

# Greeley City Council Agenda

Work Session

Tuesday, May 26, 2026 at 6:00 PM

City Council Chambers at City Center South

1001 11th Avenue Greeley, CO 80631

## **NOTICE:**

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

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

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

## **Watch Meetings:**

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

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

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



**Mayor**  
Dale Hall

**Mayor Pro Tem**  
Melissa McDonald - At-Large

**Councilmembers**  
Craig Huddleston - Ward I  
Deb DeBoutez - Ward II  
Johnny Olson - Ward III  
Brian Rudy - Ward IV  
Ryan Roth - At-Large



**City Council**  
**Work Session Agenda**  
**Tuesday, May 26, 2026 at 6:00 PM**  
**City Council Chambers at City Center South**  
**1001 11th Avenue Greeley, CO 80631**

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1. Call to Order
2. Pledge of Allegiance
3. Roll Call
4. Reports from Mayor and Councilmembers
5. 2027 Budget Development Update
6. MERGE Program Update
7. Re-Prioritizing the Poudre River Restoration Initiative (PRRI) Master Plan
8. Consideration of a motion to go into Executive Session for the purpose of receiving legal advice, determining positions, developing strategy, and instructing negotiators all related to the 2026 Greeley Fire Fighters International Association of Fire Fighters Local 888 (L888) collective bargaining agreement negotiations
9. Scheduling of Meetings, Other Events
10. Adjournment



# Work Session Agenda Summary

**Title:**

Reports from Mayor and Councilmembers

**Background:**

<b>Board/Committee</b>	<b>Meeting Day/Time</b>	<b>Assignment</b>
Airport Authority	3 <sup>rd</sup> Thu, 3:30 p.m.	Hall/McDonald
Board/Commission Interviews (Team of 2)	monthly as needed	Council Rotation
CML Executive Board Opportunity	as needed	Hall
CML Other Opportunities	as available/desired	
CML Policy Committee (Council or Staff)	as needed	McDonald/McBroom
Downtown Development Authority	3 <sup>rd</sup> Thu, 7:30 a.m.	Roth
Employee Health Board	as needed	DeBoutez
Highway 34 Coalition	as needed	Olson
Highway 85 Coalition	as needed	Rudy
Historic Preservation Loan Committee	as needed	DeBoutez
Human Relations Commission	2 <sup>nd</sup> Monday, 5 p.m.	Huddleston
Interstate 25 Coalition	as needed	Olson
Island Grove Advisory Board	1 <sup>st</sup> Thu, 3:30 p.m.	Roth
National League of Cities Transportation and Infrastructure Services Committee	as needed	Olson
Parks & Recreation Board	1 <sup>st</sup> Friday, 7 a.m.	DeBoutez
Police Pension Board	quarterly	McDonald
Poudre River Trail	1 <sup>st</sup> Thu, 7 a.m.	Hall
Regional Opioid Council	as needed	Hall
Transportation/Air Quality MPO	1 <sup>st</sup> Thu, 6 p.m.	Olson/Rudy
Upstate Colorado Economic Development	last Wed, 7 a.m.	Hall
Water & Sewer Board	3 <sup>rd</sup> Wed, 2 p.m.	Hall
Weld Project Connect Committee (United Way)	as needed	Rotation
Youth Commission Liaison	4 <sup>th</sup> Mon, 6 p.m.	McDonald
Clearview Library District Liaison	As needed	Rudy
US34 TMO	1 <sup>st</sup> Thu, 4:30 p.m.	DeBoutez
E-470 Public Highway Authority	Quarterly	Hall



# Work Session Agenda Summary

May 26, 2026

Key Staff Contact: Nathan Mosley, Budget and Policy Director

## Title:

2027 Budget Development Update

## Background:

This is the second in a series of 2027 Budget Development Updates. This budget update will focus on budget proposals from the following departments: Finance, Budget, City Manager's Office, Fire Department, Police Department and Office of Emergency Management. There will be a brief presentation followed by Q&A with City Council based on the budget proposals and information included in the meeting packet. Department Videos can be found by clicking [HERE](#). The work session will provide City Council with up-to-date information related to budget reduction proposals and expected service level impacts. The goal is to solicit feedback from City Council to ensure proposals are in alignment with organizational priorities.

Future budget work sessions that have been scheduled:

- June 9th & July 7th: Kelli Johnson (CPRD, C&E, Com Dev, EDUR, Homeless, Housing)
- July 14th: Kimberly Southern (HR, IT, CCO, HPG); Bret Naber (PW, W&S); City Attorney's Office
- July 21st: Open if Needed
- July 28th: Capital Improvement Program

## Strategic Focus Area:

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

## Attachments:

1. Greeley Fire Department 2026 One Pager
2. Fiscal Year 2027 Greeley Fire Department Executive Brief
3. Presentation - Greeley Fire Department Budget Proposal
4. Greeley Police 2026 One Pager
5. Presentation - Greeley Police Department Budget Proposal
6. Office of Emergency Management 2026 One Pager

7. Presentation - Office of Emergency Management Budget Proposal
8. Fiscal Year 2027 City Manager's Office Executive Brief
9. Presentation - City Manager's Office Budget Proposal
10. Fiscal Year 2027 Budget & Policy Executive Brief
11. Presentation - Budget & Policy Department Budget Proposal
12. Finance 2026 One Pager
13. Fiscal Year 2027 Finance Executive Brief
14. Presentation - Finance Department Budget Proposal
15. Presentation - McBroom Portfolio
16. Presentation - Portis Portfolio

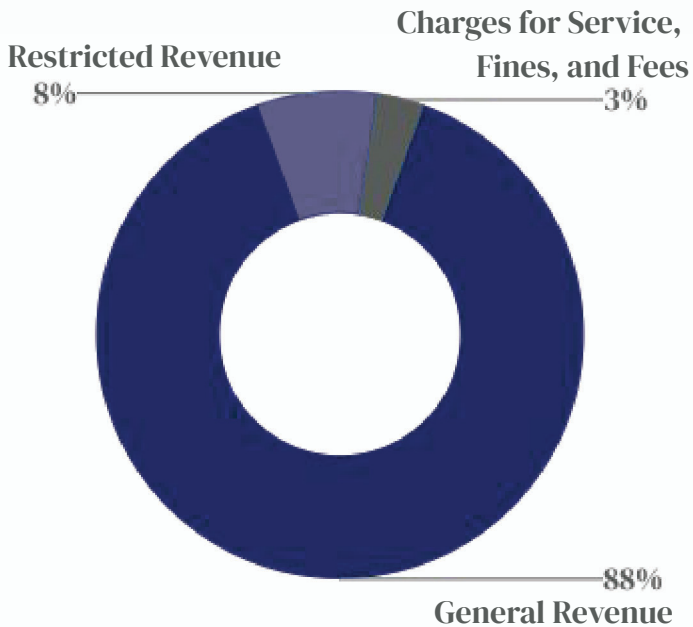


# Fire Department

## MISSION, VISION, OR PURPOSE

The Greeley Fire Department exists for the protection of lives, property, and the environment. The department strives to create and maintain a safe and healthy community through relentless preparation and delivery of world-class emergency services to the citizens of and visitors to the City of Greeley and the Western Hills Fire Protection District. It does so through its mission of Professional Compassionate Service.

## 2026 FUNDING SOURCES



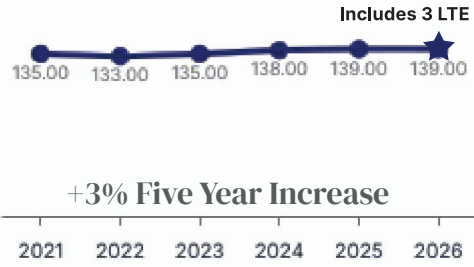
## DIRECTOR CONTEXT

The Greeley Fire Department is dedicated to providing an all-hazards response that enhances public safety through effective emergency response as well as through preparedness and prevention initiatives. The department maintains a strong Public Protection Classification of ISO Class 2 and is committed to achieving a Class 1 rating while pursuing international accreditation to ensure excellence and accountability. Greeley Fire embraces innovation, technology, and data-driven practices to improve operational efficiency, training, and continuous quality improvement.

Projected incident growth and projected population growth are likely to create a shift in call density westward in the city. Community growth continues to increase stress on current resource distribution, and additional resources are needed. GFD continues to operate with a low staffing relief factor, which increases the overtime burden felt by personnel. Additional staffing is needed in the Fire Prevention Bureau to meet the demands of both an aging and growing city.

## 2026 FTE

139.00



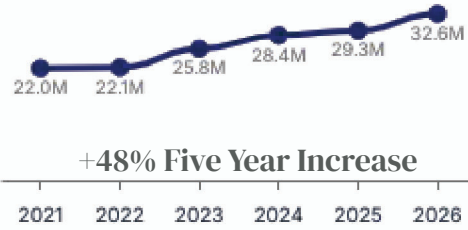
+3% Five Year Increase

11.0%  
of total FTE



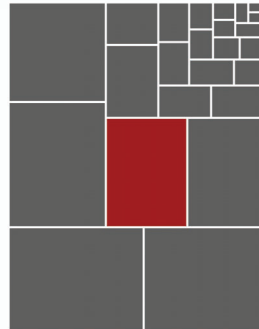
## 2026 OPERATING BUDGET

\$32.6M

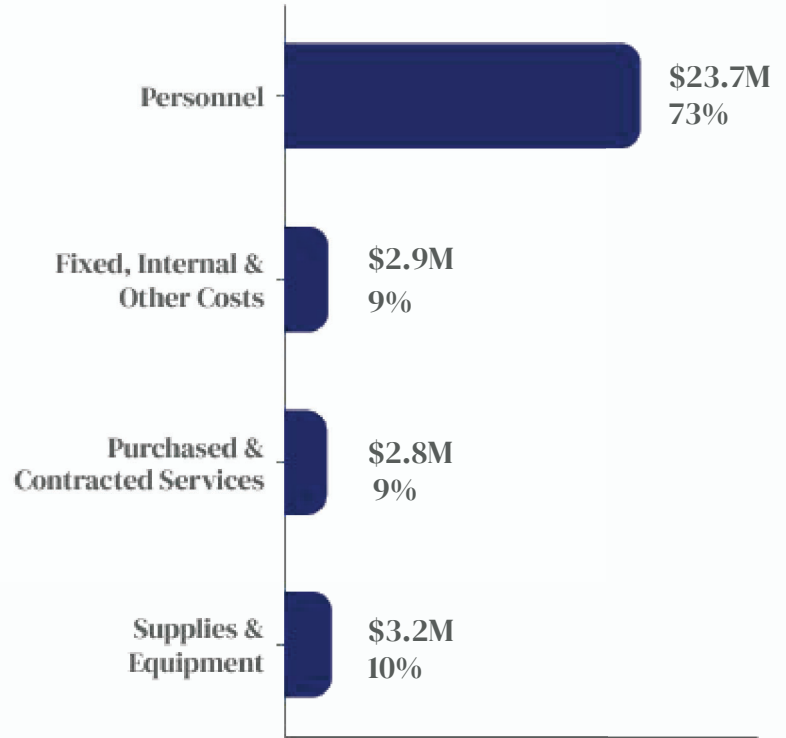


+48% Five Year Increase

10.7%  
of Operating Budget



## 2026 OPERATING BUDGET BREAKDOWN





# Fire Department

## Programs & Services

**PUBLIC**

### **FIRE SUPPRESSION**

The Greeley Fire Department (GFD) responds from seven strategically placed fire stations and maintains a strong Public Protection Classification of ISO Class 2. GFD responds to all structure fires with a first-arriving unit on scene in five minutes or less, with the goal of containing fires to the room or structure of origin, and maintains automatic aid agreements with surrounding fire districts to ensure a coordinated, effective response.

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**PUBLIC**

### **EMERGENCY MEDICAL SERVICES (EMS)**

Greeley Fire provides Advanced Life Support paramedic, non-transport EMS citywide, with ambulance transport delivered through an intergovernmental agreement with UCHHealth EMS. EMS accounts for nearly 80% of calls. GFD's progressive community paramedic program, Squad 1, pairs a GFD paramedic with a North Colorado Health Alliance caseworker.

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**PUBLIC**

### **TECHNICAL & SPECIALIZED RESCUE**

The Greeley Fire Department is an all-hazards, all-risk response agency serving the community and region. GFD provides countywide and regional specialty response teams for hazardous materials incidents, water rescues, and technical rescues, including trench, rope, and confined space rescue, ensuring comprehensive emergency preparedness and response.

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**PUBLIC**

### **FIRE PREVENTION**

The Fire Prevention Bureau provides services that focus on community risk reduction strategies, including fire prevention, fire code enforcement, fire protection engineering, and fire and life safety education for the citizens and community of Greeley.

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**INTERNAL**

### **FIRE & EMS TRAINING & CERTIFICATION**

Under the direction of the Battalion Chief of Training, the Training Division develops, implements, and maintains training programs that support safe, efficient, and effective actions of fire department personnel while ensuring compliance with local, State, and National standards.



# Fire Department

## Programs & Services

**INTERNAL**

### **DEPARTMENT ADMINISTRATION, STRATEGY, & POLICY**

The Support Services Division provides policy and administrative direction for all functions of the department's operations. It also assists in the development policy and the administration of the department's budget, and assists in managing the department's strategic planning activities and community needs assessments through performance measures and data analytics.

# GREELEY FIRE DEPARTMENT



## FY2027 BUDGET REDUCTION

City Council Work Session | MAY 26, 2026

Brian S. Kuznik, Fire Chief

**TARGET REDUCTION: 1M / 4% | TARGET MET**

### Overview

The Greeley Fire Department has met its 2027 budget reduction target of approximately \$1 million (4%) through a combination of expenditure reductions, operational adjustments, and budget rightsizing. The strategy was designed to support the City's fiscal objectives while preserving the community's core Fire and EMS emergency response capabilities.

The department evaluated reductions through the lens of firefighter and public safety, operational readiness, service reliability, and long-term organizational sustainability. While every effort was made to minimize direct impacts on frontline service, the cumulative effect of these reductions increases organizational risk, reduces operational resiliency, and limits the department's ability to operate proactively over time.

The proposal includes eliminating two non-sworn positions, reducing training and workforce development, delaying equipment and PPE replacements, reducing prevention and outreach initiatives, and reducing operational budgets in line with historical spending patterns. Core emergency response services remain operational; however, several service areas are shifting from proactive readiness and prevention models to more reactive operational approaches.

### Strategic Reduction Summary

#### **Fire Suppression Reductions: \$40,323**

- Extended PPE replacement cycles, reduced equipment maintenance funding, and transition of annual hose and ladder testing from contracted certified providers to in-house operations.

#### **Emergency Medical Services Reductions: \$164,681**

- Elimination of the Squad 1 Community Paramedic Program Manager position and reductions to EMS supplies, equipment replacement, and healthcare coordination resources.

#### **Technical & Specialized Rescue Reductions: \$26,760**

- Reduced specialized rescue training opportunities and delayed replacement and maintenance of technical rescue equipment.

#### **Fire & EMS Training and Certification Reductions: \$323,157**

- Elimination of outside training and travel, reduced support for paramedic school participation, and elimination of new employee onboarding and academy training funding.

#### **Administration & Support Services Reductions: \$381,728**

- Elimination of one Budget Analyst position, revenue adjustments, and operational budget reductions based on three-year spending averages.

#### **Fire Prevention Bureau Reductions: \$73,960**

- Reduced professional development, reduced plan review support, and scaled-back public education and community risk reduction initiatives.

## **Operational Risk and Sustainability**

Unlike many City services, emergency response operations cannot be delayed, scaled back, or paused during fiscal challenges. Fire suppression, EMS response, hazardous materials response, technical rescue, and community risk reduction services must remain immediately ready 24 hours a day, 365 days a year, regardless of staffing pressures, call volume, or budgetary conditions. Emergencies do not pause during periods of financial constraint.

While the proposed reductions preserve baseline emergency response capabilities, they significantly undermine the department's resiliency, redundancy, and long-term sustainability. Continued deferral of investments in training, prevention, workforce development, equipment replacement, and maintenance shifts the organization from proactive readiness to reactive operations. Over time, this increases the likelihood of operational strain, equipment failures, reduced firefighter preparedness, delayed succession planning, and diminished effectiveness in service delivery during critical incidents.

These reductions also narrow the department's margin for error. Emergency response systems depend on sustained investment in people, equipment, and preparedness to maintain safe, effective operations amid increasingly complex demands. Reduced prevention efforts and delayed workforce development may not have immediate, visible effects, but they increase long-term organizational risk and future operational costs.

Additionally, EMS incidents now account for approximately 80% of the department's annual call volume, placing sustained pressure on frontline personnel and resources. Reductions to the Community Paramedic Program and prevention-focused initiatives may increase reliance on 911 emergency response services, leading to higher call volumes, greater system strain, and reduced capacity to proactively address community health and risk-reduction needs.

## **Key Takeaways**

- The Greeley Fire Department met its 2027 reduction target of approximately \$1 million (4%).
- Core Fire and EMS emergency response services remain operational and protected.
- The largest reductions occur within Training & Certification, Administration, Fire Prevention and EMS.
- Several operational areas transition from proactive service models to more reactive approaches.
- Deferred equipment replacement and reduced maintenance funding increase long-term operational risk.
- Reduced training and workforce development opportunities impact succession planning, recruitment, retention, morale, and readiness over time.
- Reduced prevention, outreach, and healthcare coordination initiatives may increase future emergency system demand.
- The proposal preserves current service delivery levels while reducing long-term organizational resiliency and operational flexibility.



