



Remote Meeting Instructions for the July 28, 2020, City Council Worksession:

In order to comply with all health orders and State guidelines intended to stop the spread of the COVID-19 (Coronavirus), **no physical location, including the City Council Chambers, will be set up for viewing or participating in this Worksession. Because this is a Worksession, no public input will be accepted in any format, written or otherwise.**

The **only** way to view this Worksession is to follow the instructions below to watch the YouTube live stream.

- From your laptop or computer, click the following link or enter it manually into your Web Browser: (www.youtube.com/CityofGreeley)
- Clicking the link above will take you to the City of Greeley's YouTube Channel.
- Once there, you will be able to view the Worksession!

Please contact the City Clerk's Office with any questions you might have at 970-350-9740. Thank you!



Mayor
John Gates

Councilmembers

Tommy Butler
Ward I

Brett Payton
Ward II

Michael Fitzsimmons
Ward III

Dale Hall
Ward IV

Kristin Zasada
At-Large

Ed Clark
At-Large

A City Achieving
Community Excellence

Greeley promotes a healthy, diverse economy and high quality of life responsive to all its residents and neighborhoods, thoughtfully managing its human and natural resources in a manner that creates and sustains a safe, unique, vibrant and rewarding community in which to live, work, and play.

City Council Worksession Agenda

July 28, 2020 at 6:00 PM

This meeting will be conducted remotely. (See instructions on previous page to view the YouTube live stream.)

1. Call to Order
2. Pledge of Allegiance
3. Roll Call
4. Reports from Mayor and Councilmembers
5. COVID-19 Update
Roy Otto, City Manager
6. Overview of Diversity, Inclusion, and Equity Training Opportunity
Becky Safarik, Assistant City Manager
7. Scheduling of Meetings, Other Events
Roy Otto, City Manager
8. Adjournment

Worksession Agenda Summary

July 28, 2020

Agenda Item Number 1

Title:

Call to Order

Worksession Agenda Summary

July 28, 2020

Agenda Item Number 2

Title:

Pledge of Allegiance

Worksession Agenda Summary

July 28, 2020

Agenda Item Number 3

Title:

Roll Call:

1. Mayor Gates
2. Councilmember Butler
3. Councilmember Payton
4. Councilmember Hall
5. Councilmember Fitzsimmons
6. Councilmember Clark
7. Councilmember Zasada

Worksession Agenda Summary

July 28, 2020

Agenda Item Number 4

Title:

Reports from Mayor and Councilmembers

Background:

This Council Reports item has traditionally appeared on Council's regular meeting agenda; however, Council expressed a desire, at its February Council Retreat, to move it to Council's Worksession meeting agendas to allow for better opportunity to report on activities of the committees/boards to which they have been assigned and to seek feedback and input on various committee/board initiatives and actions. During this portion of the meeting any Councilmember may offer a summary of the Councilmember's attendance at assigned board/committee meetings and should include key highlights and points that may require additional decision and discussion by the full Council at this or a future Worksession.

Board/Committee	Meeting Day/Time	Assignment
--Team of 2-- Board/Commission Interviews	Monthly as Needed	Council Rotation
Water & Sewer Board	3 rd Wed, 2:00 pm	Gates
Youth Commission Liaison	4 th Mon, 6:00 pm	Butler
Historic Preservation Loan Committee	As Needed	Zasada
Human Relations Commission	2 nd Mon, 4:00 pm	Zasada
Police Pension Board	Quarterly	Clark
Employee Health Board	As Needed	Fitzsimmons
Airport Authority	3 rd Thur, 3:30 pm	Payton/Clark
Visit Greeley	3 rd Wed, 7:30 am	Fitzsimmons
Upstate Colorado Economic Development	Last Wed, 7:00 am	Gates/Hall
Greeley Chamber of Commerce	4 th Mon, 11:30 am	Hall
Island Grove Advisory Board	1 st Thur, 3:30 pm	Butler
Weld Project Connect Committee (United Way)	As Needed	Hall
Downtown Development Authority	3 rd Thur, 7:30 am	Butler/Zasada
Transportation/Air Quality MPO	1 st Thur, 6:00 pm	Payton/Gates
Poudre River Trail	1 st Thur, 7:00 am	Hall
Interstate 25 Coalition	As Needed	Gates
Highway 85 Coalition	As Needed	Gates
Highway 34 Coalition	As Needed	Payton
CML Policy Committee (Council or Staff)	As Needed	Payton/Otto Gates alternate
CML Executive Board opportunity	As Needed	Hall
CML - Other opportunities	As Available/Desired	

Worksession Agenda Summary

July 28, 2020

Agenda Item Number 5

Roy Otto, City Manager, 970-350-9750

Title:

COVID-19 Update

Background:

There will be a brief update to Council regarding COVID-19.

