

Greeley City Council Agenda

Work Session

Tuesday, October 25, 2022 at 6:00 p.m.

City Council Chambers at City Center South, 1001 11th Ave, Greeley, CO 80631

Zoom Webinar link: <https://greeleygov.zoom.us/j/94321296765>

NOTICE:

City Council Work Sessions are held on the 2nd and 4th Tuesdays of each month in the City Council Chambers. Meetings are conducted in a hybrid format, with a Zoom webinar in addition to the in person meeting in Council Chambers.

City Council members may participate in this meeting via electronic means pursuant to their adopted policies and protocol.

Members of the public are also invited to view Council work sessions in person or remotely. **Work sessions do not include public input in any format. Public comment is only permitted at regular Council meetings on the 1st and 3rd Tuesdays of each month.**

Watch Meetings:



Meetings are open to the public and can be attended in person by anyone.



Meetings are livestreamed on YouTube at youtube.com/CityofGreeley as well as over the Zoom webinar. Public participation in the Zoom webinar only allows viewing the meeting.

For more information about this meeting or to request reasonable accommodations, contact the City Clerk's Office at 970-350-9740 or by email at cityclerk@greeleygov.com.

Meeting agendas, minutes, and archived videos are available on the City's meeting portal at greeley-co.municodem meetings.com/





Mayor
John Gates

Councilmembers

Tommy Butler
Ward I

Deb DeBoutez
Ward II

Johnny Olson
Ward III

Dale Hall
Ward IV

Brett Payton
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 Work Session Agenda

October 25, 2022 at 6:00 PM

**City Council Chambers, City Center South, 1001 11th Ave &
via Zoom at <https://greeleygov.zoom.us/j/94321296765>**

1. Call to Order
2. Pledge of Allegiance
3. Roll Call
4. Reports from Mayor and Council Members
5. City of Greeley Participation in State of Colorado Family and Medical Leave Insurance Program (FAMLI)
6. Downtown: Safe and Secure Community and Housing for All
7. Scheduling of Meetings, Other Events
8. Adjournment

City Council Work Session Agenda Summary

Title:

Reports from Mayor and Council Members

Background:

During this portion of the meeting any Council Member may offer a summary of the Council Member'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 Work Session.

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	Clark
Historic Preservation Loan Committee	As Needed	DeBoutez
Police Pension Board	Quarterly	Clark
Employee Health Board	As Needed	DeBoutez
Airport Authority	3 rd Thur, 3:30 pm	Payton/Clark
Visit Greeley	3 rd Wed, 7:30 am	Butler
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	Butler
Downtown Development Authority	3 rd Thur, 7:30 am	Butler/DeBoutez
Transportation/Air Quality MPO	1 st Thur, 6:00 pm	Payton/Olson
Poudre River Trail	1 st Thur, 7:00 am	Hall
Interstate 25 Coalition	As Needed	Olson
Highway 85 Coalition	As Needed	Gates
Highway 34 Coalition	As Needed	Olson
CML Policy Committee (Council or Staff)	As Needed	Payton/Lee Gates alternate
CML Executive Board opportunity	As Needed	Hall
CML - Other opportunities	As Available/Desired	

City Council Work Session Agenda Summary

October 25, 2022

Noel Mink, Human Resources Director
Celsey Duritsa, Human Resources Deputy Director
Ned Chapin, Assistant City Attorney

Title:

City of Greeley Participation in State of Colorado Family and Medical Leave Insurance Program (FAMLI)

Background:

During the November 2020 election, Colorado voters approved Proposition 118 establishing a state-run paid Family and Medical Leave Insurance (FAMLI) program. The FAMLI program is intended to ensure access to paid leave to take care of themselves or their family during life's circumstances by Colorado's workforce.

Employee paid leave benefits will become available through FAMLI beginning January 1, 2024. Employee premium contributions would begin on January 1, 2023. Eligible employees would receive up to twelve weeks of leave – with four additional weeks available for employees who experience pregnancy or childbirth complications. Under FAMLI, paid leave would be provided at between 37% and 90% of their wages – with a benefits cap of \$1,100 per week.

Employers – such as the City of Greeley (City) – can opt out of FAMLI participation and must do so by December 31, 2022.