# 2027 Greeley Fire Dept. Budget Submittal

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**Brian Kuznik, Fire Chief**

**Brian.Kuznik@Greeleygov.com, 970-350-9501**

**City Council Work Session - May 26, 2026**



# Framing: Approach & Principles



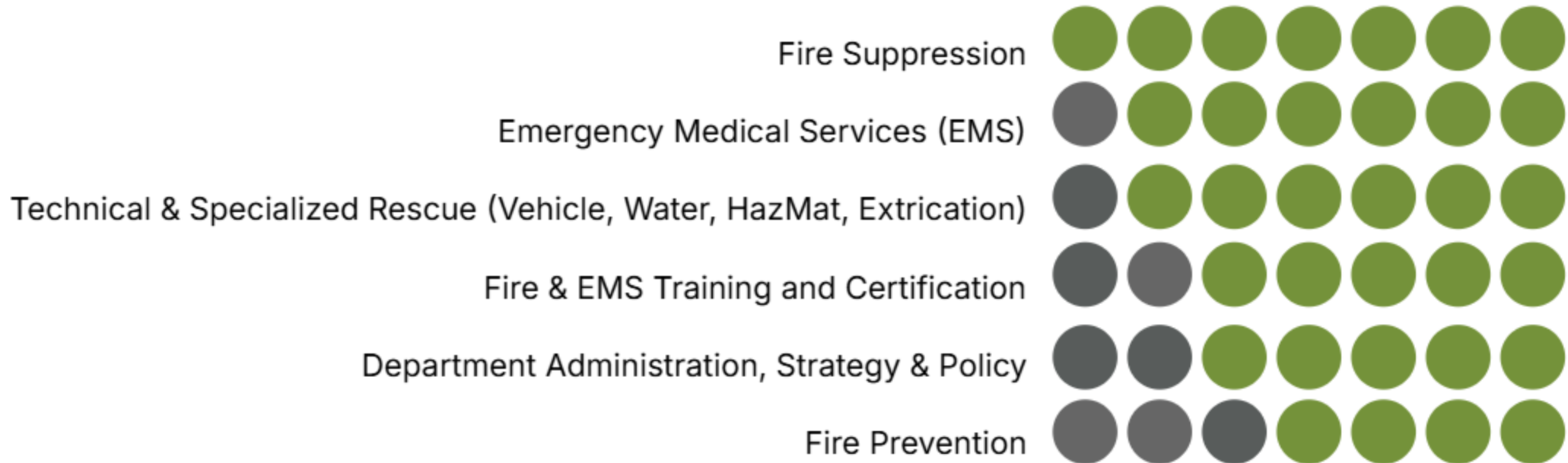
- Reductions are presented through the lens of service-level impacts
- Grounded in:
  - Council priorities
  - Community expectations
  - Exceptional Fire & EMS service delivery
- Focus:
  - Prevention, Preparedness, and Response

**Fire** ● 3 ● 3 ● 4 ● 4 ● 4 ● 4 ● 4

**3.71 Department Average Rating**

**\$28.8M General Fund**

### Program Ratings



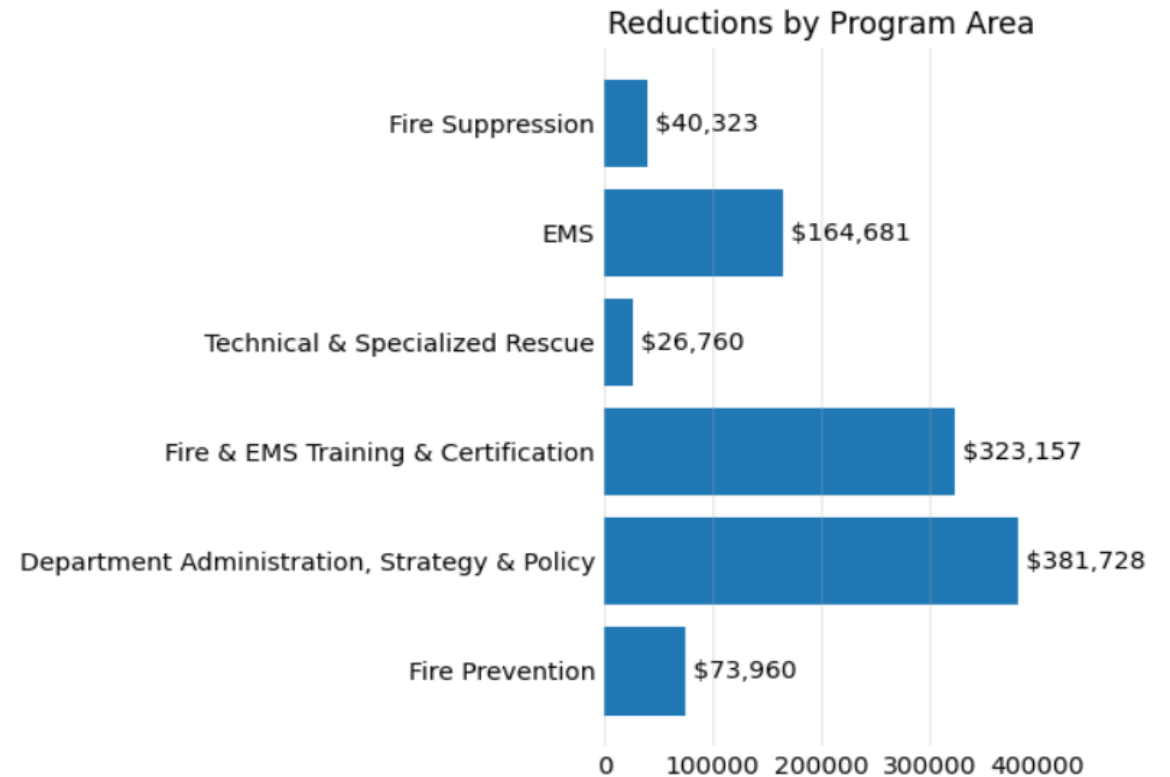
# SUMMARY OF IDENTIFIED REDUCTIONS

## Total Reduction Target: 4% | \$1M

- Identified to Date: \$1M
- Status: Target Met

## Approach:

- Historical spending patterns
- Targeted reductions
- FTE reductions
- 5% reduction across all remaining line items



# Service Level Impacts:

## FIRE SUPPRESSION

Total Reduction - \$40,323

### • BEFORE

- Routine PPE replacement cycle
- Proactive equipment maintenance program
- Certified annual fire hose and ground ladder testing

### • AFTER

- Extended PPE replacement cycle
- Reactive maintenance approach
- In-house annual hose and ladder testing

### • IMPACT

- Increased risk from aging PPE
- Reduced compliance and alignment with best practices
- Decrease in operational effectiveness and response efficiency



# Service Level Impacts:

## EMERGENCY MEDICAL SERVICES

**Total Reduction - \$164,681**

- **Supplies & Services - \$39,910**
- **MIH Manager - \$124,771**

### • BEFORE

- Community Paramedics reduce non-emergent 911 calls and avoidable transports
- Strong healthcare coordination supporting patient follow-up and continuity of care
- Fully stocked units with reliable EMS equipment and supplies

### • AFTER

- Increased reliance on 911 by vulnerable populations
- Higher volume of low-acuity and repeat EMS calls
- Delayed replacement of EMS equipment and supplies

### • IMPACT

- Increased 911 call volume from high-frequency users
- Reduced unit availability and reliability, impacting response times & patient outcomes
- Increased risk of equipment failure or malfunction



# Service Level Impacts:

## TECHNICAL AND SPECIALIZED RESCUE

Total Reduction - \$26,760

### • BEFORE

- Regular training on emerging rescue techniques and high-risk incidents.
- Specialized rescue capabilities maintained regionally
- Preventive equipment replacement reduces the risk of equipment failure

### • AFTER

- Elimination of dedicated specialized rescue training funds
- Reduced access to specialized instructors and evolving best practices
- Increased reliance on aging equipment and extended service life

### • IMPACT

- Reduced readiness for high-risk rescue incidents
- Increased risk to responders and victims during rescue operations
- Longer incident mitigation times impacts patient outcomes and firefighter safety



# Service Level Impacts:

## FIRE & EMS TRAINING AND CERTIFICATION

**Total Reduction - \$323,157**

### • BEFORE

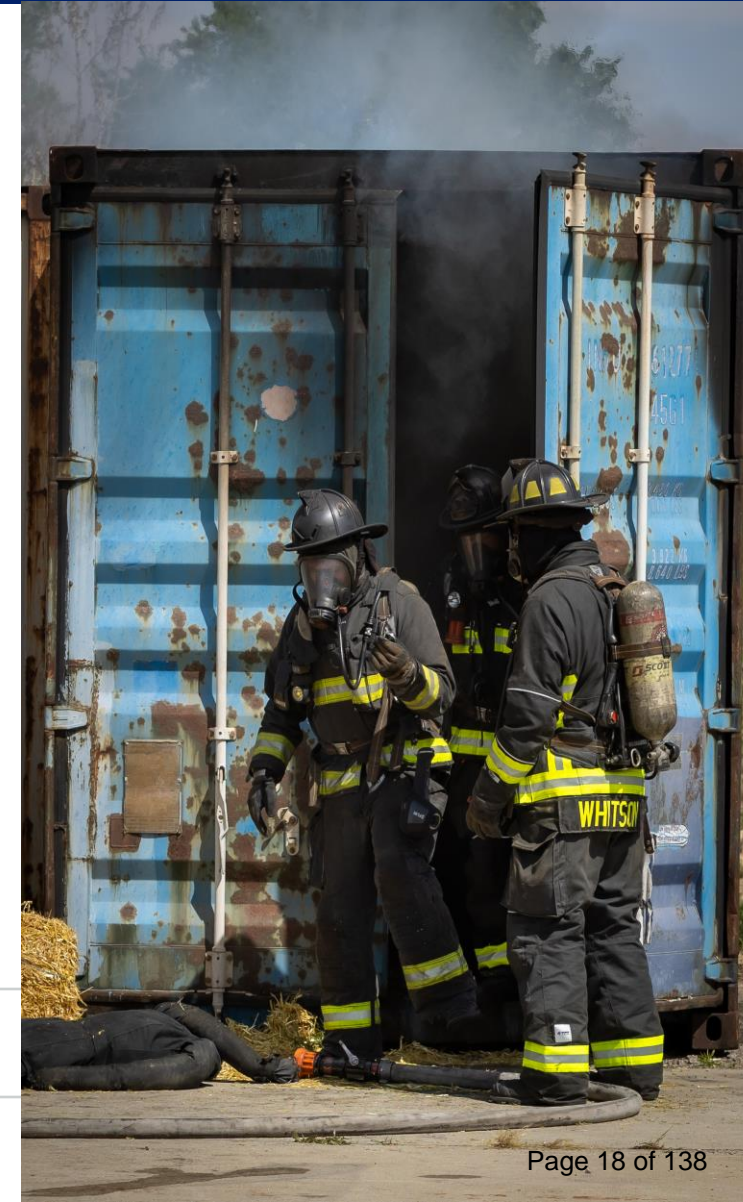
- Supports outside training opportunities
- Supports maintenance and acquisition of certifications
- Supports onboarding, academy training, and initial certification for new employees

### • AFTER

- Elimination of all outside training opportunities
- Training limited to mandatory and core operational and compliance requirements
- Elimination of hiring and new employee training funds

### • IMPACT

- Reduced exposure to emerging fire service best practices
- Decreased operational readiness impacts patient outcomes and firefighter safety
- Reduced organizational depth and succession planning capacity



# Service Level Impacts:

## DEPARTMENT ADMINISTRATION, STRATEGY & POLICY

**Total Reduction - \$381,728**

- **Supplies & Services \$106,747**
- **Budget Analyst - \$144,147**
- **Contracted Reimbursement - \$130,834**

### • BEFORE

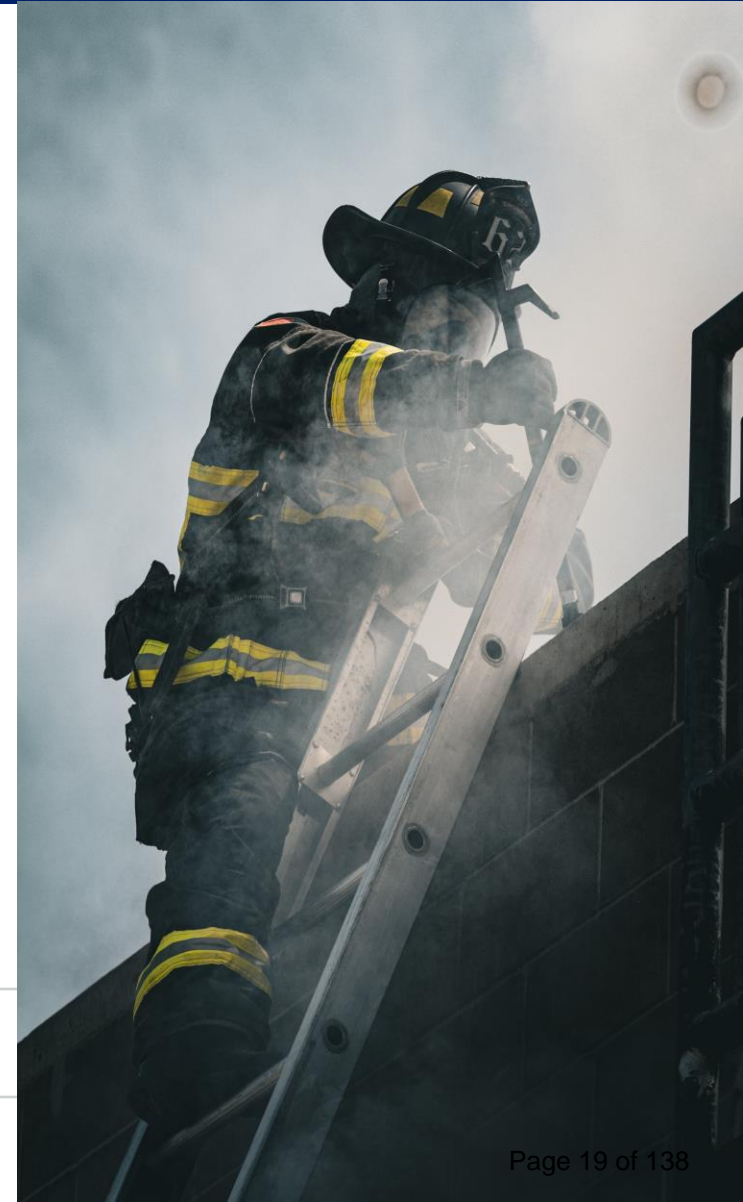
- Budget assumed higher grant and cost recovery revenue
- Budget supports higher radio maintenance and replacement costs
- Uniform budget funded above recent spending averages

### • AFTER

- 2027 budget adjusted for conservative revenue projections
- Radio maintenance budget aligned with equipment age and condition
- Uniform budget reduced to align with three-year average spending trends

### • IMPACT

- Minimal immediate impact anticipated on emergency response or firefighter safety
- Reduced funding may limit future special projects and strategic initiatives
- Administrative efficiencies needed to maintain service levels



# Service Level Impacts:

## FIRE PREVENTION

Total Reduction - \$73,960

### • BEFORE

- Staff maintain certifications and continuing education requirements
- Community risk reduction through outreach and life safety education
- Public education efforts help reduce preventable fires and injuries

### • AFTER

- Elimination of outside training and conference attendance
- Reduced ability to keep pace with emerging trends and standards
- Reduction in public education and fire & life safety initiatives

### • IMPACT

- Reduced technical expertise will impact service delivery
- Fewer education efforts may increase preventable fires and injuries
- Reduced prevention efforts may increase demand for emergency response



# Summary

Reduction Target: 4% | \$1M    Identified: \$1M    Status: Target Met

## Key Takeaways:

- **Increased Risk Exposure:** Aging PPE and equipment, fewer prevention efforts, and reduced access to training opportunities elevate risk to the City, our firefighters, and the community.
- **Reduced Operational Effectiveness:** Increased demand and declining readiness will negatively impact response times and patient outcomes.
- **Workforce Impacts:** A decline in training opportunities, combined with a heavier workload, will affect employee morale as well as the effectiveness of recruitment and retention efforts.



# Thank you



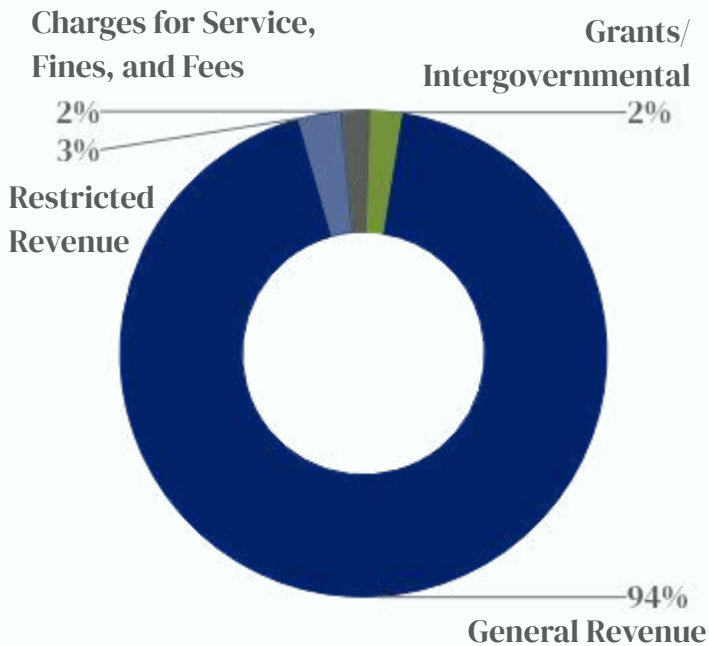


# Police Department

## MISSION, VISION, OR PURPOSE

The mission of the Greeley Police Department is proudly working with the citizens to protect the community. The department exists to provide law enforcement services in a cost efficient and effective manner.

## 2026 FUNDING SOURCES



## 2026 FTE

233.00



+6% Five Year Increase

18.5% of total FTE



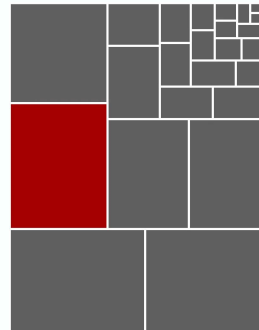
## 2026 OPERATING BUDGET

\$44.7M

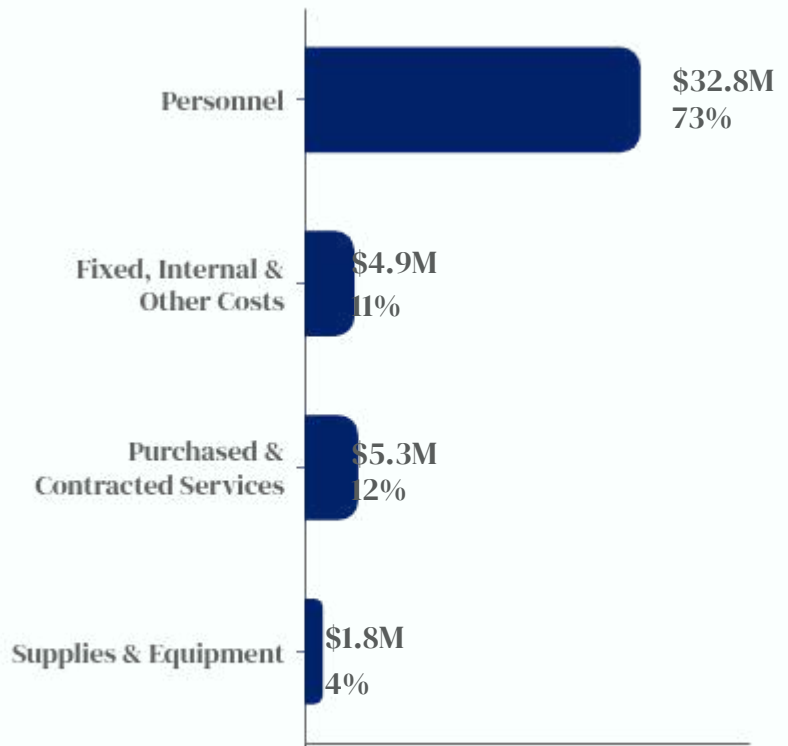


+37% Five Year Increase

14.7% of Operating Budget



## 2026 OPERATING BUDGET BREAKDOWN



## DIRECTOR CONTEXT



Adam Turk  
Chief

The Greeley Police Department is focused on providing professional, transparent, and customer focused policing to the citizens of Greeley. As the community grows and the demands for police service increase the organization is prioritizing utilizing technology, enhancing regional partnerships, and recruiting and retaining highly skilled police employees to continue providing the high level of police service the community expects.