Decision Options:

Informational only

Attachments:

None

Worksession Agenda Summary

July 28, 2020

Agenda Item Number 6

Becky Safarik, Assistant City Manager, 970-350-9785

Title:

Overview of Diversity, Inclusion, and Equity Training Opportunity

Background:

As a component of the City Council visioning and work plan retreat completed in February 2020, the City Council identified the following as a part of its Vision for 2020:

We Are One – In 2040, Greeley embraces the diverse cultures in our community by coming together and recognizing that we are all one! Our residents are engaged. Community events are well attended and residents revel in strong engagement in civic organizations, local boards and commissions. Agency partnerships unite us as one community.

In addition, the following was identified by the City Council as a three year priority to accomplish the 2040 Vision:

We Are One:

- *Implement a comprehensive engagement plan focused on these values:*
 - *Celebrate our cultural differences while maintaining the culture of one community.*
 - *Continue to support and actively celebrate the diversity of the community.*
 - *Grow participation in local events.*
 - *Enhance Council participation in community events (with Clerk's Office notices).*

City of Greeley Employees

In addition to action plans identified by City staff to assist the City Council in moving towards achieving its 3-year priorities, the City Manager has identified a goal for the City to become an employer of choice. This goal was endorsed by the City Council's inclusion of its three year priority of an item under Operational Excellence:

- Implement interim plan for becoming an employer of choice with a focus on leadership, growth mindset, and change management.

The Strategic Work Plan developed by staff to identify action plans to achieve the City Council's three year priority identified above included the following step:

- Cultural competency and diversity training

Subsequent to the Council's work plan retreat, the death of George Floyd in Minnesota prompted public unrest, national street protests, and calls for social reform.

Interested in providing a local forum where community residents could offer comment on diversity, race and equity, the Human Relations Commission sponsored a webinar with a panel of local leaders on July 15th. Over 150 individuals, who could submit questions and comments to the panelists, viewed the webinar. In addition, the session was posted on the City/HRC web page and nearing another 200 views.

Comments from attendees expressed appreciation for the panel discussion, asked for suggestions about policy changes that would promote positive change and address racial prejudice, asked how persons of privilege can boost the voices of others, expressed interest in learning more and additional panel discussions and programs. Several indicated they intended to share the link with colleagues and social groups to promote and continue the conversation with additional groups. The staff and panel have planned a debrief session to reflect on the discussion and feedback and to offer possible next steps. The Human Relations Commission will also discuss this at their next meeting on August 10th.

Following considerable community comment at a City Council meeting during its general public comment section of the agenda, the Council indicated its willingness to engage in training on cultural diversity and inclusion, along with the City Executive Team. To that end, staff contacted Dr. Allen, who is a colleague of the trainer that worked with City Council on its work plan referenced above (Tyler St. Clair), and with whom several of City staff have received training.

Staff sent Dr. Allen the attached summary of a training scope of services and had several conversations with her about how to approach such a training with City leaders. Summarizing, staff indicated interest in professional training support of the Council and Executive leadership that will promote a greater understanding, appreciation, and inclusion of its diverse community and human infrastructure and enable it to better recruit, hire, support and benefit from inclusion of its community members into its planning, management, decisions, operations, and service.

Dr. Allen has indicated she would be willing to travel to Greeley to do the training, has suggested two, 2 full-day trainings, one for Council and one for the Executive Team. Overall, she would have a two-part session starting with a foundation of individual awareness and empathy in the first session, and concentrate on actions and legacy work related to the Council's work plan in the second session.

She has committed to providing a proposed training outline to the City by July 24th. Her schedule is open the week of August 10th which would allow the training to be completed timely and in advance of school schedules.

Staff will be able to further describe Dr. Allen's proposal at the work session.

