & Sewer Director

Title:

Public hearing and second reading of an ordinance authorizing the acquisition of real property by purchase or the power of eminent domain for West Greeley basin sewer system infrastructure

Summary:

The West Greeley basin, generally described as areas west of Hwy 257, within Greeley's long-range growth area requires an extension of wastewater collection infrastructure to be viable for housing and economic growth. The development of properties on the north and south sides of Hwy 34 in this West Greeley growth area will require the installation of new wastewater utility infrastructure that includes gravity sewer collection interceptors, a new sewer lift station, and a sewer force main. During the development of the Wastewater Collections Master Plan (2021), the City evaluated interceptor routing for the West Greeley Sewer Basin (WGSB) and planned to gravity flow sewer from the basin to the Windsor Wastewater Treatment Plant (WWWTP) per the IGA, known as the Greeley and Windsor Cooperative Land Use, Annexation, and Utility Intergovernmental Agreement. Windsor's current treatment plant has been found to be deficient in adequate capacity for Greeley.

The West Greeley Sanitary Sewer project team evaluated the buildout capacity needs for growth on various parcels within the WGSB to refine the demand analysis, sizing and routing considerations for the backbone gravity trunk sewer that will serve the basin. Additionally, the sanitary sewer project team completed an alternative analysis for interceptor sewer alignments, potential lift station locations, and sewer force main alignments to finalize the proposed routing, and utility crossing locations for this critical sewer infrastructure. The preferred interceptor alignment allows for the collection of the entire WGSB, specifically the Catalyst project, with gravity sewer services.

The alternatives analysis evaluated topography, oil, gas and railway crossings, utility conflicts, and the ability to serve properties within WGSB. Managing challenging topography for long-term operations and maintenance while also considering future development flexibility was key to the routing evaluation. The preferred lift station location is outside the floodplain and allows for future connection into the Windsor WWWTP, as the Master Plan intended. The preferred route for the force main, which is under pressure from pumping, will allow the design to connect to the existing Greeley collection system at the Poudre Trunk line near North 95th Ave., where there is sufficient capacity for these proposed flows. The force main alignment also accounts for constructability, minimizing impacts to natural areas, construction costs, land use, and impacts on property owners.

The Sanitary Sewer project team has reached out to landowners via USPS mail and follow-up calls to coordinate rights of entry and plan survey work. Based upon the engineering work to date, subsurface utility investigations and forthcoming survey and geotechnical work, the W&S Dept. staff are confident that we are approaching a 30% design and taken the necessary steps to prepare for the Acquisition of easements for the purpose of locating this critical public utility infrastructure.

The Greeley Water and Sewer Board, at their September meeting of the Board, unanimously Approved and Recommended to Council the Authorization of Eminent Domain for the West Greeley Basin Sewer System.

The purpose of this agenda item is to present the Council with detailed information on the proposed wastewater utility infrastructure alignments and request authorization for acquiring property interests, including by eminent domain, if necessary, in the real property that will enable the construction of subsurface sewer infrastructure for the entire West Greeley Sewer Basin.

*NOTE: Exhibit A — Identifying proposed infrastructure alignments and the properties for which City staff is requesting acquisition authority. This exhibit was updated after the first reading on October 7, 2025.

Fiscal Impact:

If approved, will this item result in a positive, negative, or no impact on the budget?

Negative

Negative Impact: What is the onetime and/or ongoing amount?

All properties located within the GID will be expected to dedicate easements for the sanitary sewer infrastructure which aligns with standard dedications requirements for all developments. If W&S were to purchase all the easement for the interceptor, lift station, and force main, the total estimated cost is \$2.4 million. If we are only purchasing easements from properties outside the GID, then the total estimated cost is \$1.4 million.

Is it budgeted?

Yes, this was budgeted as part of the project costs

If yes, what source and fund will be used? 412- Sewer Construction Fund

Are there any long-term financial impacts?

Additional electrical, operations, and maintenance costs of a new lift station for this sewer basin.

Is there grant funding for this item?

No

Does this action have potential long-term fiscal implications?

No

Legal Issues:

Consideration of this matter includes the following public hearing steps:

1. City staff presentation (if requested)
2. Council questions of staff
3. Public input (hearing opened, testimony — up to three minutes per person, hearing closed)
4. Council discussion
5. Council decision

Other issues and Considerations:

This sanitary sewer infrastructure is critical for the entire west Greeley basin and will support all development west of Hwy 257.

Strategic Focus Area:

Infrastructure and Mobility
Quality of Life

Decision Options:

1. Adopt the ordinance as presented; or
2. Amend the ordinance and adopt as amended; or
3. Deny the ordinance; or
4. Continue consideration of the ordinance to a date certain.

Council's Recommended Action:

A motion to adopt the ordinance and publish it in full.

Attachments:

1. Ordinance No. 32, 2025 with Exhibit A
2. Item 18 - Presentation

**THE CITY OF GREELEY, COLORADO
ORDINANCE NO. 32, 2025**

**AN ORDINANCE AUTHORIZING THE ACQUISITION OF INTERESTS IN REAL
PROPERTY LOCATED IN WELD COUNTY, COLORADO, BY PURCHASE OR EXERCISE
OF THE POWER OF EMINENT DOMAIN, FOR THE CONSTRUCTION OF SANITARY
SEWER INFRASTRUCTURE, PURSUANT TO SECTION 7 OF ARTICLE XVI, SECTION 15
OF ARTICLE II, AND SECTIONS 1 AND 6 OF ARTICLE XX OF THE COLORADO
CONSTITUTION AND CRS §§ 31-15-101, et seq.; 38-1-101, et seq.
(WEST GREELEY SANITARY SEWER)**

WHEREAS, the City of Greeley (“City”) is a Colorado home-rule municipality empowered, pursuant to Sections 1 and 6 of Article XX of the Colorado Constitution, to, inter alia, construct, purchase, acquire, lease, add to, maintain, conduct, and operate water works and everything required therefor, within or without its territorial limits, for the use of the City, including through exercise of the power of eminent domain; and

WHEREAS, Section 15 of Article II and Section 7 of Article XVI of the Colorado Constitution further authorize the City to acquire property to convey water for domestic, irrigation, drainage, and other purposes; and

WHEREAS, C.R.S. §§ 31-15-101, et seq., and 38-1-101, et seq., provide the statutory framework within which the City may exercise the power of eminent domain; and

WHEREAS, the City of Greeley Water and Sewer Board on September 17, 2025 made the determinations and authorized the acquisition of real property interests set forth in this ordinance, and recommended that City Council do the same; and

WHEREAS, the City Council has determined that the acquisition of interests in real property for the development and construction of sanitary sewer infrastructure is needed for the public purpose of ensuring the safe and reliable conveyance and treatment of domestic water supplies utilized by the City’s citizens and thereby protecting their public health, safety, and general welfare; and

WHEREAS, the acquisition of interests in the real property located in Weld County and identified on Exhibit A, whether by purchase or through exercise of the City’s power of eminent domain, is accordingly necessary.

**NOW, THEREFORE BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF
GREELEY, COLORADO:**

Section 1. The City Council hereby determines that it is necessary for the City to acquire, either by purchase or through exercise of the power of eminent domain, interests in the real property identified on Exhibit A for the development and construction of sanitary sewer infrastructure, to ensure the safe and reliable conveyance and treatment of domestic water supplies utilized by the City’s citizens.

Section 2. The City Council hereby determines that such acquisition of interests in the real property identified on Exhibit A for the development and construction of sanitary sewer infrastructure will serve the public purpose of ensuring the safe and reliable conveyance and treatment of domestic water supplies utilized by the City's citizens and thereby protecting their health, safety, and general welfare.

Section 3. City staff, consultants, and legal counsel are hereby authorized and directed to continue with the acquisition of the above-described interests in real property, either by purchase or through exercise of the power of eminent domain. Nothing in this ordinance is intended or shall be construed to preclude good faith efforts by City staff, consultants, and legal counsel to negotiate a voluntary purchase of the necessary interests in real property.

Section 4. The City Council hereby ratifies any previous actions taken by City staff, consultants, and legal counsel to negotiate the acquisition of such interests in real property, and in providing notice of the City's intent to acquire such interests, in accordance with C.R.S. § 38-1-101, *et seq.*

Section 5. This ordinance shall take effect five (5) days after its final publication, as contemplated by Section 3-16 of the City Charter.

PASSED AND ADOPTED, SIGNED AND APPROVED this ____ day of _____ 2025.

ATTEST:

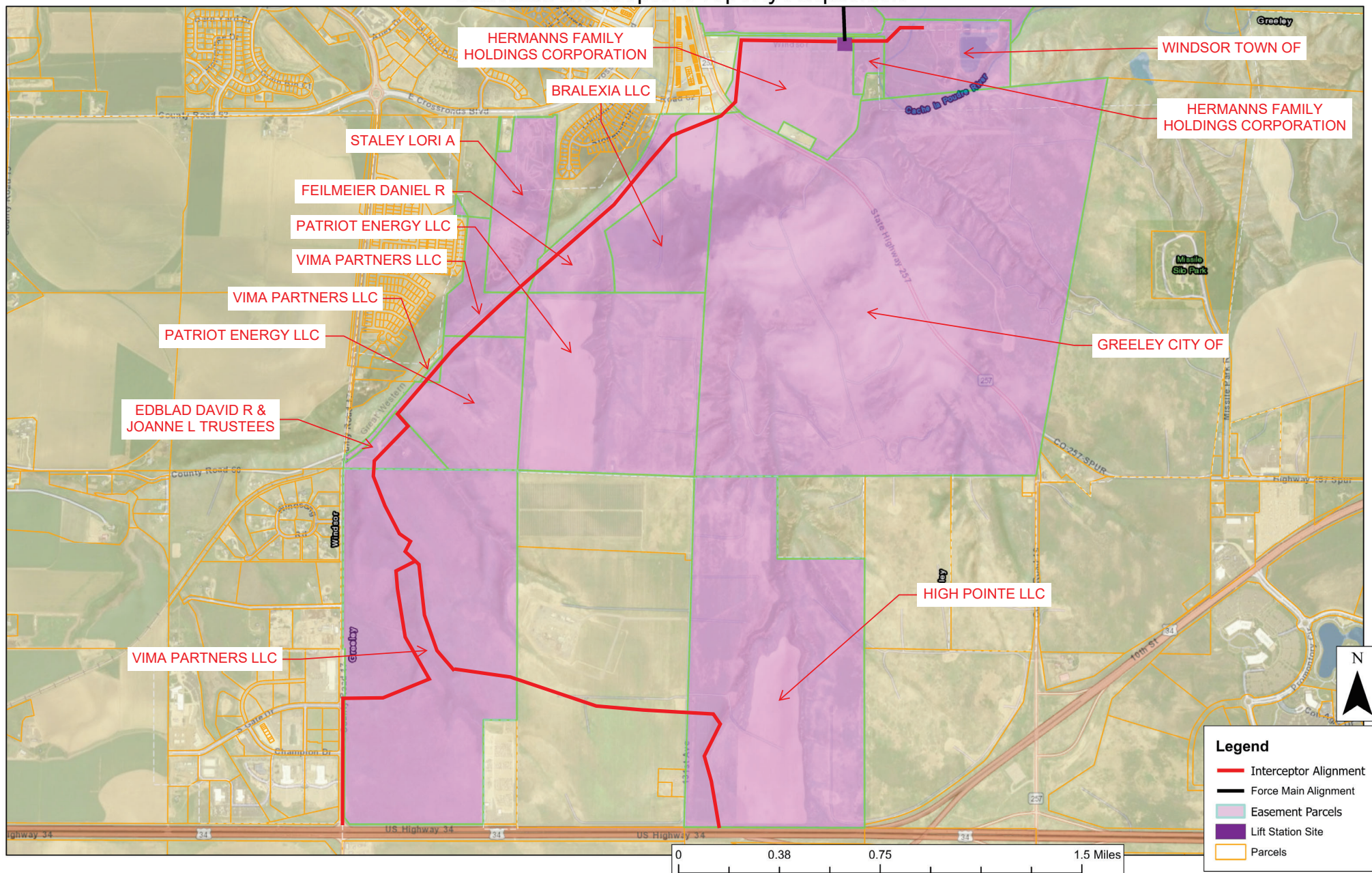
THE CITY OF GREELEY, COLORADO

City Clerk

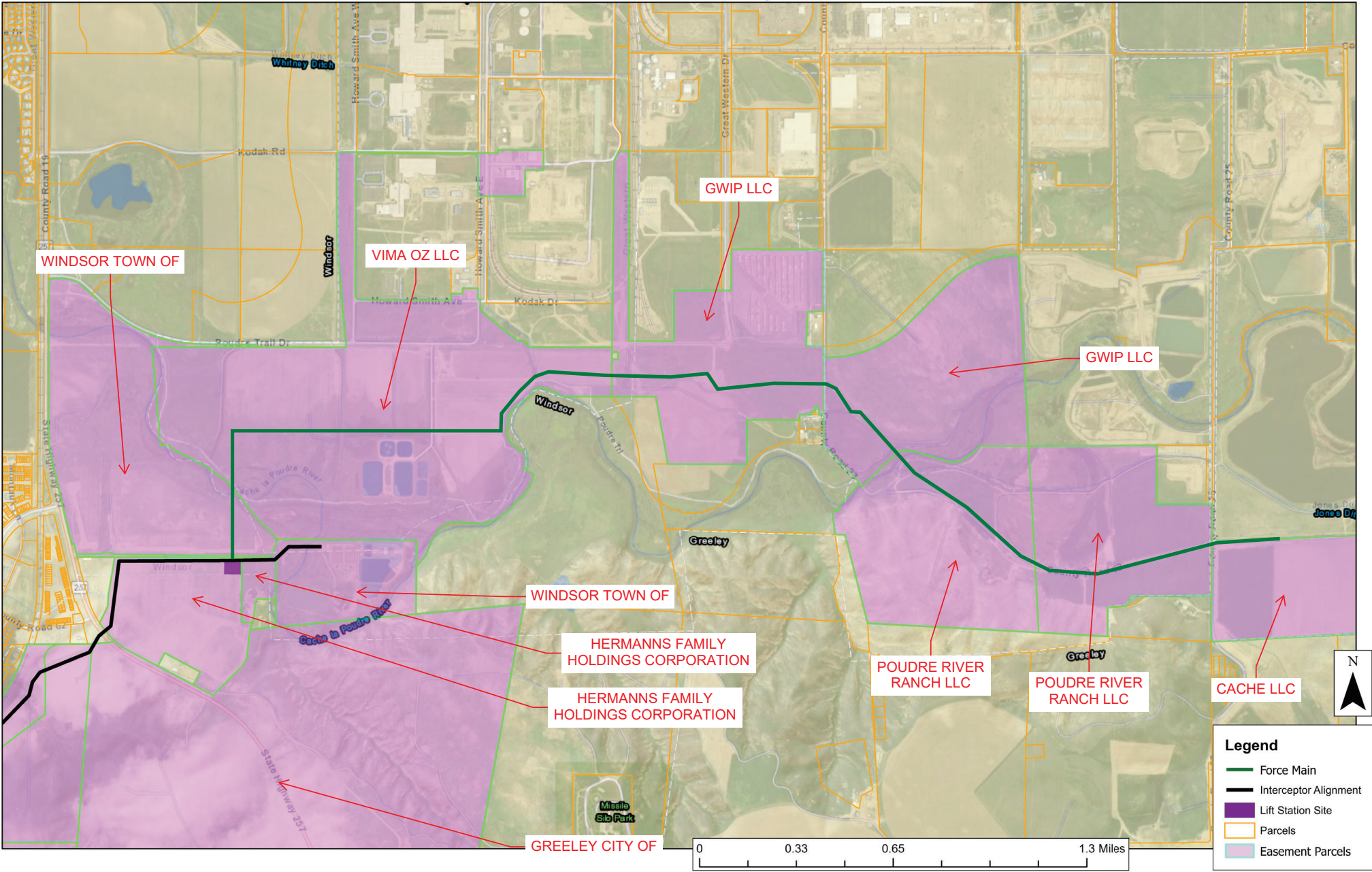
Mayor

NAME	ADDRESS	CITY	STATE	ZIPCODE	PARCEL	LEGAL
CACHE LLC	1813 61ST AVE STE 200	GREELEY	CO	806348059	080531000059	17969 S2SW4/S2SE4 31-6-66 (4R4D14L)
WINDSOR TOWN OF	PO BOX 627	WINDSOR	CO	805500627	080734000009	WIN 23573A PT S2 34 6 67 BEG S4 COR SEC S84D16'W 438.07' N925' W2683.99' N13D20'W 3'
VIMA OZ LLC	1625 PELICAN LAKES PT STE 201	WINDSOR	CO	805506236	080734100017	PT SW4 26 & SE4 27 & NE4 34 & W2 35-6-67 BEG NE4NE4 SEC 34 S89D44'W 1191.12' N0D24'
WINDSOR TOWN OF	301 WALNUT ST	WINDSOR	CO	805505141	080734200013	PT W2 34 6 67 COMM NW COR S00D13E 410.38 N89D46E 40 TO POB N85D41E 165.37 THENC
HERMANNS FAMILY HOLDINGS COF	3633 BAYSHORE BLVD NE	SAINT PETERSEFL	FL	337035513	080734300007	PT SW4 34 6 67 LOT A CORR AMD REC EXEMPT AMRE-4699
HERMANNS FAMILY HOLDINGS COF	3633 BAYSHORE BLVD NE	SAINT PETERSEFL	FL	337035513	080734300008	PT SW4 34 6 67 LOT B AMD REC EXEMPT AMRE-4700
GWIP LLC	252 CLAYTON ST, 4th Floor	DENVER	CO	802064800	080735104005	LOT 5 GREAT WESTERN INDUSTRIAL PARK 7TH FG
POUDRE RIVER RANCH LLC	1813 61ST AVE STE 200	GREELEY	CO	806348059	080736000015	23589 PT SW4 36 6 67 S & E OF POUDRE RIVER (5R4L)
						NW4 36-6-67 & THAT PT SW4 LYING NLY CACHE LA POUDRE RIVER AND ELY CR 23 ROW
						EXC LYING NLY PT COMM C4 COR SEC 35 TH N32D46W 1322.93 TH 351.62 ALG NON-TAN
						CUR L (R=2925.00 RAD PT=N00D43W DEL=06D5315) TH N82D22E 1531.08 TH 190.22 ALG
GWIP LLC	252 CLAYTON ST, 4th Floor	DENVER	CO	802064800	080736200005	TAN CUR R (R=1500.00 DE
						SE4 36 6 67 EXC BEG SE COR N620' S89D59'W 899.56' THENCE S62DW 39.82' N86D42'W
						126.09' S33D53'W 159.21' THENCE S85D57'W 239.47' S0D24'E 543.93' TO A PT ON S LN OF
						SEC N86D30'E 1387.01' TO BEG EXC COMM NE COR OF SE4 TH S00D12E 792 S89D57W
						753.52 N00D02W 7
POUDRE RIVER RANCH LLC	1813 61ST AVE STE 200	GREELEY	CO	806348059	080736400040	22512 ALL 3 5 67 EXC PARCEL DEEDED IN 1524120 EXC UPRR RES (30.5R)
GREELEY CITY OF	1000 10TH ST	GREELEY	CO	806313808	095703000018	
HERMANNS FAMILY HOLDINGS CORPORATION	3633 BAYSHORE BLVD NE	SAINT PETERSEFL	FL	337035513	080734300008	PT SW4 34 6 67 LOT B AMD REC EXEMPT AMRE-4700
GREELEY CITY OF	1000 10TH ST	GREELEY	CO	806313808	095703000018	22512 ALL 3 5 67 EXC PARCEL DEEDED IN 1524120 EXC UPRR RES (30.5R)
PATRIOT ENERGY LLC	1625 PELICAN LAKES PT STE 201	WINDSOR	CO	805506236	095704000006	22515 SE4 4 5 67
						22516 S2SW4/S2NE4SW4 4 5 67 EXC COMM SW COR OF SEC N05D12'E 882.37' TO TRUE
						POB N05D12'E 450' S89D29'E 636' S58D12'W 84.49' S18D54'W 77.16' S61D12'W 253.31'
						S49D20'W 196.43' S75D05'W 143.84' S61D30'W 79.65' TO TRUE POB ALSO EXC BEG SW
PATRIOT ENERGY LLC	1625 PELICAN LAKES PT STE 201	WINDSOR	CO	805506236	095704000031	COR OF SEC THENCE S
						PT NE4 4 5 67 COMM NE4 COR S06D05W 2831.94 TO E4 COR N88D50W 1227 N02D08W 250
						N04D07W 108 N05D53W 274 N15D56W 417 N52D27E 1340.66 N00D15W 638.36 TH ALNG
BRALEXIA LLC	2200 MOUNTAIR LN	GREELEY	CO	806347550	095704100010	CURVE R 360.29 (R=218.33 CH=N33D44E) N89D20E 427.32 TO POB
						PT NE4 4-5-67 BEG NE COR S04D05'W 2693' N89D11'W 2569' N04D43'E 509' N49D02'E 131'
						N05D35'E 2066' E2418' TPOB BEG EXC BEG N4 COR N89D20'E 2512' N89D20'E 126' TPOB
						N89D20'E 1640' CURVE(R=2914') CHORD=S32D21'W 1609' S48D22'W 1449' N04D26'E 144'
FEILMEIER DANIEL R	33801 COUNTY ROAD 19	WINDSOR	CO	805503112	095704100011	N48D22'E 1
						GR 22544 W2 9-5-67 (LUNDVALL WEST ANNEX) EXC BEG ON N LN HWY 34 50'N OF S4
						COR SEC N1548.1' WLY 500' S1548.1' TO N LN HWY 34 ELY TO BEG (17.76A M/L) ALSO EXC
VIMA PARTNERS LLC (87.33%)	1625 PELICAN LAKES PT	WINDSOR	CO	805506236	095709000008	WCR 17 EXC UPRR RES (7R)
HIGH POINTE LLC (96%)	142 N TIMBERLINE RD	FORT COLLINS	CO	805241402	095710000012	GR W2 10-5-67 (CENTENNIAL RIDGE III ANNEX) EXC NE4NW4 (3R8S)
						PT N2NE4SW4 AND E2NW4 4-5-67 BEG W1/16 COR ON THE N LN OF SEC TH S04D4843'W
						1506.37' TPOB TH N04D4843'E 300.82' TH S29D4618'E 362.56' TH N85D5011'W 205.81' TPOB
						& BEG W1/16 COR ON THE N LINE OF SEC TH S04D4843'W 1506.37' TH S85D5011E 205.81'
VIMA PARTNERS LLC	1625 PELICAN LAKES PT STE 201	WINDSOR	CO	805506236	095704300042	TPOB TH S85
VIMA PARTNERS LLC	1625 PELICAN LAKES PT STE 201	WINDSOR	CO	805506236	095704302042	WIN 2T TRACT C TRAUTMAN 2ND FG
						WIN 23573A PT S2 34 6 67 BEG S4 COR SEC S84D16'W 438.07' N925' W2683.99' N13D20'W
						35.38' N88D12'E 326.96' N75D09'E 90.32' S74D11'E 112.97' S89D47'E 890.75' S89D43'E
WINDSOR TOWN OF	PO BOX 627	WINDSOR	CO	805500627	080734000009	1157.23' N65D59'E 77.05' N18D50'E 157.99' N46' E1890.53' S990.49' S84D16'W 1461.93' TO B
EDBLAD DAVID R & JOANNE L TRU	529024 COUNTY ROAD 17	WINDSOR	CO	22516-A PT	095704000027	
						PT E2NW4 4-5-67 LOT B REC EXEMPT RE-781 & PT NE4 BEG N4 COR TH S04D43'W 2150.33'
STALEY LORI A	8476 COUNTY ROAD 62	WINDSOR	CO	805503504	095704200008	M/L N49D02'E 131.37' N05D35'E 2066.78' W123.72' TPOB
HERMANNS FAMILY HOLDINGS CORPORATION	3633 BAYSHORE BLVD NE	SAINT PETERSBURG	FL	337035513	080734300007	PT SW4 34 6 67 LOT A CORR AMD REC EXEMPT AMRE-4699