# Police Department

## Programs & Services

### PUBLIC

#### **PATROL, EMERGENCY RESPONSE & TRAFFIC SERVICES**

Patrol responds to emergency and non-emergency calls for service with the primary focus being community safety. These services are provided by sworn police officers along with non-sworn community service officers that handle specific call types. Patrol officers focus on community policing, traffic enforcement, and problem solving when not handling calls.

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### PUBLIC

#### **COMMUNITY POLICING, PREVENTION & OUTREACH**

All Greeley Police Officers engage in community policing. The department has specialized units such as CORE and SRO that focus on working on crime prevention and community outreach programs such as Operation Safe Stay, Citizens Academy, Shoplifting Task Force, and Santa Cops amongst others.

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### PUBLIC

#### **SPECIALIZED & TACTICAL ENFORCEMENT ( K-9, SWAT, BOMB SQUAD, CRISIS NEGOTIATIONS)**

GPD is a full service law enforcement agency that provides specialized emergency response including a full capability SWAT function with trained hostage negotiators. GPD also oversees the regional bomb squad that provides service to all of Northeast Colorado. The department also has patrol, narcotic, and explosive detection K-9 capability.

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### PUBLIC

#### **REAL TIME INFORMATION CENTER (RTIC)**

The GPD RTIC has extensive capability including monitoring numerous public and private cameras, license plate readers, officer body cameras, and drones to assist officers solve crimes and enhance safety. The department is in the process of implementing a drone as first responder program.

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### PUBLIC

#### **INVESTIGATIONS & DRUG TASK FORCE**

GPD has extensive investigations capacity with detectives assigned and trained to work persons, property, gang cases, and crimes against children. GPD also oversees the regional drug task force that targets narcotics trafficking organizations. The department is part of several regional efforts targeting auto theft, gun crimes, and human trafficking.



# Police Department

## Programs & Services

### PUBLIC

#### **VICTIM SERVICES & COMMUNITY SUPPORT**

GPD victim advocates provide victim services and ensure compliance with the Colorado Victim Rights Act to Greeley residents and serve twelve partner agencies. This unit is staffed by both paid and volunteer advocates. The program is funded by the City of Greeley, regional partner agencies, and numerous grants.

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### INTERNAL

#### **TRAINING, ADMINISTRATION & OPERATIONAL SUPPORT**

Personnel from the Support Services Division admin unit provide numerous internal services including coordinating hiring, training, professional standards and oversight of our body camera program. The department also has full service police records and evidence functions that fall under Support Services.



# 2027 Greeley Police Department Budget Submittal

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**Adam Turk, Police Chief**

**adam.turk@greeleypd.com, 970-351-5381**

**City Council Work Session – May 26, 2026**



# Framing: Approach & Principles

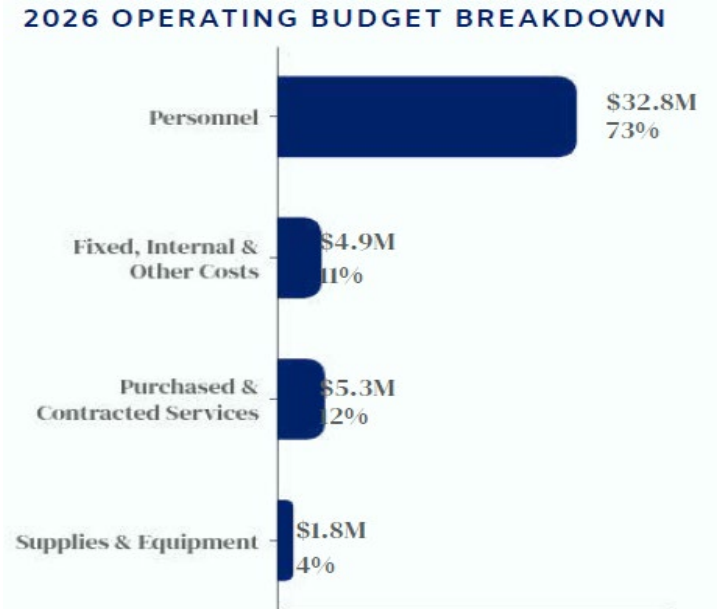
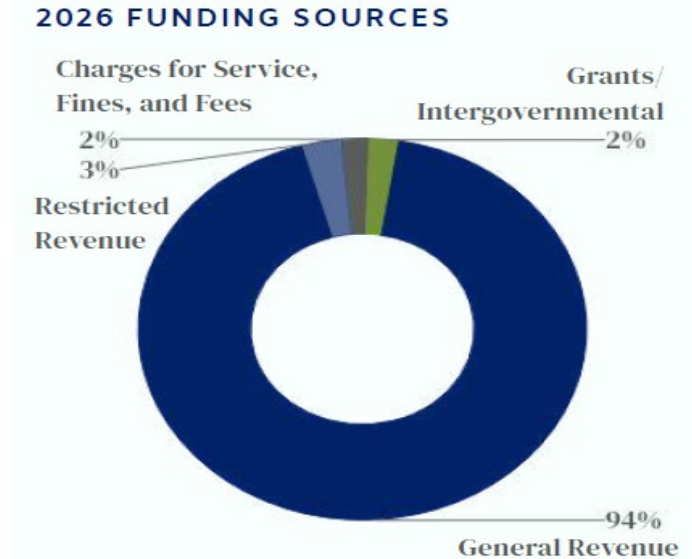
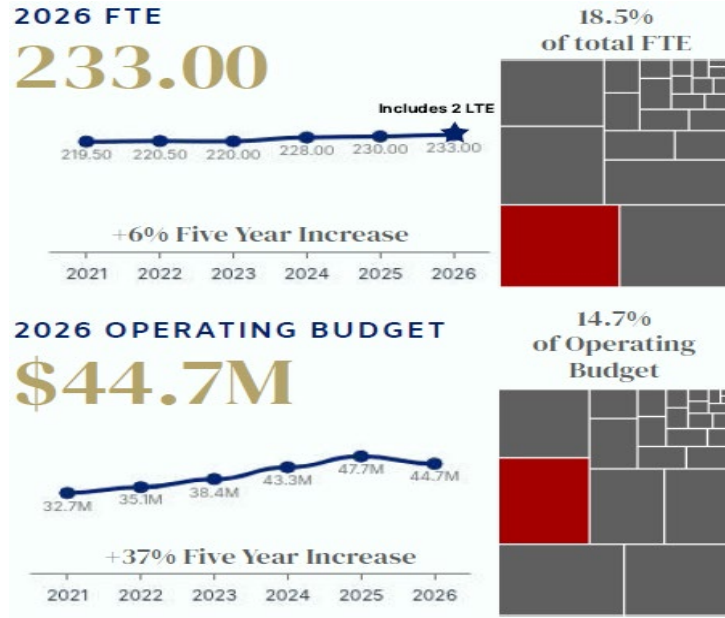


- Reductions are presented through the lens of service-level impacts
- Grounded in:
  - Council priorities
  - Program usage / demand
  - Operational realities
- Focus:
  - Protect high-value / high-use services where possible
  - Identify tradeoffs where needed
- Mission Statement: Proudly working with the citizens to protect our community
- Goals:
  - Improve Traffic Safety
  - Pursue violent offenders, narcotic traffickers and gang members
  - Work with the community to address quality of life issues
  - Provide ethical, lawful and professional police services
  - Leverage technology to enhance public safety
  - Recruit and retain the best

# Budget Overview



The Greeley Police Department is focused on providing professional, transparent, and customer focused policing to the citizens of Greeley. As the community grows and the demands for police service increase the organization is prioritizing utilizing technology, enhancing regional partnerships, and recruiting and retaining highly skilled police employees to continue providing the high level of police service the community expects.



# Reduction Target & Status



- Total 2027 Budget: \$45,713,284
- 2027 Base Budget: \$39,374,086
- Total Reduction Target: 4% | \$1,574,963
- Identified to Date: \$1,590,016
- Status:
  - Target Met
  - Target Met with Strategies (e.g., revenue, efficiencies)
  - Remaining Gap: \$0
- **Brief note on approach:**
  - Efficiencies, reductions, FTE's eliminated
  - Revenue actions taken

# How the Target Was Achieved

High-level summary of strategies:

- Hold current support positions vacant
- Eliminate select positions
- Consider reclassifying select sworn positions to civilian positions
- Reduce equipment and supply line items
- Increase departmental fees/Revenue changes



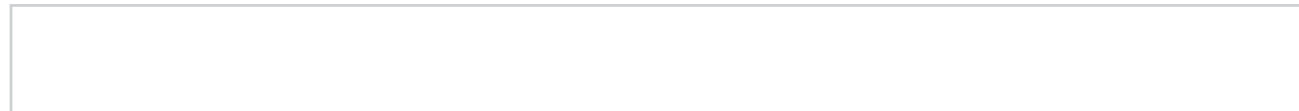
# Position Reductions and Vacancy Strategy

To achieve the 2027 reduction target, the department will eliminate or not fill 10 support positions:

- 4 Records Specialists (14)
- 1 Property Evidence Technician (3)
- 2 Administrative Assistants
- 1 Criminalist assigned to Investigations (5)
- 1 Crime Analyst (1)
- 1 Community Service Officer assigned to the Outreach Team

Status of positions:

- 2 positions eliminated
- 8 positions left unfilled



# Potential Position Reclassification

To help meet the 4% reduction goal, the department is considering reclassifying 4 current sworn positions to civilian positions:

- 2 Technology positions
- 1 Sex Offender Manager
- 1 Body Camera Manager

Rationale:

- Better align position type with job function
- Lower personnel cost where civilian staffing is appropriate
- Preserve service delivery while reducing budget pressure

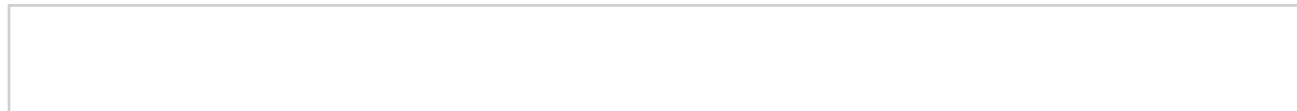


# Reductions to Operations, Equipment and Supplies

- The department reduced budgeted spending in operations, equipment and supplies.
  - Line-item reductions range from 4% to 49%

Implications may include:

- Delayed replacement or purchase of equipment
- Reduced operational flexibility
- More limited discretionary spending for supplies and support items
- Potential downstream impacts if deferred needs accumulate over time
- Examples include reducing training monies, office supplies, overtime reduction, meals, clothing and uniforms (not contract protected).



# Revenue / Cost Recovery Adjustments

## Increased fees:

- Animal licensing
- Records request fees
- Security guard fees
- Sex offender fees
- Outside agency contributions for victim services

## Revenue offsets

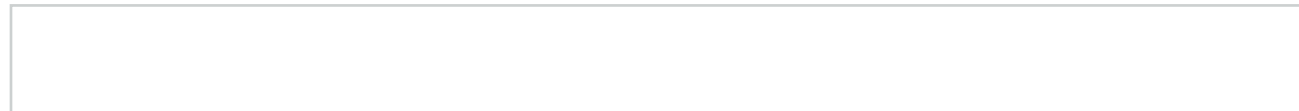
### Key points:

- Offset a portion of operating cost pressures
- Align fees more closely with the cost of service delivery
- Reduce reliance on base operating reductions alone



# Service Level Impacts

- Records processing and public response times (CCJRA & CORA)
- Evidence and property handling capacity
- Administrative support for operational units
- Investigative and analytical support
- Outreach and community service functions
- Overall organizational efficiency and workload distribution
- Increased wait times for citizens requesting police reports or retrieving property from evidence



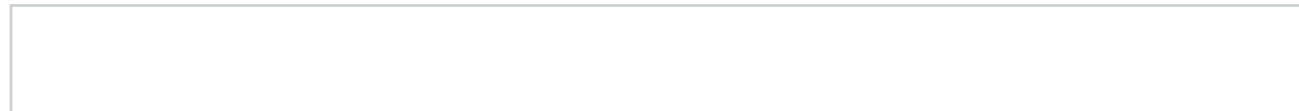
# Decision Points for Council

Consider:

- Impact on public-facing services, including records processing, property and evidence handling, customer service, and community engagement activities.
- Consider whether reclass savings are preferable to reductions affecting patrol, response, or other frontline public safety services
- Potential delays in case processing, follow-up, and administrative support functions.
- Assess the impact on community engagement priorities, including outreach, relationship-building, and prevention efforts

# Summary

- Reduction Target: 4% | \$1,574,963
- Identified: \$1,590,016
- Status:
  - Target met or
  - Remaining gap
- Key takeaway:
  - \$15,053 over the required 4% reduction target
  - Reduces our authorized sworn from 160 to 156



# Discussion



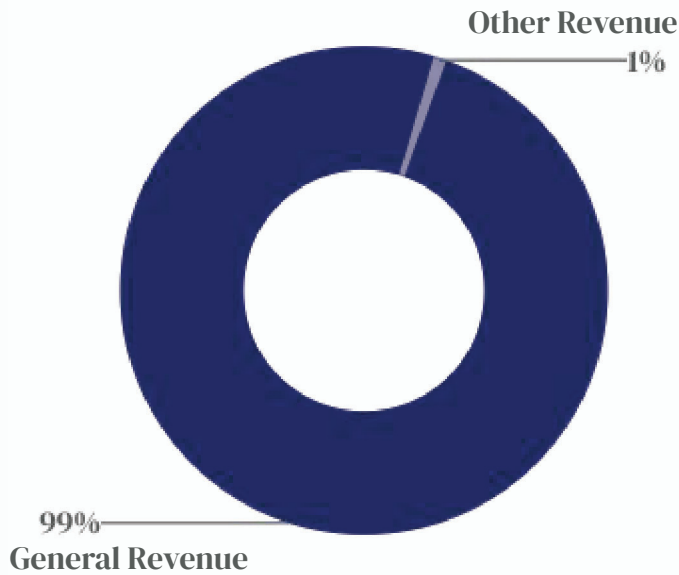


# Emergency Management

## MISSION, VISION, OR PURPOSE

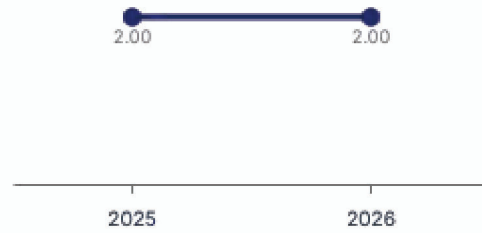
The Office of Emergency Management (OEM) administers and directs a comprehensive emergency management program to address mitigation, prevention, preparedness, response, and recovery for all hazards that could impact the City of Greeley.

## 2026 FUNDING SOURCES

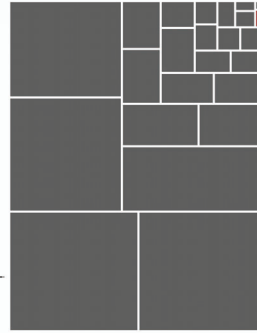


## 2026 FTE

2.00

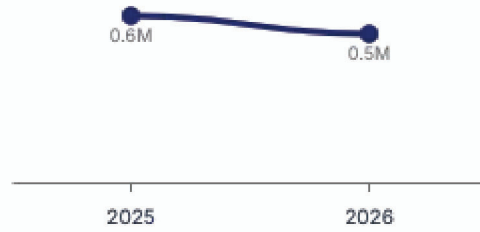


0.2% of total FTE

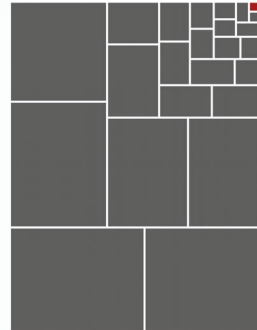


## 2026 OPERATING BUDGET

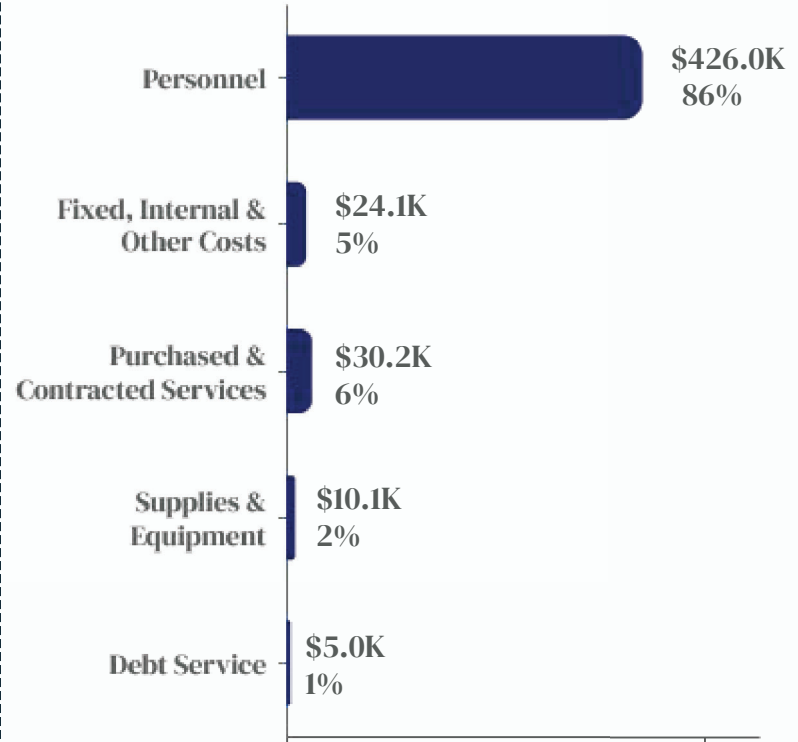
\$0.5M



0.2% of Operating Budget



## 2026 OPERATING BUDGET BREAKDOWN



## DIRECTOR CONTEXT



Peter Perez  
Director

Our mission is to safeguard our community through proactive planning, coordination, and engagement. Our programs ensure preparedness and effective emergency response, focusing on maintaining critical government functions. We train first responders, the Emergency Operations Center staff, and the public while coordinating partnerships for seamless disaster response and recovery. A major concern is our limited staffing, which constrains our ability to achieve planned objectives. Emergencies often divert staff from planned work, causing delays. This challenge results in people being untrained, procedures being undeveloped, and our community being less resilient than we would like. Proper staffing would enhance Greeley's capability to prepare for, respond to, and recover from emergencies, ensuring resilience in adversity.



