Greeley City Council Agenda

Work Session

Tuesday, September 13, 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/93148588956

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.municodemeetings.com/





MayorJohn 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

September 13, 2022 at 6:00 PM City Council Chambers, City Center South, 1001 11th Ave & via Zoom at https://greeleygov.zoom.us/j/93148588956

- 1. Call to Order
- 2. Pledge of Allegiance
- 3. Roll Call
- 4. Reports from Mayor and Council Members
- <u>5.</u> 2023 Proposed Budget Presentation
- <u>6.</u> Development Fee Discussion
- 7. Scheduling of Meetings, Other Events
- 8. Executive Session for Mid-Year Check-in with City Attorney
- 9. 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	3rd 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

September 13, 2022 John Karner, Finance Director, 970-350-9732

Title:

City Manager's Fiscal Year 2023 Recommended Budget Presentation

Background:

In accordance with the City of Greeley Charter – Part III, the City Manager is required to prepare and submit to the City Council a recommended budget for the next fiscal year by September 15 of each year. Thereafter the Charter requires the City Council to adopt a budget no later than December 15 following conducting a minimum of one public hearing prior to its adoption.

As a part of the Fiscal Year 2023 Budget Process, the City Manager's recommended budget presentation will commence on September 13 – the first of four City Council session planned. The September 13 work session will provide a high-level overview of the 2023 proposed budget followed by highlights from the proposed budgets for the following Departments:

- Public Safety: Fire and Police
- Water and Sewer

The remainder of the Fiscal Year 2023 budget process is provided below:

September 27 Work Session – high level overview of the proposed budget highlights for the following Departments:

- Public Works
- Culture Parks and Recreation
- Overview of the proposed Compensation and Classification Plan for which funding is included in the recommended budget

October 4 Regular Meeting

 First reading and public hearing on the ordinances required to adopt the Fiscal Year 2023 budget (operating and capital budgets)

October 18 Regular Meeting

 Second reading and public hearing on the ordinances required to adopt the Fiscal Year 2023 budget (operating and capital budgets) The City Manager's budget transmittal letter – which is attached to this memo and included in the budget document – also provides an overview of the financial outlook and highlights of the Fiscal Year 2023 proposed budget.

<u>Strategic Work Program Item or Applicable Council Priority and Goal:</u>

Applies to All Council Priorities and Goals

Decision Options:

This presentation is a part of the 2023 Proposed Budget process and provides an opportunity for City Council discussion of the recommended budget. No action is required or requested.

Attachments:

Links to Budget materials at the following:

Budget Transmittal Letter:

2023 Budget Transmittal Letter

City Manager's Recommended Budget: 2023 City Manager's Recommended Budget

Capital Improvement: 2023-2027 Proposed CIP

Revenue Manual: 2022 Revenue Manual

2023 Recommended Budget Presentation

City Manager's Recommended 2023 Budget

September 13, 2022

Work Session



2023 Budget Development Principles

Constant Principles



Balanced Budget



Healthy Reserves

2023 CMO Principles



Eliminate Single Point of Failures



Align With City's Vision and Key Focus Areas



Strategic Foresight



2023 Budget Council Priorities







\$169,993,987

2023 Budget Highlights

- \$367M one year budget
 - \$260M operating
 - \$107M capital
- \$42M new funding
 - \$20M | ongoing requests
 - \$22M | onetime requests

FAVORABLE BUDGET FACTORS

- Revenue Trends Mostly Returned to pre-covid levels
- 15% Increase in Sales Tax Revenue 2021 to 2023 (\$11.4M)
- New Construction continues to have positive impact on revenues
- City has continued investments that are critical to Greeley's growth
- Reserves are fully funded now and in future
- Forecasting ~\$12.5M carryover funds from 2022

CHALLENGES AHEAD

- Uncertainty of inflationary pressures
- Rising Cost of Supplies and Services
- Early indications of economic slowdown



Item No. 5.