Cascadia Interceptor Property Acquisition



Cascadia Force Main Property Acquisition



West Greeley Interceptor & Lift Station: Easement Acquisitions and Authorization of Eminent Domain

**Adam Prior, Water & Sewer Deputy Director & Chief Engineer
City Council Meeting - October 21, 2025**



Agenda



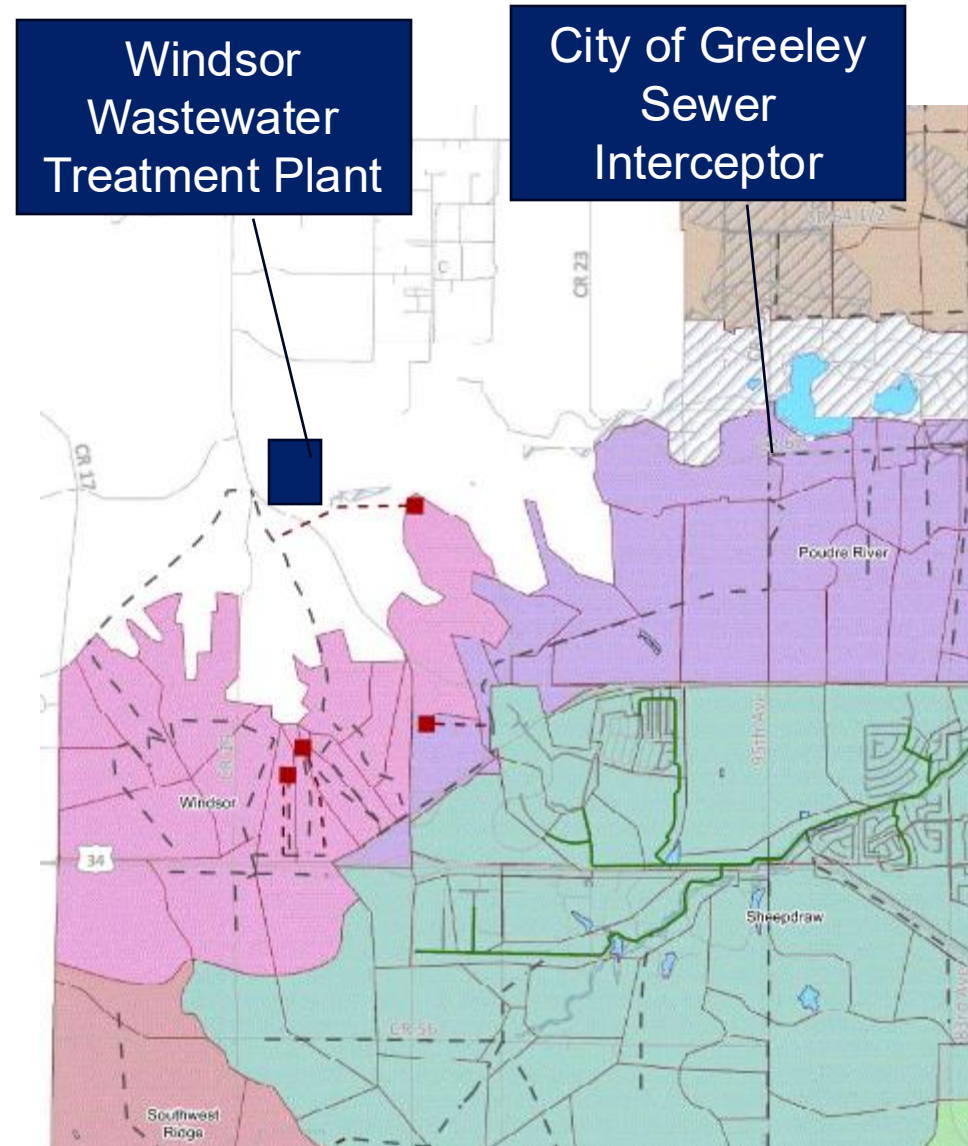
Presentation Agenda

- Describe the location of real property acquisition
- Provide background and reason for acquisition
- Eminent domain process refresher
- Recommend approval to acquire the property

Purpose: To obtain approval of an ordinance authorizing the use of eminent domain for the purchase of real property for the West Greeley interceptor sewer, lift station, & force main infrastructure.



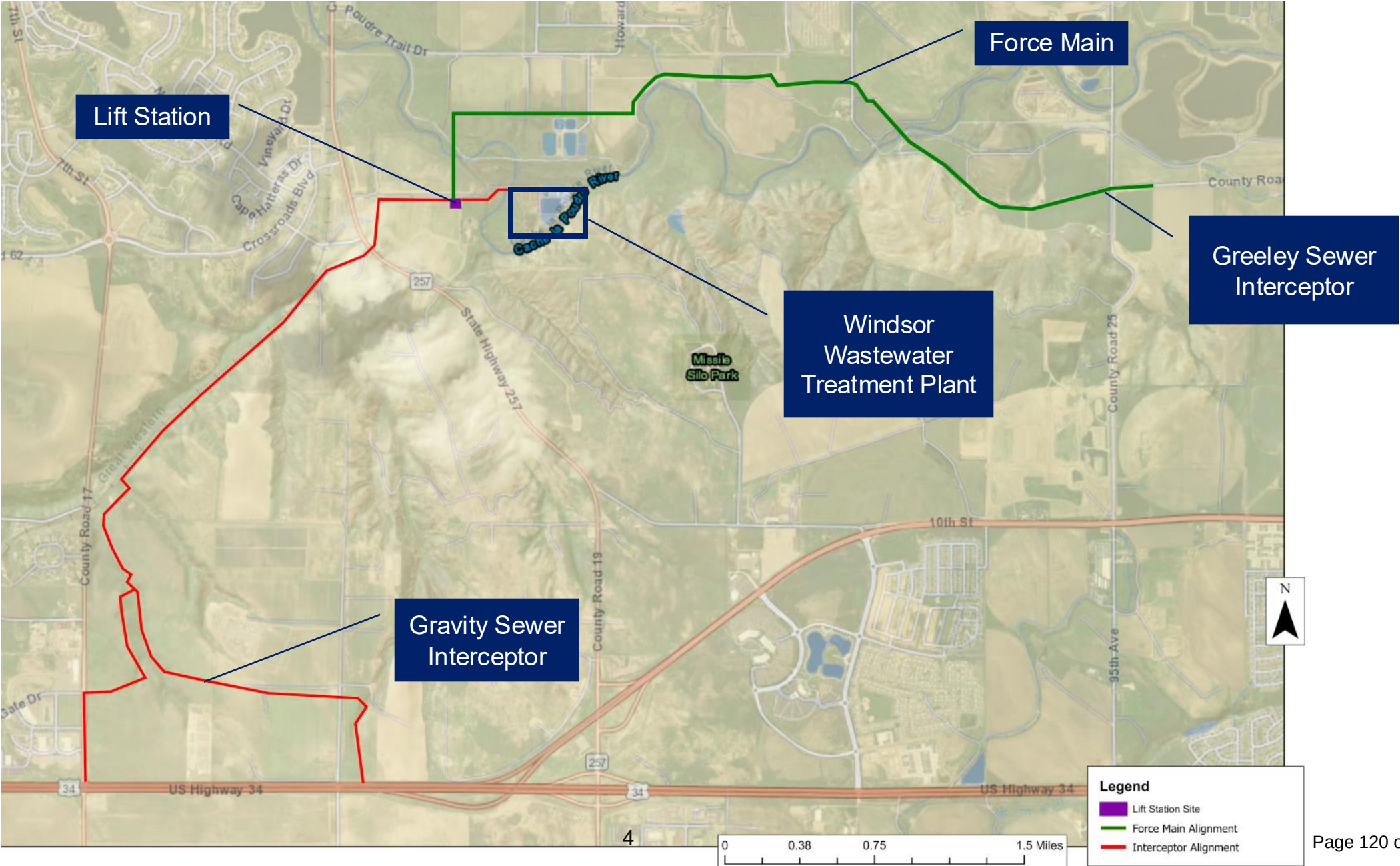
West Greeley Sewer Overview



• West Greeley Sewer Infrastructure Plan

- 2021 Collections Master Plan planned for all sewer flows to the Windsor Wastewater Treatment Plant
- City has an IGA with Windsor for treatment of wastewater flows
- Windsor WWTP is at max capacity, cannot meet Greeley's needs as planned for in IGA
- City will temporarily lift wastewater back to the WTRF until Windsor treatment plant is upgraded in 2029-2030
- Interceptor sewer provides backbone infrastructure for entire West Greeley Sewer Basin (pink area)
- System is critical to all development west of Hwy 257

General Routing of Interceptor Sewer & Lift Station

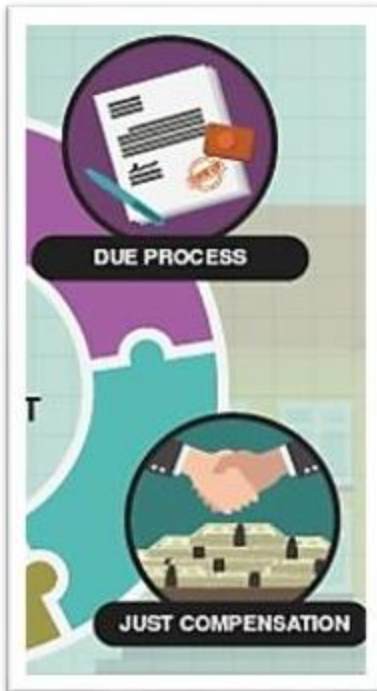


Subsurface Wastewater Project Acquisition Needs

- **To construct the wastewater infrastructure the City needs to acquire additional property interests from property owners along the pipeline routes.**
 - Property interests may include fee simple tracts, permanent easements, and/or temporary easements as determined by final project plans.
 - The City uses a uniform acquisition process, in accordance with law, to negotiate in good faith with all affected owners.
 - City has reached out via USPS mail and phone to introduce the project and request permission to enter.
- **Council authorization is the first step in this process.**

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



Acquisition Process



 Preliminary Property Owner communications occur here

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 that COG Filed for Condemnation	Ordinance
2019	Ashcroft Sewer Lift Station	6	10	1	Ord 32, 2019
2019	Bellvue Pipeline - Gold Hill Segment	1	1	0	Ord 38, 2019
2019	Poudre Trunk Sewer Interceptor	3	5	0	Ord 49, 2019
2022	Terry Ranch Waterline Project	62	85	Project is Active - 3	Ord 5, 2022
	Totals	135	174	4	

Project Coordination

Standardized Landowner Engagement Process

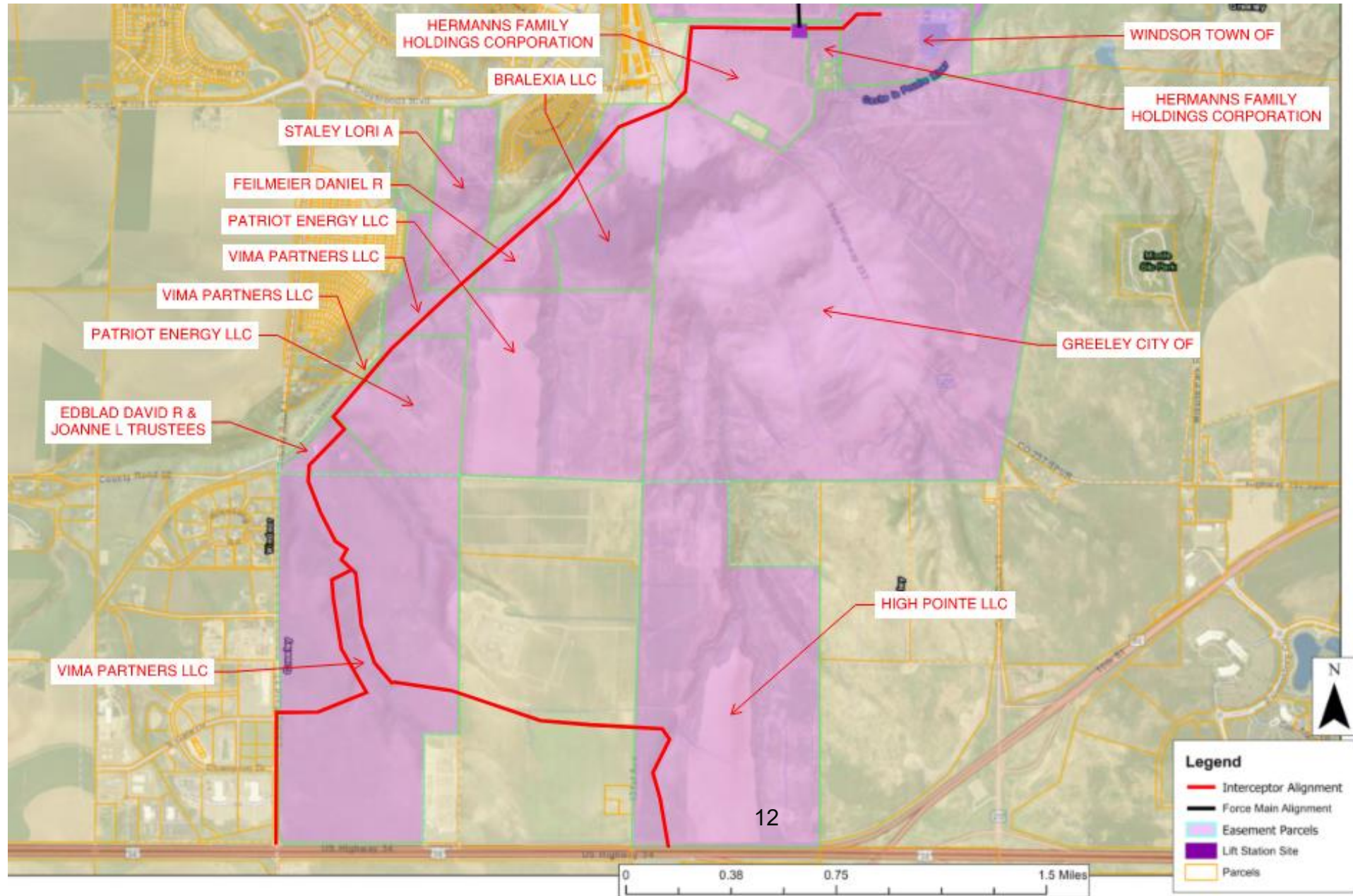
- City project staff & REM engaged with landowners along the route
- Met with affected property owners to:
 - Provide an overview of the project, purpose, and schedule
 - Attend onsite meetings to understand concerns and any site constraints
 - Review anticipated project needs
 - Review the subsurface pipeline easement acquisition process



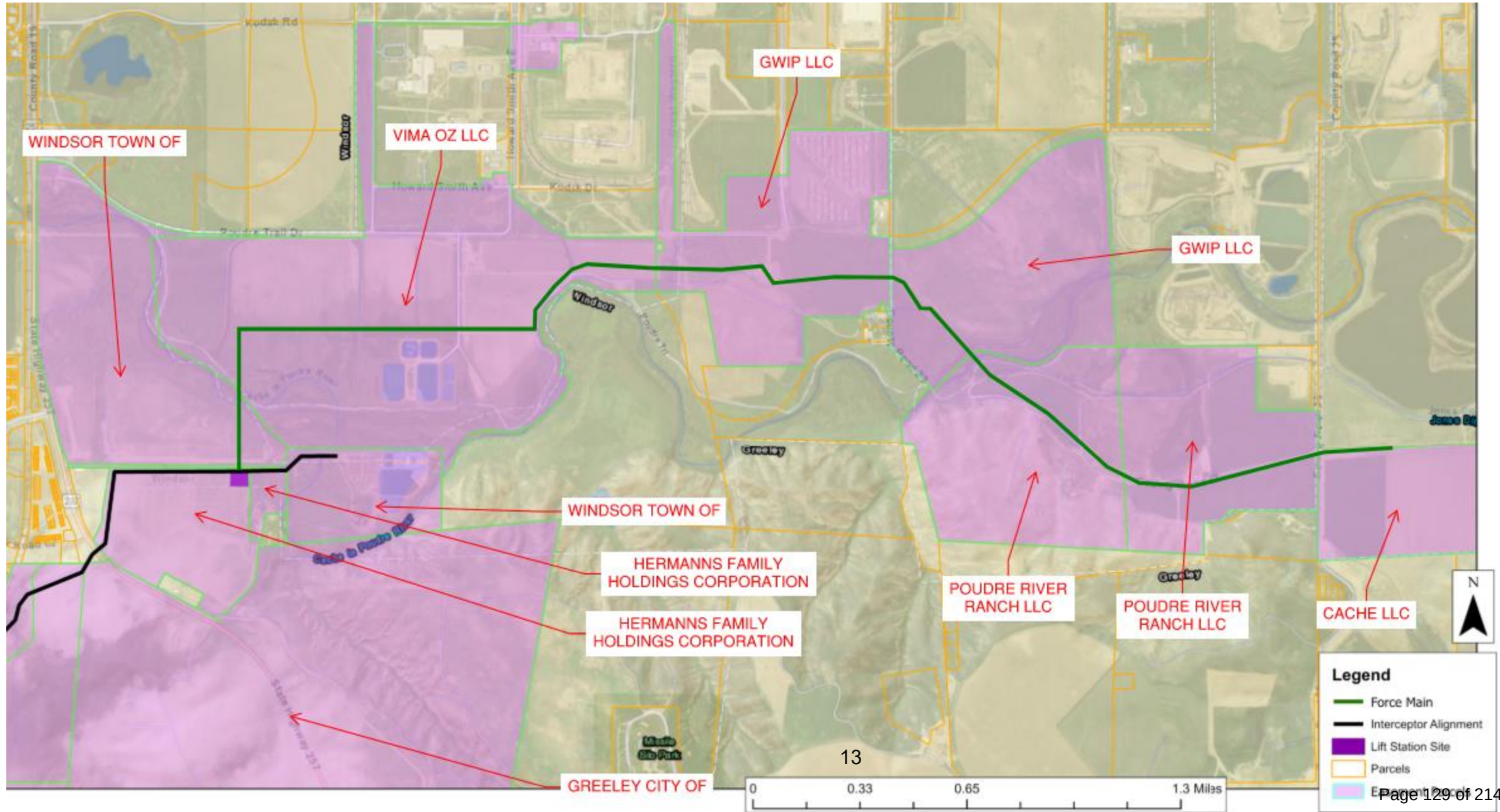
West Greeley Interceptor Sewer & Lift Station

- **Easement Acquisitions Along Entire Route:**
 - Interceptor Sewer
 - 30' - 50' wide Permanent Easement (depends on depth and size of line)
 - 50' wide Temporary Construction Easement
- **Lift station site to meet all CDPHE requirements**
 - Access, Maintenance, and Repair of all infrastructure
- **Force main from lift station to 95th Ave & WCR 62 1/4**
 - 30' wide Permanent Easement
 - 50' wide Temporary Construction Easement

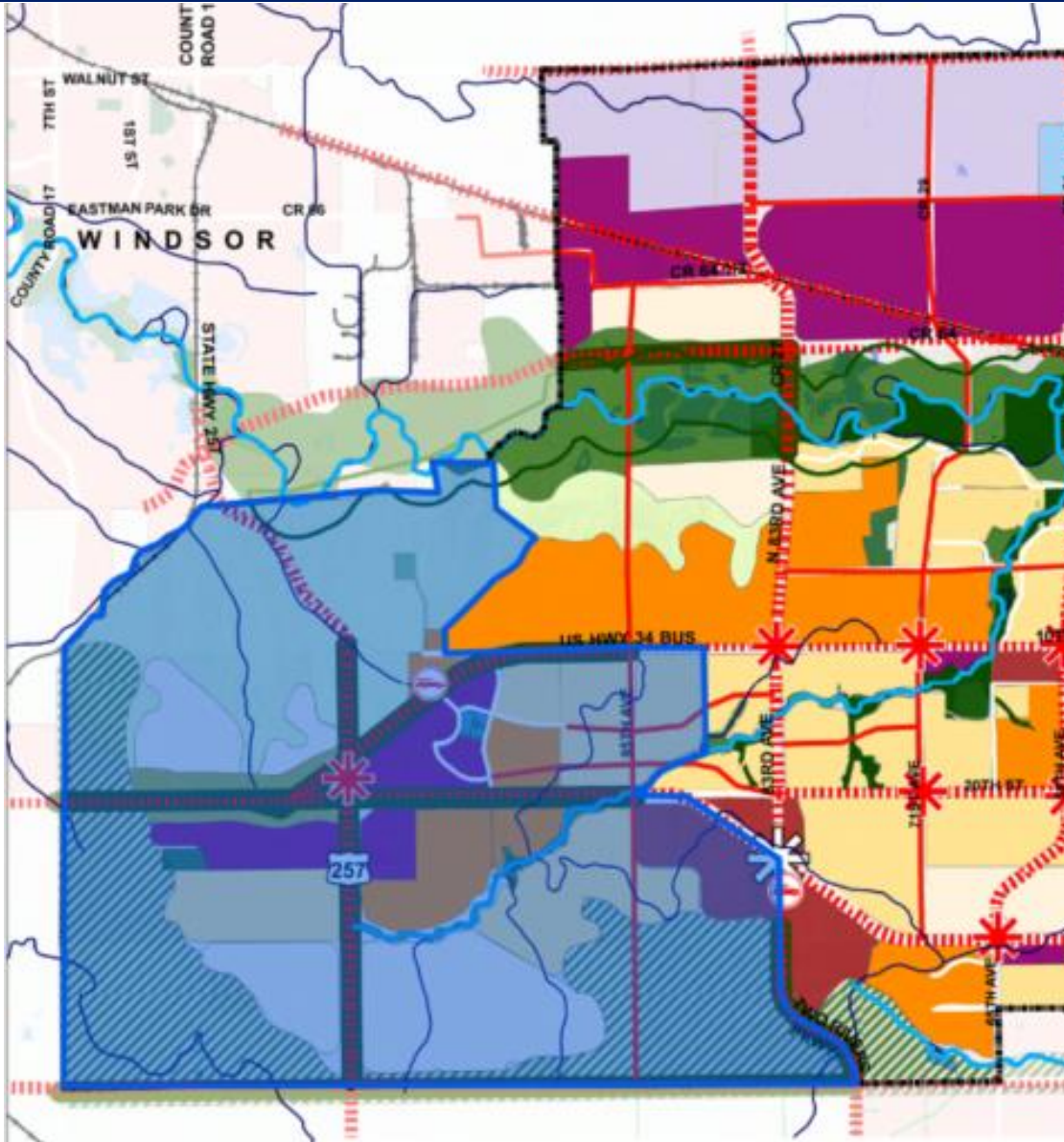
West Greeley Interceptor Sewer Alignment



West Greeley Force Main Alignment



Project Acquisition Costs



- **Acquisitions of Easements**
 - **All General Improvement District (GID) participants to dedicate the required easements per development practices**
 - Estimated cost of \$1.0 million for easements
 - **Enterprise to purchase all other easement for project**
 - Estimated cost of \$1.4 million for easements

Conclusions and Staff Recommendations:

- Water & Sewer Board Approved a Resolution and Recommended to City Council on September 17th, 2025
- City Staff Recommends the Approval for Eminent Domain Authority to Acquire Property and Easements for the West Greeley Interceptor Sewer & Lift Station Project, as needed.