Opting-In

Participating employers can choose to withhold 50% of the total premium cost from an employee or pay it on the employee's behalf. The employer is minimally responsible for 50% of the total premium cost. Employers who opt-in now will have a three-year waiting period to opt out if it so chooses.

Opting-out

Employees who want to participate in FAMLI can do so directly with the State of Colorado through payroll deductions for employers who opt-out. Employees would be responsible for 0.45% of the premium, while employers who opt-out would have no financial responsibility. Municipalities who opt-out it can opt in for any future year.

Comparison of City and FAMLI Benefits

Currently, city employees are eligible for FMLA and Short-Term disability leave programs which are more beneficial than those currently offered through FAMLI. Through the current City leave programs, employees are eligible for leave related to:

- A serious health condition that makes them unable to perform their job
- Serious health conditions affecting their spouse, child, or parents for which they are needed to provide care
- Military leave
- Birth of a child or the placement of a child with the employee for adoption or foster care

Based on the following financial calculation of the value of paid leave benefits currently available through the City and FAMLI, the value to employees through the City's program is greater than that offered through FAMLI. In addition, the average employee would receive only 87% of their average monthly wage while top earners would receive only 23% of their weekly wage.

	VALUE
FAMLI Program	\$1,100 per week/ \$13,200 annually
City	\$1,216.65 weekly/ \$14,599.75 annually Avg hourly wage (30.42) x 2 weeks x 40 hours per week

If the City were to opt in, employees would be charged for 0.45% of the premium while the City would be responsible for 0.45% of the premium at an estimated cost of \$394,872.

Recommendation

Based on the analysis of the specific application of FAMLI to the City, it is the recommendation of the Human Resources Department to opt out of the FAMLI program.

The FAMLI program – along with the recommendation – will be presented for Council discussion with the process to opt-in or out to follow in accordance with guidance from the City Attorney's Office for compliance purposes. The matter is tentatively scheduled to return to Council on November 1 via a resolution following a comment period for employees and the public to provide comment prior to Council action.

Strategic Work Program Item or Applicable Council Priority and Goal:

High Performing Government

Attachments:

PowerPoint Presentation

Participation in State of Colorado Family and Medical Leave Insurance Program (FAMLI)

**October 25, 2022
City Council Work Session**



FAMLI Program

- **Proposition 118 approved by electorate in November of 2020 resulted in state-run Paid Family and Medical Leave Insurance (FAMLI) program.**
- **The FAMLI program:**
 - **provides paid leave for most workers in order to take care of themselves or their family during life circumstances;**
 - **Benefits are calculated on a sliding scale based on employee's average weekly wage;**
 - **Benefits are "portable" - not dependent on employer (time with or size);**
 - **Covers nearly all Colorado employers.**

Opt In/ Out by December 31

Local governments must opt-in or out of participation by December 31

- **Requires City Council formal action (Resolution)**
- **If City *OPTS IN*, must wait 3 years before the next option to opt-out.**
- **If City *OPTS OUT*, can choose to opt-in any future year.**

Opt-In Impacts:

If Greeley opts-in, then all employees

➤ **Must pay up to 50% of the premium regardless of whether or not they want to participate**

- **By statute, an employee on leave would receive a weekly benefit under FAMLI in the amount of between 37% and 90% of their weekly wage (capped at \$1,100 per week)**
- **Average employee would see only 87% of their monthly wage while top earners would see only 23% of their weekly wage**
- **The City incurs an annual estimated financial impact of \$394,873.**

Benefits of Opting Out:

If City Opts-Out, then:

- **Employees can still choose to participate individually**
 - **Cost to the employee who wants FAMLII coverage is the same whether City participates or not**
 - **For employees that choose coverage, premium deduction is made from their City pay and paid to the state on employee's behalf**
- **The City has no financial responsibility for the premium that it would have if it had opted in (estimated cost of \$394, 873)**

FAMLI vs Greeley Leave Benefits:

FAMLI

Employee pays FAMLI monthly premiums IN ADDITION to regular monthly City benefits premiums

ESTIMATED CITY WIDE ANNUAL COST: \$394,872 in addition to current leave programs

MAXIMUM BENEFIT = \$1,100 per week/ \$13,200 per year

Greeley

Protected leave is at no additional cost to employee.