2023 Budget Council Timeline

Council Second Council First Public Council Public 1-on-1 Hearing Presentation Presentation Hearing Meetings **Sept. 27** Oct. 4 **Sept. 13** Oct. 18 Sept.14-26

Questions



Public Safety Fire & Police

2023 Budget Overview



Council Priority – Safe and Secure Communities

Public safety budgets focused on:

- Maximizing safety and security of our community
- Prepare for future growth strategic services, programs and staffing
- Foster trust in public safety
- Enhance partnerships/relationships with community through outreach and community engagement
- Continued investments in training



Operational Highlights







- **Union Contract Increases (\$1.5M)**
- **Authorize over-hiring for** operational staffing (Full time)
- **County Dispatch Upgrades** (\$200k)
- 22% increase to Humane Society **Contract**
- **Operational Department Assessments**
- **Recruitment and retention** strategies (citywide)

Capital Highlights





✓ New Explosive Device Response Vehicle

Ü Full Radio Replacements Fire

Ü New Fire Hazardous Material Identification Tool

Questions



Item No. 5.



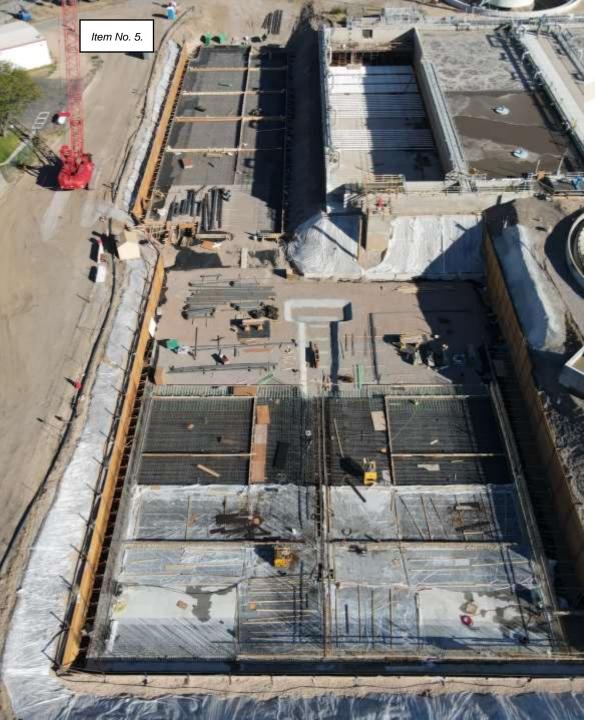
Greeley Water and Sewer Department 2023 Budget Overview

Council Priority – Sustainable Infrastructure & Mobility

W&S budgets developed to protect human health, meet all regulatory requirements, and provide great service to our citizens

- Strategic investments to ensure resiliency
- Replace aging assets and meet new environmental regulations
- Staffing investments to meet operational needs for Greeley's extensive infrastructure





2023 Budget Trends & Highlights

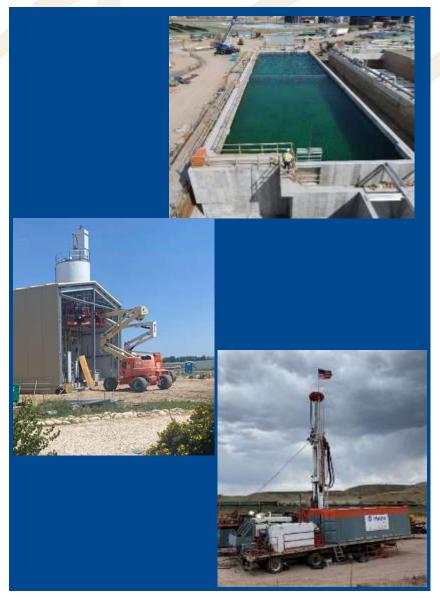
Inflation impacts across almost all budgets

- Sewer fund CIP primarily regulatory driven at the Wastewater Treatment and Reclamation Facility (mandatory Reg. 85 compliance)
- Reduced Water Enterprise CIP to offset

Increasing level of service for customers

- Advanced metering infrastructure (AMI)
- Utility billing transitioning to W&S to align communication between operations and customer service staff
- Asset Management
- Lead service line removal