Questions ?





Council Agenda Summary

October 21, 2025

Key Staff Contact: Allena Portis, Deputy City Manager/Chief Financial Officer

Title:

Public hearing and second reading of an ordinance amending Title 2 Chapter 4 of the City Code to require City Council authorization for any contract, agreement, or expenditure for professional services and/or consulting services exceeding \$199,999.99

Summary:

On April 22, 2025, City Council received consensus on an initiative to revisit the contracting process for the City, including City Council's approval of contracts. Currently, the City Charter and Code does not require City Council to review contracts for goods, services, or construction. The Procurement Department is seeking guidance from Council members about this initiative for recommendations, or code or policy changes.

At the August 12, 2025, work session, Council requested more information about what falls into the "other services" and "professional services" categories before providing guidance on potential code changes.

At the September 23, 2025 work session, City Council received consensus to return to a regular council meeting for action to be taken on this item. Under the current City Code, the City Manager is authorized to execute contracts and agreements up to a certain monetary threshold without prior City Council approval. In the interest of increased transparency, fiscal oversight, and public accountability, it is recommended that the City Code be amended to require City Council approval for any contract, purchase agreement, professional services agreement, or similar obligation for professional services or consulting services that exceeds \$199,999.99.

This proposed change aligns with best practices for municipal governance and enhances Council oversight on significant financial commitments made by the City.

Summary of Proposed Ordinance:

- Amends Section 2-184 of the City Code.
- Establishes a new authorization threshold requiring that any professional services or consulting services contract or agreement exceeding \$199,999.99 in total value be presented to and approved by the City Council before execution.
- Maintains current City Manager authority for contracts at or below \$199,999.99 for professional service and consulting services.
- Maintains current City Manager authority for all other contracts.

Council passed the ordinance on first reading by a majority vote on October 21, 2025.

Fiscal Impact:

If approved, will this item result in a positive, negative, or no impact on the budget?

No direct fiscal impact. However, the proposed ordinance may result in additional staff time and administrative coordination to prepare and present qualifying contracts for Council approval

Does this action have potential long-term fiscal implications? No.

Legal Issues:

Consideration of this matter includes the following public hearing steps:

1. City staff presentation (if requested)
2. Council questions of staff
3. Public input (hearing opened, testimony - up to three minutes per person, hearing closed)
4. Council discussion
5. Council decision

Other issues and Considerations:

Strategic Focus Area:

High-Performance Government

Decision Options:

1. Adopt the ordinance as presented; or
2. Amend the ordinance and adopt as amended; or
3. Deny the ordinance; or
4. Continue consideration of the ordinance to a date certain.

Council's Recommended Action:

A motion to adopt the ordinance and publish with reference to title only.

Attachments:

1. Ordinance No. 34, 2025 with Appendix A
2. Item 19 - Presentation

CITY OF GREELEY, COLORADO

ORDINANCE NO. 34, 2025

AN ORDINANCE AMENDING SECTION 2-184 OF THE GREELEY MUNICIPAL CODE REGARDING APPROVALS AND SIGNATURES FOR CONTRACTS

WHEREAS, Title 2, Chapter 4 of the Greeley Municipal Code governs the execution of contracts by the City and Section 2-184 sets forth the approvals and signatures required at specified contractual limits; and

WHEREAS, on April 22, 2025 the City Council requested that City staff provide information regarding contract policies and processes; and requested options for changes to those policies and processes; and

WHEREAS, at worksession on August 12, 2025 and on September 23, 2025 the City Council heard presentations regarding the City's contract ordinances, policies, and processes; and

WHEREAS, the City Council has requested that changes to Title 2, Chapter 4 be proposed to provide the Council with additional opportunities to exercise oversight of the contracting process; and

WHEREAS, the City Council now finds that it is in the best interests of the citizens of the City of Greeley to amend Section 2-184 of the Greeley Municipal Code regarding approvals and signatures for contracts.

NOW THEREFORE, IT IS HEREBY ORDAINED BY THE CITY COUNCIL FOR THE CITY OF GREELEY, COLORADO, AS FOLLOWS:

Section 1. Section 2-184 of the Greeley Municipal Code shall be amended as set forth below, with underlines representing insertions:

Sec. 2-184. Approvals and signatures.

- (a) *Definitions.* The following words, terms and phrases, when used in this section, shall have the meanings ascribed to them in this subsection, except where the context clearly indicates a different meaning:
 - (1) *Financial obligation* means the duty of the city to provide money or something of value to another party, including the duty to provide something of value by trade or exchange. For purposes of subsection (c) below, the city's financial obligation shall be determined based on the total dollar amount the city has committed to provide, including amounts that may be committed during any renewal periods, or on the total estimated dollar amount for the thing of value provided by the city.
 - (2) *Standard contract form* means a written contract or agreement that has been previously approved by the city attorney's office as a standard contract form and one that is subsequently used without substantive modification of any contract provision contained in such form. A nonstandard contract is a contract that includes a substantive change to an approved standard contract.

(3) Professional Services shall have the same meaning as set forth in Section 6-422 of this Code.

(4) Consulting Services means those services that involve providing expert advice and strategic guidance to the City. These services include, but are not limited to, conducting studies, offering specialist advice and providing intellectual services that do not involve the traditional employer-employee relationship. Consulting services are often project-based and may include activities such as market research, feasibility studies, and strategic planning.

(b) *Conveyance of city-owned water, mineral and real property interests.* All conveyances of city interests in water, mineral and real property rights, including leases of water, mineral, real property rights and improvements (but excluding annual leases of water rights not needed by the city for immediate use), shall be signed by the mayor and attested by the city clerk.

(c) *Contracts and agreements for financial obligations.* All contracts and agreements for financial obligations to which the city is a party shall require signatures as follows:

(1) For amounts up to and including \$10,000.00, the signature of the employee designated by the department head of the department entering into the contract.

(2) For a standard contract form in the amounts above \$10,000.00, up to and including \$100,000.00, the signature of the department head or designee of the department entering into the contract.

(3) For a nonstandard contract form in amounts above \$10,000.00, up to and including \$100,000.00, the signature of the department head or designee of the department entering into the contract, and approval as to legal form by the city attorney.

(4) For standard and nonstandard contract forms in amounts above \$100,000.00, up to and including \$199,999.99, approval as to substance by the city manager or designee, approval as to legal form by the city attorney and review for availability of funds by the director of finance or designee.

(5) For standard and nonstandard contract forms, excluding those for Professional and Consulting Services, in amounts of \$200,000.00 or more, approval as to substance by city manager, approval as to legal form by the city attorney and review for availability of funds by the financial officer or designee.

(6) For standard and nonstandard contract forms for Professional Services or Consulting Services in amounts of \$200,000.00 or more, approval by city council resolution or ordinance and, following such approval, approval as to substance by the city manager, approval as to legal form by the city attorney and review for availability of funds by the financial officer or designee.

(7) All standard and nonstandard contract forms for Professional Services or Consulting Services in amounts less than \$200,000.00 in a single contract term must be approved by city council resolution or ordinance if the contract could result in expenditures of \$200,000.00 or more over a multi-year contract term.

Section 2. Appendix A to this Ordinance is a copy of the existing ordinance as required by Section 3-16 of the Greeley City Charter.

Section 3. This Ordinance shall become effective five days following its final publication, as provided in Section 3-16 of the Greeley City Charter.

PASSED AND ADOPTED, SIGNED AND APPROVED THIS _____ DAY OF _____, 2025.

ATTEST:

CITY OF GREELEY, COLORADO

By: _____
City Clerk

By: _____
Mayor

Sec. 2-184. - Approvals and signatures.

- (a) *Definitions.* The following words, terms and phrases, when used in this section, shall have the meanings ascribed to them in this subsection, except where the context clearly indicates a different meaning:
- (1) *Financial obligation* means the duty of the city to provide money or something of value to another party, including the duty to provide something of value by trade or exchange. For purposes of subsection (c) below, the city's financial obligation shall be determined based on the total dollar amount the city has committed to provide, including amounts that may be committed during any renewal periods, or on the total estimated dollar amount for the thing of value provided by the city.
 - (2) *Standard contract form* means a written contract or agreement that has been previously approved by the city attorney's office as a standard contract form and one that is subsequently used without substantive modification of any contract provision contained in such form. A nonstandard contract is a contract that includes a substantive change to an approved standard contract.
- (b) *Conveyance of city-owned water, mineral and real property interests.* All conveyances of city interests in water, mineral and real property rights, including leases of water, mineral, real property rights and improvements (but excluding annual leases of water rights not needed by the city for immediate use), shall be signed by the mayor and attested by the city clerk.
- (c) *Contracts and agreements for financial obligations.* All contracts and agreements for financial obligations to which the city is a party shall require signatures as follows:
- (1) For amounts up to and including \$10,000.00, the signature of the employee designated by the department head of the department entering into the contract.
 - (2) For a standard contract form in the amounts above \$10,000.00, up to and including \$100,000.00, the signature of the department head or designee of the department entering into the contract.
 - (3) For a nonstandard contract form in amounts above \$10,000.00, up to and including \$100,000.00, the signature of the department head or designee of the department entering into the contract, and approval as to legal form by the city attorney.
 - (4) For standard and nonstandard contract forms in amounts above \$100,000.00, approval as to substance by the city manager or designee, approval as to legal form by the city attorney and review for availability of funds by the director of finance or designee.

(Code 1994, § 2.07.020; Ord. No. 78, 1992, § 1(part), 8-18-1992; Ord. No. 14, 2002, § 1, 4-2-2002; Ord. No. 13, 2011, § 1, 4-19-2011; Ord. No. 23, 2013, § 2, 8-20-2013; Ord. No. 18, 2018, § 1(exh. A), 4-3-2018; Ord. No. 40, 2024, § 1(app. A), 10-15-2024)

Council Review of Procurement Contracts

Allena J. Portis, Chief Financial Officer
City Council Meeting – October 21, 2025





Agenda

- Background
- Options for Council Consideration
- Definitions – Professional Services & Consulting
- Contract Statistics
- City Code Changes
- Discussion / Questions

Background

Currently the City Charter and Code does not require City Council to review contracts for goods, services, or construction.

On April 22, 2025, City Council received consensus on an initiative to revisit the contracting process for the City, including City Council's approval of contracts.

On August 12, 2025, staff provided a presentation to City Council and received direction to return with more information regarding Other Purchased Service and Professional Services categories.

On September 23, 2025, staff provided an additional presentation to City Council with more information regarding contract types and received direction to return to a regular Council meeting for final determination.

Options for Determining Council Review

Options presented are not mutually exclusive

Procurement Method	Dollar Threshold	Contract Type
• ITB • RFP • RFQ • Cooperative Purchases	• \$100,000-\$249,999 • \$250,000 and greater • \$500,000 and greater	• Professional Services • Consulting Services • Supplies/Goods • CIP Related

Professional Services

Professional services encompass a broader range of activities that fall within the scope of licensed or registered professionals. These services include accounting, architecture, landscape architecture, medicine, and forensic science. For this presentation, professional services related to CIP, such as architects, are included in the CIP category.

Section 6-422 of City Code:

Professional services means services of a specialized nature, including, but not limited to, architecture, engineering, surveying, appraisals, accounting, training, and laboratory testing, the final product of which is predominantly oral or written advice or information or services as promulgated by the city manager.

Consulting Services

Consulting services involve providing expert advice and strategic guidance. These services include conducting studies, offering specialist advice and providing intellectual services that do not involve the traditional employer-employee relationship. Consulting services are often project-based and may include activities such as market research, feasibility studies, and strategic planning.

Section 6-422 of City Code states Services means the furnishing of labor, time or effort by a contractor, not involving the delivery of a specific end product other than reports which are merely incidental to the required performance. The term "services" shall not include employment agreements or collective bargaining agreements.

Contract Statistics

Contracts \$500k and greater (2022 - 2024)

CIP	104
SUPPLIES/COMMODITIES	26
ECONOMIC DEVELOPMENT	1
GRANTS	2
IGA	3
REPAIRS & MAINTENANCE	3
PROFESSIONAL SERVICES	3
TECHNOLOGY GOODS & SERVICES	8
UTILITIES	4
Total	154

Contracts \$250k and greater (2022 - 2024)

CIP	189
SUPPLIES/COMMODITIES	63
CONSULTING	5
ECONOMIC DEVELOPMENT	1
GRANTS	2
IGA	4
REPAIRS & MAINTENANCE	4
OTHER SERVICES	5
PROFESSIONAL SERVICES	6
TECHNOLOGY	18
UTILITIES	4
Total	301

Contracts Below \$250k (2022 - 2024)

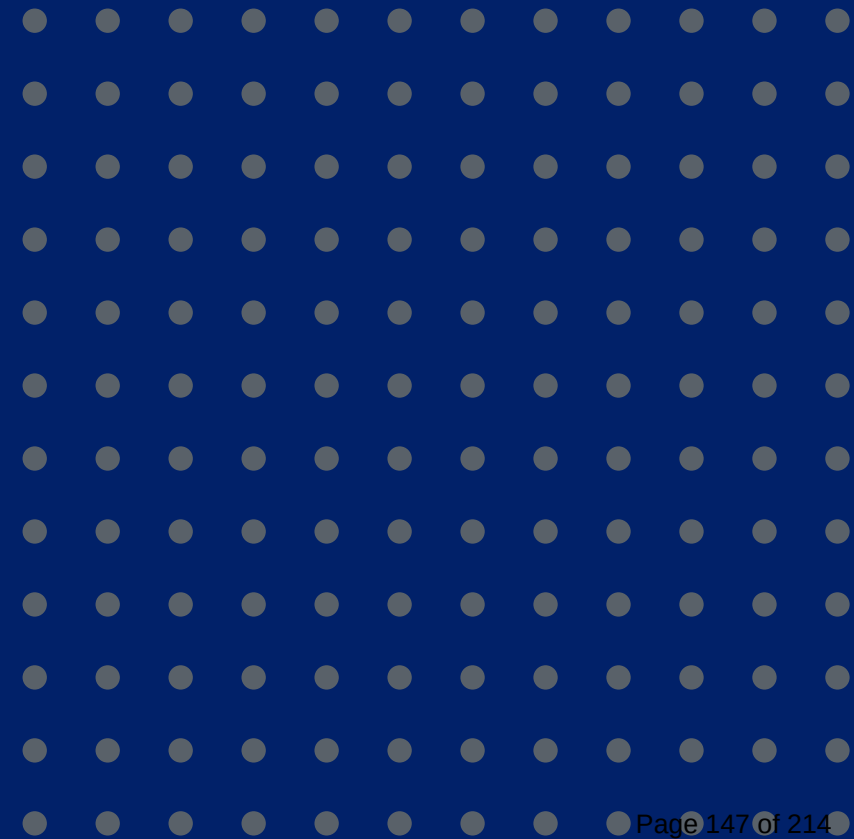
CIP	268
SUPPLIES/COMMODITIES	230
CONSULTING	53
ECONOMIC DEVELOPMENT	1
GRANTS	4
IGA	7
REPAIRS & MAINTENANCE	42
OTHER SERVICES	44
PROFESSIONAL SERVICES	28
PROPERTY TAX FEES	1
TECHNOLOGY	56
UTILITY	12
Total	746

City Code Changes

Amends City Municipal Code Title 2, Chapter 4, Section 2-184 – Approvals and signatures

- Establishes a new authorization threshold requiring that any professional services or consulting services contract or agreement exceeding \$199,999.99 in total value be presented to and approved by the City Council before execution.
- Maintains current City Manager authority for contracts at or below \$199,999.99 for professional service and consulting services.
- Maintains current City Manager authority for all other contracts.
- Adds review for availability of funds by financial officer for contracts or agreements in amounts of \$200,000 or more

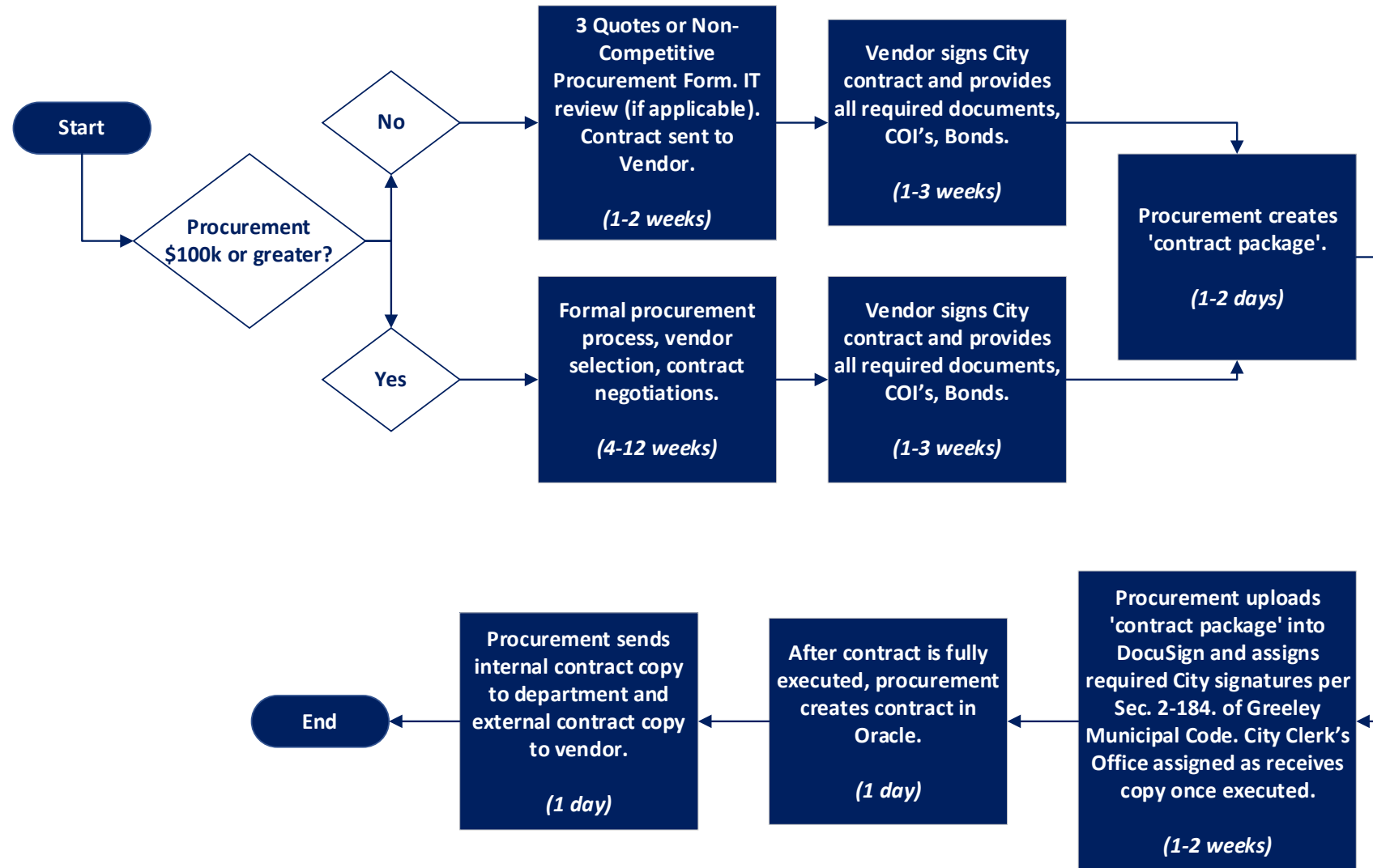
Thank you



City of Greeley vs other municipalities

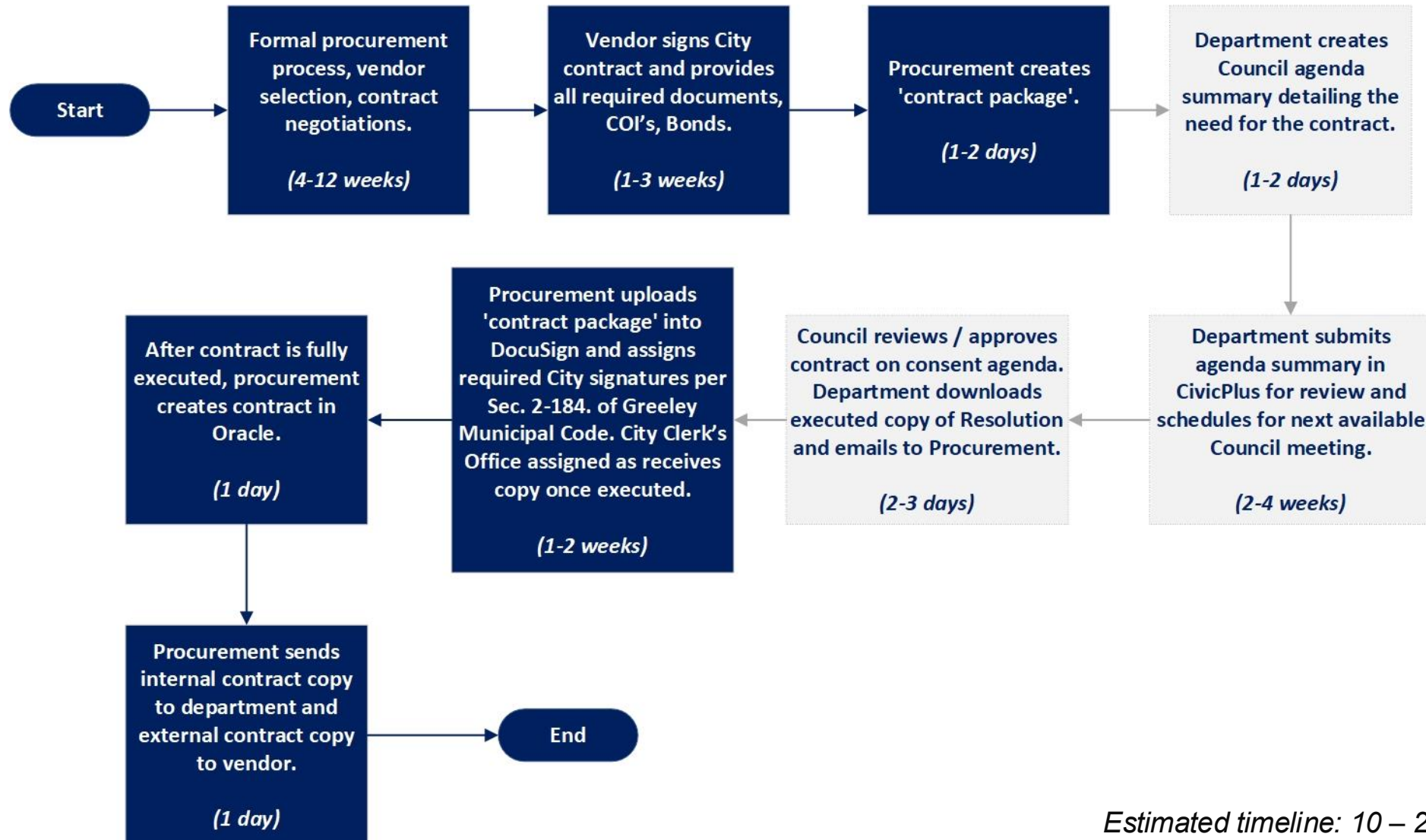
City	2025 Budget	Council Approval	Approval Type
City and County of Denver	\$4.4B	\$500,000	Resolution or Ordinance
City of Aurora	\$1.4B	N/A	
City of Colorado Springs	\$941M	N/A	
City of Fort Collins	\$932M	\$200,000	Resolution
City of Boulder	\$590M	N/A	
City of Broomfield	\$557M	\$200,000	
<u>City of Greeley</u>	<u>\$542M</u>	<u>N/A</u>	
City of Loveland	\$534M	N/A	
City of Thornton	\$486M	N/A	
City of Longmont	\$470M	N/A	
City of Arvada	\$366M	\$500,000	Resolution
City of Westminster	\$333M	\$250,000	
City of Lakewood	\$316M	Unbudgeted contracts	
City of Brighton	\$255M	\$500,000	
City of Englewood	\$207M	\$250,000	Resolution
City of Golden	\$198M	\$100,000	
City of Lafayette	\$122M	\$100,000	

Contract Process / Timeline (*current*)



Estimated timeline: 4 – 18 weeks

Contract Process / Timeline (*Council review*)



Estimated timeline: 10 – 23 weeks



Council Agenda Summary

October 21, 2025

Key Staff Contact: Nathan Mosley, Budget and Policy Director

Title:

Public hearing and second reading of an ordinance appropriating additional sums to defray the expenses and liabilities of the City of Greeley for the balance of the fiscal year of 2025 and for funds held in reserve for encumbrances through December 31, 2024

Summary:

This is the third supplemental appropriation ordinance modifying the 2025 budget. This appropriation enables the utilization of unbudgeted revenues incurred in the 2025 year. This appropriation is also consistent with the financial planning in the 2026 Recommended Budget.

