

City of Greeley, Colorado
City Council Meeting Proceedings
Tuesday, July 7, 2026

1. Call to Order

City Clerk Heidi Leatherwood 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

City Clerk Leatherwood led the Pledge of Allegiance.

3. Roll Call

City Clerk Heidi Leatherwood conducted the roll call:

The following were present:

Councilmember Craig Huddleston

Councilmember Deb DeBoutez

Councilmember Johnny Olson

Councilmember Brian Rudy

Councilmember Ryan Roth

Mayor Pro Tem Melissa McDonald-absent and excused.

Mayor Dale Hall-absent and excused.

City Manager Brian McBroom noted that both Mayor Hall and Mayor Pro Tem McDonald were unexpectedly absent due to illness, creating an unusual circumstance requiring the council to select a temporary chair for the evening according to the process as outlined in Council's Policies and Protocol. The process included taking nominations followed by a vote.

Councilmember Roth nominated Councilmember Olson to serve as presiding officer. No additional nominations were offered. The nominations closed. Council asked if a vote was still required with only a single nomination. City Attorney Stacey Aurzada confirmed that a vote was still required.

Councilmember Roth moved to appoint Councilmember Olson as temporary chair. Councilmember DeBoutez seconded the motion. The motion passed with a voice vote of 5-0 at 6:03 p.m. with Mayor Pro Tem McDonald and Mayor Hall absent.

Councilmember Olson assumed the role as chair for the remainder of the meeting.

4. Approval of the Agenda

City Manager McBroom requested that two items related to the Civic Campus project be removed from the agenda:

- Item 23 (Resolution Reaffirming City Commitment to Civic Campus Project and New City Hall) and
- Item 26 (Motion to go into Executive Session Regarding Civic Campus Project)

He recommended both items be considered for a special meeting on Tuesday, July 14, 2026.

Councilmember DeBoutez moved to call a special meeting for July 14, 2026.
Councilmember Rudy seconded the motion. The motion passed 5-0 at 6:05 p.m. with Mayor Pro Tem McDonald and Mayor Hall absent.

5. Recognitions and Proclamations

Parks and Recreation Proclamation

Chair Olson read the Parks and Recreation Month proclamation on behalf of Mayor Hall at 6:07 p.m. Director of Culture, Parks, and Recreation Diana Frick accepted the proclamation along with her staff.

Centennial Village 50th Anniversary Proclamation

Chair Olson read the Centennial Village 50th Anniversary Proclamation on behalf of Mayor Hall at 6:10 p.m. Ms. Frick, Museum Manager Chris Bowles, museum staff, and volunteers accepted the proclamation.

What's Great About Greeley Report?

Councilmember Rudy presented the “What's Great About Greeley” report, at 6:15 p.m.

6. Citizen Input

1. Geoffrey Havens spoke against the proposed cuts to Greeley Museums and asked for council to require comprehensive staffing, financial, and legal analyses before making decisions.
2. Patti Harrold spoke against disproportionate cuts that the museum was bearing and emphasized the need for maintaining professional staff to maintain legal obligations.
3. Michelle Sauder spoke in support of the museums’ role in the community’s culture and history. She acknowledged budget reductions but argued that museums had steeper cuts.
4. Louise Wilson spoke about traffic safety issues on 23rd Avenue at the Willows Apartments. She supported preserving Plumb Farm programs.
5. Melinda Andrews spoke against dismantling museums, highlighting their personal significance and value for hands-on learning, urging honoring the museum system creators’ legacy.
6. Kathy Hasch spoke on safety concerns about young riders on electric bikes and scooters and suggested requiring education or testing for youth.
7. Pam Bricker spoke against the proposed museum and event cuts, linking them to financial decisions related to Cascadia.
8. Raeanne Miller spoke about continued museum funding, citing charter obligations, economic impact, and the civic role of museums.
9. Pam Ensminger spoke on exploring marijuana sales for additional revenue and noted an abundance of neighborhood smoke shops. She suggested a tax on low nutritional and sugary food/drink items.
10. Jen Remmers spoke about issues at mobile home parks, including parking violations, flooding, and mismanagement of the park. Chair Olson asked the City Manager to have staff follow up.