Decision Options:

N/A

Attachments:

Diversity, Equity, and Inclusion/Change Management Scope of Services

**CITY OF GREELEY
RACIAL AWARENESS, DIVERSITY, EQUITY AND INCLUSION
LEADERSHIP TRAINING**

SCOPE OF SERVICES

A. Background

The City of Greeley operates with a Council-Manager form of government with the Council acting as the legislative body for the city, adopting laws and policies and setting priorities to guide the city and the City Manager who, as Chief Administrative Officer, is responsible for overseeing the City's administration and operations.

Council members are residents of Greeley who have been elected to serve the community, representing both at-large and geographic wards of the city. There are seven elected council members, including the Mayor, which is a separately city-wide elected office.

The City Manager has currently organized the City's administration and operations into 12 departments, with approximately 1,100 full-time positions managed by an Executive Team, consisting of Department Heads with the support of two Assistant City Managers. In addition to the City Manager, the City Council also appoints the Municipal Court Judge and the City Attorney, who, due to their budgetary and supervisory functions, are also considered adjunct member of the City Manager's Executive Team (17 executives, total).

Greeley has a population of nearly 109,000 and is home to the University of Northern Colorado, which has an enrollment of approximately 12,000 students (included in the population total).

Greeley's ethnic composition includes nearly 50% communities of color with 39.1% persons of Hispanic descent, 2.3% Black or African American, 1% Asian, 1.3% Native Hawaiian or other Pacific Islander, and 2.9%, who identify with 2 or more races. In recent years, Greeley has become home to a wide variety of immigrant and refugee families and the local public schools serve children who collectively speak over 60 languages.

Local residents from the community and college have been active in peaceful demonstrations and marches in support of racial equity and raising awareness of the importance of insightful and responsive leadership to support community diversity and inclusion.

B. Overview

Given the city's diverse population and the level of community interest in expanded diversity and inclusion opportunities, the Greeley City Council seeks training to foster heightened self-awareness and insights into racial equity and inclusion. In its leadership, and that of the executive management, the Council has set a goal to understand and incorporate meaningful inclusionary practices that would serve as a hallmark of Greeley principles and operations and support the City's goal to be an employer of choice with a focus on maximizing the cultural competencies of staff and providing diversity training across organization.

C. Goals

The City seeks professional training support of the Council and Executive leadership that will promote a greater understanding, appreciation, and inclusion of its diverse community and human infrastructure and enable it to better recruit, hire, support and benefit from inclusion of its community members into its planning, management, decisions, operations, and service.

As a component of the City Council visioning and work plan retreat completed in February 2020, the City Council identified the following as a part of its Vision for 2020:

We Are One – In 2040, Greeley embraces the diverse cultures in our community by coming together and recognizing that we are all one! Our residents are engaged. Community events are well attended and residents revel in strong engagement in civic organizations, local boards and commissions. Agency partnerships unite us as one community.

In addition, the following was identified by the City Council as a three year priority to accomplish the 2040 Vision:

We Are One:

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 - *Continue to support and actively celebrate the diversity of the community.*
 - *Grow participation in local events.*
 - *Enhance Council participation in community events (with Clerk's Office notices).*

The City Council's Vision for 2040 and 3-Year Priorities to accomplish its 2040 Vision may be accessed [here](#).

City of Greeley Employees

In addition to action plans identified by City staff to assist the City Council in moving towards achieving its 3-year priorities, the City Manager has identified a goal for the City to become an employer of choice. This goal was endorsed by the City Council's inclusion of its three year priority of an item under Operational Excellence:

- Implement interim plan for becoming an employer of choice with a focus on leadership, growth mindset, and change management.

The Strategic Work Plan developed by staff to identify action plans to achieve the City Council's three year priority identified above included the following step:

- Cultural competency and diversity training

D. Scope of Services

The City intends to hire a consultant to provide diversity and inclusion for its elected officials and its executive leadership. The training should support a deeper understanding of how bias develops, its unconscious application to everyday settings, ways to identify bias and address fears and behaviors related to cultural differences, and support positive community relationships that are inclusive and diversity-rich.

Due to their distinct roles - the Council as a policy and legislative body and the Executive Team as operational professionals - it is expected that separate but complementary trainings would be most effective. The consultant should offer some perspective on their services and experience would serve those groups.

The trainer should be able to present participants with strategies to engage in difficult conversations and to consider ways to integrate anti-racism practices into practical and effective applications in everyday settings.

