

City of Greeley, Colorado  
**City Council Work Session Proceedings**  
Tuesday, May 26, 2026

**1. Call to Order**

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

**2. Pledge of Allegiance**

Mayor Hall led the Pledge of Allegiance.

**3. Roll Call**

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

Councilmember Craig Huddleston  
Councilmember Deb DeBoutez  
Mayor Pro Tem Melissa McDonald  
Councilmember Johnny Olson  
Councilmember Ryan Roth  
Mayor Dale Hall

Councilmember Brian Rudy had an excused absence.

**4. Reports from Mayor and Councilmembers**

Councilmember Olson provided a brief update on the West Greeley connectivity committee, noting that the group is engaged and asking substantive questions as they work through financial reports and potential options.

Councilmember Huddleston attended the Memorial Day ceremony at the cemetery and thanked those who served.

Councilmember Roth attended "Meet the Fleet" public works event at Lincoln Park, the Leadership Weld County graduation ceremony, and the Downtown Development Authority (DDA) board meeting. Councilmember Roth thanked the Linn Grove Cemetery team and the police department honor guard for their roles in the Memorial Day service.

Mayor Hall reported that a collective bargaining agreement with Greeley Firefighters Local 888 had been reached. As a result, the executive session scheduled for later in the evening (Item 8) would not be necessary.

**5. 2027 Budget Development Update**

City Manager Brian McBroom introduced the item at 6:07 p.m.

Mr. McBroom shared that several planned work session presentations on preliminary staff recommendations for the 2027 budget. Staff presentations were to inform Council, invite questions, and gather early feedback to shape that draft budget. He

also noted that additional informal briefing opportunities would be scheduled before the end of June.

### **Fire Department**

The Greeley Fire Department, led by Fire Chief Brian Kuznik, was assigned a 4% reduction target of approximately \$1 million, and met the target with the proposed budget reductions. Mr. McBroom characterized the reductions were concentrated in support functions and training, with no reductions to firefighting personnel. He cautioned that these expenses will eventually need to be restored to maintain operational capacity.

Council asked about the reduction of \$323K in training and certification funding, eliminating hiring, new employee training, and restrict training to mandatory and core operational requirements. Chief Kuznik explained that under the reduced budget, the department could likely only fund training for one to two new hires in 2027. This does not keep up with projected annual attrition rates.

Councilmember Roth asked how the department would handle this gap. Chief Kuznik indicated they may need to request assistance from the City Manager's Office or make further cuts.

Chief Kuznik added that key operational indicators would be the actual call volume and response times—an increase in either would signal the need for an immediate response rather than a reactive one.

### **Greeley Police Department**

Police Chief Adam Turk reported that the department was assigned a 4% reduction of \$1.57 million and exceeded the target by \$15,000. He emphasized that the strategic decision was made not to reduce sworn personnel or first responders in order to protect response times. However, reductions were made to non-sworn support functions, including records processing, evidence technicians, administrative support, analytical and investigative support, and community outreach programming.

Chief Turk provided an example of service-level impact already being felt: the elimination of walk-in window coverage for evidence release, which was now available by appointment only. He noted that 73% of the police budget was salary and benefits, and that another 12% was contractual obligations. He stressed there was no way to achieve the target without affecting personnel.

Councilmember DeBoutez asked about the types of calls being responded to, noting that approximately 80% of fire calls are EMS-related and that police are encountering roughly 30 to 40 homeless individuals per week. She questioned whether there were less costly response models. Chief Turk acknowledged the progress made on co-responder programs but noted the difficulty of eliminating police presence on many calls due to scene safety uncertainties.

Councilmember Olson asked about the drone program and if it would reduce calls. Chief Turk reported that the drone department has only been live for one month and lost a technician in the Real Time Information Center (RTIC) making it too early to collect meaningful data. He noted that drone-related technology costs were drawn

from the public safety tax fund, not the general fund, which is why no reductions were proposed in that area.

### **Office of Emergency Management**

The Office of Emergency Management (OEM), a two-person department, was assigned a 25% reduction target and were unable to meet that target. Mr. McBroom explained that staff made the deliberate decision to prioritize retaining both full-time positions given the department's small size and the critical nature of its work. Some non-personnel expenses were reduced, but a remaining gap of approximately \$83,000 for the portfolio was identified. The funding to cover this gap would still need to be identified.

Councilmember Huddleston asked about the sustainability of the reductions, questioning how long support-function cuts could be sustained before producing citizen-level impacts. Both chiefs acknowledged that service-level effects are already being felt and will need to be continuously monitored.

Councilmember Olson called for monthly reporting from both departments on call volumes, response times, and operational readiness so the Council can make informed decisions if revenues improve or conditions change.

Mayor Hall and Chief Turk also briefly discussed the potential for the drone program to eventually reduce apparatus deployment.

### **City Manager's Office, Budget and Policy**

Chief Financial Officer Allena Portis continued with a presentation at 6:32 p.m. which detailed the reductions for the City Manager's office, budget, and policy. The City Manager's office targeted a 25% reduction, which was met by eliminating positions such as the assistant city manager and chief public safety officer roles. These reductions were intended to concentrate on executive staffing, reducing leadership capacity and oversight but leaving minimal direct customer impact. This adjustment is expected to lower internal service support, concentrating on internal customers experiencing slower responses and limited support for special projects.

The finance department focused on balancing staffing cuts and revenue enhancements, surpassing a 17% reduction goal with a \$208,811 buffer. Key strategy involved elimination of an accounting manager role and increased cost recovery activities; the focus is on protecting public-facing services while implementing cost-recovery strategies due to internal management challenges and maximizing potential funds.