This appropriation includes 17 requests that are outlined in more detail on the attached Detail Supporting Schedule. Listed below are highlights of the requests included in the requested appropriation:

- \$1.0 million for the timing of Workers Compensation claims
- \$0.7 million for various grants

The attached ordinance includes the proposed budget increases to ensure the City meets the requirements of the charter that expenditures do not exceed what has been appropriated by Council. Council may adjust or remove any of the budget requests prior to adoption at the proposed second reading on October 21, 2025.

Council passed the ordinance on first reading by a majority vote on October 7, 2025.

Fiscal Impact:

Does this item create a fiscal impact on the City of Greeley?

Yes

If yes, what is the initial, or, onetime impact?

\$2,155,949

What is the annual impact?

N/A

What fund of the City will provide Funding?

See Ordinance

What is the source of revenue within the fund?

See Table Below

Is there grant funding for this item?

Yes

If yes, does this grant require a match?

Yes: Various Items

Is this grant onetime or ongoing?

One-time

Additional Comments:

Total appropriations made by this ordinance, excluding transfers, are \$2,155,949. The following funding sources will be used to cover the appropriations made by this ordinance.

Source	Total
Fund Balance	1,240,193
Grant Revenue	715,756
IGA	200,000
Grand Total	2,155,949

Legal Issues:

Consideration of this matter includes the following public hearing steps:

1. City staff presentation (if requested)
2. Council questions of staff
3. Public input
4. Council discussion
5. Council decision

Other issues and Considerations:

City Charter prohibits actual expenditures from exceeding appropriations at the fund level. This ordinance will ensure that this does not occur.

Strategic Focus Area:

Business Growth
Community Vitality
High-Performance Government
Housing For All
Infrastructure and Mobility
Quality of Life
Safe and Secure Communities

Decision Options:

1. Adopt the ordinance as presented; or
2. Amend the ordinance and adopt as amended; or
3. Deny the ordinance; or
4. Continue consideration of the ordinance to a date certain.

Council's Recommended Action:

A motion to adopt the ordinance and publish with reference to title only.

Attachments:

1. Ordinance No. 35, 2025
2. 2025 Appropriation - Request Summary
3. Item 20 - Presentation

CITY OF GREELEY, COLORADO
ORDINANCE NO. 35, 2025

**AN ORDINANCE APPROPRIATING ADDITIONAL SUMS TO DEFRAY THE EXPENSES
AND LIABILITIES OF THE CITY OF GREELEY FOR THE BALANCE OF THE FISCAL
YEAR OF 2025 AND FOR FUNDS HELD IN RESERVE FOR ENCUMBRANCES AT
DECEMBER 31, 2024**

WHEREAS, the City of Greeley has or will incur expenses for certain activities described below during the 2025 fiscal year; and

WHEREAS, the revenues received in the City of Greeley in 2024, exceeded the amount of revenues estimated in the 2024 Budget by more than the total amount of the expenditures in the same year.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF GREELEY, COLORADO:

Section 1. In accordance with section 5-17 of the Greeley Charter, from actual and anticipated revenues which exceed the revenue estimates in the 2025 budget and amounts held in fund balance reserves from 2024, there is hereby appropriated the following designated sums to be allocated for use during the remainder of 2025:

Fund	Amount	Transfers	Total
100 GENERAL FUND	\$ 350,680	\$ 1,308,705	\$ 1,659,385
102 CONVENTION AND VISITORS FUND	\$ 15,000	\$ -	\$ 15,000
104 STREETS AND ROADS FUND	\$ 70,000	\$ -	\$ 70,000
120 DESIGNATED REVENUE	\$ 20,000	\$ -	\$ 20,000
170 GRANTS	\$ 366,269	\$ -	\$ 366,269
304 FOOD TAX	\$ 200,000	\$ -	\$ 200,000
401 GOLF COURSES	\$ 134,000	\$ -	\$ 134,000
501 WORKERS COMPENSATION	\$ 1,000,000	\$ -	\$ 1,000,000
Grand Total	\$2,155,949	\$ 1,308,705	\$ 3,464,654

Section 2. All actions heretofore taken (not inconsistent with the provisions of this ordinance) by the officers, agents and employees of the City in connection with this appropriation are hereby ratified, approved and confirmed.

Section 3. This Ordinance shall take effect on the fifth day following its final publication, as provided by Section 3-16 of the Greeley City Charter.

PASSED AND ADOPTED, SIGNED AND APPROVED ON THIS _____ DAY OF _____, 2025.

ATTEST

THE CITY OF GREELEY, COLORADO

By: _____
City Clerk

By: _____
Mayor



City of Greeley 2025 Appropriation City Council Meetings: October 7th & 21st

Fund	Item	Department	Funding Source	Description	Fund Balance	Revenue	Expenditures	Net Impact
100 - GENERAL FUND								
	1	CPRD	Grant Revenue	City of Greeley, in partnership with Trust for Public Land and Poudre Learning Center, was awarded a Generation Wild Planning grant from Great Outdoors Colorado. The grant will fund the creation of a community-centered plan to connect children to nature in east Greeley. The grant award notification was received in October 2024.	-	151,400	151,400	-
	2	MC	Grant Revenue	Municipal Court received grant money from DOLA for our Defense Counsel First Act (DCFA) grant in 2025. The revenue was not recorded in the original budget, nor was it requested during the first appropriation.	-	11,035	11,035	-
	3	POLICE	Grant Revenue	The Police Department was awarded several grants this year and would like to appropriate the grant revenue for operational expenses. These grants include the 2024 SMART LEWRT grant, the 2025 Click it or Ticket grant, the 2025 GBMJ grant, the 2026 BATTLE grant, and the 2026 HVE grant.	-	188,245	188,245	-
	4	PW	Operating Transfer: General Fund Balance	General Fund support for associated encumbrances in the Streets & Roads Fund.	719,447	-	-	719,447
	5	HOU	Operating Transfer: General Fund Balance	Administrative General Fund support to fund the previously approved Affordable Housing Consultants & the Strategic Housing Plan.	105,861	-	-	105,861
	6	PW	Operating Transfer: General Fund Balance	General Fund support for associated encumbrances in the Transit Fund.	413,397	-	-	413,397
100 - GENERAL FUND					1,238,705	350,680	350,680	1,238,705
102 - CONVENTION AND VISITORS FUND								
	7	CE	Grant Revenue	Appropriating the CTO Tourism Management Grant awarded to Greeley Convention & Visitor under Communication & Engagement. Greeley Convention & Visitors is awarded \$15,000 for a 12-month grant period beginning June 5, 2025 - June 15, 2026.	-	15,000	15,000	-
102 - CONVENTION AND VISITORS FUND					-	15,000	15,000	-
104 - STREETS AND ROADS FUND								
	8	PW	Operating Transfer: General Fund Balance	The City of Greeley, Public Works Department has several GIS integration and implementation needs. Updating data structures, sharing GIS data, importing survey data, and integrating with third party applications are all a part of this work. Argis Solutions, Inc. ('Argis') will deliver GIS support, recommendations, analysis, and implementation services to the City of Greeley to meet those needs. The Argis team can extend the Greeley GIS team with analysts, architects, and developers to assist with getting the GIS system to a level that encompasses and enhances the existing technologies used within Greeley. With an initial assessment of the state of the GIS system and then application development, data governance processes, and third-party application integration, the City will have a road map for the future as well as a modernized and collaborative GIS system that the organization as a whole can utilize for daily work and decision-making.	45,000	-	45,000	-
	9	PW	Operating Transfer: General Fund Balance	These funds are needed for continued professional development of Public Works staff across all areas. We use these funds for staff to attend and participate in member associations to learn and grow skill sets in safety, engineering, planning, and operations. These opportunities are vital for learning and sharing best practices which lead to improved processes and practices for infrastructure and mobility in the City of Greeley.	25,000	-	25,000	-
104 - STREETS AND ROADS FUND					70,000	-	70,000	-
126 - YOUTH AND SENIOR ASSISTANCE								
	10	CPRD	Fund Balance	\$20k in additional funding is required beyond the initial budget to support youth assistance programming.	20,000	-	20,000	-
126 - YOUTH AND SENIOR ASSISTANCE					20,000	-	20,000	-
176 - HOMELESSNESS OTHER GRANTS								
	11	HOM	Fund Balance	HUD Continuum of Care Grant Local Match	16,193	-	16,193	-
	12	HOM	Grant Revenue	Homeless Response Program Grant FY 25/26	-	87,104	87,104	-
	13	HOM	Grant Revenue	HUD Continuum of Care Grant FY 25/26	-	71,490	71,490	-
	14	HOM	Grant Revenue	Supportive Housing Olmstead Advancement Grant FY 24/25 Carryover and Supportive Housing Olmstead Advancement Grant FY 25/26	-	191,482	191,482	-
176 - HOMELESSNESS OTHER GRANTS					16,193	350,076	366,269	-
304 - FOOD TAX								
	15	CPRD	IGA	Through an IGA with Weld County to manage the Poudre River Trail in unincorporated Weld County, Weld County funds capital repair projects in this area through an annual contribution of \$200K. Staff will work with Otak to start the design process for the 25th Ave. repair and river restoration project.	-	200,000	200,000	-
304 - FOOD TAX					-	200,000	200,000	-

Fund	Item	Department	Funding Source	Description	Fund Balance	Revenue	Expenditures	Net Impact
401 - GOLF COURSES								
	16	CPRD	Fund Balance	Golf revenues for 2025 are outpacing what is budgeted. Because of this, the Golf Leadership team would like to utilize \$134k in fund balance for needed unbudgeted repairs and maintenance. This will include purchasing new hitting mats for Highland Hills, propoane for Boomerang Links maintenance shop, and repairs such as floors & lighting at the Highland Hills club house.	134,000	-	134,000	-
401 - GOLF COURSES					134,000	-	134,000	-
501 - WORKERS COMPENSATION								
	17	HR	Fund Balance	Additional dollars are needed for previous claims that are anticipated to settle by the end of 2025	1,000,000	-	1,000,000	-
501 - WORKERS COMPENSATION					1,000,000	-	1,000,000	-
TOTAL (Less Additional Operating Expenditures Between Funds)					\$ 2,478,898	\$ 915,756	\$ 2,155,949	\$ 1,238,705
OPERATING TRANSFERS								
	4	PW	Fund Balance	Streets and Roads Carryover Operating Transfer of Fund Balance General Fund to Streets & Roads Fund	-	719,447	719,447	-
	5	HOU	Fund Balance	Housing Fund Correction Operating Transfer of Fund Balance General Fund to Housing Fund	-	105,861	105,861	-
	6	PW	Fund Balance	Transit Carryover Operating Transfer of Fund Balance General Fund to Transit Fund	-	413,397	413,397	-
	8	PW	Fund Balance	GIS Support - Integration and Implementation Services Operating Transfer of Fund Balance General Fund to Streets & Roads Fund	-	45,000	45,000	-
	9	PW	Fund Balance	Training and Professional Development Operating Transfer of Fund Balance General Fund to Streets & Roads Fund	-	25,000	25,000	-
					-	1,308,705	1,308,705	-
					\$ 2,478,898	\$ 2,224,461	\$ 3,464,654	\$ 1,238,705

2025 Supplemental Appropriation

Nathan Mosley, Budget & Policy Director

City Council Meeting - October 21, 2025





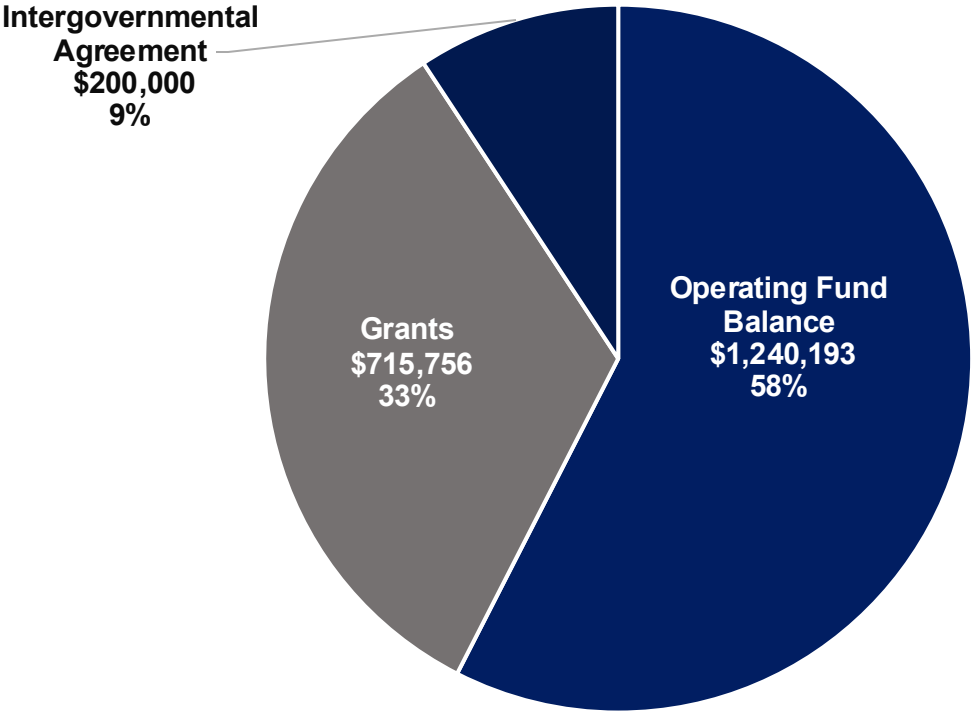
Agenda

- Third Appropriation of 2025 Request Overview
- Request Breakout
- Expenditures by Key Focus Area
- Highlights
- Purpose: Council Action on Proposed Ordinance

Supplemental Appropriation Request Overview

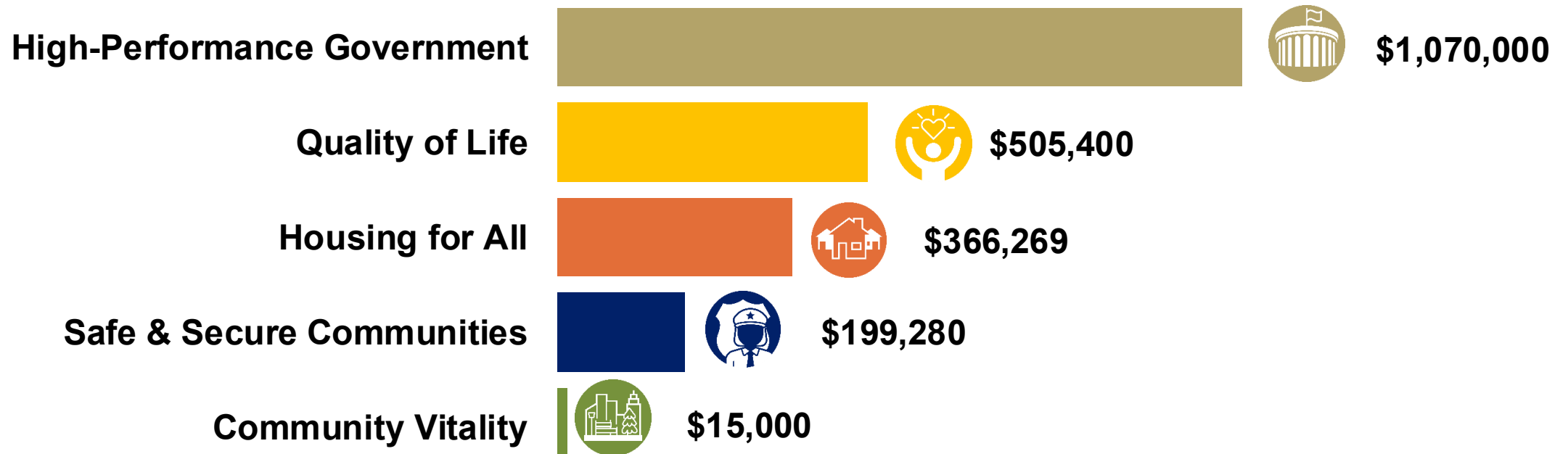
- Final Appropriation of 2025
- Appropriation of grants and additional revenues during 2025
- Support operational & capital needs in 2025
- Meets requirements for balanced budget/approved by Council
- Aligns with 2026 Budget
 - **Total Request: \$3,464,654**
 - **(\$1,308,705 in Transfers Across Funds)**

Request Breakout



All Requests	
Fund Balance: Operating	1,240,193
Grants	715,756
Intergovernmental Agreement	200,000
Total (Excluding Transfers)	\$ 2,155,949
Total Operating Transfers	\$ 1,308,705
Total Appropriation	\$ 3,464,654

Appropriation by Key Focus Area



Operating Request Highlights

New Operations Requests

	Workers' Compensation Claim Settlements [501 - WORKERS COMPENSATION]	1,000,000
	Various Police Grants [100 - GENERAL FUND]	188,245
	Supportive Housing Olmstead Grants Multi-years [176 - HOMELESSNESS OTHER GRANTS FUND]	191,482
	Natural Areas & Trails Generation Wild Planning [100 - GENERAL FUND]	151,400
	Boomerang Links and Highland Hills Golf Course Improvements [401 - GOLF COURSES]	134,000
	Homeless Response Program 2025-2026 [176 - HOMELESSNESS OTHER GRANTS FUND]	87,104
	GIS Support - Integration and Implementation Services [104 - STREETS AND ROADS FUND]	45,000

New Capital Requests



Natural Areas & Trails | Weld County 25th Avenue River Repair
[304 - FOOD TAX]

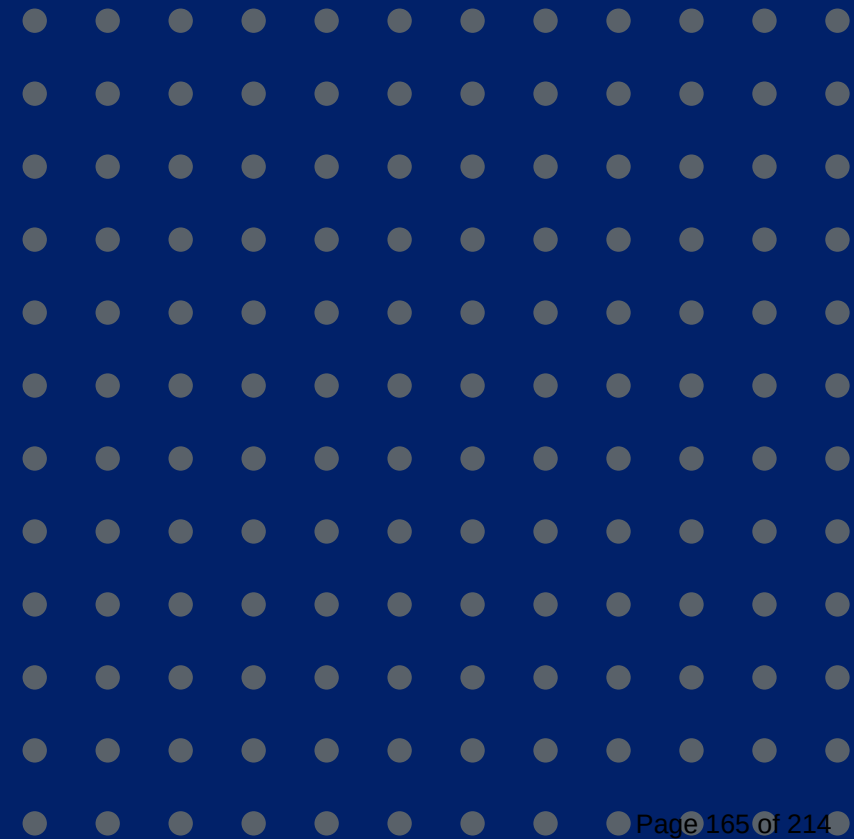
200,000



Recommendation

- Staff recommends approving the supplemental appropriation as presented
 - Resources will be allocated to support operational needs and the continuation of planned capital projects
 - Funds will still maintain sufficient balances
 - Consistent with planning for the 2026 budget

Thank you





Council Agenda Summary

October 21, 2025

Key Staff Contact: Nathan Mosley, Budget and Policy Director

Title:

Public hearing and second reading of an ordinance adopting the 2026 Budget

Summary:

This ordinance authorizes the appropriations for the fiscal year 2026 (January 1, 2026, through December 31, 2026).

The City Manager's Recommended 2026 Budget was presented to City Council for discussion and review during the September 9, 2025 Work Session. A public hearing was subsequently held on October 7, 2025.

At the October 7 meeting, Council members expressed generally positive feedback on the 2026 Budget. While no formal motions to amend the budget were made, Council requested that staff prepare additional information on two items prior to this second public hearing:

- Options for funding three additional firefighter positions
- Options for funding the Drone as First Responder (DFR) program

Staff have prepared information on both items, which will be presented at this meeting.

This meeting is the second public hearing for the Proposed 2026 Budget. The City Council may adjust or remove any of the 2026 Budget items prior to adoption.

To access the 2026 Budget Book please use this link: [2026 City Manager's Recommended Budget](#).

Council held a public hearing and passed the ordinance on first reading by a majority vote on October 7, 2025.

Fiscal Impact:

If approved, will this item result in a positive, negative, or no impact on the budget?

Yes

Impact: What is the onetime and/or ongoing amount?

\$565,732,180

If yes, what source and fund will be used?

All Sources

Are there any long-term financial impacts?

Yes

Is there grant funding for this item?

Yes

Does this action have potential long-term fiscal implications?

Yes

Legal Issues:

Consideration of this matter includes the following public hearing steps:

1. City staff presentation
2. Council questions of staff
3. Public input (hearing opened, testimony - up to three minutes per person, hearing closed)
4. Council discussion
5. Council decision

Other issues and Considerations:

None

Strategic Focus Area:

Business Growth
Community Vitality
High-Performance Government
Housing For All
Infrastructure and Mobility
Quality of Life
Safe and Secure Communities

Decision Options:

1. Adopt the ordinance as presented; or
2. Amend the ordinance and adopt as amended; or
3. Deny the ordinance; or
4. Continue consideration of the ordinance to a date certain.

Council's Recommended Action:

A motion to adopt the ordinance and publish with reference to title only.

