

City of Greeley, Colorado
COUNCIL WORKSESSION REPORT
February 26, 2019

The meeting was called to order at 5:00 p.m. by Mayor Gates, in the Council's Chambers at the City Center South Campus, 1001 11th Avenue.

Those present were Mayor John Gates and Councilmembers Robb Casseday, Michael Fitzsimmons, Dale Hall, Brett Payton, Jon Smail, and Stacy Suniga.

1. PROPEL UPDATE

Sharon McCabe, Human Resources Director, introduced Bob Tipton, President of Team Tipton, to deliver an update on PROpel. Mr. Tipton discussed the results of the survey/pulse checks and the focus groups including a deep dive into subjects/topics that are accelerating Greeley (moving it forward) and hindering Greeley (not negatives, just opportunities for growth/improvement/talent management). He continued by highlighting the three choices (Innovation, Customer Service, and Operational Excellence) Greeley had when deciding what our cultural priority would be moving forward. He noted that Greeley has chosen operational excellence as its priority. Mr. Tipton concluded by discussing what Operational Excellence means for Greeley and its culture going forward.

In response to questions by Councilmember Smail, Mr. Tipton clarified that employee rank was not a factor in the survey. He also explained that a 'Champion' style of training is being implemented where supervisors are being trained to be champions of change and will go on to train others in the organization once they have completed the program.

In response to a question from Councilmember Suniga, Mr. Tipton noted that there is an art to some of the implementation of cultural change within an organization. He then provided some examples from other municipalities.

Mayor Gates asked whether the surveys were voluntary, and Mr. Tipton explained that completion of the surveys was completed voluntarily.

In response to a question from Councilmember Fitzsimmons, Ms. McCabe highlighted the timeline for next step by explaining that the 'Champion' training will begin in March and occur every six weeks until the program is complete. She added that Councilmembers are welcome to attend the 'Champion' trainings conducted by Team Tipton.

2. 2018 CARRYOVER RECOMMENDATIONS

Renee Wheeler, Interim Finance Director, highlighted the 2018 carryover recommendations. This discussion included an overview of the overall 2018 carry over recommendations and projects being funded for facilities, vehicles and equipment, technology infrastructure, and operational support. In discussing vehicles and equipment, Ms. Wheeler provided detailed information regarding fire department vehicles including the results of research regarding the potential purchase of SUV's for use in responding to health related emergencies instead of using fire engines. She continued by discussing the following technology infrastructure projects: broadband conduit development, Enterprise Resource Planning (ERP) System, and Information Technology security improvements. In discussing the Operational Support projects, Ms. Wheeler provided detailed information regarding the creation of a Utility Coordinator position and a TRAKiT Analyst position, the Emergency Medical Services (EMS) Study, the traffic signal intersection

study and improvements, the oil and gas royalty audit, and Emerald Ash Bore mitigation. She concluded by providing a summary of the proposed uses of 2018 carryover funds and a summary of unfunded recommendations.

In response to questions from Council regarding the expansion of broadband conduit, Mark Hoekstra, Director of Information Technology, explained that the City will pay for installing broadband conduit when companies have dug trenches for other purposes. He added that the estimated consulting costs described in the 2018 carryover recommendations will cover the cost of studies, some of which will help the City decide which model to use to reach its goal of providing broadband internet to Greeley residents (public/private partnership, broadband as a utility, etc.).

In response to a question from Councilmember Suniga related to the new ERP system, Ms. Wheeler explained that the costs described during the presentation represent all purchase and implementation costs of the new system. Ms. Wheeler added that the only cost not included was the annual software subscription charge.

Councilmembers Hall and Payton expressed concerns about using potentially variable funds to pay for full-time employee positions. Ms. Wheeler and Roy Otto, City Manager, expressed confidence that there will be enough funding for these positions going forward, and they acknowledge that it is not optimal to fund full-time positions this way.

In response to a question from Councilmember Hall, Ms. Wheeler explained that she expects the City will receive more than the forecasted \$50,000 because of the oil and gas royalties audit.

Discussion ensued regarding the research conducted by the Fire Department to determine the feasibility of purchasing SUV's to respond to health related emergencies instead of taking fire engines out on these types of calls. Dale Lyman, Fire Chief, explained that it would cost more money for the City to invest in SUV's to utilize for health related calls than it would for the City to continue to invest in fire engines and use fire engines on all calls. He added that the extra cost of these SUV's comes from the modifications required to make them operational and the short lifespan of the vehicles due to significant wear and tear.

Consensus was reached by Council for the Finance Department to proceed with the recommendations as presented.

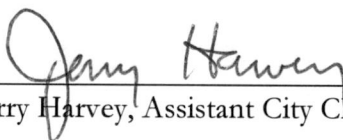
3. SCHEDULING OF MEETINGS, OTHER EVENTS

Becky Safarik, Assistant City Manager, briefed Council on flyers that have been posted in many City parks advertising an event on March 2nd to feed and provide assistance to the homeless population. She explained that the group organizing this event has not received any approval or permit from the City or Weld County for this event. City staff and police officers will be present at the event.

No additional meetings or other events were scheduled.

Councilmember Payton moved, seconded by Councilmember Fitzsimmons to move into Executive Session for the purpose of discussing personnel who report to the City Council, the Municipal Judge's Annual Performance Review, as provided for under C.R.S. 24-6-402(4)(f) and Greeley Municipal Code Section 2.04.020(6)a. The motion carried: 7-0

There being no further business to come before the Council, Mayor Gates adjourned the meeting and moved into Executive Session at 6:23 p.m. The Executive Session adjourned at 7:45 p.m.



Jerry Harvey, Assistant City Clerk