

City of Greeley, Colorado  
**COUNCIL WORKSESSION REPORT**  
 August 25, 2020

**1. CALL TO ORDER**

The virtual meeting was called to order at 6:00 p.m. by Mayor John Gates via the City's Zoom platform.

**2. PLEDGE OF ALLEGIANCE**

Mayor Gates led the Pledge of Allegiance to the American Flag.

**3. ROLL CALL**

Cheryl Aragon, Interim City Clerk, called the roll. Those present were Mayor John Gates and Councilmembers Tommy Butler, Ed Clark, Michael Fitzsimmons, Dale Hall, Brett Payton and Kristin Zasada.

**4. REPORTS FROM MAYOR AND COUNCILMEMBERS**

Councilmember Hall spoke of the Bright Futures meeting just held that the morning and about \$2 million in scholarships issued just this year. He did note that requests are down about 18 percent, which is in line with reduced enrollment at both the University of Northern Colorado and Aims Community College.

Councilmember Butler expressed thanks to Greeley firefighters and their families for their service and sacrifices battling Colorado fires. He noted that he would like to recognize those firefighters in person by name and will raise that as a Council Initiative at the next meeting.

Councilmember Zasada reported that the City's Human Relations Commission is working on the second of the series of diversity and inclusion webinars. She noted that more information about it is coming in early September.

Mayor Gates reported that he had made a Mayoral appointment of himself and Councilmembers Fitzsimmons and Payton to review the process that will be used to review the annual performance of the three staff members who report to the City Council.

**5. NOVEMBER 2020 TAX RENEWAL INITIATIVES – SURVEY/POLLING RESULTS**

Paul Fetherston, Assistant City Manager, reported that during the March 10, 2020 Work Session, the City Council was presented with information regarding potential ballot measures related to renewals of existing tax initiatives as a part of the November 2020 ballot – the Food Tax and the Keep Greeley Moving Tax.

At that time, the recommendation was made by the Citizen Budget Advisory Committee (CBAC) and City Staff to seek renewal of both the existing Food Tax and Keep Greeley Moving Tax on the November 2020 ballot. The recommendation to seek renewal of the Keep Greeley Moving tax one year earlier than normal was intended to enable staff to start developing master plans that will identify the prioritized capital needs within the areas of facilities, transportation, culture parks and recreation, over a five to ten year period. The development of this information would be critical to informing a community-wide discussion by 2025.

of what changes to the existing sales tax structure may be needed to support the community's infrastructure.

He stated that following a presentation and discussion of the information, it was the consensus of the City Council to move forward with the steps to place the Food Tax and Keep Greeley Moving Tax on the 2020 ballot; and that there will no longer be an automatic transfer related to the current capital plan for Keep Greeley Moving.

Mr. Fetherston stated that in furtherance of the City Council's consensus, the City released a Public Polling and Outreach Consultant Services Request for Proposals through which Strategies360, a Denver based firm, was secured.

He stated that initial surveying and polling was done May 29<sup>th</sup> through June 3<sup>rd</sup> and then again August 13<sup>th</sup> through August 17<sup>th</sup>.

Alex Dunn, Strategies 360, was present and reviewed the results from each polling effort, noting broad receptiveness to both measures. He shared that he wanted very recent results to see what type of impact COVID-19 or job loss/pay cuts would play into receptiveness. Results in August were very close to what was obtained in early June.

Mr. Dunn summarized by stating that support has remained consistent for Food Tax and Keep Greeley Moving and that the virus will continue to play an outsized role in the economic outlook for many families. The bottom line is that these continue to be popular revenue sources.

Councilmember Clark expressed support for bringing these two tax extension questions forward together and expressed appreciation for all work done to this point.

Mr. Fetherston advised that these ordinances are set for public hearing and final reading in a joint presentation on September 1<sup>st</sup>, as which time the Council can determine what moves to the official ballot.

## **6. DIVERSITY, INCLUSION, AND EQUITY TRAINING OPTIONS FOR CITY OF GREELEY LEADERSHIP**

Becky Safarik, Assistant City Manager, reported that following public comment expressing concerns about race and bias in Greeley that were voiced at a July City Council meeting, the Council indicated its willingness to engage in training on cultural diversity and inclusion, along with the City Executive Team, and directed the staff to research training options.

She went on to remind Council that at its July 28<sup>th</sup> Worksession, staff presented a proposal for a 2-day training for the Council and a companion 2-day training for the Executive Team that could take place in August. A trainer from the University of Virginia who is part of the leadership group that facilitated an earlier visioning retreat for the City Council, which resulted in the creation of the Council's 2040 Community Vision, would conduct the training. The training proposal suggested pre-and post-training interviews, one day of personal awareness training and a second day, which would concentrate on legacy work to support positive actions and change leadership. A post-training follow-up was also included.

She stated that the Council indicated a 2-day block of time on the cusp of school starting would be difficult, a preference to have the training broken into sessions spread out to reflect on the training, and concern



for cost. Staff was asked to return with 3 alternate options for the Council/Leadership Team training.