No additional cost for current leave programs.

\$30.42 (avg hourly wage) x 12 weeks X 40 hours per week = \$14,599.75 (\$1,216.65 avg weekly benefit)

City of Greeley's current leave programs are a better benefit to the employee and exceed the intention of state law.



Recommendation

City of Greeley takes formal action to opt-out of the FAMLI program



Next Steps

- **Provide written notice to all employees about the City Council vote process and their right to provide comments to City Council prior to the vote**
 - **Notice provided via email and posted for all employees in both English and Spanish**
- **Return to November 1 City Council regular meeting (tentative) with a resolution regarding City's FAMLI participation**
 - **Must hold an open comment period following introduction of the resolution and discussion by City Council, and conduct City Council vote following closing of open comment period**
 - **Following action of City Council (if vote is to opt out), provide second notice to all employees within 30 days of action about ability to participate individually in FAMLI along with contact information**
 - **Notice provided via email and posted conspicuously in work places in both English and Spanish**
 - **Notice process must be repeated at least 180 days before January 1, 2024**

City Council Work Session Agenda Summary

October 25, 2022

Juliana Kitten, Assistant City Manager
Adam Turk, Chief of Police

Title:

Downtown: Safe and Secure Community and Housing for All

Background:

During the September 6, 2022 City Council meeting, a number of Downtown Greeley residents and business owners spoke during the public comment period to express concerns pertaining to two of the City Council Strategic Priority areas related to the downtown: Safe and Secure Community and Housing for All. The two prevailing themes of the residents and business community feedback were:

1. increased criminal activity in the downtown area; and
2. increased number of persons experiencing homelessness in the downtown area

Those who spoke during the public comment period shared the negative impacts these issues have on both the quality of life and economic vitality of the downtown area.

This presentation will provide data, information and next steps related to addressing these areas of concern.

Strategic Work Program Item or Applicable Council Priority and Goal:

- Public Safety
- Housing for All

Decision Options:

The intention of this presentation is to provide background information as well as current, and potential responses to address the concerns brought forth during the September 6, 2022 City Council meeting. No City Council action is requested or required.

Attachments:

PowerPoint Presentation

Downtown



**Safe & Secure
Community**



**Housing
for All**



**October 25, 2022
City Council Work Session**



Downtown:



**Safe & Secure
Community**

Lincoln Park Activity



**Safe & Secure
Community**



Lincoln Park Police Activity



Safe & Secure
Community



Most Common

- Alarms
- Harassment
- Disorderly Conduct
- Theft
- Criminal Mischief
- Warrant Arrests