# Emergency Management

## Programs & Services

**HYBRID**

### **EMERGENCY PLANNING**

Program develops and maintains comprehensive plans for disaster response, recovery, and mitigation, ensuring coordinated efforts among agencies to effectively manage and recover from disasters to also include the continuation of key government functions should the need arise.

---

**HYBRID**

### **TRAINING, EXERCISES & INTERNAL READINESS**

Program enhances emergency response by training both first responders and Emergency Operations Center (EOC) staff. This includes establishing procedures, conducting disaster exercises, and ensuring personnel across all departments (not just Police and Fire) are prepared to respond to, and recover from, disasters effectively.

---

**HYBRID**

### **EMERGENCY RESPONSE COORDINATION**

Program builds partnerships, designates the Emergency Operations Center as the disaster hub, manages public and internal communications, and implements resource ordering and tracking processes to ensure efficient disaster response and potential reimbursement.

---

**PUBLIC**

### **COMMUNITY OUTREACH**

Program fosters resilience by engaging Greeley community members through workshops, information campaigns, and partnerships, promoting emergency preparedness, volunteerism, and awareness, to empower with the knowledge and resources needed to effectively prepare for, respond to, and recover from disasters.



# 2027 Office of Emergency Management Budget Submittal

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**Peter Perez, Director of Emergency Management**

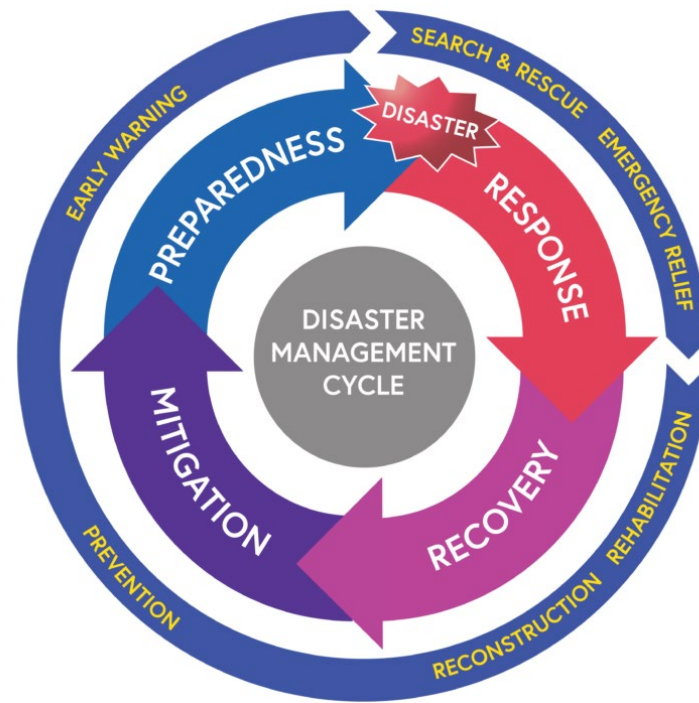
**[peter.perez@greeleygov.com](mailto:peter.perez@greeleygov.com) | 970-336-4126**

**City Council Work Session – May 26, 2026**





# What is Emergency Management



Emergency management is the coordinated process of protecting communities from disasters and crises. It involves organizing and utilizing resources to reduce vulnerability to hazards, effectively respond to crises, and facilitate long-term recovery.

It operates on a continuous cycle categorized into four primary phases.



# Legal Considerations for Emergency Management

## Federal Requirements

- Updated plans for grant eligibility
- Pre-disaster contracts in place
- Documentation and information sharing
- Numerous laws, policies, and frameworks



## Colorado Requirements

- Designate a local Agency
- Appoint a Director
- Maintain Plans

(CO Rev Stat § 24-33.5-707)





# Framing: Approach & Principles



- Reductions are presented through the lens of service-level impacts
- Grounded in:
  - Council priorities
  - Program usage / demand
  - Operational realities
- Focus:
  - Protect high-value / high-use services where possible
  - Identify tradeoffs where needed





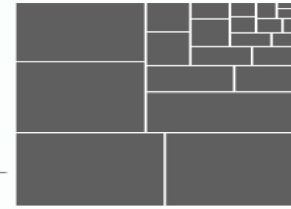
# Budget Overview

2026 FTE

**2.00**

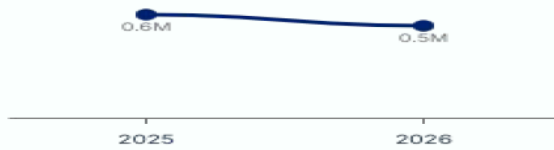


0.2%  
of total FTE

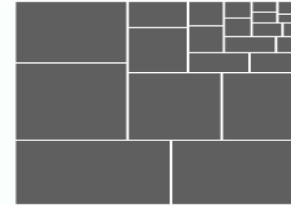


2026 OPERATING BUDGET

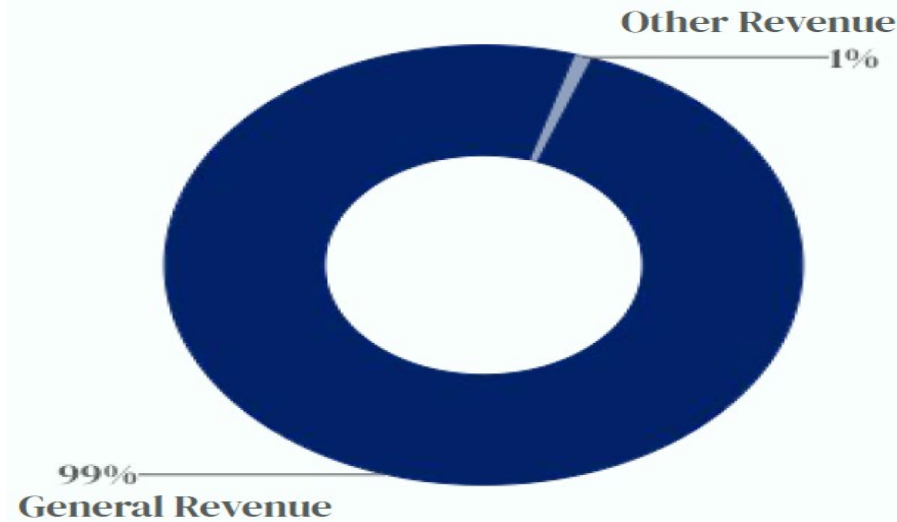
**\$0.5M**



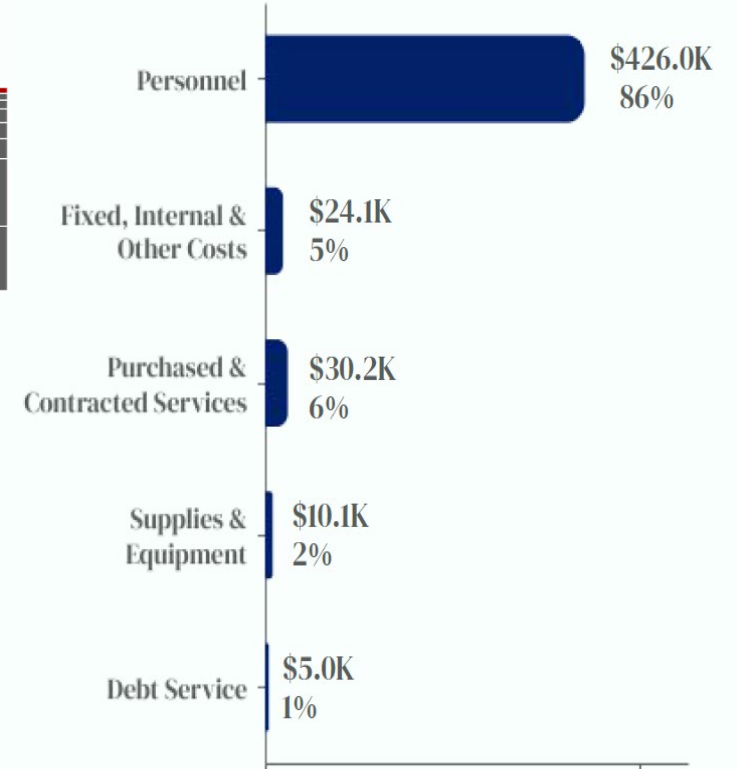
0.2%  
of Operating Budget



2026 FUNDING SOURCES



2026 OPERATING BUDGET BREAKDOWN



# Reduction Target & Status



July 2021 Flooding in Greeley, CO

- 2027 Base Budget: \$473,001.00
- Total Reduction Target: 25% | \$118,250.00
- Identified to Date: \$20,153.00
- Status:
  - Target Met
  - Target Met with Strategies (e.g., revenue, efficiencies)
  - Remaining Gap: \$98,097.00
- **Brief note on approach:**
  - Continue to meet legal minimum requirements
  - Minimize losing advances we have made in over years

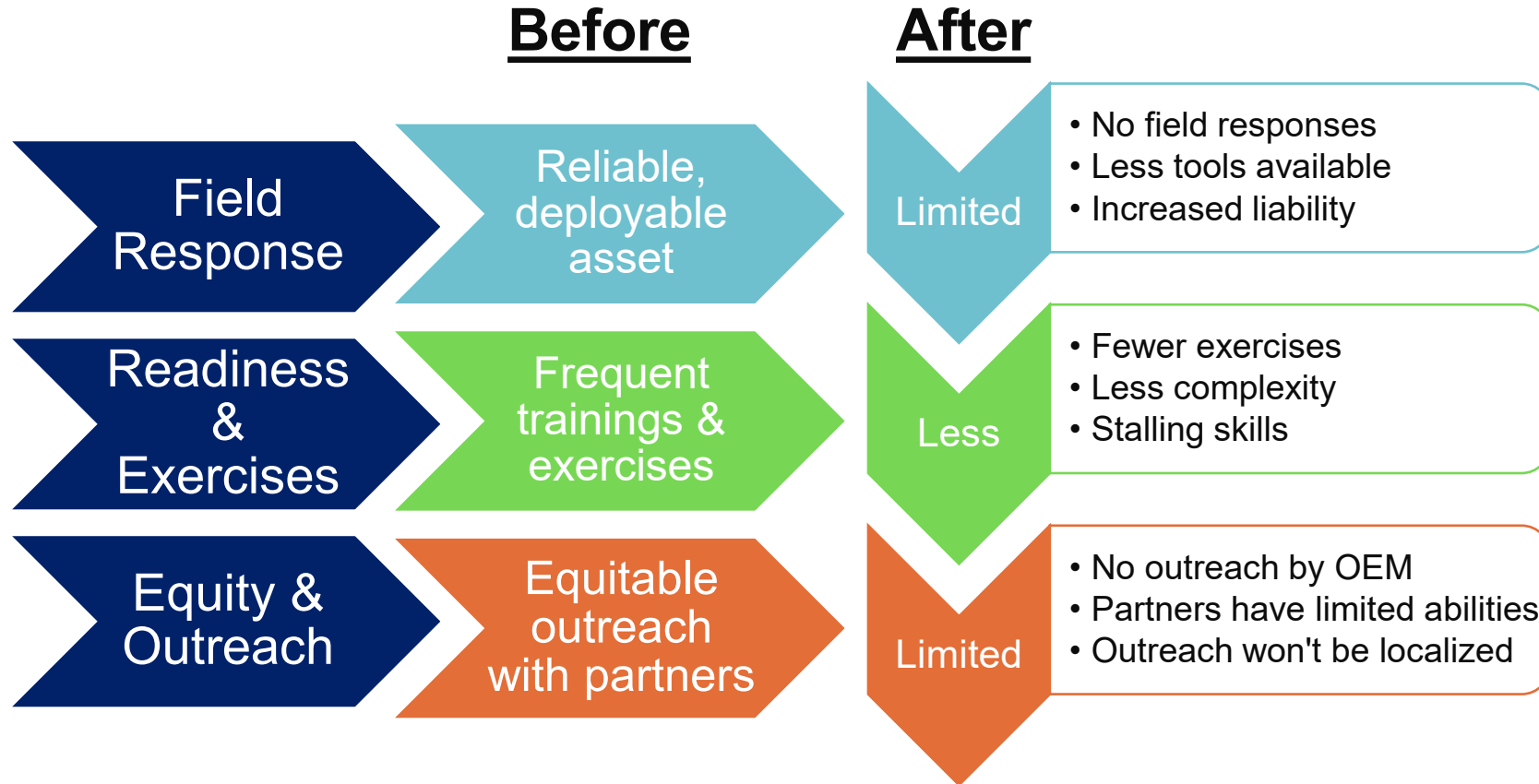


# How the Target Was Achieved

- Reduction of the Emergency Management fleet by 50% (Eliminating 1 of 2 vehicles).
- Truncated Training, Travel, and Exercise budget.
- Elimination of the Public Education and Outreach program budget.



# Service Level Impacts



# Remaining Gap

- Remaining Gap: \$98,097.00
- **Why it exists:**
  - Drastic cuts to operating line items only
- This scenario does **not** impact staffing in any way.
- All other service level impacts are still made to the operating line items.



# Summary



- Total Reduction Target: 25% | \$118,250.00
- Identified to Date: \$20,153.00
- Status:
  - ✘ Remaining Gap: \$98,097.00
- Key takeaway:
  - Reduced public education/outreach
  - The city as a whole will be less prepared
  - Shifting to a reactive model
  - Risk of less or losing state and federal grant awards





**OFFICE OF EMERGENCY MANAGEMENT**  
**CITY OF GREELEY**

# Discussion



# City Manager's Office - FY2027 Budget Proposal

City Council Working Session | May 26, 2026

**Reduction Target: \$726,732 | Total Identified: \$726,732 | Exceeds Target By: \$0**

## Overview

---

The City Manager's Office has met its FY2027 budget reduction target of \$726,732 (25%). This was accomplished by eliminating two (2) positions as well as meaningful non-personnel expenditure reductions.

## Strategy Summary

---

- **Position Elimination** – \$570,028
  - Chief Public Safety Officer
  - Assistant City Manager
- **Operating Budget Reductions** – right-sizing operational budgets across CMO; \$156,704

## Service Level Impacts

---

The reductions in CMO leadership have required a redistribution of responsibilities and reporting structure within the organization. These changes will be reviewed and adjusted in the future as needed to ensure adequate support for all organizational units. Reductions to non-personnel budgets include reductions to travel and training budgets, other purchased services and grants to outside agencies. These have been reduced to better align with City Council and community expectations around use of these types of budgets.

- **Before:** There were six (6) executive level positions within the CMO that supported various departments and portfolios.
- **After:** Portfolios have been restructured across the remaining four (4) executives as well as the City Manager to ensure operational support across the organization.
- **Impact:** The primary impact is on governance, coordination and strategic oversight.
- **Scale:** Moderate. Elimination of two (2) executive positions and distribution of responsibilities across the remainder of the CMO executive team.

## Key Takeaways

---

- CMO has met the \$726,732 reduction target.
- Impacts are focused on right-sizing the executive team and discretionary spending to be in alignment with City Council and community expectations.

Allena Portis, Deputy City Manager/CFO | [allena.portis@greeleygov.com](mailto:allena.portis@greeleygov.com)



# 2027 City Manager's Office Budget Submittal

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**Allena Portis, Deputy City Manager/CFO**  
**City Council Work Session – Month Day, Year**



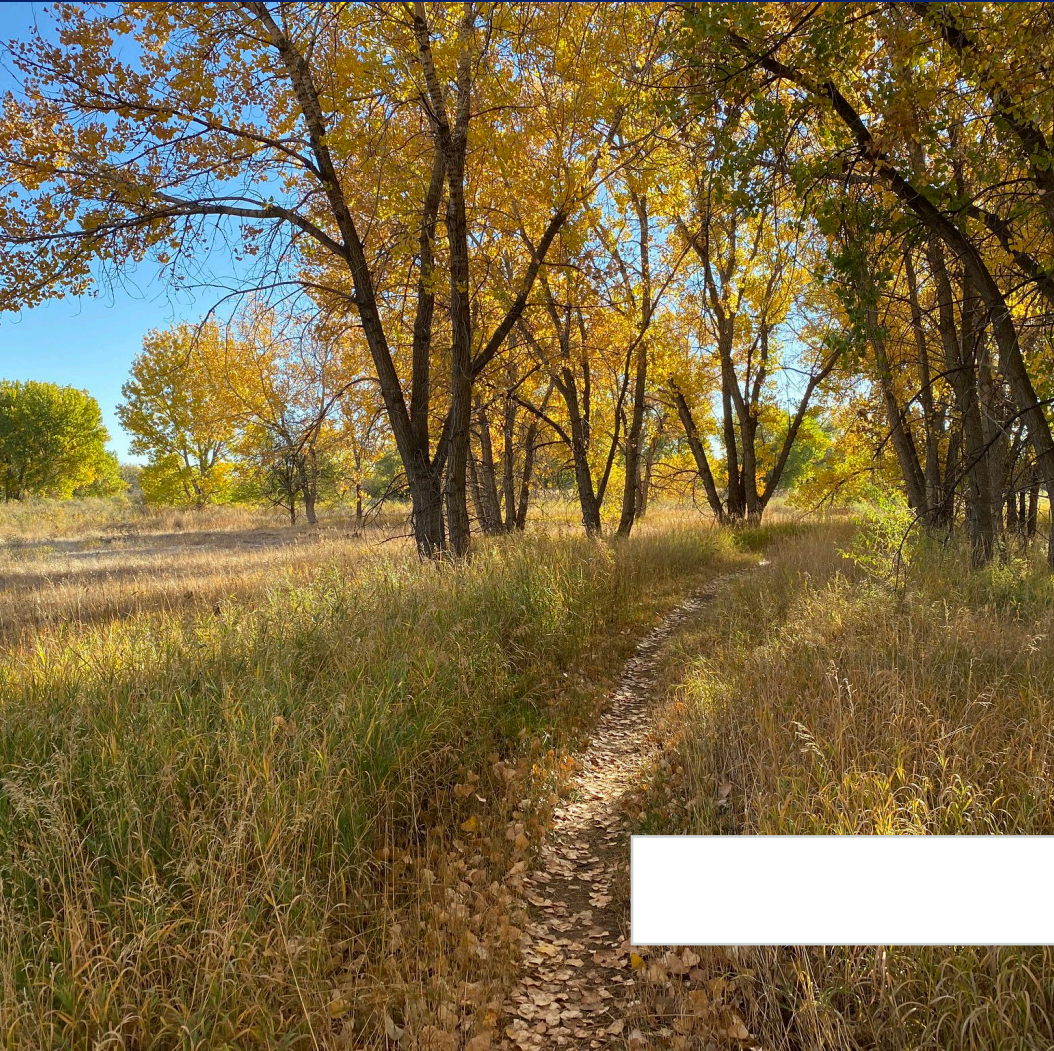
# Framing: Approach & Principles



- Reductions are presented through the lens of service-level impacts
- Grounded in:
  - Council priorities
  - Program usage / demand
  - Operational realities
- Focus:
  - Protect high-value / high-use services where possible
  - Identify tradeoffs where needed



# Reduction Target & Status



- Total Base Budget: \$2,906,929
- Total Reduction Target: 25% | \$726,732
- Identified to Date: \$726,732
- Status:
  - Target Met
- **Brief note on approach:**
  - FTEs eliminated
  - Reduction in Travel
  - Reduction in Contractual Services
  - Reduction in Sponsorships



# How the Target Was Achieved

The budget reduction target was achieved through a combination of operational efficiencies, service-level adjustments, and strategic reprioritization of discretionary expenditures

Summary of reductions:

- **Efficiencies**
  - Reduction in Contractual Services – 47%/\$70,830
  - Memberships & Dues- 31%/\$3,594
- **Service adjustments**
  - Reduction in FTE (2) – 23%/\$570,028
- **Discretionary**
  - Reduction in Community Sponsorships – 50%/\$50,000
  - Reduction in Travel – 62%/\$56,242



# Service Level Impacts

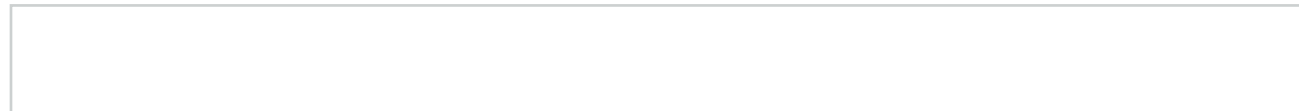
## *1. Reduction in FTE (Assistant City Manager, Chief Public Safety Officer)*

The primary impact is on governance, coordination, and strategic oversight.