Methods to reinforce and apply diversity and inclusion practices on a perpetual basis should be included and able to be incorporated into City of Greeley Best Practices to ensure a sustained and organization-wide commitment.

As part of its response, the trainer should identify examples of training options, duration, frequency, and programs that can be scalable to budget and time constraints, considering also limitations or opportunities associated with possible COVID-19 in person meeting limitations.

Worksession Agenda Summary

July 28, 2020

Agenda Item Number 7

Roy Otto, City Manager, 970-350-9750

Title:

Scheduling of Meetings, Other Events

Background:

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

Attachments:

Council Meetings/Other Events Calendar

Council Meeting/Worksession Schedule

Status Report of Council Initiatives and Related Information

July 27, 2020 - August 2, 2020

July 2020							August 2020						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3	4						1
5	6	7	8	9	10	11	2	3	4	5	6	7	8
12	13	14	15	16	17	18	9	10	11	12	13	14	15
19	20	21	22	23	24	25	16	17	18	19	20	21	22
26	27	28	29	30	31		23	24	25	26	27	28	29
							30	31					

Monday, July 27

- 11:30am - 12:30pm Greeley Chamber of Commerce (Hall)
- 6:00pm - 7:00pm Youth Commission (Butler)

Tuesday, July 28

- 6:00pm - 9:00pm City Council Worksession
(<https://zoom.us/j/508162666>) - Jessica Diagana

Wednesday, July 29

- 7:00am - 8:00am Upstate Colorado Economic Development (Gates/Hall) (Upstate Colorado Conference Room) - Council Master Calendar

Thursday, July 30

Friday, July 31

- 11:30am - 12:00pm Bellvue WTP's New Treatment Building Grand Opening (4505 Filter Plant Road, Bellvue, CO) - Council Master Calendar

Saturday, August 1


Sunday, August 2

August 3, 2020 - August 9, 2020

August 2020							September 2020						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
						1			1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28	29	30			
30	31												




Monday, August 3

Tuesday, August 4

6:00pm - City Council Meeting (Council's Chambers, 1001 11th Avenue) 

Wednesday, August 5

Thursday, August 6

- 7:00am - Poudre River Trail (Hall)** 
- 3:30pm - IG Adv. Board (Butler)** 
- 6:00pm - MPO (Gates/Payton)** 

Friday, August 7

Saturday, August 8

Sunday, August 9

August 10, 2020 - August 16, 2020

August 2020							September 2020						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
						1			1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28	29	30			
30	31												

Monday, August 10

Tuesday, August 11

6:00pm - 9:00pm City Council Worksession
(<https://zoom.us/j/332065143>) - Jessica Diagana

Wednesday, August 12

Thursday, August 13

Friday, August 14

Saturday, August 15


Sunday, August 16

August 17, 2020 - August 23, 2020

August 2020							September 2020						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
						1			1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28	29	30			
30	31												

Monday, August 17

Tuesday, August 18

6:00pm - City Council Meeting (Council's Chambers, 1001 11th Avenue) 

Wednesday, August 19

2:00pm - 5:00pm Water & Sewer Board (Gates) 

Thursday, August 20

7:30am - 8:30am DDA (Zasada/Butler) 

3:30pm - 4:30pm Airport Authority (Clark/Payton) 

Friday, August 21

Saturday, August 22

Sunday, August 23

August 24, 2020 - August 30, 2020

August 2020							September 2020						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
						1			1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28	29	30			
30	31												

Monday, August 24

- 11:30am - 12:30pm Greeley Chamber of Commerce (Hall) ↻
- 6:00pm - 7:00pm Youth Commission (Butler) ↻

Tuesday, August 25

- 9:00am CML Virtual Conference (Anywhere!) - Council Master Calendar →
- 6:00pm - 9:00pm City Council Worksession (https://zoom.us/j/508162666) - Jessica Diagana ↻

Wednesday, August 26

- ← CML Virtual Conference (Anywhere!) - Council Master Calendar →
- 7:00am - 8:00am Upstate Colorado Economic Development (Gates/Hall) (Upstate Colorado Conference Room) - Council Master Calendar ↻