Attachments:

1. Ordinance No. 37, 2025
2. Citizen Budget Advisory Committee (CBAC) Memo
3. Item 21 - Presentation

CITY OF GREELEY, COLORADO
ORDINANCE NO. 37, 2025

**AN ORDINANCE ADOPTING THE BUDGET FOR 2026 AND MAKING APPROPRIATIONS
FOR 2026**

WHEREAS, by virtue of the provisions contained in the Greeley Charter Sections 3-15 and 5-15 of the City of Greeley, Colorado, the City Council is required to adopt each annual budget and make the necessary appropriations by Ordinance; and

WHEREAS, the City Manager has submitted to the City Council the proposed budget in accordance with Section 5-12 of the Greeley Charter; and

WHEREAS, the City Council of Greeley, Colorado, on October 21, 2025, held a public hearing in accordance with Section 5-13 of the Greeley Charter on said proposed budget, after first giving proper notice of said public hearing.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF GREELEY, COLORADO:

Section 1. There is hereby adopted and approved for fiscal 2026 (January 1, 2026 to December 31, 2026) an annual budget, which consists of a document designated as such and a tax levy of 11.274 mills.

Section 2. The annual budget for the year 2026, as adopted and approved, shall be on file in the City Clerk's office for public inspection during office hours of such office for the entire year of 2026:

Section 3. There are hereby appropriated from the General Fund for fiscal year 2026 the following amounts:

Fund Description	Amount	Transfers	Total
General (100)	147,582,065	22,536,619	170,118,684

Section 4. There are hereby appropriated from the Special Revenue Funds for fiscal year 2026 the following amounts:

Fund Description	Amount	Transfers	Total
Convention & Visitors (102)	275,597	693,825	969,422
Community Development (103)	7,424,044	-	7,424,044
Streets & Roads (104)	15,849,451	-	15,849,451
Conservation Trust (105)	250	1,992,287	1,992,537
Housing (109)	1,129,809	-	1,129,809
Conference Center Development (110)	1,077,869	-	1,077,869
Downtown Development Authority TIF (111)	514,273	324,804	839,077
Equitable Sharing (113)	-	163,000	163,000
Transit (114)	10,196,146	-	10,196,146
Homelessness (115)	4,864,757	-	4,864,757
Designated Revenue (120)	288,702	-	288,702
Public Safety (121)	5,421,870	949,906	6,371,776
Grants (170)	1,410,896	-	1,410,896

Section 5. There are hereby appropriated from the Debt Service Funds for fiscal year 2026 the following amounts:

Fund Description	Amount	Transfers	Total
General Debt Service (200)	3,135,406	-	3,135,406

Section 6. There are hereby appropriated from the Capital Projects Funds for fiscal year 2026 the following amounts:

Fund Description	Amount	Transfers	Total
Public Improvement (300)	2,794,222	7,289,250	10,083,472
Public Art (303)	1,143,606	-	1,143,606
Food Tax (304)	12,300,828	25,273	12,326,101
Quality of Life/Imagine Greeley (318)	9,106,912	5,057,471	14,164,383
Keep Greeley Moving (321)	17,324,422	-	17,324,422
MERGE (323)	9,774,900	-	9,774,900
Development Funds (330)	12,804,162	44,100	12,848,262

Section 7. There are hereby appropriated from the Permanent Funds for fiscal year 2026 the following amounts:

Fund Description	Amount	Transfers	Total
Cemetery Endowment (601)	1,000	-	1,000
Petriken Memorial (603)	10	-	10
Memorials (605)	38,419	32,800	71,219

Section 8. There are hereby appropriated from the Enterprise Funds for fiscal year 2026 the following amounts:

Fund Description	Amount	Transfers	Total
Cemetery (400)	898,382	-	898,382
Municipal Golf Courses (401)	3,001,290	-	3,001,290
Downtown Parking (402)	392,378	-	392,378
Sewer (410)	19,491,919	8,424,386	27,916,305
Water (420)	104,892,229	9,412,533	114,304,762
Stormwater (430)	57,991,967	1,396,098	59,388,065

Section 9. There are hereby appropriated from the Internal Service Funds for fiscal year 2026 the following amounts:

Fund Description	Amount	Transfers	Total
Health (500)	25,878,510	-	25,878,510
Workers' Compensation (501)	1,217,012	-	1,217,012
Liability (502)	4,409,808	-	4,409,808
Equipment & Fleet (510)	10,233,213	-	10,233,213
Information Technology (520)	14,523,504	-	14,523,504

Section 10. The appropriation made by this ordinance includes \$507,389,828 for expenditures and \$58,342,352 for transfers resulting in a total of \$565,732,180.

Section 11. The City Council finds that all appropriations from the Public Art Reserve Accounts within the Water, Sewer, and Stormwater Utilities Enterprise Funds for the Public Art Program do provide a betterment to those utilities, and the City Council further determines that the acquisition and lease of works of art, and maintenance, repair, and display of works of art, supports specific utility purposes beneficial to the ratepayers of such utilities.

Section 12. This ordinance shall become effective five (5) days after its final publication as provided in Sections 3-16 and 3-17 of the Greeley Charter.

PASSED AND ADOPTED, SIGNED AND APPROVED ON THIS ____ DAY OF _____, 2025.

ATTEST

THE CITY OF GREELEY, COLORADO

By: _____
City Clerk

By: _____
Mayor



MEMORANDUM

To: Mayor John Gates, City Council and City Manager Raymond C. Lee III

From: Barry Eastman, on behalf of the Citizen Budget Advisory Committee (CBAC)

Date: October 7, 2025

Subject: 2026 Budget Review and Recommendations

Background: The Citizen Budget Advisory Committee reviews the City Manager's Proposed Budget annually and provides their recommendations to the city council. After continued meetings with department directors and gaining insight into the existing services and challenges, as well as conducting a thorough review of the proposed budget, they recommend no changes be made to the 2026 Budget. They are aware of the structural gap and have priorities they wish to relay to city council for the upcoming 2027 budget determinations.

Committee Discussion: At the September CBAC meeting, much discourse was had regarding items they would like to see prioritized as the budget for 2027 is constructed.

The committee stressed the importance of solving the financial gap in resources and expenditures and have asked that identifying a solution be made a top priority. They wish to see a commitment to a plan that works toward balancing the budget.

CBAC has also expressed concern that a budget deficit could result in less funding being available for public safety initiatives. They are fully supportive in expanding existing law enforcement and first responder initiatives such as the Real Time Information Center and use of drones as first responders.

The Public Safety Tax continues to be presented as an option to fund public safety programs and services. CBAC has maintained its stance that the public should not be subjected to an additional tax to ensure public safety and has recommended that sufficient funding for Fire and Law Enforcement be identified within the City's existing resources.

Recommendation: CBAC recommends an examination of areas within the existing budget where funding could be applied to strengthen the services provided by the Fire and Police Departments. The committee also wishes to see the budget gap solved by maximizing the efficiency of existing public dollars without utilizing additional taxes. The motion to provide these recommendations was passed with overwhelming support on September 24th, 2025.

2026 Budget Ordinance

Nathan Mosley, Budget & Policy Director
City Council Meeting - October 21, 2025



Agenda



- Purpose: Adoption of the Ordinance
 - Budget Process Review
 - Budget Highlights
 - Requests for Additional Information
 - Recommendation

Key Council Dates: 2026 Budget Process



Budget Highlights for 2026



Addressing the Gap (\$21M)

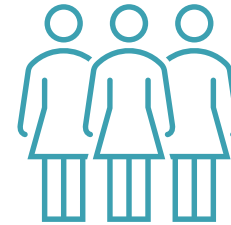
- \$11M, 2024 Carryover
- \$3M Realignment Work
- \$7M 301 Transfers

Expenditures based on sustainment of current service levels



Expenditure highlights

- New Hwy 34 Regional Bus Route Operations
- Psychological Health Services for First Responders
- Continuation of Clean, Safe, Beautiful Initiative
- Continuation of Homeless Shelter Operations

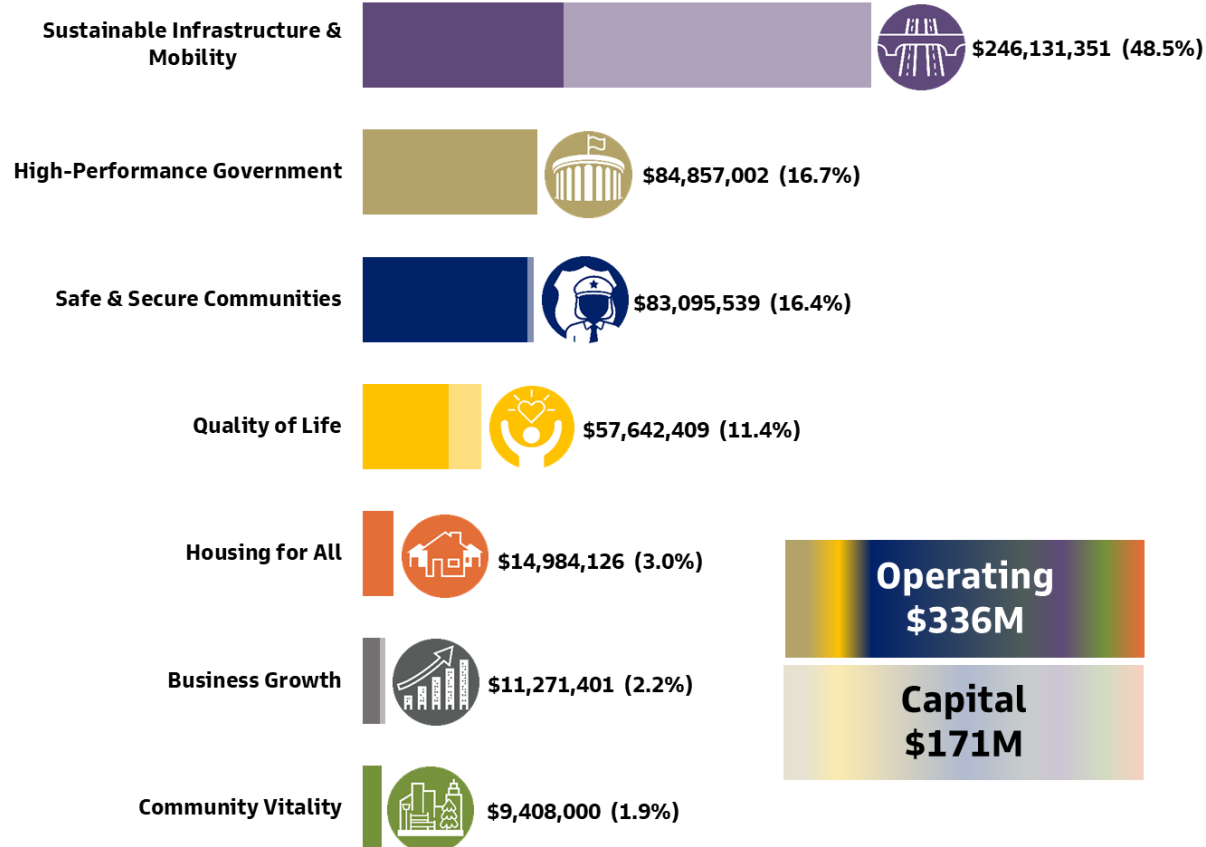


1,260 FTE recommended, including 17 net new positions (most non-general fund)

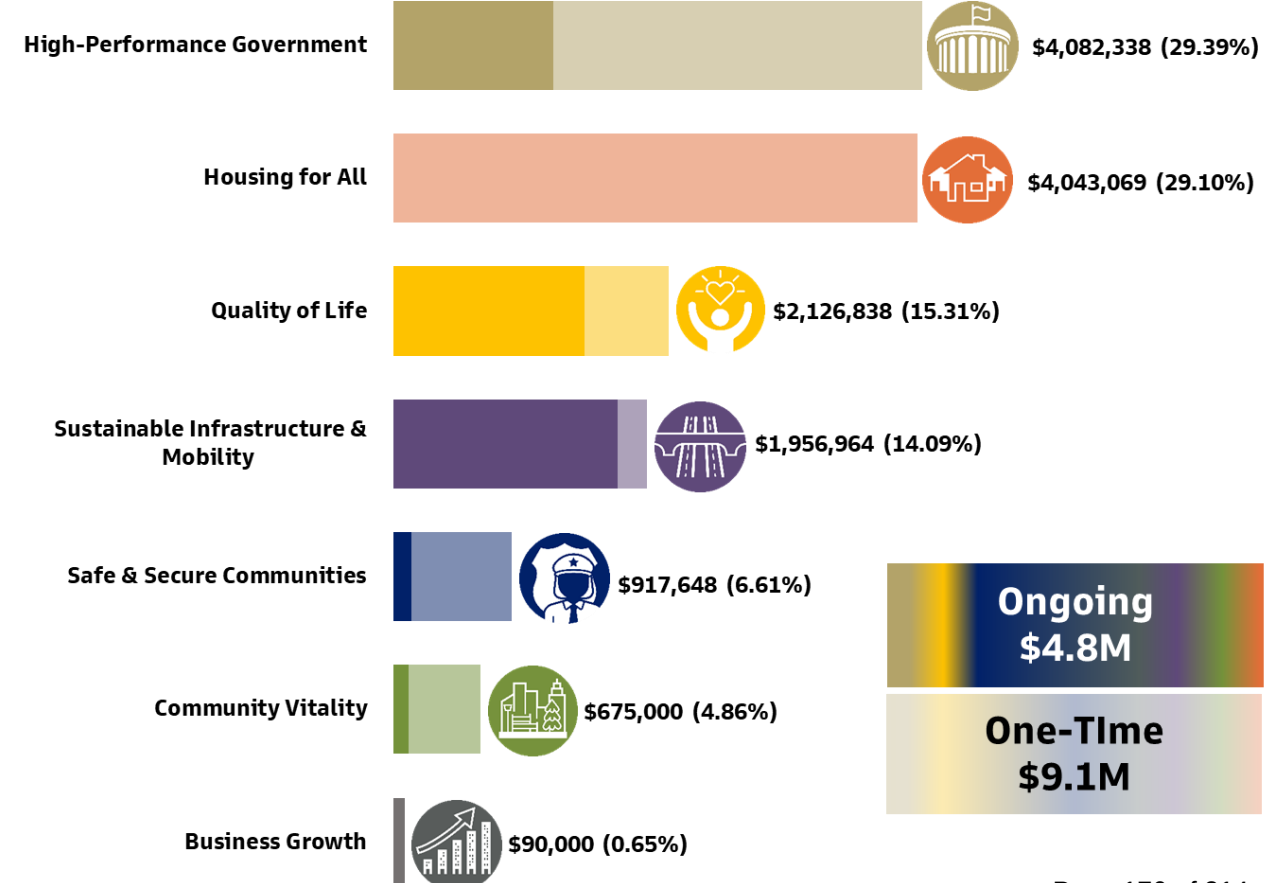
Use of one-time funding to extend 2025 term-limited positions an additional year

Expenditures by Council Priority

Total Expenditures: \$507,389,828
(Excludes Transfers)



Budget Increases: \$13,891,857



2026 CIP Expenditure Highlights

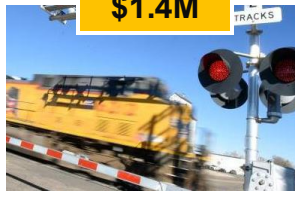
Quality of Life Fund

\$2M



Island Grove Chiller Replacement

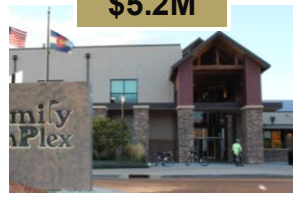
\$1.4M



Railway Quiet Zone Intersection

Food Tax

\$5.2M



Annual Capital Maintenance Annual Program

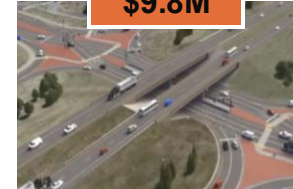
\$2.9M



**Greeley Weld Airport Road Dev.
Total Project: \$11M**

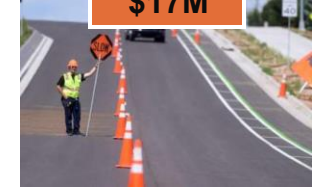
Transportation

\$9.8M



**MERGE Interchanges
Total Project: \$132M**

\$17M



**KGM Pavement and Concrete Rehab
Annual Program**

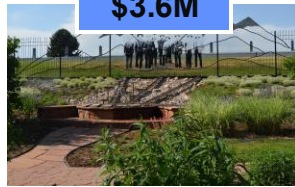
Water

\$10.5M



**Bellvue Gold Hill Pipeline
Total Project: \$20M**

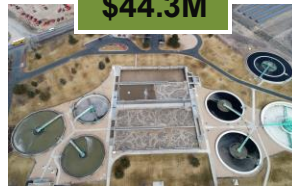
\$3.6M



**23rd Ave Reservoir Replacements
Total Project: \$15M**

Sewer

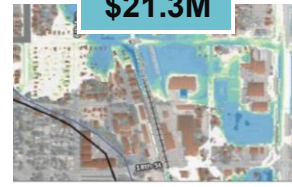
\$44.3M



**WTRF Primary Treatment PH 2
*Budgeted in 2025**

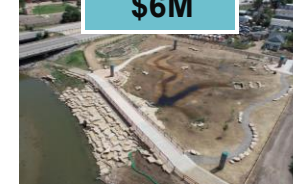
Stormwater

\$21.3M



**12th Street Outfall
Phase 1-4: \$55.8M**

\$6M



**7th Street Outfall
Phase 1-3: \$39.6M**

Parks

\$4.5M



New Calabaza Park

Requests for Additional Information

While no formal motions have been made to amend the 2026 Budget, follow-up information was requested on the following items:

1. **Three Additional Firefighters** – \$595,000 ongoing cost
2. **Drone as First Responder (DFR) program** – exploring use of existing funds to begin implementation
3. **Homeless Shelter** – status as low-barrier vs. abstinence-based
4. **Poudre River Restoration Initiative** – \$500,000 originally requested; \$300,000 for modeling only
5. **Lincoln Park Redevelopment** – \$4M budgeted for future park improvements

Any changes to the budget can be made as a motion to amend the budget ordinance and a vote to adopt the budget as amended.

Recommendation

Recommendation: Motion to adopt the ordinance and publish with reference to title only



**2026 City Manager's
Recommended Budget**

Thank you





Council Agenda Summary

October 21, 2025

Key Staff Contact: Martha Lanaghen, Human Resources Director

Title:

Public hearing and second reading of an ordinance adopting the Classification and Salary Plan for 2026

Summary:

The Human Resources team has prepared and presented a Pay Plan for City of Greeley employees to go into effect on January 1, 2026. This plan provides pay ranges for all City of Greeley employees. The employee Pay Plan was last updated in 2023 for the 2024 budget year, and it is a complex plan to administer. The 2026 pay plan is simplified for easier administration. All positions in the City of Greeley workforce have been repriced based on market data and placed in the appropriate new pay bands. There are no sweeping changes to individual compensation, but a few positions will see more pay growth opportunities over time. The new pay plan is also compliant with Colorado regulations governing pay transparency and minimum wages.

The ordinance was introduced on October 7, 2025 and, by a majority vote of the Council, the public hearing and second reading was scheduled for October 21, 2025.

Fiscal Impact:

The plan provides a mixed impact to the financial wellbeing of the City.

- The State of Colorado has increased minimum wage effective Jan 1, 2026, the Pay Plan contemplates this increase to remain compliant with Colorado law.
- Some employees who were at their salary max will now have room to grow their base salaries, which, over time, will increase their wages. This has been contemplated in the budget.
- Fewer than 20 employees were paid below the minimum of their salary range and will receive an increase to the range minimum, total impact for these 20 employees is less than \$20k per year.

Legal Issues:

Consideration of this matter includes the following public hearing steps:

1. City staff presentation (if requested)
2. Council questions of staff
3. Public input (hearing opened, testimony - up to three minutes per person, hearing closed)
4. Council discussion
5. Council decision

Other issues and Considerations:

There are no other issues or considerations.

Strategic Focus Area:

High-Performance Government

Decision Options:

1. Adopt the ordinance as presented; or
2. Amend the ordinance and adopt as amended; or
3. Deny the ordinance; or
4. Continue consideration of the ordinance to a date certain.

Council's Recommended Action:

A motion to adopt the ordinance and publish with reference to title only.

Attachments:

1. Ordinance No. 36, 2025 with Appendix A
2. Item 22 - Presentation

**CITY OF GREELEY, COLORADO
ORDINANCE NO. 36, 2025**

**AN ORDINANCE ADOPTING THE CLASSIFICATION AND SALARY PLAN FOR
2026**

WHEREAS, Section 3-15 of the Greeley Municipal Charter requires the fixing of compensation to be by ordinance; and

WHEREAS, Section 4-3 of the Greeley Municipal Code requires the Council to adopt a Classification and Salary plan ("Pay Plan") every year; and

WHEREAS, the City's Pay Plan is attached to this Ordinance as Appendix A; and

WHEREAS, the City's Pay Plan update was undertaken to maximize the City's market competitiveness in recruiting and retaining the best and brightest employees while also balancing budget constraints for 2026; and

WHEREAS, the City's Pay Plan update positions the City to ensure compliance with the State of Colorado's pay equity laws; and

WHEREAS, the updated pay plan is based on the compensation philosophy that states "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."

**NOW THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF GREELEY,
COLORADO:**

Section 1. The Classification and Salary Plan attached hereto as Appendix A and the compensation philosophy are hereby adopted.

Section 2. The ordinance shall become effective January 1, 2026.