Summary of Strategic Budget Increases



Operations & Maintenance, Staffing and Increased Customer Service

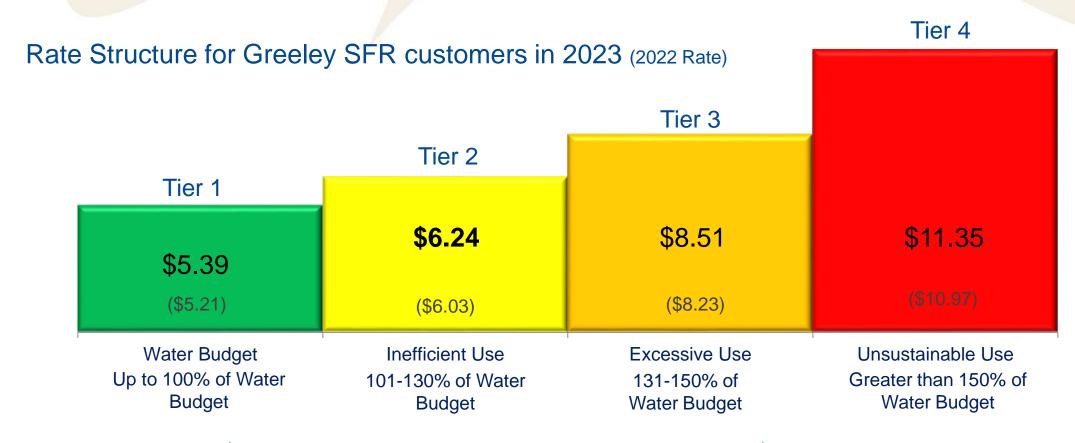
- Greeley's water and sewer systems growing
 - o Infrastructure projects rehabilitate assets and extend service
 - Water treatment and transmission resiliency projects
 - Additional operations and maintenance staff
 - Maintain service level and increase preventative maintenance
- New Utility Billing staffing and resources
- Inflationary increases for operations
 - Treatment chemicals, power, fuel, repair parts, etc.





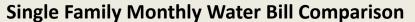


Residential Water Budget Rate Structure



- Uniform rate is \$5.64 for customers not on water budget (up from \$5.46)
- Monthly service charge is \$17.50 (no change from 2022)





Assumes water use of 10,000 gallons per month

* Compares Greeley's 2023 rates with 2022 regional benchmarking



Single Family Monthly Sewer Bill Comparison

Assumes 3,900 gallons average winter consumption

* Compares Greeley's 2023 rates with 2022 regional benchmarking



Questions



Item No. 5.