- Reduced strategic coordination across departments
- Greater reliance on existing staff to absorb leadership functions
- Reduced capacity for external engagement and partnerships
- Public Safety integration requires strong coordination mechanisms to be in place

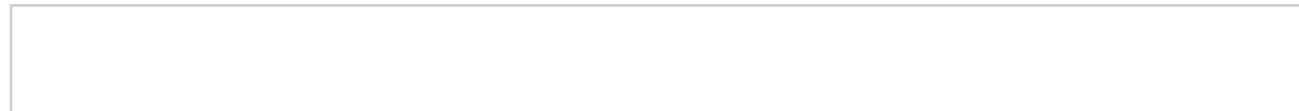
## *2. All other reductions*

Generally, no direct customer impact and minimal impact on core services



# Key Takeaways

- Reduction in FTE represents the most significant structural change
- Community sponsorship reductions signal a shift in strategic priorities, focusing resources on core operations over external or discretionary activities.
- Travel reductions delivered quick, low-impact savings indicating effective control of discretionary expenses.



# Summary

- Reduction Target: 25% | \$726,732
- Identified: \$726,732
- Status:
  - Target met



# Discussion



# Budget & Policy Department - FY2027 Budget Proposal

City Council Working Session | May 26, 2026

**Reduction Target: \$243,183 | Total Identified: \$243,183 | Exceeds Target By: \$0**

## Overview

---

The Budget & Policy Department has met its FY2027 budget reduction target of \$243,183 (17%). This was accomplished by eliminating two (2) budget analyst positions as well as minimal non-personnel expenditure reductions. No public-facing services are reduced. All core budget functions remain intact.

## Strategy Summary

---

- **Position Elimination** – \$239,882
  - Budget Analyst I
  - Budget Analyst II
- **Materials and Operating Reductions** – right-sizing operational budgets across Budget: \$3,301

## Service Level Impacts

---

The reductions in workforce will require ongoing evaluation and prioritization of requests for assistance. We will likely see increased response times and more limited ability to support special projects within the organization. We will also work with departments that have internal support/budget staff to recalibrate responsibilities to ensure core functions are covered and appropriately distributed.

- **Before:** Departments were assigned to one of our six (6) budget analysts based on complexity and level of work load required to provide assistance.
- **After:** Departments will be assigned across the remaining four (4) budget analysts as well as the Budget Manager, Deputy Director and Director to ensure operational support.
- **Impact:** Budget staff will likely have more departmental operational responsibilities reducing overall ability to focus on higher-level financial analysis and support for City-wide initiatives.
- **Scale:** Moderate. Elimination of two (2) analyst positions and distribution of responsibilities across the remainder of the team.

## Key Takeaways

---

- Budget has met the \$243,183 reduction target.
- Impacts are focused on internal levels of service and will require increased operational responsibilities across team members which will result in reduced capacity for higher level analysis and project management as well as increased response times for departmental inquiries.

Nathan Mosley, Budget & Policy Director | [nathan.mosley@greeleygov.com](mailto:nathan.mosley@greeleygov.com)



# 2027 Budget & Policy Department Budget Submittal

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**Nathan Mosley, Director of Budget & Policy**

**Nathan.mosley@greeleygov.com**

**City Council Work Session – May 26, 2026**



# Framing: Approach & Principles



- Reductions are presented through the lens of service-level impacts
- Grounded in:
  - Council priorities
  - Program usage / demand
  - Operational realities
- Focus:
  - Protect high-value / high-use services where possible
  - Identify tradeoffs where needed



# Reduction Target & Status

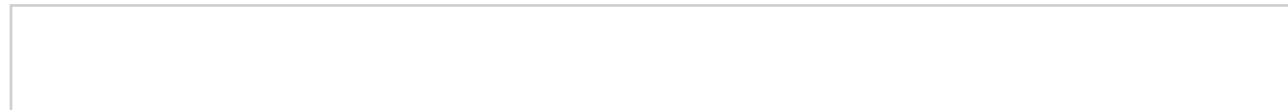


- Total Base Budget: \$1,430,490
- Total Reduction Target: 17% | \$243,183
- Identified to Date: \$243,183
- Status:
  - Target Met
- **Brief note on approach:**
  - Elimination of two positions (22% of staff)
  - Minimal non-personnel budget reductions

# How the Target Was Achieved

High-level summary of strategies: *Due to the fact the department has very little non-personnel budget (0.003%), it was necessary to focus on workforce reductions to meet our target.*

- Two (2) positions - \$239,882
  - One (1) Budget Analyst I - \$92,768
  - One (1) Budget Analyst II - \$121,762
  - Non-position wages - \$25,352
- Service adjustments
  - These workforce adjustments will require service level reductions
    - Rebalance workload with departments that retain internal finance staff
    - Reduced capacity to support special assignment or projects within the City
    - Strategically identify work streams or products that are no longer a priority given a reduced workforce.
      - Example: GFOA Distinguished Budget Award Submission
- Non-Personnel Reductions - \$3,301 (Printing, memberships & dues and other purchased services)



# Summary

- Reduction Target: 17% | \$243,183
- Identified: \$243,183
- Status:

Target met

Key takeaway:

- The community should not see any impacts. Internal customers will primarily be impacted by an anticipated increase in response times and more limited ability to support the organization, especially with special projects.

# Discussion



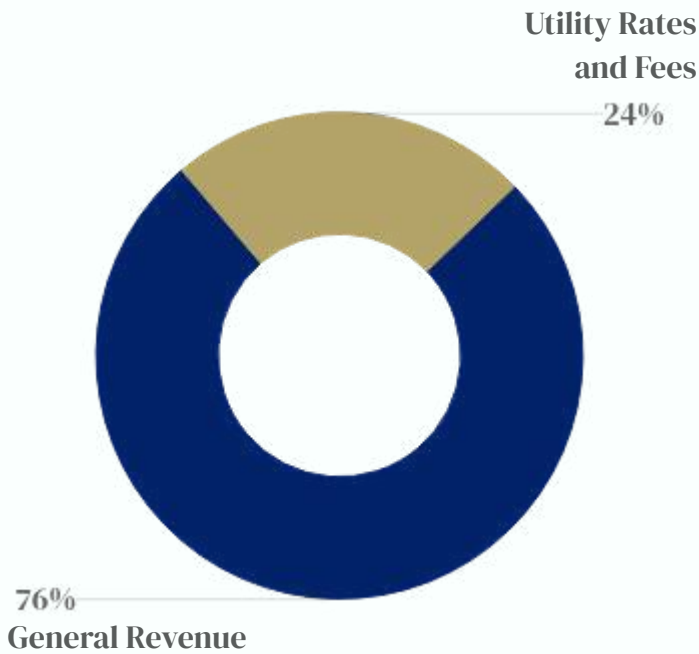


# Finance

## MISSION, VISION, OR PURPOSE

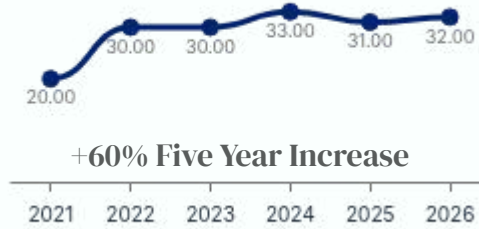
The Finance Department protects public trust by stewarding the City's financial resources with accuracy, integrity, and transparency.

## 2026 FUNDING SOURCES

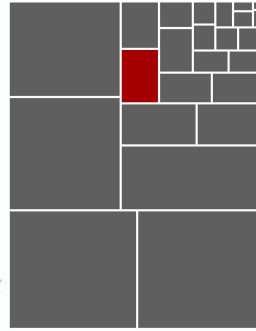


## 2026 FTE

# 32.00

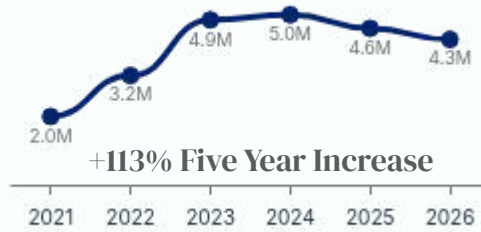


2.5%  
of total FTE

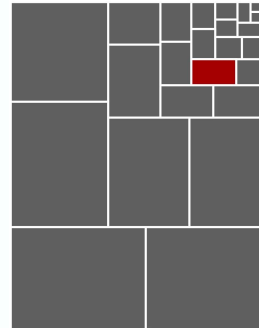


## 2026 OPERATING BUDGET

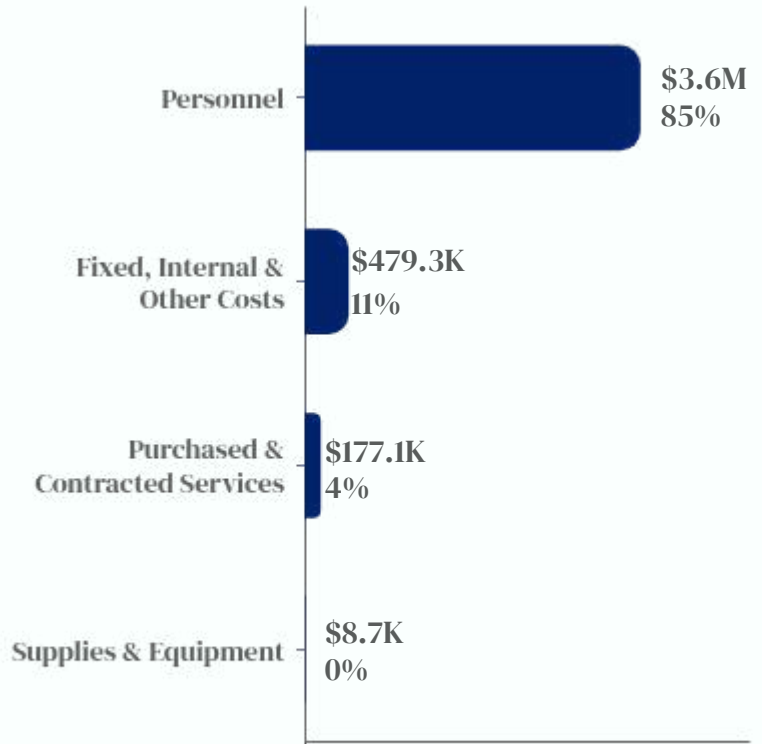
# \$4.3M



1.4%  
of Operating Budget



## 2026 OPERATING BUDGET BREAKDOWN



## DIRECTOR CONTEXT



**Kirk Jones**  
Director

The Finance Department serves as a strategic partner across all City functions, supporting sound decision-making, operational effectiveness, and long-term fiscal sustainability. As the City grows in size, complexity, and regulatory exposure, Finance is aligning its structure, roles, and processes to be fit for purpose and responsive to organizational needs. This work includes strengthening internal controls, modernizing systems, documenting transparent procedures and SOPs, and clarifying service expectations across divisions. The Department is intentionally shifting from a transactional and compliance-driven model toward a business partner approach that emphasizes collaboration, clarity, and shared accountability. Prior efficiencies and staffing adjustments have already been implemented, leaving limited flexibility to absorb additional reductions without affecting service timeliness or increasing operational risk. Further reductions would require tradeoffs between responsiveness, compliance, and service quality that may not be immediately visible but will compound negatively over time.

## Programs & Services

### INTERNAL

#### **FINANCIAL STRATEGY, POLICY, & COMPLIANCE**

Financial leadership and governance services that guide citywide fiscal strategy through integrated planning, policy development, resource management, and audit coordination, ensuring transparent budgeting, sound financial controls, effective procurement, and strong oversight of Finance, Budget, Purchasing, Accounting, and Grants functions.

---

### PUBLIC

#### **SALES TAX COLLECTION & AUDITING**

City sales, use, and lodging tax services ensure accurate revenue collection, reporting, and full compliance with City ordinances through return processing, overpayment reconciliation, business licensing, audit coordination, and proactive engagement with taxpayers and the business community to promote clarity, accountability, and sustained fiscal integrity.

---

### INTERNAL

#### **FINANCIAL REPORTING & AUDIT COORDINATION**

Monthly and annual financial reporting services through fund-level close and review, budget-to-actual and prior-year analysis, error identification and correction, departmental reporting support, and preparation of the Annual Comprehensive Financial Report and annual financial Audit.

---

### INTERNAL

#### **ACCOUNTS PAYABLE & RECIEVABLE**

Transactional accounting services that support daily City operations through accurate payables and receivables processing, supplier and card program administration, banking and deposit coordination, fund accounting, statutory reporting, and responsive support that keeps payments, collections, and systems moving reliably and on time.

---

### INTERNAL

#### **DEBT & INVESTMENT MANAGEMENT**

Treasury services protect and report on the City's financial stability through prudent investment management, accurate cash forecasting, and disciplined debt administration, ensuring liquidity, regulatory compliance, and optimal use of public funds while providing oversight of investments, debt issuance, arbitrage compliance, and critical banking and financial advisory relationships.



## Programs & Services

### INTERNAL

#### **PAYROLL**

Payroll services that deliver accurate, timely, and compliant employee pay through biweekly processing, benefits and retirement administration, tax and garnishment handling, payroll accounting and reconciliations, and audit support, ensuring employees are paid correctly while meeting all regulatory and reporting requirements.

---

### INTERNAL

#### **PROCUREMENT**

The Procurement Division strives to provide a centralized source for all pricing, quotation, order placement, contract development, negotiations, dispute resolution and general procurement assistance. The division's goal is to provide procurement services in the most cost-effective manner and to help ensure timely and quality service to all City departments and the public.

---

### INTERNAL

#### **GRANT MANAGEMENT**

Grant management services that ensure compliance, accountability, and continuity through application support, reporting and draw guidance, staff training, process development, and audit readiness, including SEFA and Single Audit support, grant accounting oversight, and transparent reporting to executive leadership, City Council, and Federal & State granting agencies.

# Finance Department

## FY2027 Budget Proposal

City Council Working Session | May 26, 2026

**Reduction Target: \$645,006 | Total Identified: \$666,817 | Exceeds Target By: \$21,811**

### Overview

---

The Finance Department has met and exceeded its FY2027 budget reduction target of \$645,006 (17%) by identifying \$666,817 in savings and new revenue, exceeding the target by \$21,811 or more. This was accomplished by eliminating one structural position, adding three revenue- and cost-recovery strategies, and targeting reductions in materials and operating expenses. No public-facing services are reduced. All core financial functions remain intact.

### Strategy Summary

---

- **Position Elimination** – Financial Reporting Accounting Manager: \$173,992
- **Increased Sales Tax Audit Focus** – enhanced audit activity generating \$75,000 in additional annual revenue
- **P-Card Rebate Program Expansion** – new policy requiring P-Card use for qualifying purchases under \$5,000, increasing annual rebate revenue above the current \$200,000 budget: \$79,789 credit
- **Grants Administration Cost Recovery** – new 10% indirect cost recovery policy on qualifying grants, estimated conservatively at \$327,000 annually: \$326,934 credit
- **Materials and Operating Reductions** – right-sizing operational budgets across Finance: \$11,102

### Service Level Impacts

---

The only structural change in this proposal is the elimination of the Financial Reporting Accounting Manager position.

- **Before:** A dedicated Accounting Manager provided day-to-day oversight and management of the Financial Reporting team.
- **After:** Position eliminated; duties absorbed by the Deputy Director (Charlotte Kline, promoted).
- **Impact:** Deputy Director capacity is diluted by added management responsibilities, reducing her availability for higher-level financial reporting and strategic work. The position is intended to be restored when fiscally possible.
- **Scale:** Moderate. One management layer removed. No public-facing service reductions.

### Non-Discretionary by Design

---

Finance does not deliver discretionary services. Every function in this department is tied directly to legal obligations, revenue generation, or financial controls the City cannot operate without. Council should understand the following before considering any further reductions to this department:

- Payroll must run on schedule regardless of staffing levels. No margin for error or delay.
- Sales tax and compliance operations collect, generate, and account for over \$127 million annually, representing more than 65% of General Fund revenues. Reductions in this area risk net losses to the City, not savings.
- The annual audit is required by law. Audit timeliness is already a documented challenge. Any reduction in Financial Reporting capacity increases the likelihood of findings and delays. This division also ensures expenditures and revenues are received, paid, and recorded in a timely and accurate manner.
- Banking and treasury functions are not deferrable. Cash management, debt compliance, and investment oversight must continue without interruption to comply with state and federal laws and support City operations.
- None of these functions can be paused, absorbed elsewhere, or allowed to slip without immediate and compounding consequences to the City.