**PASSED AND ADOPTED, SIGNED AND APPROVED ON THIS ____ DAY OF _____,
2025.**

ATTEST

THE CITY OF GREELEY, COLORADO

By: _____
City Clerk

By: _____
Mayor

Appendix A

CITY OF GREELEY 2026 PAY PLAN EFFECTIVE JANUARY 1, 2026

Sorted by Job Title

Job Title	Department(s)	FLSA Status	Paygrade	Family	Min	Max
Accountant I	FIN	Exempt	E060	Professional	\$50,248	\$72,859
Accountant II	FIN	Exempt	E080	Professional	\$60,800	\$88,160
Accountant III	FIN	Exempt	E100	Professional	\$73,568	\$106,674
Accountant IV	FIN	Exempt	E130	Professional	\$97,919	\$141,982
Accounting Clerk I	FIN	Nonexempt	N030	Support	\$18.15	\$26.32
Accounting Clerk II	FIN	Nonexempt	N040	Support	\$19.97	\$28.95
Accounting Clerk III	FIN	Nonexempt	N050	Support	\$21.96	\$31.84
Accounting Manager	FIN	Exempt	E140	Management	\$107,711	\$156,181
Administrative Assistant I	Citywide	Nonexempt	N030	Support	\$18.15	\$26.32
Administrative Assistant II	Citywide	Nonexempt	N050	Support	\$21.96	\$31.84
Administrative Assistant III	Citywide	Nonexempt	N060	Support	\$24.16	\$35.03
Administrative Assistant IV	Citywide	Nonexempt	N070	Support	\$26.57	\$38.53
Administrative Hearing Officer	CCO	Nonexempt	N160	Professional	\$62.66	\$90.86
Adult Sports Official	CPRD	Nonexempt	N030	Support	\$18.15	\$26.32
Adult Sports Scorekeeper	CPRD	Nonexempt	N010	Support	\$15.16	\$21.75
Adult Sports Supervisor	CPRD	Nonexempt	N010	Support	\$15.16	\$21.75
Animal Control Officer	GPD	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Application Administrator I	IT	Exempt	E080	Professional	\$60,800	\$88,160
Application Administrator II	IT	Exempt	E100	Professional	\$73,568	\$106,674
Application Administrator III	IT	Exempt	E110	Professional	\$80,925	\$117,341
Application Services Manager	IT	Exempt	E140	Management	\$107,711	\$156,181
Arborist I	CPRD	Nonexempt	N050	Trades and Operations	\$21.96	\$31.84
Arborist II	CPRD	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Asset Analyst	W&S	Nonexempt	N080	Professional	\$29.23	\$42.38
Asset Manager	PW, W&S	Exempt	E110	Management	\$80,925	\$117,341
Asset Technician	PW, W&S	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Assistant Chief	GFD	Exempt	E160	Senior Management	\$130,330	\$188,979
Assistant City Attorney I	CAO	Exempt	E120	Professional	\$89,017	\$129,075
Assistant City Attorney II	CAO	Exempt	E150	Professional	\$118,482	\$171,799
Assistant City Attorney II-Supervisor	CAO	Exempt	E160	Management	\$130,330	\$188,979
Assistant City Clerk	CCO	Exempt	E060	Support	\$50,248	\$72,859
Assistant City Manager	CMO	Exempt	E200	Senior Management	\$190,816	\$276,684
Assistant Crime Lab Director	GPD	Exempt	E130	Management	\$97,919	\$141,982
Assistant Events Coordinator	CPRD	Nonexempt	N050	Support	\$21.96	\$31.84
Assistant Golf Professional I	CPRD	Nonexempt	N040	Trades and Operations	\$19.97	\$28.95
Assistant Golf Professional II	CPRD	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Assistant Judge	Muni Court	Nonexempt	N160	Professional	\$62.66	\$90.86
Assistant Museum Curator	CPRD	Nonexempt	N060	Professional	\$24.16	\$35.03
Assistant Purchasing Manager	FIN	Exempt	E110	Management	\$80,925	\$117,341
Assistant Stage Manager	CPRD	Nonexempt	N010	Support	\$15.16	\$21.75
Assistant Technical Services Coordinator	CPRD	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Bartender	CPRD	Nonexempt	N010	Support	\$15.16	\$21.75
Benefits Analyst	HR	Exempt	E090	Professional	\$66,880	\$96,976
Benefits and Wellness Manager	HR	Exempt	E130	Management	\$97,919	\$141,982
Benefits Specialist	HR	Exempt	E080	Professional	\$60,800	\$88,160
Body Worn Camera Technician	GPD	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Budget and Policy Deputy Director	FIN	Exempt	E160	Senior Management	\$130,330	\$188,979
Budget and Policy Director	FIN	Exempt	E190	Senior Management	\$173,469	\$251,531
Building Inspector I	CD	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Building Inspector II	CD	Nonexempt	N100	Trades and Operations	\$35.37	\$51.29
Building Lead	CPRD	Nonexempt	N010	Trades and Operations	\$15.16	\$21.75
Building Permit Technician	CD	Nonexempt	N050	Support	\$21.96	\$31.84

Appendix A

Job Title	Department(s)	FLSA Status	Paygrade	Family	Min	Max
Bus Operator I	PW	Nonexempt	N050	Trades and Operations	\$21.96	\$31.84
Bus Operator II	PW	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Business Analyst I	Citywide	Exempt	E090	Professional	\$66,880	\$96,976
Business Analyst II	Citywide	Exempt	E100	Professional	\$73,568	\$106,674
Business Analyst III	Citywide	Exempt	E120	Professional	\$89,017	\$129,075
Business Manager	Citywide	Exempt	E100	Management	\$73,568	\$106,674
Business Operations Specialist	IT	Nonexempt	N070	Support	\$26.57	\$38.53
Business Systems Analyst I	IT	Exempt	E080	Professional	\$60,800	\$88,160
Business Systems Analyst II	IT	Exempt	E100	Professional	\$73,568	\$106,674
Business Systems Manager	IT	Exempt	E140	Management	\$107,711	\$156,181
Case Manager	HHS	Exempt	E090	Professional	\$66,880	\$96,976
Cemetery Manager	CPRD	Exempt	E100	Management	\$73,568	\$106,674
Cemetery Technician	CPRD	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Chemist I	W&S	Exempt	E080	Professional	\$60,800	\$88,160
Chemist II	W&S	Exempt	E090	Professional	\$66,880	\$96,976
Chemist III	W&S	Exempt	E100	Professional	\$73,568	\$106,674
Chief Building Official	CD	Exempt	E130	Management	\$97,919	\$141,982
Chief Engineer	W&S	Exempt	E160	Senior Management	\$130,330	\$188,979
Chief Information Officer	CMO	Exempt	E210	Senior Management	\$209,898	\$304,352
Chief Operating Officer	CMO	Exempt	E200	Senior Management	\$190,816	\$276,684
Chief People Officer	CMO	Exempt	E200	Senior Management	\$190,816	\$276,684
Chief Public Safety Officer	CMO	Exempt	E200	Senior Management	\$190,816	\$276,684
Child Care Attendant	CPRD	Nonexempt	N010	Support	\$15.16	\$21.75
City Budget Analyst I	FIN	Exempt	E070	Professional	\$55,273	\$80,145
City Budget Analyst II	FIN	Exempt	E100	Professional	\$73,568	\$106,674
City Budget Analyst III	FIN	Exempt	E120	Professional	\$89,017	\$129,075
City Clerk	CCO	Exempt	E160	Senior Management	\$130,330	\$188,979
Civil Engineer I	CD, PW	Exempt	E100	Professional	\$73,568	\$106,674
Civil Engineer II	CD, PW	Exempt	E120	Professional	\$89,017	\$129,075
Civil Engineer III	CD, PW	Exempt	E130	Professional	\$97,919	\$141,982
Civil Engineer IV	CD, PW	Exempt	E150	Professional	\$118,482	\$171,799
Class Instructor I	CPRD	Nonexempt	N020	Support	\$16.50	\$23.93
Class Instructor II	CPRD	Nonexempt	N030	Support	\$18.15	\$26.32
Clerical Assistant	Citywide	Nonexempt	N020	Support	\$16.50	\$23.93
Client Services Manager	IT	Exempt	E120	Management	\$89,017	\$129,075
Climbing Wall Supervisor	CPRD	Nonexempt	N010	Support	\$15.16	\$21.75
Clinical Manager	HHS	Exempt	E120	Professional	\$89,017	\$129,075
Code Compliance Inspector I	Citywide	Nonexempt	N080	Trades and Operations	\$29.23	\$42.38
Code Compliance Manager	CD	Exempt	E100	Management	\$73,568	\$106,674
Collections Manager	CPRD	Exempt	E120	Management	\$89,017	\$129,075
Collections Registrar	CPRD	Nonexempt	N060	Support	\$24.16	\$35.03
Communication & Engagement Manager	C&E	Exempt	E120	Management	\$89,017	\$129,075
Communication Specialist I	C&E	Nonexempt	N070	Professional	\$26.57	\$38.53
Communication Specialist II	C&E	Exempt	E080	Professional	\$60,800	\$88,160
Communication Specialist III	C&E	Exempt	E100	Professional	\$73,568	\$106,674
Community Education and Risk Reduction Special	GFD	Nonexempt	N080	Professional	\$29.23	\$42.38
Community Outreach and Engagement Specialist	C&E	Exempt	E080	Professional	\$60,800	\$88,160
Community Paramedic	GFD	Nonexempt	N090	Professional	\$32.15	\$46.62
Community Service Officer	GPD	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Compensation Specialist	HR	Exempt	E120	Management	\$89,017	\$129,075
Compliance Specialist	CMO	Exempt	E100	Professional	\$73,568	\$106,674
Crew Supervisor II	Citywide	Exempt	E100	Management	\$73,568	\$106,674
Construction Inspector I	CD	Nonexempt	N080	Trades and Operations	\$29.23	\$42.38
Construction Inspector II	CD	Nonexempt	N090	Trades and Operations	\$32.15	\$46.62

Appendix A

Job Title	Department(s)	FLSA Status	Paygrade	Family	Min	Max
Construction Inspector Manager	CD	Exempt	E130	Management	\$97,919	\$141,982
Content Marketing Supervisor	C&E	Exempt	E110	Management	\$80,925	\$117,341
Contract Specialist I	FIN	Exempt	E070	Professional	\$55,273	\$80,145
Contract Specialist II	FIN	Exempt	E080	Professional	\$60,800	\$88,160
Court Administrator	Muni Court	Exempt	E130	Management	\$97,919	\$141,982
Court Clerk I	Muni Court	Nonexempt	N050	Support	\$21.96	\$31.84
Court Clerk II	Muni Court	Nonexempt	N060	Support	\$24.16	\$35.03
Court Marshal	Muni Court	Exempt	E110	Trades and Operations	\$80,925	\$117,341
Court Specialist	Muni Court	Nonexempt	N070	Support	\$26.57	\$38.53
Court Supervisor	Muni Court	Exempt	E090	Management	\$66,880	\$96,976
Creative Services Manager	C&E	Exempt	E130	Management	\$97,919	\$141,982
High Mountain Reservoirs Crew Supervisor	W&S	Exempt	E100	Management	\$73,568	\$106,674
Construction Crew Supervisor	W&S	Exempt	E110	Management	\$80,925	\$117,341
Crew Supervisor - CPRD	CPRD	Nonexempt	N090	Management	\$32.15	\$46.62
Crime Analyst	GPD	Exempt	E100	Professional	\$73,568	\$106,674
Criminalist	GPD	Exempt	E110	Professional	\$80,925	\$117,341
Cross-Connection Supervisor	W&S	Nonexempt	N080	Management	\$29.23	\$42.38
Cross-Connection Technician	W&S	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Crossing Guard Coordinator	GPD	Nonexempt	N030	Support	\$18.15	\$26.32
Cultural Affairs Division Manager	CPRD	Exempt	E130	Management	\$97,919	\$141,982
Customer Care Representative	W&S	Nonexempt	N040	Support	\$19.97	\$28.95
Customer Service Representative	CPRD	Nonexempt	N020	Support	\$16.50	\$23.93
Data Analysis and Entry Clerk	W&S	Nonexempt	N050	Support	\$21.96	\$31.84
Data Processing Clerk	GPD	Nonexempt	N010	Support	\$15.16	\$21.75
Database Administrator	IT	Exempt	E120	Professional	\$89,017	\$129,075
Department Budget Analyst I	Citywide	Exempt	E060	Professional	\$50,248	\$72,859
Department Budget Analyst II	Citywide	Exempt	E100	Professional	\$73,568	\$106,674
Department Budget Analyst III	Citywide	Exempt	E120	Professional	\$89,017	\$129,075
Deputy Building Official	CD	Exempt	E120	Management	\$89,017	\$129,075
Deputy Chief Engineer	PW	Exempt	E150	Senior Management	\$118,482	\$171,799
Deputy Chief-Fire	GFD	Exempt	E180	Senior Management	\$157,699	\$228,664
Deputy City Attorney	CAO	Exempt	E190	Senior Management	\$173,469	\$251,531
Deputy City Clerk	CCO	Exempt	E090	Management	\$66,880	\$96,976
Deputy City Manager	CMO	Exempt	E210	Senior Management	\$209,898	\$304,352
Deputy Director of Community Development	CD	Exempt	E160	Senior Management	\$130,330	\$188,979
Deputy Director of Culture, Parks, and Recreation	CPRD	Exempt	E150	Senior Management	\$118,482	\$171,799
Deputy Director of Economic Development and Urban Revitalization	EDUR	Exempt	E160	Senior Management	\$130,330	\$188,979
Deputy Director of Emergency Management	CMO	Exempt	E150	Senior Management	\$118,482	\$171,799
Deputy Director of External Communications	C&E	Exempt	E150	Senior Management	\$118,482	\$171,799
Deputy Director of Finance	FIN	Exempt	E160	Senior Management	\$130,330	\$188,979
Deputy Director of Homeless Solutions	HHS	Exempt	E150	Senior Management	\$118,482	\$171,799
Deputy Director of Information Technology	IT	Exempt	E160	Senior Management	\$130,330	\$188,979
Deputy Director of Operations & Administration	C&E	Exempt	E150	Senior Management	\$118,482	\$171,799
Deputy Director of Public Works	PW	Exempt	E160	Senior Management	\$130,330	\$188,979
Deputy Director of Risk & Safety	HR	Exempt	E160	Senior Management	\$130,330	\$188,979
Deputy Director of Utility Finance & Customer Serv	W&S	Exempt	E160	Senior Management	\$130,330	\$188,979
Deputy Director Water & Wastewater Operations	W&S	Exempt	E160	Senior Management	\$130,330	\$188,979
Deputy Director Water Resources	W&S	Exempt	E160	Senior Management	\$130,330	\$188,979
Deputy Infrastructure Services Superintendent	PW	Exempt	E130	Management	\$97,919	\$141,982
Deputy Police Chief	GPD	Exempt	E180	Senior Management	\$157,699	\$228,664
Development Review Manager	CD	Exempt	E140	Management	\$107,711	\$156,181
Digital Marketing Specialist	C&E	Exempt	E090	Professional	\$66,880	\$96,976
Direct Operations Services Manager	PW	Exempt	E120	Management	\$89,017	\$129,075

Appendix A

Job Title	Department(s)	FLSA Status	Paygrade	Family	Min	Max
Director of Communication & Engagement	C&E	Exempt	E180	Senior Management	\$157,699	\$228,664
Director of Community Development	CD	Exempt	E190	Senior Management	\$173,469	\$251,531
Director of Culture, Parks & Recreation	CPRD	Exempt	E180	Senior Management	\$157,699	\$228,664
Director of Economic Development and Urban Rev	EDUR	Exempt	E190	Senior Management	\$173,469	\$251,531
Director of Emergency Management	CMO	Exempt	E180	Senior Management	\$157,699	\$228,664
Director of Finance	FIN	Exempt	E190	Senior Management	\$173,469	\$251,531
Director of Homeless Solutions	HHS	Exempt	E180	Senior Management	\$157,699	\$228,664
Director of Human Resources	HR	Exempt	E180	Senior Management	\$157,699	\$228,664
Director of Innovation and High Performance	HPG	Exempt	E180	Senior Management	\$157,699	\$228,664
Director of IT	IT	Exempt	E190	Senior Management	\$173,469	\$251,531
Director of Public Works	PW	Exempt	E170	Senior Management	\$143,363	\$207,877
Director of Risk & Compliance	HR	Exempt	E170	Senior Management	\$143,363	\$207,877
Director of Strategy	CMO	Exempt	E180	Senior Management	\$157,699	\$228,664
Director of Water & Sewer	W&S	Exempt	E190	Senior Management	\$173,469	\$251,531
Division Treasurer	FIN	Exempt	E160	Management	\$130,330	\$188,979
DNA Analyst	GPD	Exempt	E110	Professional	\$80,925	\$117,341
Economic Development Coordinator II	EDUR	Exempt	E090	Professional	\$66,880	\$96,976
Economic Development Coordinator III	EDUR	Exempt	E110	Professional	\$80,925	\$117,341
Economic Development Manager	EDUR	Exempt	E140	Management	\$107,711	\$156,181
Electrical I&C Engineer II	W&S	Exempt	E120	Professional	\$89,017	\$129,075
Electrical I&C Engineer III	W&S	Exempt	E130	Professional	\$97,919	\$141,982
Electrical I&C Engineer IV	W&S	Exempt	E150	Professional	\$118,482	\$171,799
Electronic Technician	PW	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Electronics Specialist III	PW	Nonexempt	N100	Trades and Operations	\$35.37	\$51.29
Engineering Technician I	CD, PW	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Engineering Technician II	CD, PW	Nonexempt	N080	Trades and Operations	\$29.23	\$42.38
Engineering Technician III	CD, PW	Nonexempt	N090	Trades and Operations	\$32.15	\$46.62
Environmental & Water Resources Attorney I	CAO	Exempt	E120	Professional	\$89,017	\$129,075
Environmental & Water Resources Attorney II	CAO	Exempt	E150	Professional	\$118,482	\$171,799
Environmental Planner	CPRD	Exempt	E090	Professional	\$66,880	\$96,976
Environmental Technician I	PW	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Environmental Technician II	PW	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Environmental Technician III	PW	Nonexempt	N090	Trades and Operations	\$32.15	\$46.62
Environmental Technician IV	PW	Nonexempt	N100	Trades and Operations	\$35.37	\$51.29
Equipment Maintenance Foreman	PW, W&S	Exempt	E100	Management	\$73,568	\$106,674
Equipment Operator I	PW, W&S	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Equipment Operator II	PW, W&S	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Equipment Operator III	PW, W&S	Nonexempt	N090	Trades and Operations	\$32.15	\$46.62
ERP Analyst	IT	Exempt	E120	Professional	\$89,017	\$129,075
Events Coordinator	CPRD	Nonexempt	N070	Professional	\$26.57	\$38.53
Executive Assistant	Citywide	Exempt	E100	Support	\$73,568	\$106,674
Executive Communications Lead	CMO	Exempt	E150	Senior Management	\$118,482	\$171,799
Facilities Maintenance Supervisor	PW	Exempt	E090	Management	\$66,880	\$96,976
Facilities Management Technician I	PW, CPRD	Nonexempt	N040	Trades and Operations	\$19.97	\$28.95
Facilities Management Technician II	PW, CPRD	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Facilities Management Technician III	PW, CPRD	Nonexempt	N080	Trades and Operations	\$29.23	\$42.38
Facilities Manager - Public Works	PW	Exempt	E130	Management	\$97,919	\$141,982
Facilities Operations Manager	PW	Exempt	E110	Management	\$80,925	\$117,341
Facilities Project Architect	PW	Exempt	E130	Professional	\$97,919	\$141,982
Facilities Project Manager	PW	Exempt	E100	Professional	\$73,568	\$106,674
Facilities Service Crew Leader	CPRD	Nonexempt	N080	Trades and Operations	\$29.23	\$42.38
Facilities Service Supervisor I	Citywide	Nonexempt	N070	Management	\$26.57	\$38.53
Facilities Service Supervisor II	Citywide	Exempt	E080	Management	\$60,800	\$88,160
Facilities Service Worker	Citywide	Nonexempt	N030	Trades and Operations	\$18.15	\$26.32

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Job Title	Department(s)	FLSA Status	Paygrade	Family	Min	Max
Facilities Technician	CPRD	Nonexempt	N020	Trades and Operations	\$16.50	\$23.93
Facilities Technology and Maintenance Supervisor	PW	Exempt	E100	Management	\$73,568	\$106,674
Farmers Market Assistant	CPRD	Nonexempt	N010	Support	\$15.16	\$21.75
Field Technician	W&S	Nonexempt	N010	Trades and Operations	\$15.16	\$21.75
Financial Services Coordinator	FIN	Exempt	E080	Professional	\$60,800	\$88,160
Fire Chief	GFD	Exempt	E190	Senior Management	\$173,469	\$251,531
Fitness Instructor	CPRD	Nonexempt	N040	Support	\$19.97	\$28.95
Fleet Manager	PW	Exempt	E120	Management	\$89,017	\$129,075
Fleet Services Coordinator	PW	Nonexempt	N060	Support	\$24.16	\$35.03
Fleet Specialist	PW	Nonexempt	N070	Support	\$26.57	\$38.53
Forestry Manager	CPRD	Exempt	E120	Management	\$89,017	\$129,075
Forestry Program Supervisor	CPRD	Exempt	E090	Management	\$66,880	\$96,976
Forestry Technician II	CPRD	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Foundations Supportive Housing Team Supervisor	HHS	Exempt	E100	Management	\$73,568	\$106,674
GIS Analyst I	IT	Exempt	E080	Professional	\$60,800	\$88,160
GIS Architect I	IT	Exempt	E100	Professional	\$73,568	\$106,674
Golf Course Superintendent	CPRD	Exempt	E110	Management	\$80,925	\$117,341
Crew Supervisor I	Citywide	Nonexempt	N090	Management	\$32.15	\$46.62
Golf Manager	CPRD	Exempt	E130	Management	\$97,919	\$141,982
Grant and Special Revenue Manager	FIN	Exempt	E120	Management	\$89,017	\$129,075
Grant Specialist	HHS	Nonexempt	N080	Trades and Operations	\$29.23	\$42.38
Grant Specialist II	FIN	Exempt	E090	Trades and Operations	\$66,880	\$96,976
Graphic Designer	C&E	Exempt	E080	Professional	\$60,800	\$88,160
Groundskeeper I	CPRD	Nonexempt	N010	Trades and Operations	\$15.16	\$21.75
Groundskeeper II	CPRD	Nonexempt	N020	Trades and Operations	\$16.50	\$23.93
Head Golf Professional	CPRD	Exempt	E090	Professional	\$66,880	\$96,976
Golf Crew Supervisor	CPRD	Nonexempt	N090	Management	\$32.15	\$46.62
Historic Site Supervisor	CPRD	Exempt	E080	Management	\$60,800	\$88,160
House Manager	CPRD	Nonexempt	N010	Support	\$15.16	\$21.75
Housing Development Manager	HHS	Exempt	E130	Management	\$97,919	\$141,982
Housing Development Program Manager	HHS	Exempt	E100	Professional	\$73,568	\$106,674
Housing Director	HHS	Exempt	E170	Senior Management	\$143,363	\$207,877
Housing Incentive Manager	HHS	Exempt	E130	Management	\$97,919	\$141,982
Housing Investment Manager	HHS	Exempt	E130	Management	\$97,919	\$141,982
Housing Project Manager	HHS	Exempt	E120	Management	\$89,017	\$129,075
Housing Specialist	HHS	Exempt	E080	Trades and Operations	\$60,800	\$88,160
HR Helpdesk Analyst	HR	Exempt	E080	Professional	\$60,800	\$88,160
Human Resources Business Intelligence Analyst	HR	Exempt	E120	Professional	\$89,017	\$129,075
Human Resources Business Partner I	HR	Exempt	E080	Professional	\$60,800	\$88,160
Human Resources Business Partner II	HR	Exempt	E120	Professional	\$89,017	\$129,075
Human Resources Business Partner III	HR	Exempt	E130	Professional	\$97,919	\$141,982
Human Resources Business Partner Manager	HR	Exempt	E130	Management	\$97,919	\$141,982
Human Resources Operations & Compliance Manager	HR	Exempt	E130	Management	\$97,919	\$141,982
Ice Haus Coach	CPRD	Nonexempt	N020	Support	\$16.50	\$23.93
Industrial Control Network Administrator	W&S	Nonexempt	N130	Professional	\$47.08	\$68.26
Industrial Pretreatment Coordinator	W&S	Exempt	E090	Professional	\$66,880	\$96,976
Industrial Pretreatment Specialist	W&S	Nonexempt	N080	Trades and Operations	\$29.23	\$42.38
Infrastructure Manager	IT	Exempt	E140	Management	\$107,711	\$156,181
Infrastructure Services Superintendent	PW	Exempt	E140	Management	\$107,711	\$156,181
Instrument & Control Supervisor	W&S	Exempt	E130	Management	\$97,919	\$141,982
Instrument & Electrical Lead	W&S	Exempt	E120	Management	\$89,017	\$129,075
Intergovernmental Relations Officer	CMO	Exempt	E150	Senior Management	\$118,482	\$171,799
Internal Communication Supervisor	C&E	Exempt	E110	Management	\$80,925	\$117,341
Irrigation Coordinator	CPRD	Nonexempt	N070	Support	\$26.57	\$38.53