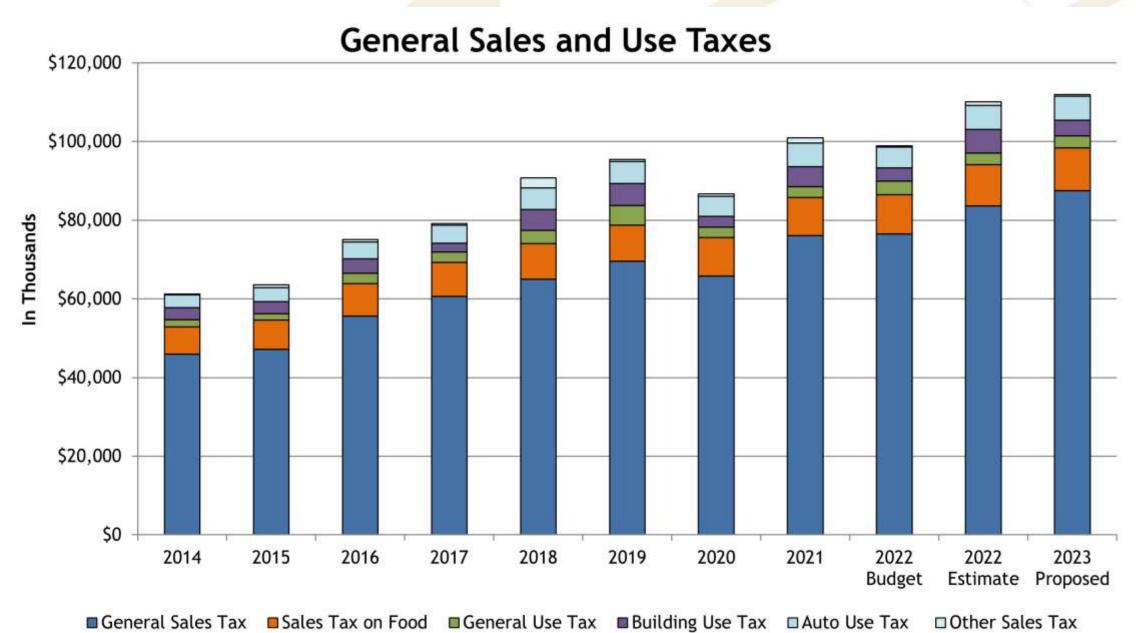
2023 Water & Sewer Rate Changes

Water Customer	Existing Rate/kgal	% Increase	Proposed Rate/kgal
Inside Residential	Varies by Tier	2.5%	Varies by Tier
Inside Commercial	\$5.45	2.5%	\$5.60
Inside Industrial	\$4.28	5.5%	\$4.52

Sewer Customer	Existing Rate/kgal	% Increase	Proposed Rate/kgal
Single Family	\$3.45	\$3.45	
Multi-Family	\$3.46	18.0%	\$4.08
Commercial 1	\$3.48	18.0%	\$4.10
Commercial 2	\$4.85	18.0%	\$5.72
Commercial 3	\$6.21	18.0%	\$7.33
Commercial 4	\$7.58	18.0%	\$8.95
Commercial 5	\$8.97	18.0%	\$10.58

Item No. 5.

Sales & Use Tax Revenue Growth Rates



City Council Work Session Agenda Summary

September 13, 2022 John Karner, Finance Director, 970-350-9732

Title:

Development Fee Discussion

Background:

In 2020 the City of Greeley (City) contracted with Raftelis Consulting (Raftelis) to complete an updated development impact fee study in accordance with the Code's requirement to review development fees every five years. Given that infrastructure demands change regularly as the city grows, periodic review of impact fees ensures they are set at an appropriate level to allow the City to maintain current service levels and infrastructure to support growth without placing the burden of such growth-related improvements on existing taxpayers.

The 2020 Raftelis study calculated updated fees for all public facilities by determining the cost of development-related capital improvements and equitably allocating those costs to various types of development. The final study was presented at the October 27, 2020 work session with the following possible actions presented to City Council:

- 1. Adopt the study's fee recommendations; or
- 2. Adopt fees that are less than recommended and have the City incorporate a reduction in the level of infrastructure development and/or service; or
- 3. Adopt fees that are less than recommended and subsidize the difference through a reduction in other general fund obligations to maintain infrastructure and service levels

During its October 27, 2020 work session, the consensus of City Council was to not adopt the study's fee recommendations and to maintain the existing fee structure set by the 2014 Duncan Associates Study and adopted by Council in 2015. Though Council chose to adopt fees at a level less than recommended, a plan for how to fund the difference between the cost the City was incurring from development and the lower funding levels from the prior study that were adopted, was not formally developed.

The presentation this evening brings this topic back to Council for consideration. The attached PowerPoint presentation includes general information about development fees, an analysis of the \$11M funding gap that has occurred since the decision to keep fees at the prior study's level, and a forecast of how that funding gap will grow over the next five years.

<u>Strategic Work Program Item or Applicable Council Priority and Goal:</u>

Sustainable Infrastructure and Mobility: We strategically plan, design, and build our urban infrastructure systems and facilities so they are attractive, safe, and high-performing. We thoughtfully manage our assets and investments to perpetually sustain their appeal, life cycle value, and function.

Decision Options:

Staff would like to receive City Council feedback related to whether or not the recommended fees from the 2020 Raftelis study should be revisited. Based on the feedback provided, the item could return to City Council to either (a) present a plan to update the City's development fees; or (b) present a plan to fund the development fee funding gap through a reduction in service levels.