## Revenue Innovation: Why These Strategies Are Sustainable

---

Three of the five strategies in this proposal generate new or expanded recurring revenue rather than simply cutting costs. These are not one-time offsets.

- **Grants Administration Cost Recovery:** Current practice leaves indirect administrative costs unrecovered across all City grant programs. A new 10% indirect cost recovery policy on qualifying grants brings Greeley in line with federal and grants administration best practices and peer municipalities, estimated conservatively at \$327,000 annually.
- **Increased Sales Tax Audit Focus:** Greeley's sales tax operation already collects, generates, and accounts for over \$127 million annually. This proposal increases the audit revenue budget by \$75,000 year-over-year, reflecting a stronger commitment to compliance and to protecting ongoing General Fund revenue.
- **P-Card Rebate Program Expansion:** A new administrative policy requiring P-Card use for all qualifying purchases under \$5,000 converts existing check and ACH payments to rebate-eligible transactions, modernizing purchasing practices citywide and generating recurring General Fund revenue above the current \$200,000 budget.

## Key Takeaways

---

- Finance has met and exceeded the \$645,006 reduction target by \$21,811.
- The proposal protects all public-facing services and all core financial operations.
- The only structural change is the elimination of one management position, with a clear path to restoration when fiscally possible.
- Three revenue and cost recovery strategies replace what would otherwise have required additional position eliminations.
- New administrative policies on grants cost recovery and P-Card usage generate lasting, recurring revenue benefits beyond this reduction cycle.
- Finance is positioned to operate more efficiently and generate stronger returns for the General Fund in FY2027 and beyond.

Kirk Jones, Finance Director | [kirk.jones@greeleygov.com](mailto:kirk.jones@greeleygov.com) | 970-350-9599



# 2027 Finance Department Budget Submittal

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**Kirk Jones, Finance Director**

**kirk.jones@greeleygov.com, 970-350-9599**

**City Council Work Session – May 26, 2026**



# Framing: Approach & Principles



- Reductions are presented through the lens of service-level impacts
- Grounded in:
  - Council priorities
  - Program usage / demand
  - Operational realities
- Focus:
  - Protect high-value / high-use services where possible
  - Identify tradeoffs where needed

# Reduction Target & Status

- Total Reduction Target: 17% | \$645,006
- Identified to Date: \$666,817
- Status:
  - Target Met and Exceeded by \$21,811
  - Target Met with Reduction and Revenue Strategies
  - Remaining Gap: \$0
    - Adding \$21,811+ to the general fund
- Approach Summary:
  - Position Elimination
  - Revenue Innovation
  - Materials & Operating Reductions

# How the Target Was Achieved

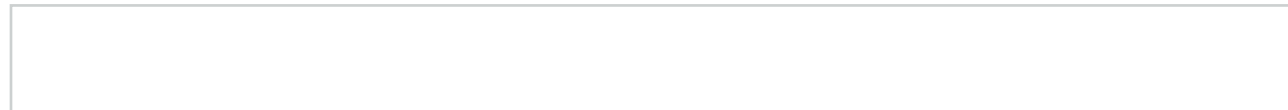
High-level summary of strategies:

- Position Elimination
  - Financial Reporting Accounting Manager -- \$173,992
- Revenue Innovation
  - Increased Sales Tax Audit Focus -- \$75,000
  - P-Card Rebate Program Expansion -- \$79,789
  - Grants Administration Cost Recovery -- \$326,934
- Materials and Operating Reductions
  - Right-sizing daily operational budgets across Finance -- \$11,102
- Total Identified: \$666,817 -- Exceeds target by \$21,811



# Revenue Innovation Adjustments

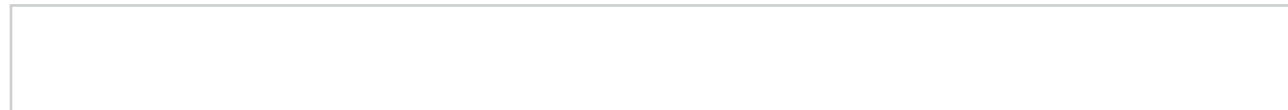
- Grants Administration Cost Recovery
  - Current practice leaves indirect costs unrecovered; this policy corrects that
  - 10% indirect cost recovery on qualifying grants, split between grantee department and Grants Office
  - Sustainable, recurring revenue stream estimated conservatively at \$327,000 annually
  - Brings City in line with federal best practices and peer municipalities
- Increased Sales Tax Audit Focus
  - Greeley's sales tax operation generates over \$90 million annually for the General Fund
  - Dedicated audit focus is already in place; this proposal increases the revenue target by \$75,000
  - Reflects a stronger commitment to compliance and protects existing revenue streams
- P-Card Rebate Program Expansion
  - New administrative policy requiring P-Card use for all qualifying purchases under \$5,000
  - Converts existing check and ACH payments to rebate-eligible transactions
  - Modernizes purchasing practices citywide while generating recurring General Fund revenue



# Service Level Impacts

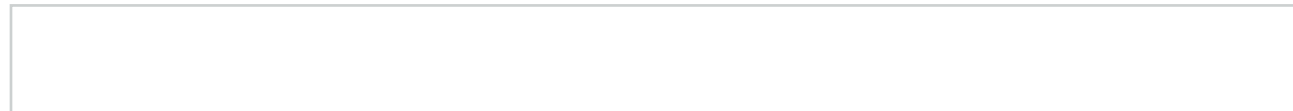
## Position Elimination – Financial Reporting Accounting Manager

- Effects
  - Before: Dedicated Accounting Manager providing day-to-day oversight and management of the Financial Reporting team
  - After: Position eliminated; duties absorbed by Deputy Director
  - Impact: Deputy Director capacity is diluted by added management responsibilities, reducing her availability for higher-level financial reporting and strategic work; position is intended to be restored when fiscally possible
- Who is affected
  - Finance department staff and leadership
- Scale of impact
  - Moderate -- one management layer is removed, increasing span of control for the Deputy Director and creating risk of delayed response to day-to-day operational issues within the Financial Reporting team



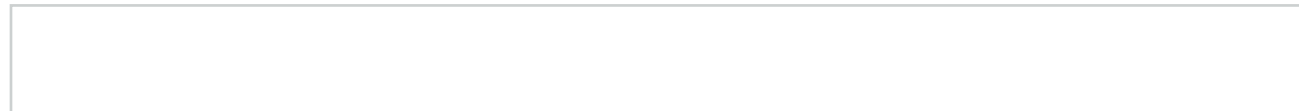
# Critical Considerations for Finance

- Finance does not deliver discretionary services. Every function is tied directly to legal obligations, revenue generation, or financial controls the City cannot operate without.
- Payroll must run on schedule regardless of staffing levels; no margin for error or delay
- Sales tax and compliance operations generate over \$90 million annually, more than 65% of General Fund revenues; reductions in this area risk net losses to the City, not savings
- The annual audit is required by law; audit timeliness is already a documented challenge, and any further reduction in Financial Reporting capacity increases the likelihood of findings and delays
- Banking and treasury functions are not deferrable; cash management, debt compliance, and investment oversight must continue uninterrupted
- These are not positions that can be paused, absorbed elsewhere, or allowed to slip without immediate and compounding consequences to the City
- Finance has preserved every one of these functions in this proposal while still meeting and exceeding the reduction target



# Key Takeaways for Council

- Finance has met and exceeded the \$645,006 reduction target by \$21,811
- The proposal protects all public-facing services and core financial operations
- The only structural change is the elimination of one management position, with a clear path to restoration when fiscally possible
- Three revenue and cost recovery strategies replace what would otherwise have required additional position eliminations
- New administrative policies on grants cost recovery and P-Card usage generate lasting, recurring revenue benefits beyond this reduction cycle
- Finance is positioned to operate more efficiently and generate stronger returns for the General Fund in FY2027 and beyond



# Summary

- Reduction Target: 17% | \$645,006
- Identified: \$666,817
- Status:
  - Target met and exceeded by \$21,811+
- Key takeaway:
  - Finance has delivered a responsible, forward-thinking proposal that meets the City's reduction requirement without cutting a single public-facing service
  - Through disciplined revenue innovation, smarter cost recovery, and a targeted organizational adjustment, Finance is not just absorbing part of the citywide reduction; it is generating new, recurring value for the General Fund and grants administration that will compound
  - The City's core financial infrastructure remains intact, compliant, and positioned to support Greeley's continued operations and growth



# Discussion





# 2027 Portfolio Budget Work Session

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**Brian McBroom, City Manager**

**Brian.McBroom@greeleygov.com**

**City Council Work Session – May 26, 2026**





# Agenda

- Framing & Approach
- Fire Department Overview
- Police Department Overview
- Office of Emergency Management Overview
- Summary
- Q&A



# Framing: Approach & Principles



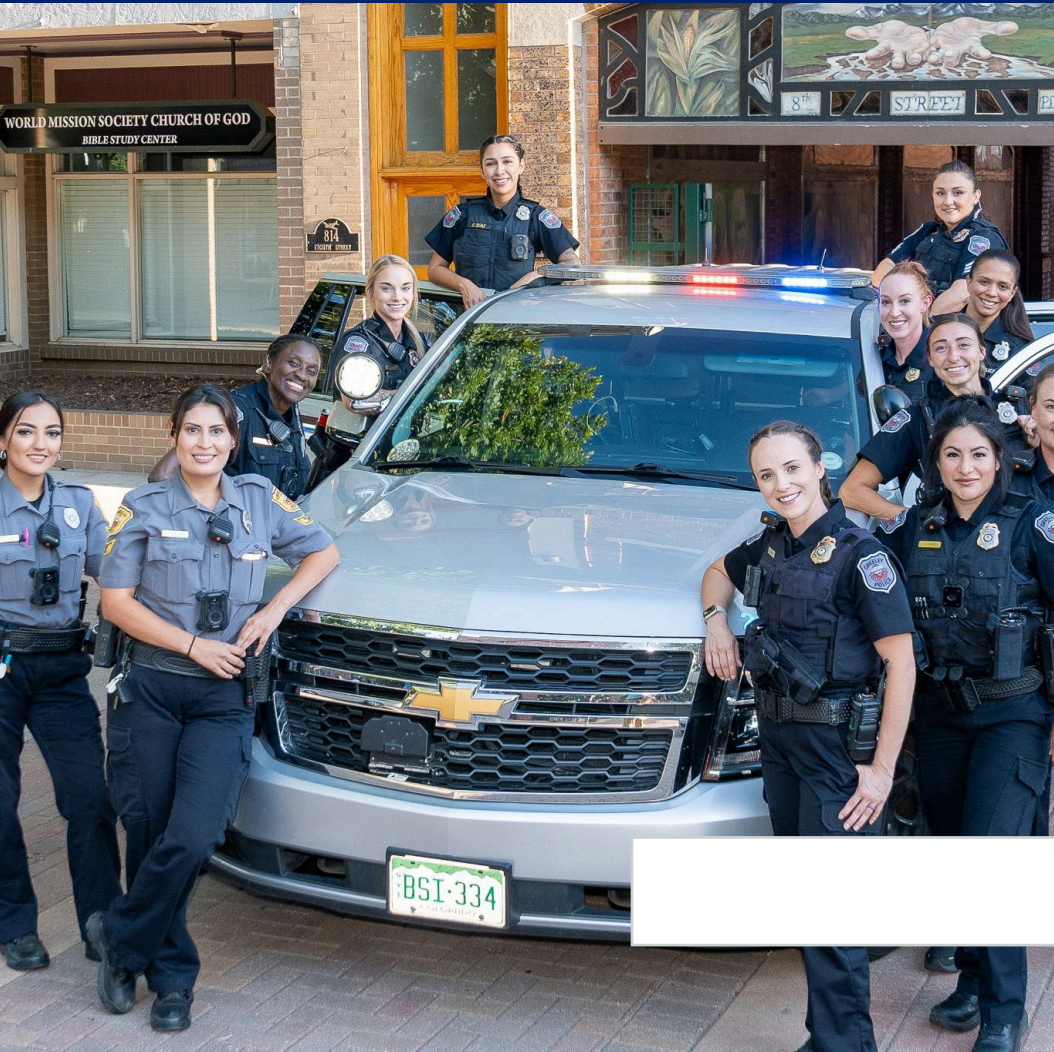
- Reductions are presented through the lens of service-level impacts
- Grounded in:
  - Council priorities
  - Program usage / demand
  - Operational realities
- Focus:
  - Protect high-value / high-use services where possible
  - Identify tradeoffs where needed

# Fire Department Reduction Target & Status



- Total Reduction Target: 4% | \$1,010,609
- Identified to Date: \$1,010,609
- Status:
  - Target Met
- **Brief note on approach:**
  - Historical spending patterns
  - Targeted reductions
  - FTE reductions
  - 5% reduction across all remaining line items
- **Service Level Impacts:**
  - Fire Suppression, Emergency Medical Services, Rescue, Training & Certifications, Administration & Strategy, Fire Prevention

# Police Department Reduction Target & Status



- Total Reduction Target: 4% | \$1,574,963
- Identified to Date: \$1,590,016
- Status:
  - Target Exceeded (+\$15,053)
- **Brief note on approach:**
  - Operational Efficiencies
  - Workforce Reductions
  - Targeted non-personnel expenditure reductions
  - Enhanced cost recovery
- **Service Level Impacts:**
  - Record processing, Evidence capacity & response times, Administrative support, Investigative and analytical support, Community Outreach, Organizational efficiencies

# Office of Emergency Management Reduction Target & Status



July 2021 Flooding in Greeley, CO

- Total Reduction Target: 25% | \$118,250.00
- Identified to Date: \$20,153.00
- Status:
  - ❑ Remaining Gap: \$98,097.00
- **Brief note on approach:**
  - Continue to meet legal minimum requirements
  - Minimize losing the advances we have made over the years
- **Service Level Impacts:**
  - Training & Certifications, Administration & Strategy, Response Capability, Community Education/Outreach



# Summary

- Portfolio Reduction Target: Blended (4% & 25%) | \$2,703,822
- Identified: \$1,010,609 (Fire); \$1,574,963 (PD); \$20,153 (OEM)
- Status:
  - ❑ Remaining Gap: \$83,044
- Key takeaways:
  - Fire Department: Increased risk, reduced operational effectiveness & workforce impacts
  - Police Department: Impacts to public-facing service, workforce reductions and administrative support
  - OEM: By not meeting its desired target reductions, this small department can continue its essential work while also exploring efficiencies as the community grows



# Discussion





# 2027 Portfolio Budget Work Session

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**Allena Portis, Deputy City Manager/Chief Financial Officer**

**Allena.Portis@greeleygov.com**

**City Council Work Session – May 26, 2026**





# Agenda

- Framing & Approach
- City Manager's Office Overview
- Budget Department Overview
- Finance Department Overview
- Summary
- Q&A



# Framing: Approach & Principles



- Reductions are presented through the lens of service-level impacts
- Grounded in:
  - Council priorities
  - Program usage / demand
  - Operational realities
- Focus:
  - Protect high-value / high-use services where possible
  - Identify tradeoffs where needed

# City Manager's Office Reduction Target & Status



- Total Reduction Target: 25% | \$726,732
- Identified to Date: \$726,732
- Status:
  - Target Met
- **Brief note on approach:**
  - FTEs eliminated
  - Reductions to non-personnel expenses

# City Manager's Office Service Level Impacts

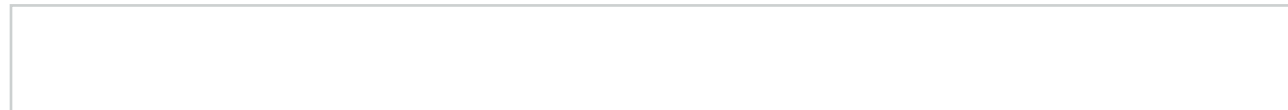
## *1. Reduction in FTE (Assistant City Manager, Chief Public Safety Officer)*

The primary impact is on governance, coordination, and strategic oversight.

- Reduced strategic coordination across departments
- Greater reliance on existing staff to absorb leadership functions
- Reduced capacity for external engagement and partnerships
- Public Safety integration requires strong coordination mechanisms to be in place

## *2. All other reductions*

Generally, no direct customer impact and minimal impact on core services



# Budget Department Reduction Target & Status



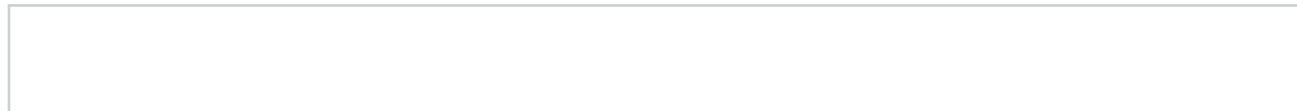
- Total Reduction Target: 17% | \$243,183
- Identified to Date: \$243,183
- Status:
  - Target Met
- **Brief note on approach:**
  - Two (2) FTEs eliminated
  - Minimal non-personnel reductions



# Budget Department Service Level Impacts

- Service adjustments
  - Workforce adjustments will require service level reductions
    - Rebalance workload with departments that retain internal finance staff
    - Reduced capacity to support special assignment or projects within the City
    - Strategically identify work streams or products that are no longer a priority given a reduced workforce.
      - Example: GFOA Distinguished Budget Award Submission
- Key takeaway:

The community should not see any impacts. Internal customers will primarily be impacted by an anticipated increase in response times and more limited ability to support the organization, especially with special projects.



