City of Greeley, Colorado

City Council Work Session Proceedings

Tuesday, October 14, 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
   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**
   None.

5. **North Front Range Metropolitan Organization (NFRMPO) Coordinated Plan**
   Deputy Public Works Director Will Jones introduced the item at 6:01 p.m.

   Mr. Jones introduced Aaron Hull, Mobility Planner at the North Front Range Metropolitan Planning Organization (MPO), noting that this was an initiative brought forward by Councilmember Olson.

   Mr. Hull provided an overview of the North Front Range MPO, explaining that it was a regional transportation and air quality agency formed in 1988 covering 15 municipalities, 549,000 individuals, and over 675 square miles. He detailed the MPO's mobility program, which focused on transportation for underserved communities like older adults and individuals with disabilities.

   Mr. Hull highlighted their Ride No Co program, which included a website with a trip discovery tool and a call center operating Monday through Friday. He presented data showing they had received 285 calls year-to-date and 5,038 website visits, with heat maps showing where calls originated. He also shared demographic data showing most calls were for medical, miscellaneous, or employment transportation needs.

   The 2025 Coordinated Plan, updated every four years, sets project priorities for the next 5-10 years for mobility and helps with projects funded by 5310 funds. Mr. Hull presented population data for Greeley, showing 19.2% of the current population consists of older adults (approximately 22,000 people), projected to be about 18.5% by 2045 (29,000 individuals). Additionally, about 12.7% of Greeley's population

(14,000 individuals) has a disability, with 35% of those 65 and older having a disability.

Mr. Hull discussed transportation gaps identified through their call center and outreach, including issues with last-minute transportation needs, cost, service area limitations, new neighborhoods not being serviced, difficulties getting between communities, rural area needs, and limited services due to funding constraints.

During discussion, Councilmember Butler inquired if 60 Plus Ride was receiving adequate funding. Mr. Hull confirmed that both 60 Plus and Via Mobility have waitlists for their services and then Mr. Jones noted that funding requests from these organizations had been received in the past.

Councilmember Olson emphasized the importance of Ride No Co and Van Go programs, noting that Van Go is one of the largest such organizations in the state. He also mentioned the Transportation Management Organization (TMO) that will connect bus service between Greeley and Loveland.

Councilmember DeBoutez asked about bus service. Mr. Jones clarified that the Outrider program operates from Sterling three days a week with stops in Greeley. Council member Olson added that the Outrider program was the largest and most used rural connection in the entire United States.

Mayor Gates thanked Mr. Jones and Mr. Hull for the presentation.

6. **Public Art Policy**
Assistant City Manager Kelli Johnson introduced the item at 6:24 p.m.

Deputy Director Budget and Policy Kalen Myers, and Director of Culture, Parks, and Recreation Department Diana Frick also presented on the city's art in public places program. The presentation addressed three aspects:

- expanding the program to include local performing arts groups,
- clarifying the funding source for the 1% allocation tied to capital improvement projects, and
- improving how funds are reported and appropriated in the budget process.

Ms. Myers provided an overview of the program, established by ordinances in 1993 and 1998, which funds and manages the city's permanent art collection through a 1% allocation of capital project construction budgets. Currently, the 1% has been applied to new construction or enhancement capital projects only, not to maintenance and replacement.

The staff proposed two options regarding the 1% funding mechanism:
- Option A: Endorse an administrative policy clarifying eligibility as new construction and expansion CIP only
- Option B: Retain current code language with broader application of the 1% across the entire CIP

Ms. Frick presented options for expanding the program to include performing arts:
- Option A: Keep the current model focused only on visual art
- Option B: Open the program fully to performing arts
- Option C: Take a middle road with a capped or pilot approach

Councilmember DeBoutez asked to find a sustainable funding source for legacy performing arts groups such as the Greeley Philharmonic Orchestra. She highlighted the need for reliable and consistent funding to adequately support these organizations. Discussion ensued about the necessity of balancing support for visual arts with the growing needs of performing arts groups. Some councilmembers noted the importance of expanding the public art program to include performing arts, as this could better serve the diverse cultural landscape of Greeley.

Councilmember McDonald voiced support for expanding the program to include performing arts, mentioning the longevity and community contributions of local groups such as the Dance Factory, which has been a staple in Greeley for over 50 years. She emphasized the unique experience and value of performing at the Union Colony Civic Center (UCCC).

Ms. Frick explained that the UCCC already has a legacy partner program in place, which provides additional support to longtime partners. Starting with the 2025-2026 season, these legacy partners receive benefits such as discounted rates, increased marketing visibility, and waived fees. Examples of legacy partners included the Greeley Philharmonic Orchestra, the Greeley Stampede Troupe, and the Dance Factory. Ms. Frick highlighted the city's commitment to maintaining a strong relationship with these local arts organizations and expressed the department's readiness to work on expanding the program further to support the performing arts community.

After discussion, the Council reached consensus to support:

- Option A for the 1% funding mechanism - formalizing the current practice of applying 1% to new construction and expansion only
- Option B for performing arts inclusion - opening the program fully to performing arts

Mayor Gates thanked staff for the information.