Top 3

- Suspicious Person
- Liquor Violation
- Disturbance

Service Calls

- 40% of All Calls
- GPD responds to all calls for service

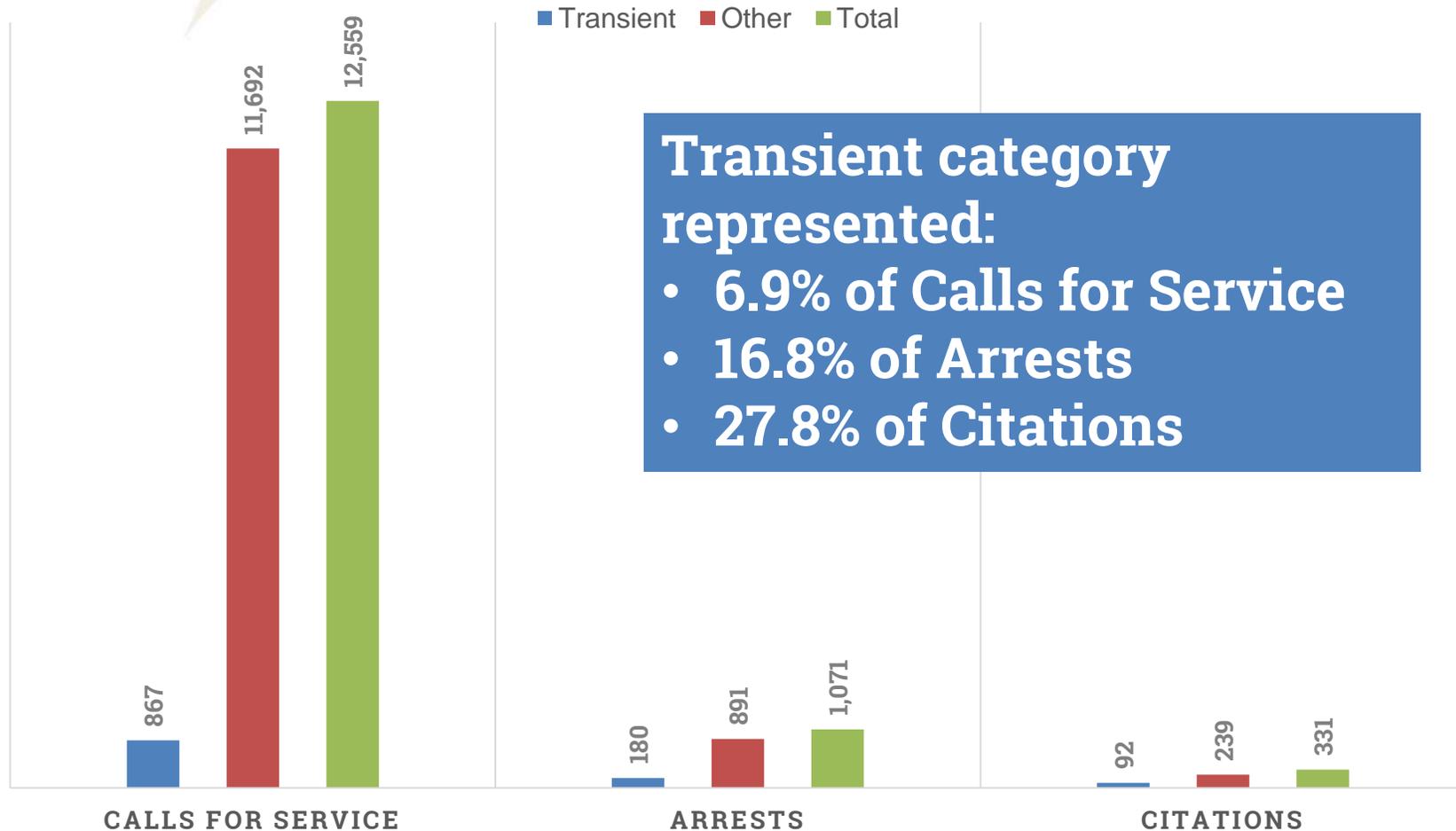
Activities in Lincoln Park and Other Areas



**Safe & Secure
Community**



8TH-11TH AVENUE & 5TH-13TH STREET



Transient category represented:

- 6.9% of Calls for Service
- 16.8% of Arrests
- 27.8% of Citations

Immediate Actions



**Safe & Secure
Community**

- **Increase security presence in downtown**
- **Collaborate with partners to increase surveillance**
- **Work with judicial system on mandatory jail sentences for repeat offenders**
- **Team with parole to monitor and work with transient parolees**
- **Provide liquor store education on habitual offenders and re-education of liquor laws**

Mental Health & Homelessness



**Safe & Secure
Community**

- **Partnered with North Range Behavioral Health to provide two additional co-responders**
- **Increased availability of co-responders to respond to calls involving mental health**