# Finance Department Reduction Target & Status

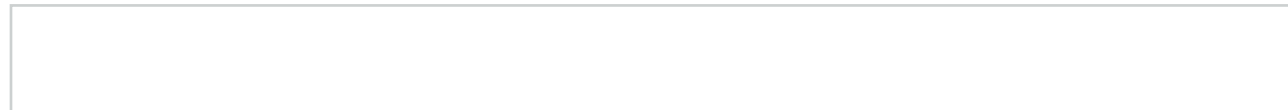


- Total Reduction Target: 17% | \$645,006
- Identified to Date: \$666,817
- Status:
  - ❑ Target Exceeded (+20,811)
- **Brief note on approach:**
  - Target met with a combination of expenditure reductions and revenue enhancements
    - Elimination of one (1) vacant FTE
    - A variety of incremental revenue streams were identified

# Finance Department Service Level Impacts

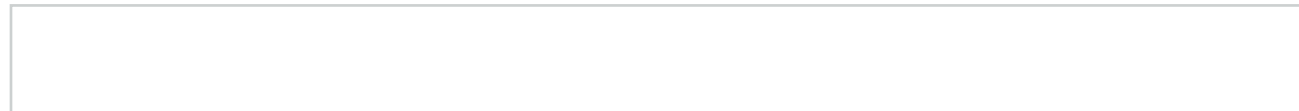
## Position Elimination – Financial Reporting Accounting Manager

- Effects
  - Before: Dedicated Accounting Manager providing day-to-day oversight and management of the Financial Reporting team
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  - Impact: Deputy Director capacity is diluted by added management responsibilities, reducing her availability for higher-level financial reporting and strategic work; position is intended to be restored when fiscally possible
- Who is affected
  - Finance department staff and leadership
- Scale of impact
  - Moderate -- one management layer is removed, increasing span of control for the Deputy Director and creating risk of delayed response to day-to-day operational issues within the Financial Reporting team



# Summary

- Portfolio Reduction Target: Blended (25% & 17%) | \$1,614,921
- Identified: \$1,636,732
- Status:
  - Target Exceeded (+\$21,811)
- Key takeaways:
  - CMO: Reduction of Executive Staff
  - Budget: Workforce reduction w/ impacts to internal service support
  - Finance: Protects public-facing services and enhanced cost-recovery strategies developed



# Discussion





# Work Session Agenda Summary

May 26, 2026

Key Staff Contact: Bret Naber, Deputy City Manager of Infrastructure, Roch Labossiere, Civil Engineer IV

## Title:

MERGE Program Update

## Background:

The MERGE Program continues to advance in key areas including federal grant coordination, preliminary design, financial modeling, stakeholder coordination, Transportation Infrastructure Finance and Innovation Act (TIFIA) planning, and overall schedule development, with environmental review and Construction Manager/General Contractor (CM/GC) procurement still actively in progress.

Since the last Council update, staff has continued coordination with Federal Highway Administration (FHWA), United States Department of Transportation (USDOT), Colorado Department of Transportation (CDOT), and project partners on RAISE and Rural grant agreements, reimbursement requirements, compliance items, funding timing, and project sequencing. Current funding sources identified in the presentation include federal grants, programmed and committed partner funds, local match, and planned TIFIA financing. Project development efforts are also moving forward through refinement of preliminary interchange design, environmental review, cost estimates, and construction phasing concepts. Staff is evaluating early enabling improvements and local operational enhancements while continuing National Environmental Policy Act (NEPA) and corridor coordination with FHWA, CDOT, and RS&H (architect firm).

The City is preparing to use a qualifications-based CM/GC delivery method to bring the contractor on during preconstruction. RFQ development and interagency review are underway, with advertisement targeted for June 2026 and contractor selection anticipated in Q3 2026. The preliminary schedule presented shows NEPA and preliminary engineering completion in Q2 2027, final design and CAP development in early 2028, and construction beginning in Q2–Q3 2028.

## Strategic Focus Area:

Infrastructure and Mobility  
Quality of Life

## Attachments:

1. Item - Presentation



# MERGE Program Update

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**Bret Naber, Deputy City Manager**

**Public Works Team**

**City Council Work Session - May 26, 2026**



# Agenda

- Program Status Update
- Progress Since Last Council Update
- Design and Environmental Advancement
- CM/GC Procurement Update
- Financial Strategy and Program Planning
- Preliminary Program Schedule
- Current Focus/Next Steps

# Program Status Update

● Financial Model	● Stakeholder Coordination	● TIFIA Coordination	● Program Schedule
Financial model and cash flow analysis presented to USDOT	Continued coordination with FHWA, USDOT and CDOT	Initial financing strategy evaluation reviewed	Milestone refinement and sequencing advancing

● RAISE / RURAL Grants	● Preliminary Design	● NEPA / EA	● CM/GC Procurement
Federal coordination and agreement advancement ongoing	Interchange concepts and corridor refinement advancing	Environmental coordination and baseline refinement ongoing	RFQ package development underway

● On Track / Advancing    ● Yellow = Active Coordination / In Progress

# Progress Since Last Council Update

## Progress Since April 2026

FHWA completed final review of the RAISE Grant Agreement

CM/GC procurement package advanced

Financial Model Updated

Milestone schedule updated

## Next Key Milestones

RFQ release targeted for Q2 2026

NTP to RS&H targeted for Q2 2026

CM/GC onboards for Q3 2026

**RAISE: Rebuilding American Infrastructure with Sustainability and Equity**  
**CM/GC: Construction Manager / General Contractor**  
**RFQ: Request for Qualification**  
**NTP: Notice to Proceed**



# Progress Since Last Council Update

## Current Funding Framework and Status

<b>Funding Source</b>	<b>Amount</b>	<b>Status</b>
RAISE Grant	\$20.7M	Federal Grant
RURAL Grant	\$29.4M	Federal Grant
CMAQ	\$1.6M	Programmed
MMOF	\$5.4M	Programmed
CDOT Partnership Funding	\$8.8M	Committed
Quality of Life Tax	\$30.7M	Local Match
Road Development Fund	\$2.7M	Local Contribution
TIFIA Financing	\$34.7M	Planned



# Design and Environmental Advancement

## Preliminary Design and Environmental Coordination

### Current Activities

Preliminary interchange requirements are advancing

Environmental review and NEPA coordination continue

Construction phasing options are being evaluated.

### Current Focus Areas

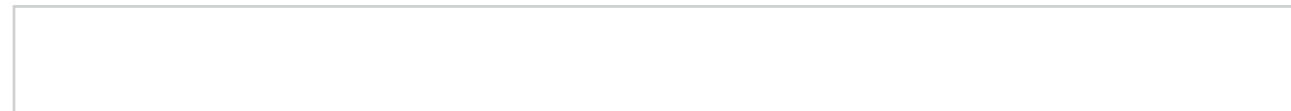
Baseline cost estimate is being updated

Noise wall under evaluation

Access concepts are being evaluated for impacts

NEPA: National Environmental Policy Act

Pre-award costs require FHWA's RAISE approval for reimbursement.



# CM/GC Procurement Update

## Procurement Approach

Qualification-based CM/GC delivery method

Early contractor involvement during preconstruction

Selection process focused on transparency and qualifications

## Current Activities

RFQ package in being finalized

CDOT, Legal, Procurement reviews are ongoing

Procurement Coordination Ongoing



# Financial Strategy and Program Planning

## Financial Planning

TIFIA model is being refined with USDOT feedbacks

Cash flow, repayment timing and draw scenarios presented to USDOT.

Loan structure options are being evaluated

## Financing Direction

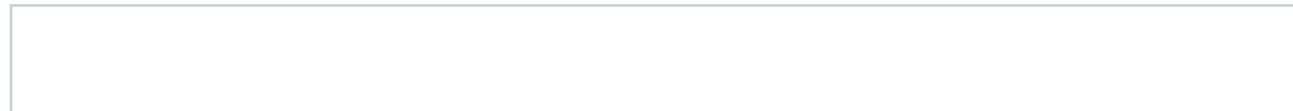
Three LOIs have been submitted

A consolidated loan structure is being evaluated

Grant funds are planned to be used before TIFIA debt

**TIFIA: Transportation Infrastructure Finance and Innovation Act**

**LOI: Letter of Interest**

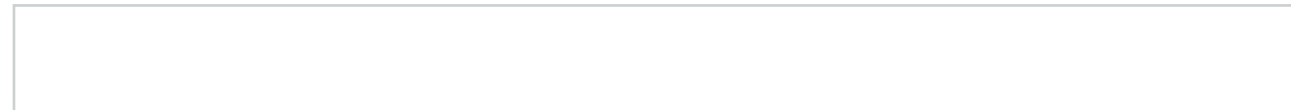


# Preliminary Program Schedule

## Preliminary Program Milestones



Schedule refinement continues as federal coordination advanced



# Current Focus Areas/Next Steps

## Short Term Focus

Finalize RAISE grant agreement for signature

Advance CM/GC procurement and RFQ release

Continue environmental review and design refinement

## Council Takeaways

The program is moving forward

Major funding and delivery decision are being aligned

Next milestones will shape schedule and cost certainty





Thank you





# Work Session Agenda Summary

May 26, 2026

Key Staff Contact: Sean Chambers, Water & Sewer Director

## Title:

Re-Prioritizing the Poudre River Restoration Initiative (PRRI) Master Plan

## Background:

In 2024 and 2025, phases 1 and 2 of the Poudre River Restoration Initiative (PRRI) were commenced to guide river restoration planning that would meet community goals and priorities. Core goals include restoring floodplain and flood resiliency, enhancing public access and recreation on the River, engaging community and stakeholders, and activating the economic nexus between the River and the Greeley community. As part of the 2026 budget process, Council approved a PRRI project budget, contingent upon staff returning to Council with additional detail on the work plan and deliverables. Based on this guidance, a cross-departmental staff team convened, collaborated, and now recommends a new approach to restart the master planning project and move forward with a project that aligns with Council priorities and expectations.

Staff recommend restarting the PRRI project as a collaborative, actionable master planning process that includes a project charter and interdepartmental MOU, with project pillars encompassing health and safety, community vitality, and ecosystem services. This master plan would build upon the work completed during PRRI phases 1 and 2 while further leveraging institutional expertise, with the outcomes being a five to ten-year capital improvement plan (CIP), adaptive river management plan, and a long-term vision for the Poudre River.

This presentation will cover the following topics: Poudre River restoration background; recommendation to restart the master planning process; vision, priorities, and scope; organizational structure and change management recommendations; and staff recommendations and project next steps.

Staff are seeking Council feedback and support to restart the PRRI Master Plan project under the presented organizational structure and collaborative model with defined actionable outcomes and an adaptive management framework. If Council is supportive, staff will work with the Budget Team to transfer the \$500k from its current holding account into the PRRI project account and make it available for project expenses.

## Strategic Focus Area:

Business Growth  
Community Vitality  
High-Performance Government  
Infrastructure and Mobility  
Quality of Life

*Attachments:*

1. Item - Presentation



# Re-Prioritizing PRRI Master Plan

**Leah Hubbard, Deputy Director of Water Resources**

**Jill Krantz, Deputy Director of Culture, Parks & Recreation**

**Kelen Dowdy, Sr. Water Resource Project Manager**

**Brian Hathaway, Stormwater Quality & Compliance Manager**

**City Council Work Session – May 26, 2026**



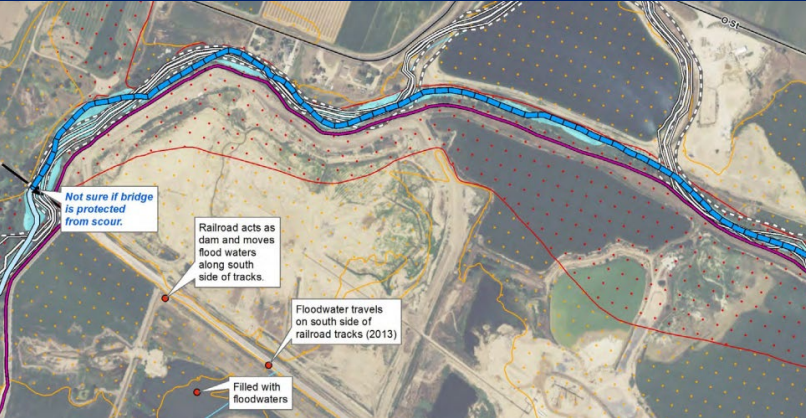
# Agenda



- Lower Poudre River Restoration Background
- Recommendation to Restart Master Planning Process
- Vision, Priorities and Scope for a PRRI Master Plan Restart
- PRRI Restart Org Structure and Change Management Recommendations
- Staff Recommendation and Next Steps

**Purpose: Provide Council with recommendations on next steps for completion of a PRRI Master Plan that engages key stakeholders, leverages institutional knowledge, and identifies actionable projects**

# Status and How Did We Get Here?



## PRRI Phase 1 – 2

- 2024 – 2025; Work needed more interdepartmental coordination
  - Missed opportunities to leverage institutional knowledge
- Landowners and other financial & strategic stakeholders felt left out
- Project lost focus on the priorities and contractual deliverables

*Map Source: CPRW Lower Poudre Recovery Plan for Reach No. 20 (same as photo)  
Photo: Lower Poudre, West of 35th Ave., channelized between Martin Marietta Materials and Greeley's Starr Pit water storage reservoir*

## Council guidance in 2026 Budget process

- Council approved a PRRI project budget; contingent upon staff coming back with more details
- Changes in City leadership and project staffing put the PRRI project on hold
- A cross departmental staff team convened, collaborated and now recommends a new approach to move the project forward



# Proposal for a collaborative, actionable master planning process



## A best practice approach for cross functional projects

- Project charter and interdepartmental MOU
- Specific groups with decision making power and duties selected
  - **Interdepartmental Steering Committee (ISC)**
    - Each Department/Division has representation
  - **Watershed Stakeholder Alliance (WSA)**
    - Committees, stakeholder groups, Weld County, select advisory boards, Coalition for the Poudre River Watershed, Poudre River Trail Corridor, Inc.
  - **Poudre River Community Network (PRCN)**
    - Greeley community and river users
  - **Governance & Advisory Boards (GAB)**

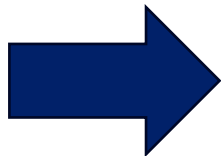
# Cross Functional Project Team

**City Council**

**CMO**

**Executive Sponsor:**  
Sean Chambers

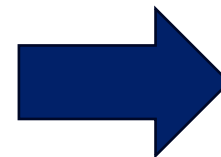
**Executive Advisors:**  
Diana Frick &  
Don Threewitt



**Interdepartmental PRRI  
Project Sponsors:**  
Leah Hubbard, Jill Krantz

**Project Manager:**  
Kelen Dowdy

**Interdepartmental  
Committee of SMEs**



**Staff Committee Includes:**

- Floodplain Manager
- Parks Manager
- Natural Areas & Trails Manager
- Water Resources Ops Manager
- W/S&S Chief Engineer
- Econ. Dev. Manager
- Other city staff SME's

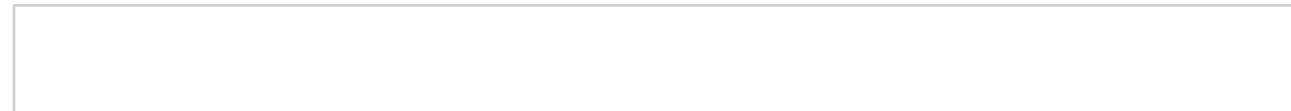
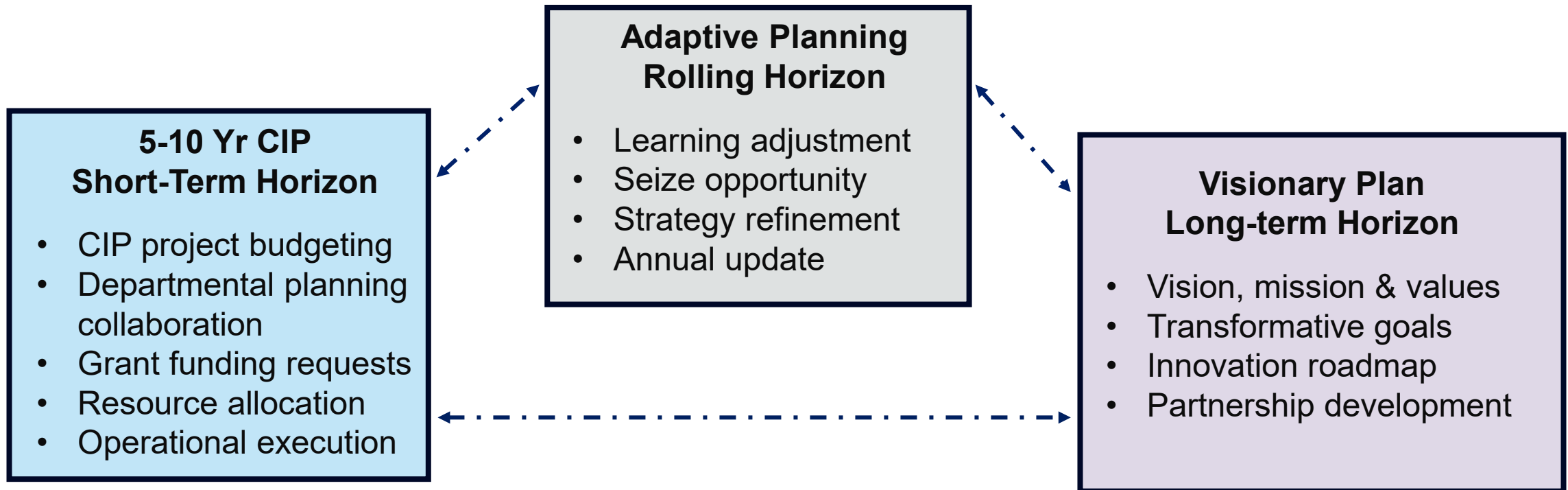
# Proposal for a collaborative, actionable master planning process



*Photo: Lower Cache la Poudre River – a well functioning floodplain location, Greeley, CO*

- **Actionable, adaptive planning:**
  - 10-year Capital Improvement Plan (CIP)
  - Adaptive River Management Plan
  - Long-term vision for the Poudre
- **Proposed project realignment with:**
  - Existing city master plans
  - River adjacent public infrastructure and facilities
  - Desired long-range resiliency, safety, river access and economic development outcomes
  - City Council goals and priorities

# Vision and Priorities for PRRI: - *An Adaptive Approach*



# Vision and Priorities for PRRI



“A visionary Master Plan that guides investment in adaptive river management to reduce flood risk, expand access, restore floodplain, protect ecological health, and strengthen community connection and economic vitality for future generations.”