Attachments:

PowerPoint Presentation
Link to October 27, 2020 Work Session Packet and Video:
City Council Worksession 10/27/2020 Agenda Packet
City Council 10/27/2020 Work Session Minutes
City Council 10/27/2020 Work Session Video

Development Fees

City Council Work Session September 13, 2022





Presentation Agenda

- Development Fee Overview
- Revisiting the 2020 Impact Fee Study
- Peer Benchmarking
- Discussion & Next Steps





Development Fee Overview

Background:

- Development fees are imposed to offset the cost incurred by the City as result of new development
- Per State Statute, development fees must be legislatively adopted at a level no greater than necessary to defray the impacts of new development
- ☐ Fees fund new or expanded facilities only, *not* maintenance of existing facilities
- \sqcup Fees are adjusted annually using an economic adjustment factor.
- Greeley Municipal Code requires review of fees every 5 years
- The last fee study was adopted in 2015; an updated 2020 study was not adopted

Example Projects Funded with Development Fees:







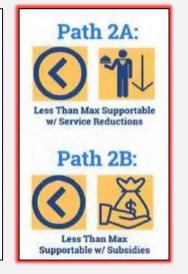
A Closer Look at the 2020 Fee Study

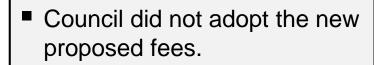
Study

- Fees were calculated for all public facility types (parks, roads, etc.) by determining the cost of growth-related capital improvements and allocating those costs equitably to various types of development
- The study proposed a fourtiered residential fee structure as opposed to the current "one size fits all" structure.
- Four paths were presented to Council in October 2020

Decision







Outcome

Over the last year, residential development fee revenue is an estimated \$11M lower than it would have been at the study's calculated rates



A Funding Gap

The 2020 Impact Fee study calculated fees based on Greeley's projected growth-related capital needs. By not updating fees, future infrastructure costs will need to be subsidized with other funding sources.

	Current Fees	Proposed Fees	Difference
Parks & Trails	\$5,800,000	\$10,100,000	\$4,300,000
Police	\$200,000	\$500,000	\$300,000
Fire	\$1,000,000	\$1,200,000	\$200,000
Transportation	\$6,200,000	\$11,600,000	\$5,400,000
Storm	\$600,000	\$1,500,000	\$900,000
Total	\$13,800,000	\$24,900,000	\$11,100,000





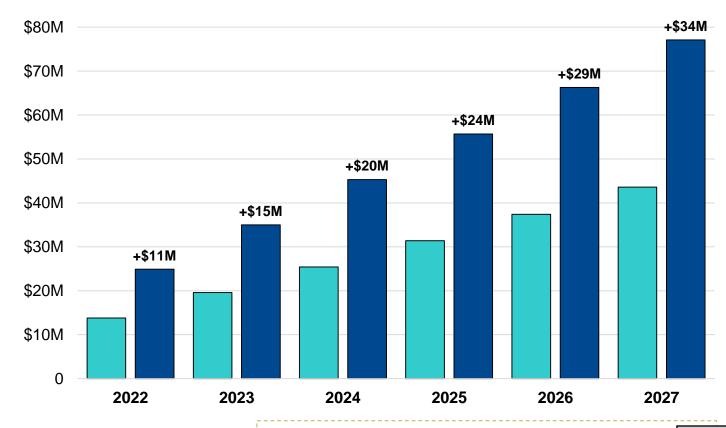


Dataset: New Development 6/1/2021-5/31/2022 466 Single Family and 1,460 Multi-Family

Impact of Keeping Fees at Current Levels

- City must still pay for infrastructure that is needed to support growth
- This means there will be a higher reliance on sales tax dollars to subsidize future infrastructure
- Growth-related projects will be competing/replacing other planned capital maintenance improvements
- If resources are insufficient the City will need to strategically adjust/reduce service levels





Projected revenue includes parks, police, fire, transportation, trails and storm calculated using Community Development's five-year housing unit growth for

Strategically Managing Fee Increases

Concern: We won't remain competitive with neighboring communities

Response: The City always monitors how we compare against regional peers for any City fee or tax burden and data shows that we would remain competitive if the 2020 study fee were adopted.