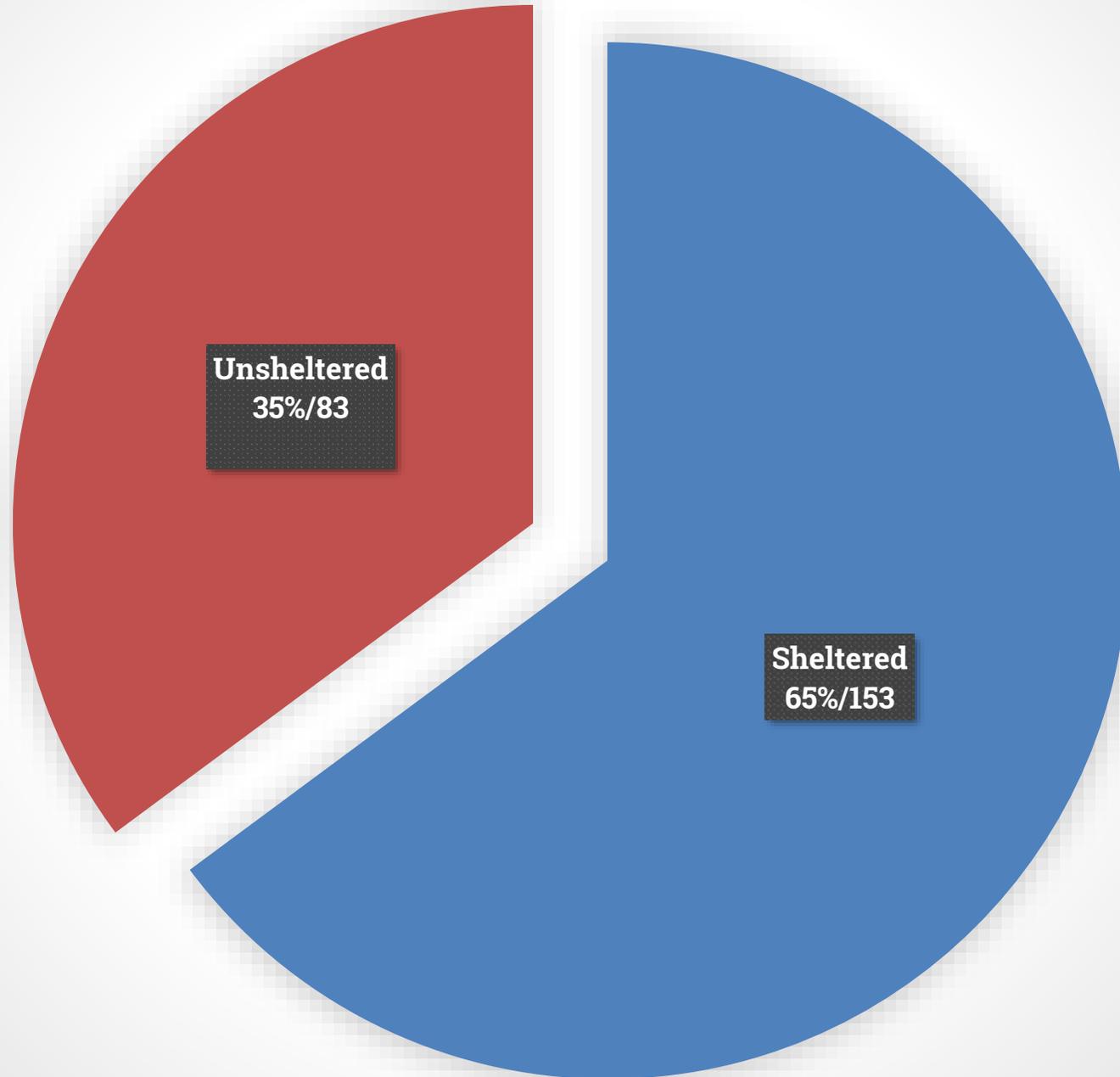
Co-responders can follow up with citizens suffering mental health issues to both reduce the number of 911 calls and risk of injury to citizens and officers

Creeley Homelessness

236 Citywide Homeless in 2022



Housing for All



26% (62 people) meet the definition of chronically homeless

Current Sheltering Options



**Housing
for All**

- **Total Emergency Shelter Beds in Winter: 138**
- **Total Emergency Shelter Beds outside winter months: 62**
- **Currently do not have enough shelter beds even during winter to meet the need**

Current Homeless Outreach



**Housing
for All**



United Way	Squad 1	GPD
Resources: 2 Outreach staff 3 Housing Navigators to cover Weld County	Goal = diversion from crisis services	Co-responder & NAT Team Goal = provide crisis care and address public safety concerns
<ul style="list-style-type: none">• Limited capacity• No in-home follow up services	<ul style="list-style-type: none">• Does not match individuals with housing	<ul style="list-style-type: none">• Does not match individuals with housing