# PRRI Project Pillars



## Health and Safety

Increase flood resilience and protection

Enhance protections for human health, safety, and infrastructure

Improve toolkit for riverfront development



## Community Vitality

Expand river access and recreation

Develop economic activation strategies

Engage and educate the community

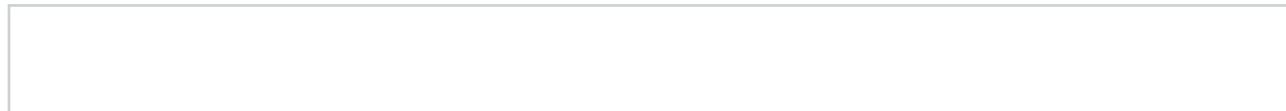


## Ecosystem Services

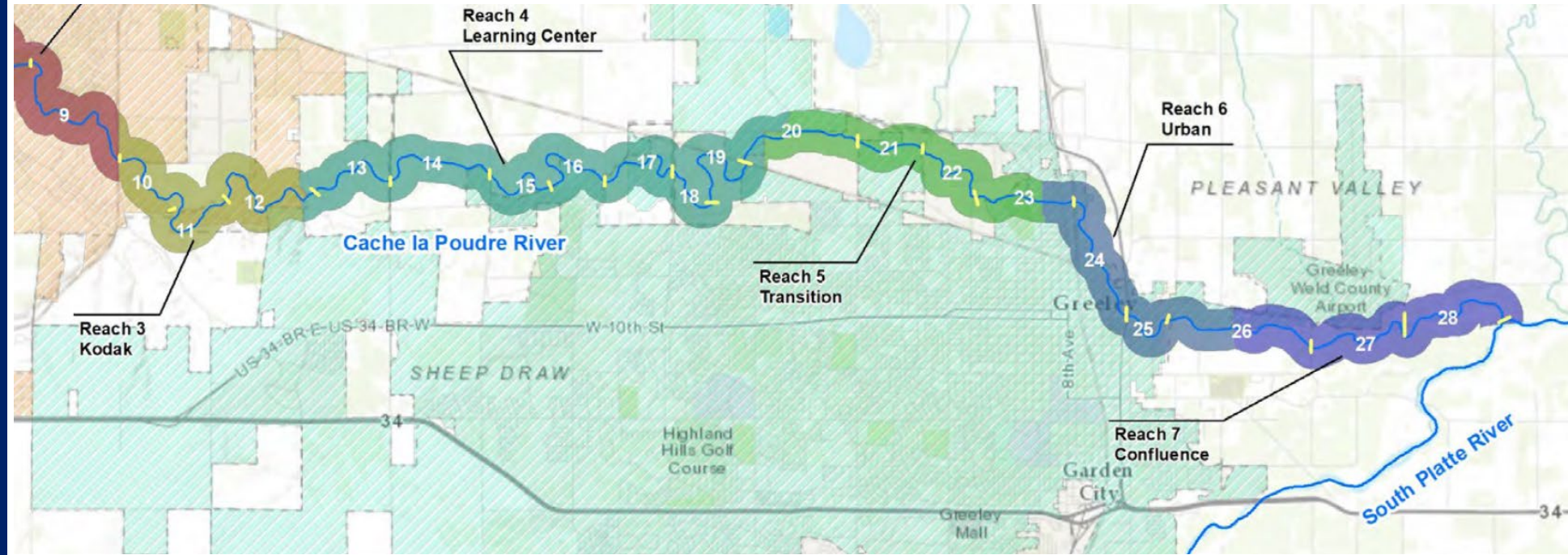
Protect high value natural areas

Restore key river habitats and functions

Create high quality community spaces



# Building Upon Prior Science- Based River Health Analysis and Planning



- Build on past investments to maximize value and continuity
  - Many groups work on Poudre, and a common technical platform is helpful
- Align planning efforts based on existing high-quality science-based plans
  - Lower Poudre Master Plan & River Health Assessment Framework (RHAF)
  - <https://www.poudrewatershed.org/lower-watershed-resilience-plan>
- Incorporate existing modeling
- External stakeholder communications

# Adaptive Planning

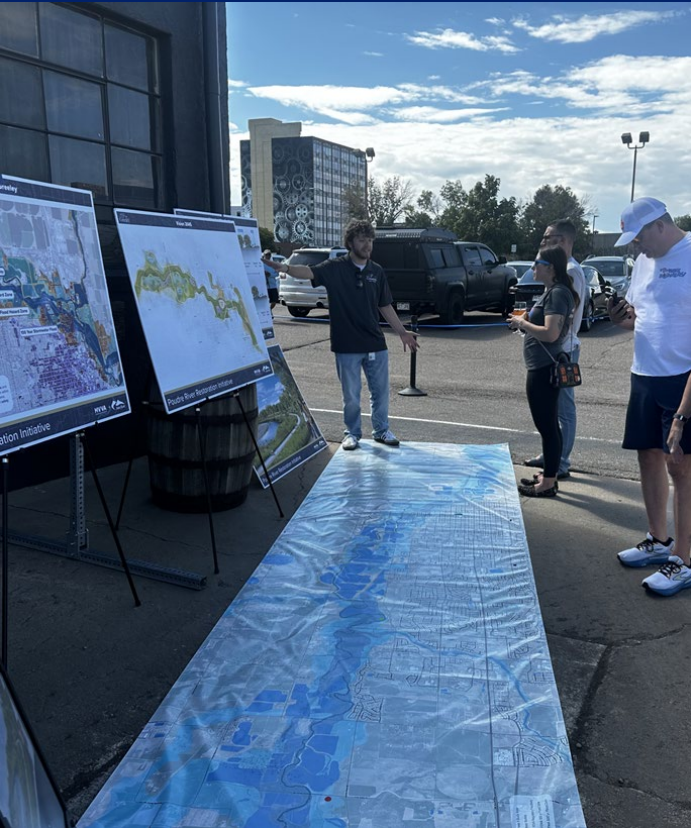


## **A Master Plan, with an Adaptive Management Framework**

- A living document, establishes systems to monitor conditions, outcomes and inform capital projects
- Framework for ongoing private – public partnership collaboration and accountability
- Integrates and manages uncertainty
  - Funding variability
  - Opportunities for partnership in different river sections
  - Leadership changes with Council, executive and staff
  - Unidentified opportunities
- Annual reporting on adaptive management signals



# Project Restart Change Management Recommendations



- **A collaborative and priority driven process**
  - Drawing on institutional expertise and prior science-based planning
  - Define a clear future vision and project priorities
  - Plan to deliver a list of actionable projects
    - An adaptive 10 Yr. capital plan with 5-year priorities
- **Building on the work done in PRRI phase 1-2**
  - Community feedback and input to be incorporated
  - Prioritization of flood protection and river activation
  - Integration of relevant strategies and approaches

# Proposed Project Restart Timeline

Spring 2026	Summer-Fall 2026	Fall-Winter 2026	Winter-Summer 2027	Summer 2027-Spring 2028
<p>Phase 2 Deliverable Evaluation</p> <p>Staff collaboration and recommendations development</p> <p>City Council work session update</p> <p>Council feedback</p> <p>Develop consensus to budget for 2027</p>	<p>City, stakeholder communications</p>	<p>City, stakeholder communications</p> <p>Distribute Master Plan Request for Proposals (RFP)</p>	<p>City, stakeholder communications</p> <p>RFP award</p> <p>Master Plan in progress</p>	<p>Draft master plan, gather Council feedback, craft CIP, finalize plan</p> <p>Master Plan Implementation</p> <p>Budgeting for actionable projects</p>



# Summary



*Photo: Red Barn Natural Area adjacent to Poudre River Ranch*

Staff recommend Council reach consensus in support for restarting the PRRI Master Plan work under the model presented here; and

Staff recommend re-appropriation of the \$500,000 '26 budget in 2027 to complete the master planning and CIP project

# Questions



*Photo: Lower Poudre River, Greeley, CO*



# Work Session Agenda Summary

May 26, 2026

Key Staff Contact: Kimberly Southern, Assistant City Manager

## Title:

Consideration of a motion to go into Executive Session for the purpose of receiving legal advice, determining positions, developing strategy, and instructing negotiators all related to the 2026 Greeley Fire Fighters International Association of Fire Fighters Local 888 (L888) collective bargaining agreement negotiations

## Background:

An executive session is needed to inform the City Council of the upcoming L888 negotiations, provide legal advice to Council, and seek Council positions, strategy, and instructions for negotiations. If Council concurs, a motion to adjourn into Executive Session is needed.

## Strategic Focus Area:

Safe and Secure Communities

## Council's Recommended Action:

A motion to go into an Executive Session to discuss the following matter as provided under C.R.S. Sections 24-6-402(4)(b) and 24-6-402(4)(e)(I), and Greeley Municipal Code Sections 2-151(a)(2) and 2-151(a)(5):

To receive legal advice related to L888 collective bargaining agreement negotiations and to determine positions, develop strategy, and instruct negotiations regarding collective bargaining with the L888.

## Attachments:

None



## Work Session Agenda Summary

### Title

Scheduling of Meetings, Other Events

### Summary

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

### Attachments

Council Meetings and Other Events Calendar  
Council Meeting and Work Session Schedule  
Status Report of Council Initiatives and Related Information

# Council Meetings and Other Events Calendars

## May 24 – June 20, 2026

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### **Monday, May 25, 2026**

- 2026 Memorial Day Event and Proclamation 9 a.m. Linn Grove Cemetery (1700 Cedar Ave, Greeley, CO 80631)

### **Tuesday, May 26, 2026**

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

### **Tuesday, June 2, 2026**

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

### **Thursday, June 4, 2026**

- Island Grove Advisory Board 3:30 p.m. (600 N. 14<sup>th</sup> Ave Greeley CO 80631)
  - North Front Range MPO Meeting 6 p.m. Fort Collins Colorado River Community Room (222 LaPorte Ave Fort Collins, CO 80521)
  - University of Colorado Reception 5:30 p.m. Union Colony Civic Center (701 10<sup>th</sup> Ave Greeley CO 80631)
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### **Monday, June 8, 2026**

- Municipality Coordinated Planning Agreement Discussion 5 p.m. (Teams Meeting)

### **Tuesday, June 9, 2026**

- City Council Work Session Meeting 6 p.m. City of Greeley Council Chambers (1001 11<sup>th</sup> Ave Greeley CO 80631)
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**Tuesday, June 16, 2026**

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

**Wednesday, June 17, 2026**

- Greeley Police Department Retirement Event 3 p.m. Kent Donahue Room (2875 W 10<sup>th</sup> St Greeley CO 80634)
- Greeley Police Department Mid-Year Awards Ceremony 5:30 p.m. Kent Donahue Room (2875 W 10<sup>th</sup> St Greeley CO 80634)

**Thursday, June 18, 2026**

- Airport Authority Meeting 3 p.m. Greeley-Weld Airport (600 Airport Rd Greeley CO 80631)

## 2026 Council Meeting/Work Session Agenda Items Schedule

05/18/2026			
This schedule is subject to change			
June 2, 2026 City Council Meeting			
	Proclamation - Pride Month	Mayor	Intro
	Minutes - May 5, May 12 WS, May 19 RM	Heidi Leatherwood	Consent
	Motion - Cancellation of the June 23rd Council Work Session (tentative)	Heidi Leatherwood	Consent
	Resolution - IGA GURA Reimburse 10th street intervention project	Don Threewitt	Consent
	Resolution - Contract for professional services with Ralph G Wadsworth Construction for Downtown Stormwater Capital Improvements	Wendy Bethel	Consent
	Resolution - IGA with CDOT for maintenance of segments of the state highway system within the City of Greeley	Wendy Bethel	Consent
	Intro & 1st Rdg Ord - Great Western Industrial Park Annexation No. 1 - 15	Michael Franke/Don Threewitt	Consent
	Resolution - Endorsement for PAB Allocation	Deb Callies	Consent
	Intro & 1st Rdg Ord - Great Western Industrial Park Zoning No. 1 - 15	Michael Franke/Don Threewitt	Consent
	311 Update	Kylie Jackson/Sara Martinez	Regular
June 9, 2026 City Council Work Session			
	Water and Sewer Board Interviews	Jennifer Middleton	WS
	2027 Budget Update Kelli and departments	Nathan Mosley	
	Sign, Landscape, Development Code Update	Caleb Jackson/Buxton Demers	
June 16, 2026 City Council Meeting			
	Intro & 1st Rdg Ord approving Contractor Licensing- Roofing and Building	Matt Wagy	
	PH & 2nd Rdg Ord - Great Western Industrial Park Annexation No. 1 -15	Michael Franke/Don Threewitt	Regular
	PH & 2nd Rdg Ord - Great Western Industrial Park Zoning No. 1 - 15	Michael Franke/Don Threewitt	Regular
	B&C Appointments	Jennifer Middleton	Regular
June 23, 2026 City Council Work Session			
	(Tentative Cancel)		
July 7, 2026 City Council Meeting			
	Minutes - June 9 WS; June 16 Regular Meeting	Heidi Leatherwood	Consent
	Minutes - May 26 WS; June 2 Regular Meeting	Heidi Leatherwood	Consent
	Resolution - Reimbursement 2026 Stormwater Bonds	Robert Miller	Consent
	Resolution - Homeless Solutions Department Grant Award and Spending Authority Olmstead Grant 2026-2027	Mandy Shreve	Consent
	Intro & 1st Rdg Ord - amending Title 16, Chapter 1, and Title 20, Chapter 3 references to City Hall	Kelli Johnson	Consent
	Intro & 1st Rdg Ord - Downtown Civic Campus Certificates of Participation 2026 (tentative)	Robert Miller	Consent
	Intro & 1st Rdg Ord - Appropriation 3 of 2026 (tentative)	Nathan Mosley	Consent
	Intro & 1st Rdg Ord - Westside Area Plan	Caleb Jackson	Consent
	Intro & 1st Rdg Ord - Form-Based Code Update	Caleb Jackson	Consent
	Intro & 1st Rdg Ord approving Contractor Licensing- Roofing and Building	Matt Wagy	Consent
	2027 Budget Update Kelli and departments (2nd half)	Nathan Mosley	Regular
July 14, 2026 City Council Work Session			
	2027 Budget Update Bret and Departments, CAO	Nathan Mosley	WS
	2027 Budget Update Kimberly and departments	Nathan Mosley	
July 21, 2026 City Council Meeting			
	Minutes - June 23 WS; July 7 Regular Meeting	Heidi Leatherwood	Consent
	PH & 2nd Rdg Ord - amending Title 16, Chapter 1, and Title 20, Chapter 3 references to City Hall	Kelli Johnson	Regular
	PH & 2nd Rdg Ord - Westside Area Plan	Caleb Jackson	Regular
	PH & 2nd Rdg Ord - Form-Based Code Update	Caleb Jackson	Regular
	PH & 2nd Rdg Ord approving Contractor Licensing- Roofing and Building	Matt Wagy	Regular
	PH 2nd Rdg Ord -Downtown Civic Campus Certificates of Participation 2026 (tentative)	Robert Miller	Regular
	PH & 2nd Rdg Ord - Appropriation 3 of 2026 (tentative)	Nathan Mosley	Regular
	B&C Appointments	Jennifer Middleton	Regular
	Hold for any remaining 2027 Budget Updates	Nathan Mosley	Regular

**Greeley City Council**

**Status Report of Council Initiatives**

<b>Initiative No.</b>	<b>Council Member Initiating</b>	<b>Council Request</b>	<b>Council Meeting or Work Session Date Requested</b>	<b>Next Steps &amp; Schedule</b>	<b>Anticipated Deliverable &amp; Date (Report, Council Presentation, etc.)</b>	<b>Assigned to:</b>
11-2023	Clark/Butler	<b>Artificial turf and landscape standards</b>	August 1, 2023 Council Meeting	*Come back to Council with a draft ordinance	Landscape standards will be presented at the June 9 work session.	Don Threewitt
5-2024	Hall	<b>Impact Fee Study Structure</b>	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 December.  DTA prepared two impact fee studies: One for West Greeley, one for the rest of the City.  Post-review of the studies determined West Greeley should have an assessment and impact fees should be Citywide.  DTA is finalizing the GID Assessment first, then the Citywide impact fee study.  City Council adopted the 2026 impact fees utilizing Raetfelis fee methodology.  Tentatively scheduled to return to council in July 2026 (in time for adoption of the 2027 impact fees).	Allena Portis
8-2024	Olson	<b>Code Compliance</b>	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.  Remains on track. The snow removal education campaign was launched via the City Scoop on December 4, 2025. Council was updated through the Weekly Council Update on December 5, 2025.  Staff presented at the April 14, 2026 WS.	Kelli Johnson/Buxton Demers
13- 2024	Butler	<b>Audit of Development Code</b>	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  Started phase 1 (procedures chapter). Remaining phases are on HOLD pending budget decisions.  The audit report is complete and will be provided in City Council's June 9 worksession packet. Larger Development Code updates will be brought forward in late 2026 and in 2027	Don Threewitt

3-2025	DeBoutez	<b>Public Art Program</b>	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.	Staff will return to Council for update. TBD.	Diana Frick
11-2025	McDonald	<b>Contractor Licensing</b>	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.	Staff working on implementation strategy/timeline and will bring ordinance to council TBD.	Don Threewitt
01-2026	Olson	<b>MERGE Project Update</b>	Council Meeting 1/6/2025	Monthly MERGE update with Mayor and Councilmember Olson. A quarterly meeting to done at a meeting.	Presentation scheduled May 26, 2026 WS.	Public Works
02-2026	Hall	<b>Economic Development Mayor Task Force</b>	Council Meeting 1/6/2026	Focus is on business retention, business attraction, workforce development, and housing. The task force would include business leaders, educators, developers, small businesses, and residents. The objective is to see why businesses are closing, what can be done to improve, and look into whether it is the economy or the causes.	EDUR intends to present a resolution at the May19 Council Meeting to form the Task Force and have the Mayor appoint and recognize a Chairperson. The Chair will then conduct the rest of the proceedings to finalize the creation of the Task Force, with final selection of the total task force coming in the following weeks. All associated public facing correspondence (press release, LinkedIn, etc.) queued up ready to go. The Strategic Teams document is updated to reflect necessary changes with respect to Housing target participants, and contains a robust list of prospective candidates. Per CAO - The Task Force is subject to Open Meetings Law and will be formed under the same rules and procedures as a permanent Board or Commission.  Staff will present at the May 12 work session to obtain consensus from council on how to proceed with the next steps for creating the taskforce.	EDUR/CMO
03-2026	Butler	<b>Marijuana Feasibility Preliminary Information</b>	Council Meeting 1/20/2026	Preliminary information for a feasibility study for sale, enforcement and regulation of MJ to include potential revenue. Include best practices from other municipalities.	CCO, PD, EDUR, CD, Budget, and HPG have reviewed information from neighboring communities and compiled a report including, revenue projections, licensing practices, costs, staff support, enforcement and other impacts.  Staff is preparing a report to be sent to council in a CM Friday memo.	CD/CCO
06-2026	Butler	<b>Signs in Parkways and Enforcement</b>	Council Meeting 2/17/2026	Staff to look at Sign Code section that relates to parkways and enforcement. Parkway is an area that homeowners have between the sidewalk and curb and the current code is not clear on whether a sign can be placed in that area. Therefore the request is for staff to bring back information on this and options to change that code. Particular one of the options being that homeowners can place signs in this area and allow an opportunity for council to discuss.	Staff is bringing draft Sign Code updates for City Council consideration at the June 9 worksession.	Code Compliance/CD



# Work Session Agenda Summary

*Title*

Adjournment