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Job Title	Department(s)	FLSA Status	Paygrade	Family	Min	Max
Irrigation Technician I	Citywide	Nonexempt	N050	Trades and Operations	\$21.96	\$31.84
Irrigation Technician II	PW	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Island Grove Facility Division Manager	CPRD	Exempt	E130	Management	\$97,919	\$141,982
IT Project Manager	IT	Exempt	E150	Professional	\$118,482	\$171,799
IT Purchasing And Contract Specialist	IT	Exempt	E080	Professional	\$60,800	\$88,160
IT Senior Network Architect	IT	Exempt	E140	Professional	\$107,711	\$156,181
IT Special Projects Manager	IT	Exempt	E120	Professional	\$89,017	\$129,075
IT Systems Trainer	IT	Exempt	E080	Professional	\$60,800	\$88,160
Key Accounts Coordinator	W&S	Nonexempt	N080	Support	\$29.23	\$42.38
Laboratory Coordinator	W&S	Exempt	E090	Trades and Operations	\$66,880	\$96,976
Laborer-Water & Sewer	W&S	Nonexempt	N030	Trades and Operations	\$18.15	\$26.32
Landscape Architect III	CD	Exempt	E120	Professional	\$89,017	\$129,075
Lead & Copper Specialist	W&S	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Lead Budget Analyst	FIN	Exempt	E130	Management	\$97,919	\$141,982
Lead Housing Specialist	HHS	Exempt	E080	Management	\$60,800	\$88,160
Lead Meter Services Technician	W&S	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Plant Operator D	W&S	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Leave & Volunteer Coordinator	HR	Exempt	E080	Support	\$29	\$42
Legal Assistant	CAO	Nonexempt	N060	Support	\$32.15	\$46.62
Lift Station Technician	W&S	Nonexempt	N060	Trades and Operations	\$35.37	\$51.29
Liquor Licensing Enforcement Technician	GPD	Nonexempt	N070	Trades and Operations	\$38.91	\$56.41
Maintenance Mechanic I	Citywide	Nonexempt	N050	Trades and Operations	\$21.96	\$31.84
Maintenance Mechanic II	Citywide	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Maintenance Mechanic III	Citywide	Nonexempt	N080	Trades and Operations	\$29.23	\$42.38
Maintenance Mechanic IV	Citywide	Nonexempt	N090	Trades and Operations	\$32.15	\$46.62
Maintenance Service Attendant	PW	Nonexempt	N030	Trades and Operations	\$18.15	\$26.32
Maintenance Technician I	Citywide	Nonexempt	N040	Trades and Operations	\$19.97	\$28.95
Manager Talent Development	HR	Exempt	E130	Management	\$97,919	\$141,982
Managing Director	CMO	Exempt	E190	Senior Management	\$173,469	\$251,531
Marketing Coordinator	CPRD	Nonexempt	N060	Professional	\$24.16	\$35.03
Marketing Sponsorship Coordinator	CPRD	Nonexempt	N070	Professional	\$26.57	\$38.53
Mechanical Controls Technician	PW	Nonexempt	N090	Trades and Operations	\$32.15	\$46.62
Mechanic-Golf	CPRD	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Meter Services Technician	W&S	Nonexempt	N050	Trades and Operations	\$21.96	\$31.84
Mobile Integrated Healthcare Program Manager	GFD	Nonexempt	N100	Management	\$35.37	\$51.29
Mobility Coordinator	PW	Exempt	E090	Management	\$66,880	\$96,976
Mobility Manager	PW	Exempt	E130	Management	\$97,919	\$141,982
Multimedia Producer & Designer	C&E	Exempt	E090	Professional	\$66,880	\$96,976
Municipal Records Management Team Lead	CCO	Exempt	E080	Professional	\$60,800	\$88,160
Museum Aide I	CPRD	Nonexempt	N010	Support	\$15.16	\$21.75
Museum Aide II	CPRD	Nonexempt	N020	Support	\$16.50	\$23.93
Museum Curator	CPRD	Exempt	E080	Professional	\$60,800	\$88,160
Museum Manager	CPRD	Exempt	E100	Management	\$73,568	\$106,674
Museum Volunteer Coordinator	CPRD	Nonexempt	N020	Support	\$16.50	\$23.93
Natural Areas & Trails Crew Supervisor	CPRD	Nonexempt	N090	Management	\$32.15	\$46.62
Natural Areas & Trails Division Manager	CPRD	Exempt	E130	Management	\$97,919	\$141,982
Natural Areas & Trails Technician I	CPRD	Nonexempt	N040	Trades and Operations	\$19.97	\$28.95
Natural Areas & Trails Technician II	CPRD	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Network Administrator I	IT	Exempt	E080	Professional	\$60,800	\$88,160
Network Administrator II	IT	Exempt	E100	Professional	\$73,568	\$106,674
Office Manager	Citywide	Exempt	E080	Management	\$60,800	\$88,160
Open Range Job	Citywide	Nonexempt	PG00	N/A	\$14.81	\$168.27
Operations Specialist	HHS	Nonexempt	N070	Support	\$26.57	\$38.53
Outreach Team Supervisor	HHS	Exempt	E100	Management	\$73,568	\$106,674

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Job Title	Department(s)	FLSA Status	Paygrade	Family	Min	Max
Paralegal	CAO	Nonexempt	N070	Support	\$26.57	\$38.53
Parking Ambassador	PW	Nonexempt	N040	Trades and Operations	\$19.97	\$28.95
Parks & Forestry Division Manager	CPRD	Exempt	E130	Management	\$97,919	\$141,982
Parks Crew Supervisor	CPRD	Nonexempt	N090	Management	\$32.15	\$46.62
Parks Maintenance Technician I	CPRD	Nonexempt	N040	Trades and Operations	\$19.97	\$28.95
Parks Maintenance Technician II	CPRD	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Parks Manager	CPRD	Exempt	E090	Management	\$66,880	\$96,976
Parks Planner	CPRD	Exempt	E090	Professional	\$66,880	\$96,976
Partner and Customer Services Operations Superv	PW	Nonexempt	N100	Management	\$35.37	\$51.29
Payroll Accountant	FIN	Nonexempt	E080	Professional	\$60,799.97	\$88,159.96
Payroll Administrator	FIN	Exempt	E070	Professional	\$55,273	\$80,145
Payroll Manager	FIN	Exempt	E120	Management	\$89,017	\$129,075
Payroll Specialist	FIN	Nonexempt	N070	Support	\$26.57	\$38.53
PC Specialist	IT	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
PC Technician	IT	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Peer Specialist	HHS	Exempt	E090	Professional	\$66,880	\$96,976
Performance & Data Analytics Director	P&DA	Exempt	E160	Senior Management	\$130,330	\$188,979
Personal Trainer	CPRD	Nonexempt	N040	Support	\$19.97	\$28.95
Photo Enforcement Technician	GPD	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Planner I	CD	Nonexempt	N070	Professional	\$26.57	\$38.53
Planner II	CD	Exempt	E090	Professional	\$66,880	\$96,976
Planner III	CD	Exempt	E120	Professional	\$89,017	\$129,075
Planning Division Manager	CPRD	Exempt	E130	Management	\$97,919	\$141,982
Planning Supervisor	CD	Exempt	E130	Management	\$97,919	\$141,982
Planning Technician	CD	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Plans Examiner	Citywide	Exempt	E100	Professional	\$73,568	\$106,674
Plant Operator C	W&S	Nonexempt	N080	Trades and Operations	\$29.23	\$42.38
Plant Operator B	W&S	Nonexempt	N090	Trades and Operations	\$32.15	\$46.62
Plant Operator A	W&S	Nonexempt	N100	Trades and Operations	\$35.37	\$51.29
Lead Plant Operator	W&S	Nonexempt	N120	Trades and Operations	\$42.80	\$62.06
Police Cadet	GPD	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Police Chief	GPD	Exempt	E190	Senior Management	\$173,469	\$251,531
Police Commander	GPD	Exempt	E160	Management	\$130,330	\$188,979
Police Records Manager	GPD	Exempt	E110	Management	\$80,925	\$117,341
Police Records Specialist	GPD	Nonexempt	N050	Support	\$21.96	\$31.84
Police Records Supervisor	GPD	Nonexempt	N080	Management	\$29.23	\$42.38
Police Services Technician	CPRD	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Pool Manager	CPRD	Nonexempt	N030	Support	\$18.15	\$26.32
Pool Technician I	CPRD	Nonexempt	N050	Trades and Operations	\$21.96	\$31.84
Pool Technician II	CPRD	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Position Control Coordinator	HR	Exempt	E090	Professional	\$66,880	\$96,976
Project Specialist	CMO	Nonexempt	N020	Professional	\$16.50	\$23.93
Principal Planner	CD	Exempt	E130	Management	\$97,919	\$141,982
Probation Officer	Muni Court	Exempt	E060	Trades and Operations	\$50,248	\$72,859
Procurement Manager	FIN	Exempt	E140	Management	\$107,711	\$156,181
Program Lead I	CPRD	Nonexempt	N010	Support	\$15.16	\$21.75
Program Lead II	CPRD	Nonexempt	N020	Support	\$16.50	\$23.93
Programmer Analyst	IT	Exempt	E100	Professional	\$73,568	\$106,674
Project Coordinator	W&S	Nonexempt	N080	Trades and Operations	\$29.23	\$42.38
Project Manager I	Citywide	Exempt	E090	Professional	\$66,880	\$96,976
Project Manager II	Citywide	Exempt	E110	Professional	\$80,925	\$117,341
Project Manager III	Citywide	Exempt	E140	Professional	\$107,711	\$156,181
Property Evidence Supervisor	GPD	Nonexempt	N070	Management	\$26.57	\$38.53
Property Evidence Technician	GPD	Nonexempt	N050	Support	\$21.96	\$31.84

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Job Title	Department(s)	FLSA Status	Paygrade	Family	Min	Max
Public Art Coordinator	CPRD	Exempt	E080	Professional	\$60,800	\$88,160
Public Engagement Manager	C&E	Exempt	E120	Management	\$89,017	\$129,075
Public Information Officer	GPD	Exempt	E100	Professional	\$73,568	\$106,674
Public Safety Technical Services Manager	IT	Exempt	E120	Management	\$89,017	\$129,075
Rapid Rehousing Team Supervisor	HHS	Exempt	E100	Management	\$73,568	\$106,674
Rates & Budget Analyst	FIN	Exempt	E110	Professional	\$80,925	\$117,341
Raw Water Operations Supervisor	W&S	Nonexempt	N100	Management	\$35.37	\$51.29
Raw Water Operations Technician	W&S	Nonexempt	N050	Trades and Operations	\$21.96	\$31.84
Real Estate Manager	EDUR	Exempt	E160	Management	\$130,330	\$188,979
Real Estate Specialist	EDUR	Exempt	E100	Trades and Operations	\$73,568	\$106,674
Real Estate Technician	EDUR	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Real Time Information Center Technician II	GPD	Nonexempt	N080	Trades and Operations	\$29.23	\$42.38
Recreation Coordinator II	CPRD	Nonexempt	N060	Management	\$24.16	\$35.03
Recreation Division Manager	CPRD	Exempt	E130	Management	\$97,919	\$141,982
Recreation Facility Manager	CPRD	Exempt	E120	Management	\$89,017	\$129,075
Recreation Manager	CPRD	Exempt	E120	Management	\$89,017	\$129,075
Recreation Program Lead	CPRD	Nonexempt	N010	Support	\$15.16	\$21.75
Recreation Supervisor	CPRD	Exempt	E090	Management	\$66,880	\$96,976
Reservoirs Supervisor	W&S	Exempt	E130	Management	\$97,919	\$141,982
Restoration Specialist	CPRD	Exempt	E070	Professional	\$55,273	\$80,145
Revenue & Business License Manager	FIN	Exempt	E120	Management	\$89,017	\$129,075
Risk & Safety Business Partner I	HR	Exempt	E100	Professional	\$73,568	\$106,674
Risk & Safety Business Partner II	HR	Exempt	E110	Professional	\$80,925	\$117,341
Risk & Safety Business Partner III	HR	Exempt	E120	Professional	\$89,017	\$129,075
Risk & Safety Manager	HR	Exempt	E130	Management	\$97,919	\$141,982
Sales Tax Auditor	FIN	Exempt	E080	Professional	\$60,800	\$88,160
Sales Tax Technician I	FIN	Nonexempt	N040	Support	\$19.97	\$28.95
Sales Tax Technician II	FIN	Nonexempt	N050	Support	\$21.96	\$31.84
Sales Tax Technician III	FIN	Exempt	E060	Support	\$50,248	\$72,859
School Crossing Guard	GPD	Nonexempt	N010	Support	\$15.16	\$21.75
Senior Assistant City Clerk	CCO	Exempt	E070	Professional	\$55,273	\$80,145
Senior Attorney	CAO	Exempt	E160	Professional	\$130,330	\$188,979
Senior Code Compliance Manager	CD	Exempt	E120	Management	\$89,017	\$129,075
Senior Construction Supervisor	CD	Exempt	E110	Management	\$80,925	\$117,341
Senior Environmental & Water Resources Attorney	CAO	Exempt	E180	Professional	\$157,699	\$228,664
Senior Museum Aide	CPRD	Nonexempt	N020	Support	\$16.50	\$23.93
Senior Network Administrator	IT	Exempt	E120	Professional	\$89,017	\$129,075
Senior Paralegal	CAO	Exempt	E100	Support	\$73,568	\$106,674
Senior Plans Examiner	Citywide	Exempt	E110	Professional	\$80,925	\$117,341
Senior Probation Officer	Muni Court	Exempt	E100	Trades and Operations	\$73,568	\$106,674
Senior Public Art Technician	CPRD	Nonexempt	N040	Trades and Operations	\$19.97	\$28.95
Senior Service Desk Technician	IT	Exempt	E090	Professional	\$66,880	\$96,976
Senior Stage Manager	CPRD	Nonexempt	N050	Trades and Operations	\$21.96	\$31.84
Senior Strategic Advisor	CMO	Exempt	E210	Senior Management	\$209,898	\$304,352
Senior Systems Administrator	IT	Exempt	E120	Professional	\$89,017	\$129,075
Senior Theater Technician	CPRD	Nonexempt	N020	Support	\$16.50	\$23.93
Senior Ticket Clerk	CPRD	Nonexempt	N020	Support	\$16.50	\$23.93
Senior Traffic Signal Technician	PW	Nonexempt	N090	Trades and Operations	\$32.15	\$46.62
Senior Urban Transportation Planner	PW	Exempt	E130	Management	\$97,919	\$141,982
Shop Assistant	PW	Nonexempt	N010	Trades and Operations	\$15.16	\$21.75
Signs & Markings Supervisor	PW	Exempt	E080	Management	\$60,800	\$88,160
Signs & Markings Technician	PW	Nonexempt	N050	Trades and Operations	\$21.96	\$31.84
Skate Guard	CPRD	Nonexempt	N010	Support	\$15.16	\$21.75
Source Water Supply Manager	W&S	Exempt	E120	Management	\$89,017	\$129,075

Appendix A

Job Title	Department(s)	FLSA Status	Paygrade	Family	Min	Max
Special Events Manager	CPRD	Exempt	E100	Management	\$73,568	\$106,674
Splash Park Attendant	CPRD	Nonexempt	N010	Support	\$15.16	\$21.75
Stormwater Manager	PW	Exempt	E140	Management	\$107,711	\$156,181
Stormwater Quality Administrator	PW	Exempt	E110	Professional	\$80,925	\$117,341
Supervising Senior Attorney	CAO	Exempt	E180	Management	\$157,699	\$228,664
Supervising Senior Environmental & Water Attorne	CAO	Exempt	E180	Management	\$157,699	\$228,664
Swim Instructor	CPRD	Nonexempt	N020	Support	\$16.50	\$23.93
Systems Administrator I	IT	Exempt	E090	Professional	\$66,880	\$96,976
Systems Administrator II	IT	Exempt	E110	Professional	\$80,925	\$117,341
T&D Maintenance Team Manager	W&S	Exempt	E120	Management	\$89,017	\$129,075
T&D Operations Team Manager	W&S	Exempt	E120	Management	\$89,017	\$129,075
Talent Acquisition Operations Lead	HR	Exempt	E100	Management	\$73,568	\$106,674
Talent Acquisition Partner I	HR	Exempt	E090	Professional	\$66,880	\$96,976
Talent Acquisition Partner II	HR	Exempt	E100	Professional	\$73,568	\$106,674
Talent Acquisition Partner III	HR	Exempt	E110	Professional	\$80,925	\$117,341
Technical Services Coordinator	CPRD	Exempt	E090	Professional	\$66,880	\$96,976
Telecom Administrator	IT	Exempt	E110	Professional	\$80,925	\$117,341
Television & Video Production Specialist	C&E	Exempt	E080	Trades and Operations	\$60,800	\$88,160
Theater Technician I	CPRD	Nonexempt	N010	Support	\$15.16	\$21.75
Theater Technician II	CPRD	Nonexempt	N010	Support	\$15.16	\$21.75
Ticket Clerk	CPRD	Nonexempt	N010	Support	\$15.16	\$21.75
Traffic Engineer	PW	Exempt	E130	Professional	\$97,919	\$141,982
Traffic Operations Supervisor	PW	Exempt	E100	Management	\$73,568	\$106,674
Traffic Signal Supervisor	PW	Nonexempt	N090	Management	\$32.15	\$46.62
Traffic Signal Technician I	PW	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Traffic Signal Technician II	PW	Nonexempt	N080	Trades and Operations	\$29.23	\$42.38
Training Coordinator	Citywide	Nonexempt	N070	Support	\$26.57	\$38.53
Transit Specialist	PW	Exempt	E070	Professional	\$55,273	\$80,145
Transportation Dispatcher	PW	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Transportation Planner I	PW	Exempt	E090	Professional	\$66,880	\$96,976
Transportation Planner II	PW	Exempt	E110	Professional	\$80,925	\$117,341
UCCC Event Coordinator	CPRD	Exempt	E060	Professional	\$50,248	\$72,859
UCCC Manager	CPRD	Exempt	E100	Management	\$73,568	\$106,674
Utility Billing Manager	W&S	Exempt	E100	Management	\$73,568	\$106,674
Utility Billing Supervisor	W&S	Exempt	E090	Management	\$66,880	\$96,976
Utility Coordinator	PW	Exempt	E080	Professional	\$60,800	\$88,160
Utility Finance Manager	PW	Exempt	E130	Management	\$97,919	\$141,982
Utility Locator	Citywide	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Utility Locator Supervisor	Citywide	Nonexempt	N070	Management	\$26.57	\$38.53
Utility Systems Analyst I	W&S	Exempt	E090	Professional	\$66,880	\$96,976
Utility Systems Analyst II	W&S	Exempt	E100	Professional	\$73,568	\$106,674
Venue Sales And Promotion Coordinator	CPRD	Nonexempt	N070	Professional	\$26.57	\$38.53
Victim Advocate Specialist	GPD	Nonexempt	N070	Professional	\$26.57	\$38.53
Victim Services Coordinator	GPD	Nonexempt	N100	Management	\$35.37	\$51.29
Wastewater Collections Superintendent	W&S	Exempt	E140	Management	\$107,711	\$156,181
Wastewater Laboratory Supervisor	W&S	Exempt	E100	Management	\$73,568	\$106,674
Wastewater Maintenance Supervisor	W&S	Exempt	E110	Management	\$80,925	\$117,341
Wastewater Technical Services Manager	W&S	Exempt	E120	Management	\$89,017	\$129,075
Wastewater Treatment Superintendent	W&S	Exempt	E140	Management	\$107,711	\$156,181
Water Conservation Coordinator	W&S	Exempt	E100	Professional	\$73,568	\$106,674
Water Conservation Manager	W&S	Exempt	E130	Management	\$97,919	\$141,982
Water Conservation Specialist I	W&S	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Water Conservation Specialist II	W&S	Exempt	E070	Trades and Operations	\$55,273	\$80,145
Water Efficiency Resource Coordinator	W&S	Exempt	E070	Professional	\$55,273	\$80,145

Appendix A

Job Title	Department(s)	FLSA Status	Paygrade	Family	Min	Max
Water Enterprise Financial Analyst	W&S	Exempt	E080	Professional	\$60,800	\$88,160
Water Instrument Technician	W&S	Nonexempt	N100	Trades and Operations	\$35.37	\$51.29
Water Inventory Coordinator	W&S	Nonexempt	N070	Support	\$26.57	\$38.53
Water Quality & Regulatory Compliance Manager I Citywide		Exempt	E100	Management	\$73,568	\$106,674
Water Quality & Regulatory Compliance Manager II Citywide		Exempt	E130	Management	\$97,919	\$141,982
Water Quality Analyst	W&S	Nonexempt	N080	Professional	\$29.23	\$42.38
Water Quality Technician II	W&S	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Water Resource Administrator I	W&S	Exempt	E090	Professional	\$66,880	\$96,976
Water Resource Administrator II	W&S	Exempt	E100	Professional	\$73,568	\$106,674
Water Resource Administrator III	W&S	Exempt	E110	Professional	\$80,925	\$117,341
Water Resource Engineer IV	W&S	Exempt	E150	Professional	\$118,482	\$171,799
Water Resource Operations Manager	W&S	Exempt	E130	Management	\$97,919	\$141,982
Water Resource Planning Manager	W&S	Exempt	E130	Management	\$97,919	\$141,982
Water Supply Technician	W&S	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Water Systems Technician I	W&S	Nonexempt	N050	Trades and Operations	\$21.96	\$31.84
Water Systems Technician II	W&S	Nonexempt	N060	Trades and Operations	\$24.16	\$35.03
Water Systems Technician III	W&S	Nonexempt	N070	Trades and Operations	\$26.57	\$38.53
Water Systems Technician IV	W&S	Nonexempt	N080	Trades and Operations	\$29.23	\$42.38
Water Transmission & Distribution Superintendent	W&S	Exempt	E160	Management	\$130,330	\$188,979
Water Treatment Manager	W&S	Exempt	E140	Management	\$107,711	\$156,181
Water Treatment Plant Superintendent	W&S	Exempt	E140	Management	\$107,711	\$156,181
Web Administrator	C&E	Exempt	E100	Professional	\$73,568	\$106,674
Wellness Coordinator	HR	Exempt	E110	Professional	\$80,925	\$117,341
Workers' Compensation Program Manager	HR	Exempt	E090	Professional	\$66,880	\$96,976
Workforce Development Manager	EDUR	Exempt	E140	Management	\$107,711	\$156,181
Youth Instructor	CPRD	Nonexempt	N020	Support	\$16.50	\$23.93
Youth Service Specialist	CPRD	Nonexempt	N010	Support	\$15.16	\$21.75
Youth Sports Official I	CPRD	Nonexempt	N010	Support	\$15.16	\$21.75
Youth Sports Official II	CPRD	Nonexempt	N020	Support	\$16.50	\$23.93
Youth Sports Official III	CPRD	Nonexempt	N030	Support	\$18.15	\$26.32
Youth Sports Scorekeeper	CPRD	Nonexempt	N010	Support	\$15.16	\$21.75
Youth Sports Supervisor	CPRD	Nonexempt	N020	Support	\$16.50	\$23.93



Pay Plan 2026

Martha Lanaghan, Director of Human Resources

City Council Work Session – October 21, 2025

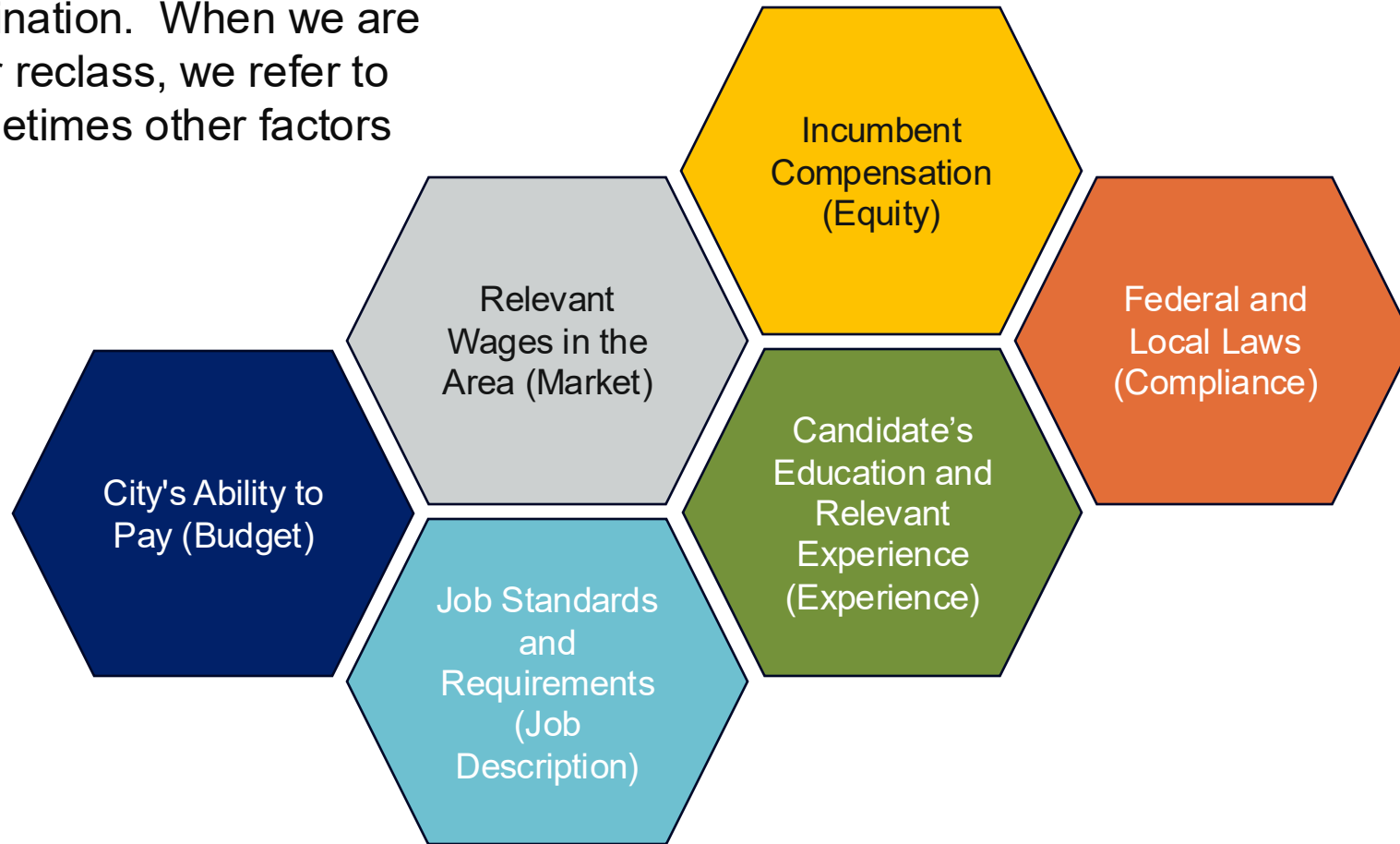


Agenda

- Overview of current pay plan, and why change is needed
- Summary of what is and isn't changing
- Overview of the 2026 proposed pay plan
- Purpose: Share information about the 2026 pay plan to inform the discussion, and then vote to adopt the pay plan ordinance.