11. Dorothy Elder spoke against the proposed museum and cultural events budget cuts noting it could lead to residents leaving.
12. Eli Willcox spoke on the irony of honoring parks and museums alongside the proposal of drastic budget cuts, advocating for shared burden across the city.
13. Kenneth Howell spoke about insufficient information for CPRD budget decision-making, questioning unspecific cuts.
14. Bill Gillard urged newer council members to advocate for residents and mentioned concerns about potential conflicts of interest regarding Item 13.
15. Darlene Di Frischia spoke about dismantling long-standing institutions without solid planning.
16. Kent Henson spoke about the Civic Campus Project progress, emphasizing collaboration between the city and the district to avoid escalating costs.
17. Scott Royer spoke about city watering practices on 21st Avenue and 10th Street, citing water conservation needs.
18. Tiffany Simmons spoke about concerns over program cuts affecting vulnerable residents and emphasized the benefits of cultural programs.
19. Augusta Rudnick spoke on the significance of museums to Greeley and emphasized that a museum's value is preserving community heritage.
20. Lilah Barth spoke about the critical role active programs play in transforming a museum from dormant to engaging and opposed the proposed cuts.
21. Leah Bookman spoke about how cultural cuts would derail downtown revitalization, urging preservation of crucial community programs and events.
22. Gabriel Llanas spoke about the unbalanced emphasis on workforce reductions.
23. Addison Tellez, as this year's Weld County Fair Queen, invited community members to attend the fair and junior livestock sale, supporting local youth.
24. Peggy Sue Squires spoke about current budget struggles relating it to prior council decisions and asked council to listen to the community.
25. Bret Shaw spoke about the centrality of museums to his research, cautioning transferring museum oversight and emphasizing staff significance to the Greeley community.
26. Rhonda Solis spoke about concerns over legal conflicts involving city projects and noted pending lawsuits, stressing the need for transparent governance.
27. Steve Teets spoke about support for museums and asked for e-bike and e-scooter safety concerns in city ordinances.
28. Annarelli Morales spoke about possible new revenue ideas instead of only focusing on budget cuts, specifically mentioning recreational marijuana sales as an option.
29. Allison Dunning spoke about community events and how important the museum was to local economy and vitality, arguing against quality-of-life program cuts for budget solutions.
30. Conner Craven spoke about preserving museums for educational and career opportunities just like those he accessed during his training.
31. Connie Garcia spoke about museums, sharing experiences from travelling where museums stimulated local economies and describing similar potential opportunity for Greeley.
32. Mary Monohan spoke about the imbalance in city financial priorities, and forwarding project pursuits at the expense of community programs.
33. Morgan Nudelman spoke about capital project pursuits amid cultural sacrifices, raising equitable investment concerns across city wards.

34. Marcus Embry spoke about legal obligations to maintain museums, questioning proposal cuts and stressing museums' historic and community-based roles.
35. Kaylee Miller spoke about her museum-focused academic path, highlighting the understated impact museums have on educational and social development of community members.
36. Maddie Miller spoke about historical influence through educational journeys, underscored social health value of local markets, and museums.
37. Mary Metzger spoke about council engagement with community voices, underlining city's difficulty in attracting consistent public outreach.
38. Kathryn Conner spoke about Greeley Recreation Soccer, stressing essential affordability and access in promoting youth engagement.
39. Kris Simmons spoke about open discussions on contract irregularities referencing Item 13, noting that this should incur competitive bidding.
40. Evan Peterson spoke about museum cuts and the city's pattern in transferring public assets to private companies.

Following citizen input, Chair Olson called a five-minute recess at 8:04 p.m.

7. Reports from Mayor and Councilmembers

Chair Olson called the meeting back from recess at 8:09 p.m.

Councilmember DeBoutez announced that office hours would be held on Wednesday morning from 9-10 a.m. at Margie's Java Joint, 931 16th Street, Greeley.

Councilmember Roth thanked Councilmember Rudy and Mayor Pro Tem McDonald for joining him at the naturalization ceremony held at Centennial Village the week of July 4th, where 29 new citizens were welcomed.

Councilmember Rudy stated the naturalization ceremony was the most meaningful thing he had done in his 11 years as an elected official.

Councilmember Huddleston noted that the demolition derby was a highlight of the holiday weekend and asked the police and fire chiefs to consider providing a donation link for their benevolence funds on the city website. He also reported that riding on the float during the 4th of July parade gave him an opportunity to see the diversity of Greeley's residents. He announced office hours for Saturday, 10-11 a.m. at Atlas Coffee on 16th Street.

Chair Olson announced record attendance at the 4th of July parade and commended the Stampede for having the fewest recorded incidents ever. He also acknowledged the volume of public comment received during citizen input and stated that, while no decisions had been made, the feedback was important and would inform council's deliberations.