7. **Community Sponsorship Policy**
Director of Budget and Policy Nathan Mosley introduced the item with a presentation at 7:12 p.m.

Mr. Mosley spoke about the development of a community sponsorship policy to provide a structured, transparent process for reviewing sponsorship requests from community organizations. The proposed policy would formalize the process and establish criteria for organizations seeking City sponsorship.

Mr. Mosley explained that eligible organizations would need to be either 501(c)(3) or 501(c)(4) nonprofits with at least 51% Greeley residents on their board or membership. The organization must demonstrate expertise to execute the proposed event, show that the sponsorship serves a legitimate public purpose, and ensure the event is not for political advocacy. The policy would cap sponsorship amounts at $10,000 per request, with funding coming from approximately $100,000 annually in the City Manager's budget.

During the discussion regarding the community sponsorship policy, Councilmember Butler expressed significant concerns about the inclusion of 501(c)(4) organizations, pointing out that these entities can devote up to 49% of their funds to political activities. Councilmember Butler was unsure public funds could indirectly support political agendas, which he deemed inappropriate. In response, Mr. Mosley and Ms. Johnson indicated that the policy requires proof of serving a public purpose that benefits Greeley citizens, noting that any funds provided would necessitate a clear public benefit.

Staff were asked to clarify past sponsorship practices, with particular attention on which organizations previously received city sponsorships. Mayor Gates and other councilmembers sought to improve understanding of fund distribution to enhance transparency and fairness.

Councilmember Butler highlighted that sponsorship issues had been a concern for over a year, stressing the need for a formalized, transparent process to handle requests, affirming that city sponsorships should meet publicly defined purposes and ensure equitable community support. Mr. Mosley and Ms. Johnson responded that the proposed policy aimed to establish a consistent, repeatable process for evaluating sponsorship requests, which included capping sponsorship amounts and formalizing agreements to ensure alignment with city goals.

Council reached consensus to:

- Support the City Manager in establishing an administrative process to financially support community events;
- Support a $10,000 limit for sponsorships;
- Not support the inclusion of 501(c)(4) applicants.

8. Development Code Text Amendment for Accessory Dwellings

Director of Community Development Brian McBroom and Planning Supervisor Caleb Jackson introduced the item at 7:30 p.m.

Mr. McBroom noted that while the amendment would align with state mandates and preserve eligibility for important grant funds, he believed the City Council was in the best position to make zoning and land use decisions for Greeley.

Mr. Jackson explained that currently, ADUs were allowed by building permit in residential medium, residential high, commercial zones, and mixed-use zones, but not in residential low, residential estate, or holding agriculture zones. The proposal would expand allowance to all zones if there was an existing house on the property, with size limitations (750 square feet maximum in new zoning districts) and reduced parking requirements.

Councilmembers expressed frustration with the state mandating local land use decisions, while others supported expanding ADU options to provide more housing choices. Councilmember Olson asked about potential neighborhood impacts and community opposition. In response, Mr. McBroom clarified that while private HOA covenants could still place restrictions on ADUs, the proposed update would not entirely override them.

Councilmember Butler noted that many residents with appropriately sized lots want to build ADUs but are prohibited by current zoning. Planning Supervisor Caleb Jackson responded that allowing ADUs in more zones would still enforce necessary building code standards to ensure health and safety compliance.

Council reached consensus to table the item pending additional community feedback, requesting that staff conduct outreach to gauge public opinion before bringing the matter back for further discussion.

Mayor Gates thanked staff for the information.

9. **Motion to go into Executive Session for the purpose of completing the Mid-Year performance review of the City Council Appointee – City Manager Raymond Lee**

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

Councilmember Payton made the motion. Councilmember McDonald seconded the motion. The motion passed 7-0 at 8:12 p.m.

10. **Scheduling of Meetings, Other Events**
None.

11. **Adjournment**
With no further business to come before the Council, Mayor Gates adjourned the meeting at 8:12 p.m.

9. Motion to go into Executive Session for the purpose of completing the Mid-Year performance review of the City Council Appointee – City Manager Raymond Lee

Mayor John Gates started the Executive Session at 8:20 p.m. in the Executive Room. The meeting was electronically recorded as required by Colorado Open Meetings Law.

All Councilmembers were present along with Chief People Officer Kimberly Southern-Weber, Human Resources Director Martha Lanaghen and City Manager Raymond Lee.

The executive session was for the purpose of discussing personnel matters regarding City Manager Raymond Lee as provided for under C.R.S. Section 24-6-402(4)(f) and Greeley Municipal Code Section 2-151(a)(6).

Mayor Gates cautioned each participant in the executive session to confine discussion to the stated purpose, and reminded everyone that no formal action may occur in executive session. He asked if at any point in the executive session any participant believes that the discussion was going outside the proper scope of the executive session, to please interrupt the discussion and raise an objection.

The Executive Session concluded at 10:09 p.m.

The recording of this executive session will be retained as provided in the City's records retention policy and in conformity with the Colorado Open Meetings Law for a period of 90 days.

Approved

X

John Gates
Mayor

Attested

X

Heidi Leatherwood
City Clerk