Compensation Ecosystem Best Practice

Many factors contribute to the employee's compensation determination. When we are comping a new hire or reclass, we refer to these factors and sometimes other factors are weighed.



Why Are Changes Needed?

Current Plan



52 narrow pay bands
2 plans (exempt and non-exempt)



Last Market Evaluation done in 2023



Overly complex meant difficult to explain to employees and managers



Over 400 of our employees are within 5% of the max of their pay band

2026 Pay Plan

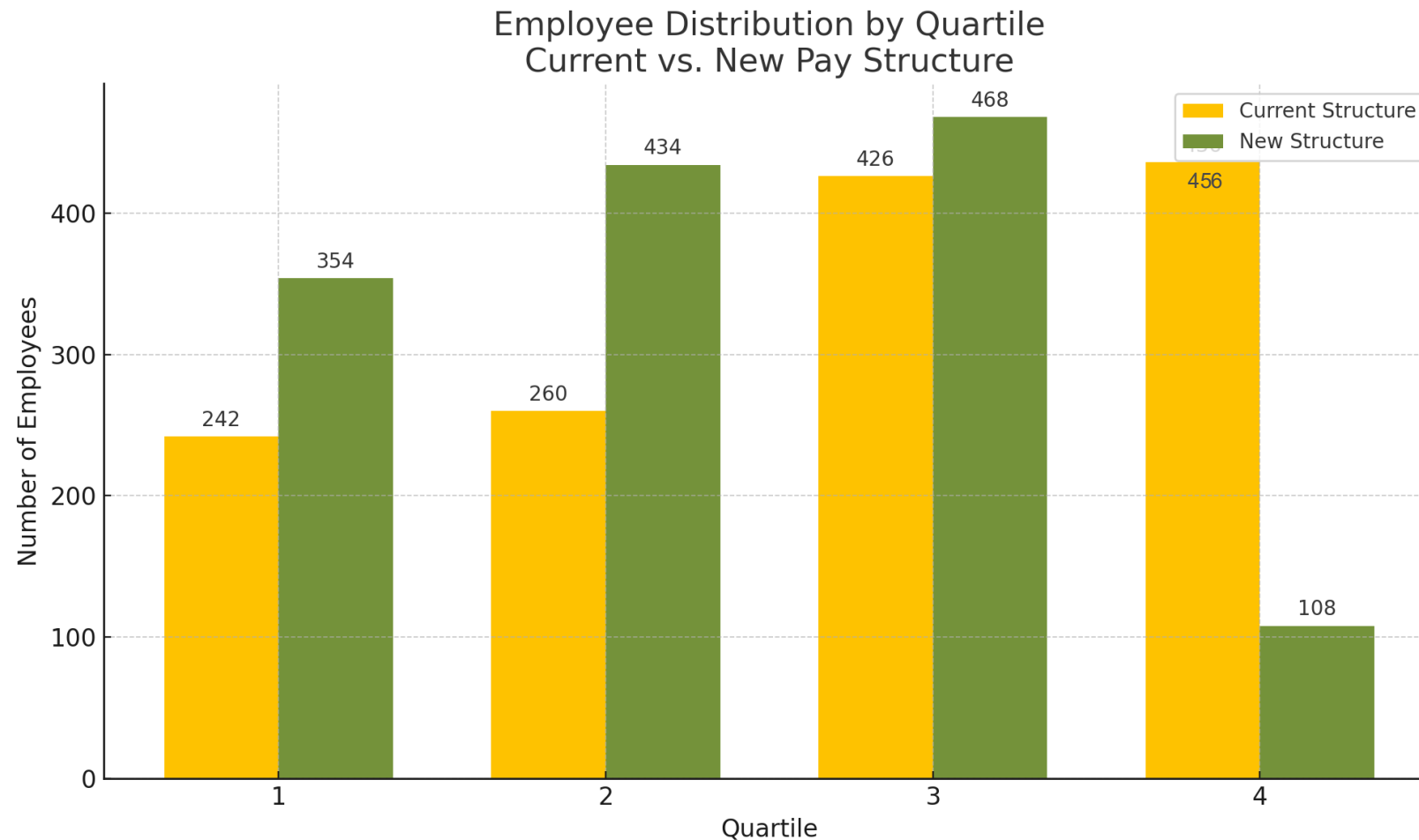
24 wider pay bands
1 plans for all FLSA statuses

100% of all COG positions have been evaluated against the market

Simplified plans and better training

Better pay band balancing

Current: Distribution not Sustainable



Today:

- Over 40 employees are at Max and didn't get full base-building increases this year

New Pay Plan:

- Only 2 employees will be above the maximum of their new paygrades.
- Most employees (over 900) fall within Q2 and Q3, the intended target range.
- This distribution supports fair and flexible pay practices.

Refreshed, Not Rebuilt – What’s Changing (and What Isn’t)

Attribute	Changes
Job Titles	No – the new pay plan includes all full-time and part-time job titles with the addition of several step-progression titles
Family Names	No – we continue to have five job families • MGMT (Management) • PROF (Professional) • SUPT (Support) • TOPS (Trades and Operations) • SRMGT (Senior Management)
FLSA Exemption Status	No – Exempt and Non-Exempt statuses remain the same for all roles What does change? One pay plan Exempt and Non-Exempt
Salaries / Pay	Vast majority of employees will not experience a change in compensation with the new pay plan.
Paygrades / Pay Ranges	Yes – The new pay grade table has a different numbering system and new pay ranges

Proposed Pay Structure

Non-Exempt (Hourly)

Paygrade	Min	Q2	Mid	Q4	Max
N010	\$15.00	\$16.69	\$18.38	\$20.06	\$21.75
N020	\$16.50	\$18.36	\$20.21	\$22.07	\$23.93
N030	\$18.15	\$20.19	\$22.23	\$24.28	\$26.32
N040	\$19.97	\$22.21	\$24.46	\$26.70	\$28.95
N050	\$21.96	\$24.43	\$26.90	\$29.37	\$31.84
N060	\$24.16	\$26.88	\$29.59	\$32.31	\$35.03
N070	\$26.57	\$29.56	\$32.55	\$35.54	\$38.53
N080	\$29.23	\$32.52	\$35.81	\$39.10	\$42.38
N090	\$32.15	\$35.77	\$39.39	\$43.01	\$46.62
N100	\$35.37	\$39.35	\$43.33	\$47.31	\$51.29
N110	\$38.91	\$43.28	\$47.66	\$52.04	\$56.41
N120	\$42.80	\$47.61	\$52.43	\$57.24	\$62.06
N130	\$47.08	\$52.37	\$57.67	\$62.96	\$68.26
N140	\$51.78	\$57.61	\$63.44	\$69.26	\$75.09
N150	\$56.96	\$63.37	\$69.78	\$76.19	\$82.60
N160	\$62.66	\$69.71	\$76.76	\$83.81	\$90.86
N170	\$68.92	\$76.68	\$84.43	\$92.19	\$99.94
N180	\$75.82	\$84.35	\$92.88	\$101.41	\$109.93
N190	\$83.40	\$92.78	\$102.16	\$111.55	\$120.93
N200	\$91.74	\$102.06	\$112.38	\$122.70	\$133.02
N210	\$100.91	\$112.27	\$123.62	\$134.97	\$146.32

Exempt (Salaried)

Paygrade	Min	Q2	Mid	Q4	Max
E010	\$31,200	\$34,710	\$38,220	\$41,730	\$45,240
E020	\$34,320	\$38,181	\$42,042	\$45,903	\$49,764
E030	\$37,752	\$41,999	\$46,246	\$50,493	\$54,740
E040	\$41,527	\$46,199	\$50,871	\$55,543	\$60,214
E050	\$45,680	\$50,819	\$55,958	\$61,097	\$66,236
E060	\$50,248	\$55,901	\$61,554	\$67,207	\$72,859
E070	\$55,273	\$61,491	\$67,709	\$73,927	\$80,145
E080	\$60,800	\$67,640	\$74,480	\$81,320	\$88,160
E090	\$66,880	\$74,404	\$81,928	\$89,452	\$96,976
E100	\$73,568	\$81,844	\$90,121	\$98,397	\$106,674
E110	\$80,925	\$90,029	\$99,133	\$108,237	\$117,341
E120	\$89,017	\$99,032	\$109,046	\$119,061	\$129,075
E130	\$97,919	\$108,935	\$119,951	\$130,967	\$141,982
E140	\$107,711	\$119,828	\$131,946	\$144,063	\$156,181
E150	\$118,482	\$131,811	\$145,140	\$158,470	\$171,799
E160	\$130,330	\$144,992	\$159,654	\$174,317	\$188,979
E170	\$143,363	\$159,492	\$175,620	\$191,748	\$207,877
E180	\$157,699	\$175,441	\$193,182	\$210,923	\$228,664
E190	\$173,469	\$192,985	\$212,500	\$232,015	\$251,531
E200	\$190,816	\$212,283	\$233,750	\$255,217	\$276,684
E210	\$209,898	\$233,512	\$257,125	\$280,739	\$304,352

Financial Impact is Minimal

Financial	Dollar Amount	Notes
Bring to Minimum	~\$20,000/year	Several employees need to be brought up to the minimum of their new paygrade.
Move minimum city wage for regular employees from \$14.81 to \$15.16/hour	~\$3,000	State of Colorado increased the minimum wage effective January 1, 2026.
Increase On-Call pay	~\$200k	Many cities pay \$3.50/hour for on-call pay, we pay \$1.50. Would like to step up to \$2.50 in 2026, and more in future years.

Staff Recommendation

Staff recommends adopting the ordinance and publishing with reference to title only.

Questions





Council Agenda Summary

October 21, 2025

Key Staff Contact: Heidi Leatherwood, City Clerk

Title:

Appointments to Boards and Commissions - Greeley Art Commission, Historic Preservation Commission, Housing Authority, Housing for All Advisory Board, Union Colony Civic Center Advisory Board and Youth Commission

Summary:

Council appointments are needed due to vacancies and expiring terms for the Greeley Art Commission, the Historic Preservation Commission, the Housing Authority, the Housing for All Advisory Board, the Union Colony Civic Center Advisory Board and the Youth Commission.

New applicants were interviewed by one council member on October 6, 2025, and October 9, 2025.

Fiscal Impact:

Does this item create a fiscal impact on the City of Greeley? No

Legal Issues:

The City Attorney's Office reviewed the applications and advised of potential conflicts of interest. It should be noted that there is a possibility that the applicants currently serve as a volunteer on a board or commission besides the one they are applying to. It is also important to point out to the applicants that there are always potential conflicts that exist with business and investments, current jobs or relatives and family members coming before the Board or Commission. Should such conflicts arise, the Board or Commission member simply recuses themselves from that particular item. Such a potential conflict does not preclude anyone from serving on a Board or Commission in general, just that particular agenda item.

Other issues and Considerations:

None

Strategic Focus Area:

Business Growth
Community Vitality
High-Performance Government
Housing For All
Infrastructure and Mobility
Quality of Life
Safe and Secure Communities

Decision Options:

1. Appoint or reappoint the individuals to serve on an applicable board or commission
2. Direct staff to re-advertise applicable vacancy

Council's Recommended Action:

No motion is necessary. The City Council's Policies and Protocol authorize appointment of Board and Commission members by written ballot, which can be used in lieu of a motion or voice vote for individual or multiple appointments. This policy was adopted by Council as a time-savings measure. Accordingly, a ballot is attached for Council's use in making appointments. Candidates receiving a majority vote (at least 4 votes) are appointed with no further action needed by Council.

Attachments:

1. Sample Ballot



Applicants for the boards and/or commissions listed below are in alphabetical order and recommendations from the interview team are shown in bold. Virtual interviews are customarily held on the second week of each month, and appointments are decided during the second City Council meeting (third week of the month).

***** BALLOT *****

Greeley Art Commission	
<i>2 Positions: 3 Year Term</i>	
☐	CHERYL LEE
☐	MOLLY MCINTOSH (I)
☐	(Recruit for Additional Applicants)

Housing for All Advisory Board	
<i>2 Positions: 3 Year Term</i>	
☐	CHUCK REHMER
☐	JAYMI ANDERSON (I)
☐	(Recruit for Additional Applicants)

Historic Preservation Commission	
<i>4 Positions: 3 Year Term</i>	
☐	DAN PODELL (I)
☐	DORAN AZARI (I)
☐	MELISSA MARTINEZ (I)
☐	(Recruit for Additional Applicants)

Union Colony Civic Center Advisory Board	
<i>1 Position: 3 Year Term</i>	
☐	CATHY SALAYMEH
☐	(Recruit for Additional Applicants)

Housing Authority	
<i>3 Positions: 5 Year Term</i>	
☐	DEB CALLIES
☐	(Recruit for Additional Applicants)

Youth Commission	
<i>3 Positions: 2 Year Term</i>	
☐	EMILY KAROWSKY
☐	OWEN HARPER
☐	(Recruit for Additional Applicants)

Comments:

(I) = Incumbent



Council Agenda Summary

October 21, 2025

Key Staff Contact: Stacey Aurzada, City Attorney

Title:

Motion to go into Executive Session to Request and Receive Legal Advice from the City Attorney regarding a proposed Referendum Petition

Summary:

On November 23, 2025 the City Clerk received a written notice of protest of Ordinance No. 30, 2025 and an intent to circulate a referendum petition pursuant to Section 2-84 of the City of Greeley Municipal Code. The City Council may move for an executive session to request and receive legal advice regarding the proposed referendum petition.

Fiscal Impact:

None

Legal Issues:

None

Other issues and Considerations:

None

Strategic Focus Area:

High-Performance Government

Decision Options:

1. Approve the motion as presented; or
2. Amend the motion and approve as amended; or
3. Deny the motion; or
4. Continue consideration of the motion to a certain date.

Council's Recommended Action:

A motion to go into an Executive Session for conferral with the City Attorney to request and receive legal advice regarding a proposed referendum petition, as provided in C.R.S. 24-6-402(4)(b) and Greeley Municipal Code 2-151(a)(2).

Attachments:

None



Council Agenda Summary

Item: 25.

October 21, 2025

Key Staff Contact: Stacey Aurzada, City Attorney

Title:

Motion to go into Executive Session to receive legal advice regarding personnel matters

Summary:

The Executive Session is requested to allow the City Attorney the opportunity to discuss pending personnel matters with the City Council.

Fiscal Impact:

None

Legal Issues:

None

Other issues and Considerations:

None

Strategic Focus Area:

High-Performance Government

Decision Options:

1. Approve the motion as presented; or
2. Amend the motion and approve as amended; or
3. Deny the motion; or
4. Continue consideration of the motion to a certain date.

Council's Recommended Action:

A motion to go into an Executive Session to receive legal advice as provided under C.R.S. Section 24-6-402(4)(b) and Greeley Municipal Code Section 2-151(a)(2).

Attachments:

None



Council Agenda Summary

Title:

Motion authorizing the City Attorney to prepare any required resolutions, agreements, and ordinances to reflect action taken by the City Council at this meeting and any previous meetings, and authorizing the Mayor and City Clerk to sign all such resolutions, agreements, and ordinances



Council Agenda Summary

Item: 27.

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 Planning Calendar and Schedule for City Council Meetings and Work Sessions and make any necessary changes regarding any upcoming meetings or events.

Attachments:

Council Meetings and Other Events Calendar

Council Meeting and Work Session Schedule

Council Meetings and Other Events Calendars

October 19 – November 15, 2025

Tuesday, October 21, 2025

- GFD Retirement Celebration for Lt. Shawn Eggleston 4 p.m. Fire Station 1 (1155 10th Ave, Greeley, CO 80631)
 - City Council Meeting 6 p.m. City of Greeley Council Chambers (1001 11th Ave Greeley CO 80631)
-

Monday, October 27, 2025

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

Tuesday, October 28, 2025

- Weld Community Foundation - Spread the Good Luncheon 11:30 a.m. Aims Community College Welcome Center Ballroom (4901 W 20th Street, Greeley CO 80634)
- City Council Work Session Meeting 6 p.m. City of Greeley Council Chambers (1001 11th Ave Greeley CO 80631)

Wednesday, October 29, 2025

- Upstate Colorado Economic Development 7 a.m. Upstate Colorado Conference Room (822 7th Street Greeley CO 80631)

Thursday, October 30, 2025

- Science Night at Salida Del Sol Academy 5:30 p.m. Salida Del Sol Academy (111 E 26th Street, Greeley, CO 80631)
 - 2025 Annual Town/County Dinner 6 p.m. Weld County Administration Building (1150 O Street Greeley CO 80631)
-

Tuesday, November 4, 2025

- **City Council Meeting Cancelled due to Election Day**

Thursday, November 6, 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)
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Tuesday, November 11, 2025

- Veteran's Day Proclamation at Bittersweet Park 11 a.m. Bittersweet Park (35th Ave & 16th St, Greeley, CO 80634)
- **City Council Work Session Cancelled due to Veteran's Day**

Thursday, November 13, 2025

- Northern Colorado Refugee Quarterly Consultations 9:30 a.m. (3001 8th Ave Suite 100 Evans, CO 80620)

2025 Council Meeting/Work Session Agenda Items Schedule

	10/13/2025		
	This schedule is subject to change		
October 28, 2025 City Council Work Session	Cancelled Tentative		
November 04, 2025 Council Meeting	Cancelled - No Meeting- Election Day		
November 11, 2025 City Council Work Session	Cancelled -No Meeting- Veteran's Day		
November 18, 2025 Council Meeting			
CCS Lobby	5:15-5:45 p.m. Celebration for outgoing Councilmembers and Mayor		
Current Council	Minutes - October 7; October 21 RM; October 14 WS; October 28 WS	Heidi Leatherwood	Consent
	Proclamation - Crash Responder Safety Week	Mayor	
	Proclamation - Law Enforcement Records Personnel Week	Mayor	
	Proclamation -		
	Adjournment		
Swearing In of New Council and Seating	Oath	Judge Gonzales	
New Council	Call to Order, Roll Call	Mayor	
	Intro & 1st Rdg Ord - Development Code Text Amendment for Annexations	Caleb Jackson/Don Threewitt	Consent
	Comprehensive Financial Policies	Allena Portis	Regular/Informational
	BC Triennial Review	Jennifer Middleton	Regular/Informational
	Development Text Code Amendment for Affordable Housing	Caleb Jackson/Don Threewitt	Regular/Informational
	B&C Appointments	Jennifer Middleton	Regular/Informational
November 25, 2025 City Council Work Session	Cancelled- No Meeting -Thanksgiving Holiday		
December 02, 2025 Council Meeting			
	Minutes	Heidi Leatherwood	Consent
	Resolution - DDA Mill Levy	Nathan Mosley	Consent
	Intro & 1st Rdg Ord - Development Code Text Amendment for Affordable Housing	Caleb Jackson/Don Threewitt	
	Intro & 1st Rdg Ord - Reauthorize Boards	Jennifer Middleton	
	Intro & 1st Rdg Ord - Setting forth procedure for City Appointments to 501 (c)(3) Board	Blair Snow	Consent
	PH & 2nd Rdg Ord - Development Code Text Amendment for Annexations	Caleb Jackson/Don Threewitt	Consent
	Private Activity Bond Affordable Housing Program	Deb Callies	Regular
	Greeley Housing Authority/High Plains Development Loan to Grant Conversions	Deb Callies	Regular
December 09, 2025 City Council Work Session	3 rd Quarter Financial Report	Robert Miller/Tyra Litzau	WS
	Urban Renewal 101	GURA/Brian McBroom	WS
	Urban Forestry Plan	Diana Frick	WS
December 16, 2025 Council Meeting			
	Minutes	Heidi Leatherwood	
	PH & 2nd Rdg Ord - Development Code Text Amendment for Affordable Housing	Caleb Jackson/Don Threewitt	
	PH & 2nd Rdg Ord - Reauthorize Boards	Jennifer Middleton	Consent
	PH & 2nd Rdg Ord - Setting forth procedure for City Appointments to 501 (c)(3) Board	Jennifer Middleton	Consent
	B&C Appointments		Regular
December 23, 2025 City Council Work Session	Cancelled- No Meeting- Christmas/Holiday		



Council Agenda Summary

Item: 28.

Title

Adjournment