8. Initiatives from Mayor and Councilmembers

Councilmember DeBoutez proposed a budget retreat at the beginning of September, on Friday, September 11, to allow an extended, in-depth council discussion of all budget reduction proposals. Council reached consensus to move forward with the initiative.

Consent Agenda

- 9. Motion to approve the City Council Meeting Proceedings of May 19 and June 2, 2026, and City Council Work Session Proceedings of June 9, 2026**
- 10. Resolution to confirm the appointment of Robert Hepperle to the Human Relations Commission**
- 11. Resolution authorizing a grant agreement regarding Peace Officer Behavioral Health Support and Community Partnership Grant Program**
- 12. Resolution authorizing a grant agreement with the State of Colorado for Olmstead Advancement Program**
- 13. Resolution authorizing a Legal Services Work Order**
- 14. Resolution declaring Intent to Reimburse with Tax-Exempt Financings for Stormwater System**
- 15. Resolution authorizing the RAISE Grant Program Agreement**
- 16. Resolution authorizing the Airport Improvement Program Grant Agreement (\$285,000)**
- 17. Resolution authorizing the Airport Improvement Program Grant Agreement (\$150,000)**
- 18. Resolution finding substantial Compliance with Annexation Laws (Arroyos del Sol Annexation)**
- 19. Introduction and first reading of ordinance amending Title 22, Chapter 1 relating to Contractor Licenses**
- 20. Introduction and first reading of ordinance amending Municipal Code references to City Hall**

End of Consent Agenda

Councilmember Huddleston requested that Item 13 be pulled from the Consent Agenda for separate discussion.

Councilmember Rudy moved to approve Consent Agenda Items 9-12 and 14-20. Councilmember DeBoutez seconded the motion. The motion passed 5-0 at 8:20 p.m. with Mayor Pro Tem McDonald and Mayor Hall absent.

21. Pulled Consent Agenda Items

Item 13 — Resolution authorizing Legal Services Work Order (Coan, Payton & Payne, LLC)

Councilmember Huddleston asked City Attorney Aurzada to address public questions raised during citizen input regarding the contract amount, the perceived conflict of interest, and the competitive bidding process.

Ms. Aurzada stated that the city entered into the contract with Coan, Payton & Payne in January, based on the need of a local firm with development expertise to assist with the West Greeley project. She stated that staff vetted potential conflict of interest and ethics concerns at the time and determined there was no legal prohibition from entering into the contract.

She noted that all legal services contracts were billed hourly, and the \$175,000 figure represents a not-to-exceed cap set by the purchasing department. She anticipated services will be winding down within two months as the project's direction becomes clearer, not expecting the contract to extend past December.

Councilmember Huddleston thanked Ms. Aurzada for the clarification.

No motion was offered for Item 13.

22. Public Hearing and Second Reading of Collective Bargaining Agreement Ordinance with Fire Fighters Union Local 888

Assistant City Manager Kimberly Southern introduced the item at 8:25 p.m.

Ms. Southern thanked both the city and union negotiating teams for their professionalism throughout the process.

Ms. Southern summarized the formal bargaining period, which began April 6, 2026, with a tentative agreement reached May 18, 2026, and ratified by Local 888 on June 13, 2026. The process used an interest-based bargaining approach intended to strengthen trust and collaboration.

Financial provisions of the tentative agreement total approximately \$3.8 million over two years with details in the slides about wage increases and benefits.

Chair Olson opened the public hearing at 8:31 p.m.

1. Bill Gillard expressed support for both police and fire.
2. Steve Teets asked whether the agreement included funding for additional firefighters. Ms. Southern confirmed no additional firefighters were budgeted at this time.

With no further public comment the public hearing closed at 8:33 p.m.

Councilmember DeBoutez moved to adopt the ordinance and publish by reference to title only. Councilmember Rudy seconded the motion. The

motion passed 5-0 at 8:34 p.m. with Mayor Pro Tem McDonald and Mayor Hall absent.

23. Resolution Reaffirming City Commitment to Civic Campus Project and New City Hall

This item was removed from the agenda and will be brought to the special meeting on July 14, 2026.

24. Ballot Measure Planning: June 2026 Polling Results

Deputy Director of Budget and Policy Kalen Myers introduced the item at 8:35 p.m. Alex Dunn, Vice President of Aspect Strategic, the city's polling consultant, was present to explain the results of community polling conducted in late May and early June 2026.