Concern: Housing affordability

Response: The tiered fee structure provides a path to keep homes affordable and with a tiered structure, lowers the cost for the entry level/more affordable housing stock.

Concern: We're charging too much

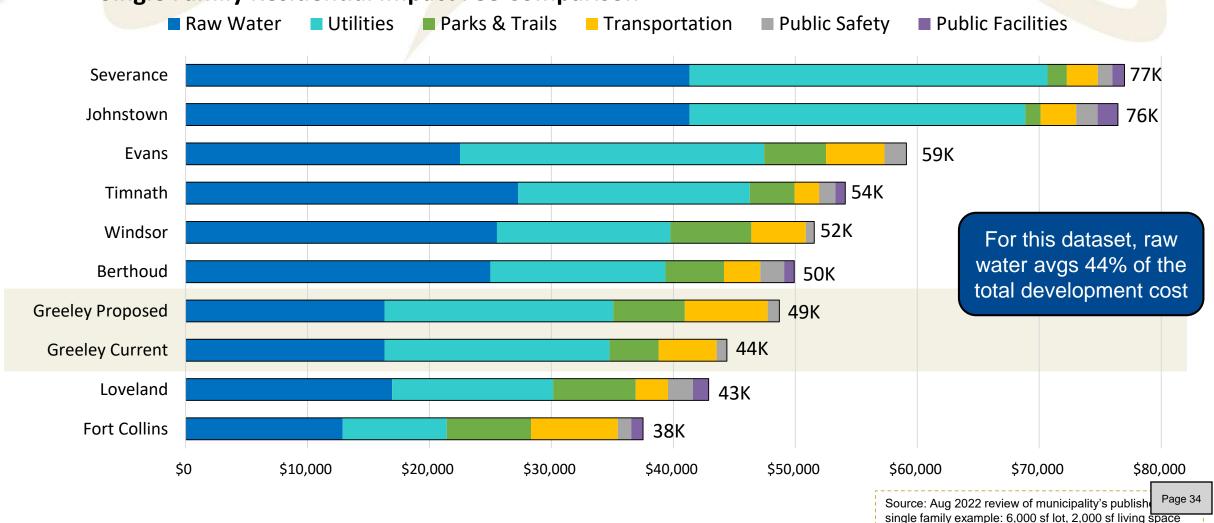
Response: The fee study methodology ensures we only charge what's necessary to recover the cost from the Impacts of development growth, in compliance with State law.

Concern: Development won't happen if we raise fees

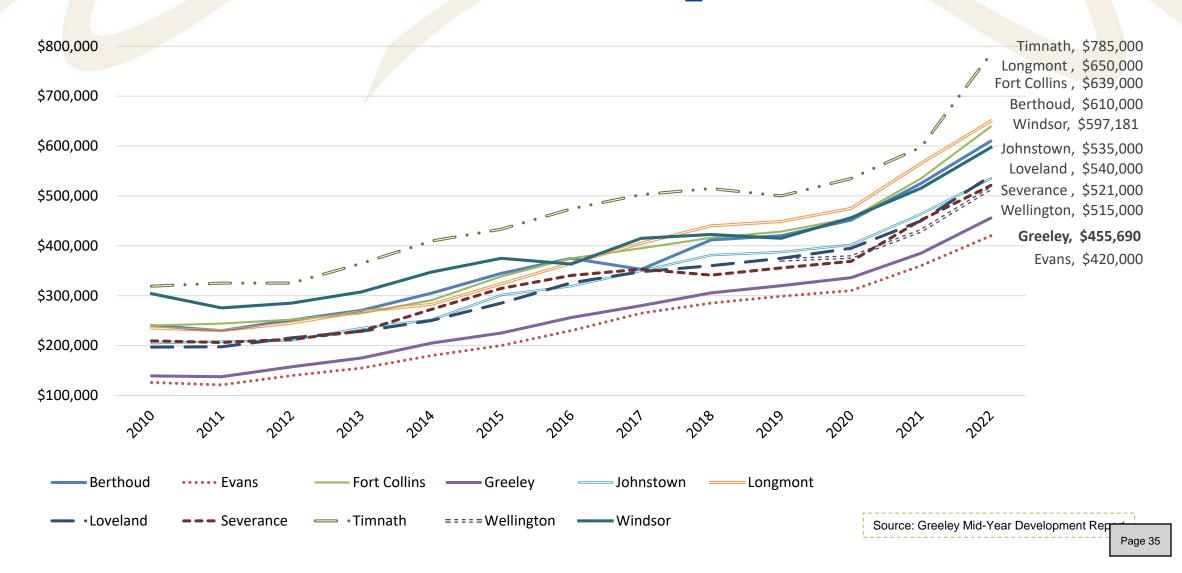
Response: Research suggests the imposition of fees has not stifled development (APA Policy Guide on Impact Fees)