She added that subsequent to the Council's direction, the question arose if broadening the training to include other community leaders would be appropriate or useful. This option was not actively pursued with the trainers' proposals since it was not part of the specific direction given to staff and would add a layer of complexity to the logistics and continuity of the training that was specifically focused on City leadership. However, staff did investigate interests around community leadership training on the subject of diversity, equity, and inclusion and learned many organizations already have engaged in such training in recent years or have it planned for their groups. As with any such training, it is not 'one and done' but a series of continuing education and a future community leadership training could certainly build awareness and support for diversity and inclusion across many community platforms.

Based upon Council's feedback, Ms. Safarik advised that three training options were solicited and provided in Council agenda materials. She summarized that all trainers have PhDs in relevant disciplines, are experienced in diversity, bias, equity and inclusion subjects, and willing to flex the specifics of the training desired from the scope and scale they have offered. The options are Dr. Antoinette Allen, Faculty member of the Federal Executive Institute associated with the University of Virginia, who modified her original proposal to a ½ day facilitated group training followed by a ½ day of individual 30-minute individual (Council) or team (Executive leadership) coaching sessions (at the option of the individuals/teams), conducted virtually if desired, at a cost of \$15,000 (honorarium) + \$375 (workbooks) + \$1,644 (for in person session); Dr. Tobias Guzmán, Chief Diversity Officer & Associate Vice President for Student Affairs at the University of Northern Colorado, who has proposed a blend of half- and full-day sessions and 1 two-day session, at a cost of \$17,000; and Dr. Kimberly Miller, Kimberly A. Miller & Associates, LLC, Public Safety Consulting & Coaching Services, who offered 2 options, which include an on-line course with accompanying facilitated sessions and subsequent large group sessions or half-day trainings and facilitated group discussion, at a cost of \$20,000 - \$27,528, depending on the option selected and whether virtual or in-person.

She noted that all per person costs have been estimated and all trainers are flexible and could modify based on Council's direction.

Mayor Gates expressed thanks for this great work and stated that Council asked for options and certainly got them.

Councilmember Clark also stated that he was grateful for the work done here and suggested that only Council be trained, not the Executive staff, to help bring the costs down.

Ms. Safarik indicated that this is possible, but Executive staff was included in the proposals since they were included in the initial Council Initiative.

Councilmember Zasada suggested that this training be all virtual for health reasons if possible.

Councilmembers generally expressed a preference for an outside perspective and could see the benefits of utilizing staff from the University of Virginia given the City Council's work with that staff in February. Councilmembers also expressed that it would be up to the City Manager to make the determination about this type of training for the Executive Team.

## **7. MONTHLY FINANCIAL REPORT & RESOURCE OVERVIEW FOR THE 2021 BUDGET**

Mr. Fetherston reported that Robert Miller, Finance Director, will offer a high-level presentation of the 2021 budget and process and then take questions from Council.

Mr. Miller advised that there is a lot of volatility with the economy, and as such, a one-year budget is being proposed. He noted that staff has engaged in scenario planning with a focus on being as nimble as possible with the ability to adjust as needed. The 2021 budget is based on 2020 service levels as they exist now.

Mr. Miller went on to state that staff will be providing a change-only presentation of the budget, at upcoming meetings with final adoption set for October 20<sup>th</sup>.

He reviewed the proposed budget at a high level and emphasized that the staff embraced the opportunity to re-set and explore how to move forward toward recovery and into resiliency, with a focus on continuous improvement, innovation, and efficiency.

## **8. 2021 – 2025 CAPITAL IMPROVEMENT PROGRAM**

Mr. Miller reported that each year the City must appropriate money to authorize expenditures for capital improvement projects. Staff members provide a long term spending plan over a five-year planning horizon, identifying the project purpose, funding source, and timing for costs associated with the elements of each project (i.e., land acquisition, design, site preparation, public art, and construction) for City Council consideration.

He stated that the City has 22 capital improvement funds. The total Proposed 2021 Capital Improvement Plan is over \$120 million. Of this total, over \$79 million will be dedicated to spending for Water, Sewer, and Stormwater, including water acquisition.

He went on to provide a condensed presentation of the 2021-2025 CIP, and reviewed the various funds.

Councilmember Butler asked about the sidewalks at 5<sup>th</sup> Street and 14<sup>th</sup> Avenue, near Los Comales, and Joel Hemesath, Public Works Director, reported that it is a \$1 million project, and there are plans to do section beginning in 2024. He added that the paving would be funded through the Keep Greeley Moving tax.


In response to a question from Councilmember Zasada about anything Council should hone in on, Mr. Miller advised that the biggest challenge or risk is whether or not businesses are going to be able to remain open and how strong the economy will be. He stated that this the biggest unknown and will lead to some hard decisions for the Council.

## **9. SCHEDULING OF MEETINGS AND OTHER EVENTS**

There were no meetings or other events scheduled.

## **10. ADJOURNMENT**

There being no further business to come before the Council. Mayor Gates adjourned the meeting at 7:47 p.m.




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Cheryl Aragon, Interim City Clerk