Overall, the portfolio achieved a surplus of \$21,811 on its budget target, reflecting concentrated efforts on reducing execution of cross-department collaboration with strategic cuts to internal department capacity to meet critical mission goals.

Councilmember Olson asked about contract work within the departments, efficiency improvements post-Oracle implementation, and the effectiveness of artificial intelligence tools. Ms. Portis noted that some required contracts exist and efficiency gains were being pursued through IT solutions to maximize labor resources.

Councilmember Olson asked about any potential impact on the audit process. Budget and Policy Director Nathan Mosley noted that no impact was seen currently and acknowledged continuous monitoring would be necessary with the new budget constraints.

Councilmember DeBoutez requested explanations regarding budget analyst roles. Finance Director Kirk Jones reviewed the roles as critical support for departmental budgets and expense management. The department would be absorbing the duties.

Councilmembers Olson and Huddleston emphasized the importance of self-managed budgets by respective project managers, advocating for higher ownership and responsibility within departments to be effective.

Councilmember Huddleston asked if current staffing was going to be manageable based on past levels. Ms. Portis and Mr. Jones explained role reallocations and long-term sustainability focus was underway.

Mayor Hall thanked staff for the information.

## **6. MERGE Program Update**

Civil Engineer IV Roch Labossiere, Public Works Director Seth Sorensen, and consultant Benjamin Rowles introduced the item at 7:05 p.m.

Mr. Rowles provided a design and procurement update, noting that the team is currently working through preliminary interchange evaluations, environmental assessment elements including noise walls and access concepts for local businesses and residents during construction, and a more detailed cost estimate. The RFQ for the Construction Manager/General Contractor (CMGC) was being finalized in coordination with CDOT and Greeley legal and procurement teams and is anticipated to be released in the second quarter. The CMGC will be engaged during the preconstruction phase to provide constructability reviews and value engineering.

Mr. Sorensen thanked CDOT for their partnership, particularly their expertise in the CMGC delivery method. He explained the project's financial framework: a combination of state and federal grants, local funds, and a TIFIA loan, which together are expected to cover the full project cost. The 30% design milestone is targeted for October–November 2026. Construction is anticipated to begin in Q2 or Q3 of 2028.

Councilmember Huddleston asked whether a contractor-based cost estimate had been obtained. Mr. Sorensen confirmed that estimates to date have been comparative, based on similar past projects, and that a more solid figure will emerge at the 30% design stage. He explained that if costs exceed available funding, the approach would be to adjust scope through value engineering while remaining within the bounds of the grant requirements.

Councilmember Olson acknowledged that the project scope has already been reduced from what was presented approximately a year and a half ago in order to define a clear area of disturbance for the NEPA process. Mr. Sorensen noted that the design contract with the design firm (RSH) had not yet been executed and would be brought to Council.

Mayor Hall thanked staff for the ongoing work.

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

Deputy Director of Water Resources Leah Hubbard and Senior Water Resources Project Manager Kelen Dowdy introduced the item at 7:25 p.m.

Ms. Hubbard explained that Phases 1 and 2 of PRRI, conducted in 2024 and 2025, suffered from insufficient interdepartmental coordination, stakeholder exclusion, and a loss of project focus. Following a period of inactivity due to leadership transitions, a cross-departmental staff team developed a proposal for how the initiative could move forward.

The proposed structure centered on an interdepartmental steering committee (ISC) drawing on the city's existing subject matter experts across departments that work on the river corridor. Ms. Dowdy introduced a three-horizon planning approach:

- a long-term visionary plan (100-year perspective setting mission, values, and transformative goals),
- a short-term capital improvement project (CIP) plan identifying actionable projects over a 1 to 10-year window, and
- an adaptive planning framework connecting the two.

The adaptive approach is designed to allow the plan to function as a living document, with annual updates to Council.

The proposed project timeline called for departmental collaboration and MOU development through fall '26, release of an RFP in winter '26, award of master planning in early '27, and continued planning through '27 with regular Council check-ins.

Staff recommended reappropriating the \$500K currently budgeted for PRRI into 2027 to fund the master plan and initial CIP projects, with the intent to keep master planning costs closer to \$300K and reserve approximately \$200K for near-term projects.

Councilmember Olson stated he had reservations about committing \$500K during a period of significant budget constraint. Ms. Portis clarified that the \$500K was funded from the Quality-of-Life Fund, not the General Fund.

Councilmember Huddleston asked how soon projects could break ground under this framework. Ms. Dowdy responded that CIP projects could potentially begin within 1.5 years. Councilmember Huddleston suggested staff further define the breakdown of planned expenditures between health-and-safety/flood-focused activities and broader amenity-based projects and provide more granular milestones. As this would help with understanding the project for Council and the public.

Councilmember DeBoutez said that community surveys consistently identified river access and recreation as priorities, and that the project aligned with Council goals around public safety, economic development, and high-performance government.

Mayor Hall supported the restart and broadening the partnership to include corporate and private contributors.

Council reached consensus to support the restart of the PRRI master planning process under the model presented.

**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**

No action.

**9. Scheduling Meetings, Other Events**

None.

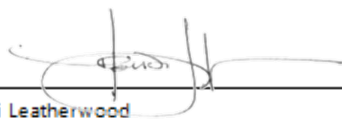
**10. Adjournment**

With no further business to come before the Council, the meeting adjourned at 8:04 p.m.

Approved:

**X**   
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Dale Hall  
Mayor

Attested:

**X**   
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Heidi Leatherwood  
City Clerk