Mr. Dunn stated that approximately 600 residents were surveyed at random across all four wards, representing a demographically balanced sample with a margin of error of approximately 4%. Three potential ballot measures were tested using language close to what voters would see on an actual ballot.

The three proposals and their support levels were:

- Public Safety (1.5% sales tax; \$16 million revenue): 47% support, 50% oppose
- Homeless Solutions (0.15% sales tax; ~\$5 million revenue): 45% support, 51% oppose
- Combined Public Health and Safety (1.5% sales tax; \$16 million revenue): 46% support, a slight majority opposed

Mr. Dunn noted that when uncommitted "leaners" were removed, committed support fell. He reported a decline from last year's polling. He attributed part of this erosion to a significant increase in the share of residents reporting financial distress.

Mr. Dunn noted a distinction between belief in the need for funding and willingness to support a tax increase: 54–55% of respondents said they believe fire services and homelessness programs need additional funding, while only 37% said the police department needs more.

Ms. Myers concluded by asking whether staff should continue developing a potential November 2026 ballot measure.

Chair Olson spoke about the increased financial strain among residents, referencing that polling data group had nearly doubled in size.

Councilmember DeBoutez emphasized the importance of cautiously considering any new taxes given the current economic climate.

Council reached consensus not to proceed with a ballot measure at this time.

Chair Olson thanked staff for presentation.

25. 2027 Budget Development Update

Director of Budget and Policy Nathan Mosley introduced the item at 8:50 p.m. Deputy City Manager Kelli Johnson, Culture, Parks, and Recreation Director Diana Frick, and Interim Director of Communication and Engagement Jaqueline Villegas were also present.

Mr. Mosley provided a recap of the budget development process to date, noting that 13 departments had presented reduction proposals through prior work sessions, with an additional two departments presenting. He stated that staff had collectively identified approximately \$17.1 million in proposals toward the structural deficit, of which \$2.8 million — approximately 15% represent revenue proposals rather than cuts.

Chair Olson requested that future presentations include a cumulative bar chart showing all departments' reductions together — both prior reductions grayed out and the current ones highlighted — so that the public and council could see the overall scope at a glance. He also asked that future presentations reflect the full range of separations, including VSAs and voluntary departures, not only the cuts being presented that evening.

Mr. Mosley confirmed that the recommended budget would be distributed in early September, with a budget retreat on September 11th, followed by formal work sessions in September and October, and final adoption anticipated by October or November, with a statutory deadline of December 15th.

Culture, Parks, and Recreation (CPRD)

Deputy City Manager Kelli Johnson and Ms. Frick presented the CPRD budget reduction proposal. Ms. Johnson noted that the department was assigned a 17% reduction totaling approximately \$3.7 million. To date, approximately \$2.9 million was identified through personnel reductions (elimination of 10 full-time positions, reductions in part-time and seasonal staffing), operational restructuring, and approximately \$608,000 in new revenue through Island Grove improvements and targeted user fee adjustments. A remaining gap of \$800,000 required additional policy direction.

Ms. Frick clarified that of the 10 full-time positions: 4 took VSAs, 1 is retiring, 3 are involuntary reductions, and 1 was an unfilled open position. She stated that details regarding the involuntary reductions would be provided to council offline. Service level impacts identified in the presentation include longer mowing cycles, reduced irrigation, slower tree maintenance, fewer restroom facilities, reduced natural area restoration and stewardship, reduced recreational facility hours, fewer programs, and reduced educational and cultural programming. Ms. Johnson noted that the base reductions still maintain school educational programs at District 6 and History Fest at Centennial Village.

To close the remaining \$800,000 gap, four policy options were presented:

Option 1: Accelerate implementation of the cost recovery strategy by adjusting user fees

Option 2: Concentrate reductions in museums and city-produced events by transitioning them to external operators or discontinuing the city's direct role

Option 3: Further reduce investment in the natural areas system by eliminating planning and restoration capacity

Option 4: Eliminate the horticulture program, which would result in an immediate and highly visible reduction in seasonal flower displays and landscape maintenance in parks, civic spaces, and public gateways

Councilmember Huddleston stated that his review of the last 10 years of departmental budgets showed that museum and culture budgets had increased only at the rate of inflation, while parks and recreation had increased at roughly double that rate. He noted the museum department had seen no employee increase since 2014, contrasted with a 25% staff increase in the recreation division.

Councilmember Huddleston also read a statement attributed to Nathan Meeker at the founding of Greeley, calling on the colony to build a shared museum, noting that Meeker made that statement not in times of prosperity but while the community was struggling to survive.