Current Gaps in Homeless Services



**Housing
for All**

Accessible Shelter

- **No Year-round**

Day Center

- **No Year-round**

Full-Service Team

- **No full service intensive case management team**

Feedback from Interviews



**Housing
for All**

- **Most who experience homelessness desire:**
 - **Housing**
 - **A place to be during the *day and night***
 - **More Shelters**
 - **Help to get housing**
 - **Safety- ability to keep their person and possessions safe**
 - **More treatment options for mental health and substance use**

Questions



**Safe & Secure
Community**



**Housing
for All**

City Council Work Session Agenda Summary

Title

Scheduling of Meetings, Other Events

Summary

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

Attachments

Council Meetings and Other Events Calendar

Council Meeting and Work Session Schedule

Status Report of Council Initiatives and Related Information

October 24, 2022 - October 30, 2022

October 2022							November 2022						
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, October 24

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

Tuesday, October 25

- 10:00am - 11:00am Hope Springs Groundbreaking (Gates, Butler, DeBoutez, Hall, Olson) (Hope Springs Property to the West of 23rd Ave & North of 32nd St; Please RSVP by Oct 14) - Council Master Calendar
- 6:00pm - City Council Worksession Meeting - Council Master Calendar ↻

Wednesday, October 26

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

Thursday, October 27

- 9:00am - 9:30am Greeley Fire Department Promotions (Nusbaum Room, Fire Station 1, 1155 10th Avenue) - Council Master Calendar
- 6:00pm - 7:30pm Weld County Commissioners Annual Town/County Dinner (Gates, Hall) (Weld Cty Adm Bldg; 1150 O St. Greeley) - Council Master Calendar

Friday, October 28

Saturday, October 29

Sunday, October 30

October 31, 2022 - November 6, 2022

October 2022

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

November 2022

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

Monday, October 31

Tuesday, November 1

6:00pm - City Council Meeting (Council Chambers and via Zoom) - Council Master Calendar ↻

Wednesday, November 2

Thursday, November 3

- 7:30am - Poudre River Trail (Hall)** ↻
- 3:30pm - IG Adv. Board (Butler)** ↻
- 6:00pm - 8:30pm North Front Range MPO Meeting (Olson/Payton)** ↻