Thursday, August 27

- ← 1:00pm CML Virtual Conference (Anywhere!) - Council Master Calendar

Friday, August 28

Saturday, August 29

Sunday, August 30

City Council Meeting Scheduling

Current as of 7/24/2020

This schedule is subject to change

Date	Description	Sponsor	Placement/Time
August 4, 2020 Council Meeting	Resolution - Naming of Stampede Stage	Andy McRoberts	Consent
	Appointment/Resolution - Subcommittee to Discuss Evaluation of Employees that Report to Council	Maria Gonzales-Estevez	Consent
	Ordinance - Intro - Marketplace Rezone	Brad Mueller	Consent
	COVID-19 Update (non-action)	Roy Otto	Regular
	Ordinance - Stoneybrook Subdivision Rezone	Brad Mueller	Regular
	Stoneybrook Subdivision Preliminary PUD	Brad Mueller	Regular
August 11, 2020 Worksession Meeting	Planning Commission Interviews	Cheryl Aragon	0.50
	COVID-19 Update	Roy Otto	0.25
	Discussion of Development Impact Fees	Robert Miller	1.00
August 18, 2020 Council Meeting	Resolution - Northeast All Hazards Region 2020 Grant Award	Robert Miller	Consent
	Resolution - IGA with Weld County for the Coordinated Election	Cheryl Aragon	Consent
	Ordinance - Intro - Ballot Measures for Tax Renewals	Robert Miller	Consent
	COVID-19 Update (non-action)	Roy Otto	Regular
	Ordinance - Final - Marketplace Rezone	Brad Mueller	Regular
	Boards & Commissions Appointments	Cheryl Aragon	Regular
August 25, 2020 Worksession Meeting	COVID-19 Update	Roy Otto	0.25
	Resource Overview for the 2021 Budget & 2021-2025 Capital Improvement Program	Robert Miller	1.00
	Municipal Code Recodification - Review of Changes	Cheryl Aragon	0.50
September 1, 2020 Council Meeting	Resolution - Ballot Ratification	Cheryl Aragon	Consent
	Ordinance - Intro - Development Impact Fees	Robert Miller	Consent
	Ordinance - Intro - Third Additional Appropriation	Robert Miller	Consent
	Ordinance - Intro - Municipal Code Recodification	Cheryl Aragon	Consent
	COVID-19 Update (non-action)	Roy Otto	Regular
	Ordinance - Final - Ballot Measures for Tax Renewals	Robert Miller	Regular
September 8, 2020 Worksession Meeting	COVID-19 Update	Roy Otto	0.25
	Budget Operation	Robert Miller	1.50
	Review Proposed Changes to Election Section of the Code	Cheryl Aragon	0.50
	Economic Development Talent Development	Ben Snow	0.25
September 15, 2020 Council Meeting	Ordinance - Intro - Election Code Changes	Cheryl Aragon	Consent
	COVID-19 Update (non-action)	Roy Otto	Regular
	Ordinance - Final - Development Impact Fees	Robert Miller	Regular
	Ordinance - Final - Third Additional Appropriation	Robert Miller	Regular
	Ordinance - Final - Municipal Code Recodification	Cheryl Aragon	Regular
	Boards & Commissions Appointments	Cheryl Aragon	Regular

Greeley City Council

Status Report of Council Initiatives

Council Request	Council Meeting, Worksession, or Committee Meeting Date Requested	Status or Disposition (After completion, item is shown one time as completed and then removed.)	Assigned to:
Councilmember Butler requested that the Mayor, City Council, and the City’s Executive Team participate in racial sensitivity training.	June 16, 2020	An item has been scheduled for the July 28 th Worksession to discuss possibilities/topics for training.	Becky Safarik
Councilmember Clark requested that staff look into potentially having Council take different police trainings/ride alongs (which include implicit bias, de-escalation, shoot/don’t shoot, etc.) in addition to the racial sensitivity training.	July 7, 2020	An item has been scheduled for the July 28 th Worksession to discuss possibilities/topics for training.	Becky Safarik
Councilmember Clark requested that the Mayor and Council receive a tutorial on Open Records Law.	July 7, 2020		
Councilmember Clark requested to have a meeting with City Attorney Doug Marek to receive information from the City Attorney’s Office regarding the City Attorney’s Office role/who they represent as well as a discussion of communication issues and timeliness of response between the City Attorney’s Office and Councilmember Clark.	July 7, 2020		Doug Marek

Worksession Agenda Summary

July 28, 2020

Agenda Item Number 8

Title:

Adjournment