Councilmember DeBoutez asked Ms. Frick to explain how the department arrived at the service tier classifications and operational impact rankings used to distribute reductions. Ms. Frick stated that each program was evaluated individually through a weighted methodology, drawing on community survey results and the comprehensive plan adopted the prior year. Councilmember DeBoutez acknowledged that the department was among the few that directly touched residents' day-to-day lives outside of public safety and roads and said the September retreat must involve creative thinking about resource development and revenue generation.

Chair Olson noted that CPRD's gross budget is \$32 million, offset by \$14 million in revenue it generates, and that the reduction target was calculated on the net general fund contribution. He stated that finding ways to modestly increase user fees to preserve programs could be part of the conversation. He said that after hearing 42 citizens that evening, he does not believe this department can sustain further service reductions.

Communications and Engagement (C&E)

Ms. Johnson presented the Communications and Engagement budget. The department was assigned a 25% reduction totaling approximately \$756,000. Interim Director Jacqueline Viegas was present.

Ms. Johnson stated that the department already achieved its full reduction target, primarily through personnel reductions — 6 fewer full-time employees resulting from voluntary separations, resignations, and position eliminations. The remainder comes from reductions in purchased and contracted services.

Service level impacts included longer response times across the organization, fewer customized communication products, reduced multilingual outreach, limited surge capacity during emergencies or periods of high public interest, and a reduced ability to support departmental presentations and organizational change communications.

Ms. Johnson also noted that the city's tourism program, while separately funded through lodger's tax revenue for 1.5 positions, has historically depended on the broader C&E team's expertise in design, digital communications, and marketing strategy. With those shared resources significantly reduced, strategic tourism initiatives are expected to remain in a holding pattern while the department stabilizes.

No questions were raised by council regarding the C&E presentation.

Chair Olson thanked staff for the presentation.

26. Motion to go into Executive Session Regarding Civic Campus Project

This item was removed from the agenda.

27. Motion to go into Executive Session regarding potential settlement of Litigation

Motion to go into executive session pursuant to C.R.S. §§ 24-6-402(4)(b) and 24-6-402(4)(e)(I), and Greeley Municipal Code §§ 2-151(a)(2) and 2-151(a)(f), to receive legal advice and provide instructions to negotiators regarding a potential settlement of litigation.

Councilmember DeBoutez moved to approve the motion. Councilmember Roth seconded the motion. The motion passed 5-0 at 9:44 p.m. with Mayor Pro Tem McDonald and Mayor Hall absent.

28. Motion Authorizing Preparation and Signing of Required Resolutions, Agreements, and Ordinances

Councilmember Rudy moved to approve the motion. Councilmember DeBoutez seconded the motion. The motion passed by voice vote 5-0 at 9:44 p.m. with Mayor Pro Tem McDonald and Mayor Hall absent.

29. Scheduling of Meetings, Other Events

None.

30. Adjournment

With no further business to come before Council, Chair Olson announced that council would go into executive session at 9:45 p.m. and following the executive session the meeting would adjourn.

27. Motion to go into Executive Session regarding potential settlement of Litigation

Chair Olson started the Executive Session at 9:55 p.m. in the Colorado Room. The meeting was electronically recorded as required by Colorado Open Meetings Law.

All Councilmembers except Mayor Pro Tem McDonald and Mayor Hall were present along with City Attorney Stacey Aurzada, City Manager Brian McBroom, Senior Assistant City Attorney Michael Axelrad, Police Chief Adam Turk, and Amy Knight Risk Safety Management.

The executive session was for the purpose of conferring with the City Attorney to receive legal advice, determine positions, develop strategies, and provide instructions to negotiators regarding a settlement with the Estate of Sebastian Osborn as provided for under C.R.S. Section 24-6-402(4)(b) and 24-6-402(4)(e)(1) and Greeley Municipal Code Section 2-151(a)(2) and 2-151(a)(5).

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

City Attorney Aurzada made an announcement regarding privileged communication and asked the chair to turn off the tape.

The tape was turned on at 11:22 p.m.

The Executive Session concluded at 11:23 p.m.

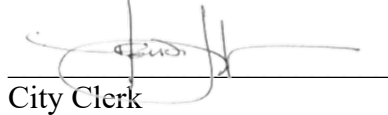
The recording of this executive session will be retained as provided in the City's records retention policy and in conformity with the Colorado Open Meetings Law for a period of 90 days.

Approved:



Mayor Pro Tem

Attested:



City Clerk