Friday, November 4

Saturday, November 5

Sunday, November 6

November 7, 2022 - November 13, 2022

November 2022

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

December 2022

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

Monday, November 7

Tuesday, November 8

 **6:00pm - City Council Worksession Meeting - CANCELLED** (Council Chambers and via Zoom) - Council Master Calendar 

Wednesday, November 9

Thursday, November 10

Friday, November 11

Saturday, November 12

Sunday, November 13

November 14, 2022 - November 20, 2022

November 2022

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

December 2022

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

Monday, November 14

Tuesday, November 15

6:00pm - City Council Meeting - Council Master Calendar ↻

Wednesday, November 16

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

Thursday, November 17

7:30am - 8:30am DDA (DeBoutez/Butler) ↻

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

Friday, November 18

Saturday, November 19

Sunday, November 20

City Council Meeting Scheduling 2022			
	as of 10/19/2022		
	This schedule is subject to change		
Date	Description	Sponsor	Placement/Time
November 1, 2022 Council Meeting	Proclamation - Veteran's Day	Mayor	Intro
	Proclamation - Native American Heritage Month	Mayor	Intro
	Minutes Approval (10/4 Council Meeting; 10/11 Council Work Session)	Heidi Leatherwood	Consent
	Change Order to Barnhardt Communications contract	Kelli Johnson	Consent
	Intro & 1st Rdg Ord - MS4 Permit Municipal Code Enforcement Update	Paul Trombino	Consent
	Intro & 1st Rdg Ord - Amending Title 12 regarding Greeley's Municipal Separate Storm Sewer System	Paul Trombino/Brian Hathaway	Consent
	Intro & 1st Rdg Ord - Council consideration of Grant Approval limits	John Karner	Consent
	PH & Resolution - Family and Medical Leave Insurance (FMLI) Program	Noel Mink	Regular
	2nd Rdg & PH - Amending Title 18 regarding Event and Assembly Permits	Stacey Aurzada	Regular
	2nd Rdg Ord & PH - Setting Ward Boundaries	Becky Safarik	Regular
	2nd Rdg Ord & PH - 13th Street Apartments Rezone	Becky Safarik	Regular
	2nd Rdg Ord & PH - Colorado Premium Rezone	Becky Safarik	Regular
	PUD Approval - Colorado Premium PUD	Becky Safarik	Regular
November 8, 2022 Worksession Meeting	Cancelled		
November 15, 2022 Council Meeting	Proclamation - 16 Days of Activism	Mayor	Intro
	Minutes Approval (10/18 Council Meeting; 10/25 Council Work Session)	Heidi Leatherwood	Consent
	Intro & 1st Rdg Ord - Update W&S Dept. Design Criteria and Standards	Sean Chambers	Consent
	Intro & 1st Rdg Ord - Appropriation	John Karner	Consent
	Resolution for a State Trails Planning Grant Application/Sheep Draw Natural Areas Trailhead	John Dargle	Consent
	Resolution - Authorizing Staff to Enter Settlement Agreement (XXXX)	Stacey Aurzada	Consent
	2nd Rdg Ord & PH - MS4 Permit Municipal Code Enforcement Update	Paul Trombino	Regular
	2nd Rdg Ord & PH - Amending Title 12 regarding Greeley's Municipal Separate Storm Sewer System	Paul Trombino/Brian Hathaway	Regular
2nd Rdg Ord & PH - Council consideration of Grant Approval limits	John Karner	Regular	
Board & Commission Appointments	City Clerk	Regular	
November 15, 2022 Special Meeting/Work Session	Development Fees	Becky Safarik	
November 22, 2022 Worksession Meeting	Cancelled		

Greeley City Council

Status Report of Council Initiatives

Initiative No.	Council Member Initiating	Council Request	Council Meeting or Work Session Date Requested	Status or Disposition (After completion, item is shown one time as completed and then removed.)	Assigned to:
15-2021	Olson	Formation of a committee for implementation of a funding strategy for the 35 th and 47 th interchanges.	December 7, 2021 Council Meeting	Councilmember Olson will be following up with Manager Lee and Director Trombino on next steps	Paul Trombino
08-2022	Olson	Front Range Passenger Rail District – Council needs to ask the question whether we should be paying into a transportation district that is in Loveland and Fort Collins and doesn't come to the Greeley area.	June 7, 2022 Council Meeting	Would like a presentation on how the rail aligns with the City of Greeley. Councilmember Olson will provide status reports throughout the year.	Paul Trombino
09-2022	Butler	Review traffic and safety surrounding 15 acre open area between 71 st Avenue and 8 th Street	June 7, 2022 Council Meeting	Requested that Public Works review the traffic and to improve safety in this congested area.	Paul Trombino
10-2022	Butler	Review costs and strategies to live stream Planning Commission and Water Board meetings for public and Councilmembers	June 7, 2022 Council Meeting	Asked staff to investigate the cost of live streaming Planning Commission and Water and Sewer Board meetings and return to Council with findings	Kelli Johnson
11-2022	Hall	Vendors on City sidewalks – provide update on permit process and code enforcement provisions.	August 2, 2022 Council Meeting	Asked staff to compile a report for Council on vendors we have identified, what the permitting process is (if any) and what enforcement measures the City takes for violations.	Adam Turk/John Karner

12-2022	Butler	Varying Boards & Commissions meeting times	September 6, 2022 Council Meeting	Asked staff to research the ability for alternative meeting times for Boards & Commissions to increase community engagement and recruitment	City Clerk's Office
13-2022	Hall	Concerns related to flood in Poudre River Ranch neighborhood	July 19, 2022 & September 6, 2022 Council Meeting	Research flooding concerns with staff.	Becky Safarik
15-2022	Hall	Concerns regarding aftermath of natural disasters	October 4, 2022 Council Meeting	Requested update from Greeley's emergency management team to lessen the aftermath effects from a natural disaster, i.e. water and sewer, electricity, phone services, etc.	Charlie McCartin
16-2022	Gates	Cigar Bar	October 18, 2022 Council Meeting	Review and provide code changes to smoking ban and Development Code to allow private membership Cigar Bars in Greeley	Community Development/ City Attorney