A Look at the Region - Development Cost

Single Family Residential Impact Fee Comparison



Median Home Price Comparison

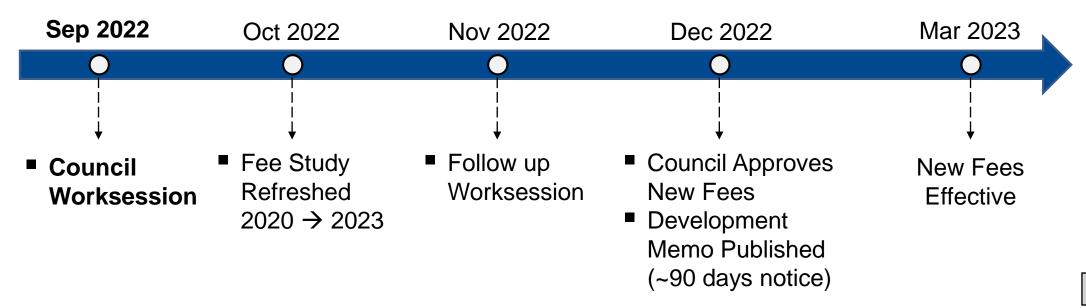


Discussion & Next Steps

Option 1: Keep Development Fees aligned with 2015 Impact Fee Study

Staff to provide follow up presentation on options for subsidizing future growth/reducing services

Option 2: Explore adjustment to fees using updated Impact Fee Study



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Work Session Agenda Summary

<u>Title</u>

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

September 12, 2022 - September 18, 2022

September 2022						
Sul	Мо	Tu۱	We	Th	Fr	Sa
11 18	12 19	13	14 21	8 15 22	2 9 16 23 30	10 17

	October 2022					
Sul	Мо	Tu۱	We	Th	Fr	Sa
9 16	10 17 24	4 11 18 25	12 19	13 20	14 21	15 22

Monday, September 12	Tuesday, September 13 ☐ 6:00pm - 7:30pm Council mid-year check in with City Attorney (Executive Session) - Council Master Calendar ☐ 6:00pm - City Council Worksession Meeting (Council Chambers and via Zoom) - Council Master Calendar Via Zoom) - Council Master Calendar
Wednesday, September 14	Thursday, September 15 ☐ 7:30am - 8:30am DDA (DeBoutez/Butler) ⓒ ☐ 3:30pm - 4:30pm Airport Authority (Clark/Payton) ⓒ
Friday, September 16	Saturday, September 17
	Sunday, September 18
Council Master Calendar	1 9/7/201 Page 3

September 19, 2022 -September 25, 2022

September 2022				
SuMo	o Tu	We T	h Fr	Sa
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	October 2022					
Sul	Мо	Tu۱	We	Th	Fr	Sa
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Monday, September 19	Tuesday, September 20 ☐ 6:00pm - City Council Meeting - Council Master Calendar ·
Wednesday, September 21 □ 2:00pm - 5:00pm Water & Sewer Board (Gates) ↔	Thursday, September 22
Friday, September 23	Saturday, September 24 Sunday, September 25
L Council Master Calendar	1 9/7/20 Page 39

September 26, 2022 - October 2, 2022

September 2022

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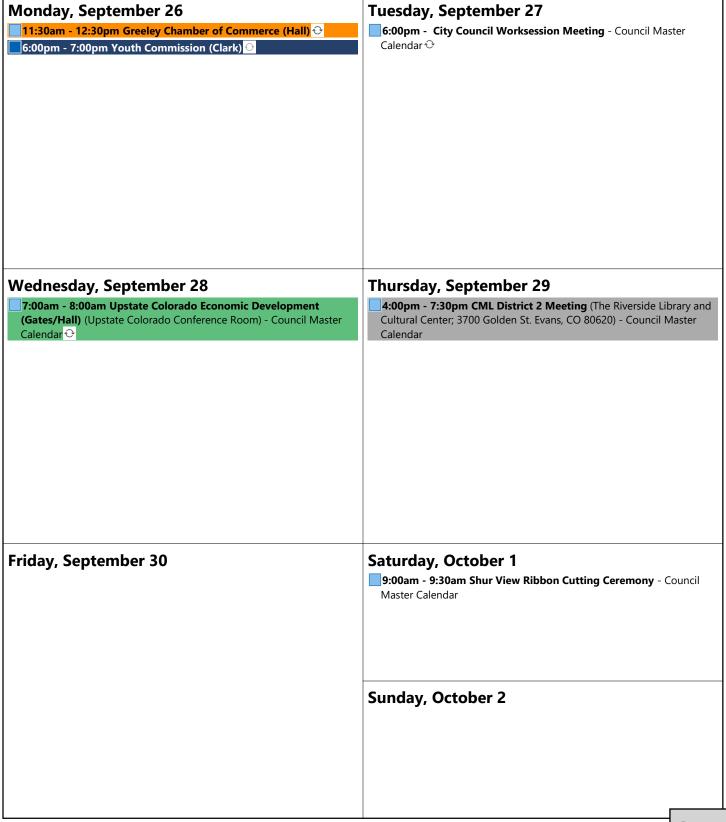
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October 2022

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October 3, 2022 -October 9, 2022

October 2022	November 2022
SuMo TuWe Th Fr Sa	SuMo TuWe 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	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 3	Tuesday, October 4 ■ 6:00pm - City Council Meeting (Council Chambers and via Zoom) - Council Master Calendar •
Wednesday, October 5	Thursday, October 6 7:30am - Poudre River Trail (Hall) ○ 3:30pm - IG Adv. Board (Butler) ○ 6:00pm - 8:30pm North Front Range MPO Meeting (Olson/Payton) ○
Friday, October 7	Saturday, October 8
	Sunday, October 9

City Council Meeting Scheduling 2022							
	as of 9/9/2022						
	This schedule is subject to change						
Date	Description	Sponsor	Placement/Time				
	Minutes (9/6 Council Meeting; 9/13 Worksession Report)	Heidi Leatherwood	Intro				
	Approval of 2023 Proposed Council Meeting and Work Session Dates	Heidi Leatherwood	Intro				
	Introduction of Donald Tripp, Deputy CM and Juliana Kitten, Asst. CM	Mayor	Intro				
	Intro & 1st Rdg Ord - Amending Title 18 regarding Event and Assembly Permits (PH on 10/4)	Stacey Aurzada	Consent				
	Intro & 1st Rdg Ord - Boomerang Ranch Rezone (PH on 10/4)	Becky Safarik	Consent				
September 20, 2022	Resolution - Approving IGA with CDOT for 16th Street Enhancement Grant for \$2 Million	Paul Trombino	Consent				
Council Meeting	Resolution - Approving Settlement Agmt & Release in the Matter of XXXXX (tentative)	Doug Marek	Regular				
	2nd Rdg Ord & PH - Cobblestone Rezone	Becky Safarik	Regular				
	Resolution & PH to consider Ash Parks & Recreation District	Becky Safarik	Regular				
	Resolution & PH to consider Delantero Metropolitan District	Becky Safarik	Regular				
	Resolution & PH to consider the Two Rivers Marketplace Metropolitan District	Becky Safarik	Regular				
	Board & Commission Appointments	City Clerk	Regular				
September 27, 2022	CDBG Budget presentation	Ben Snow					
Worksession Meeting	2023 Budget overview - Part 2	Noel Mink/John Karner					
	Proclamation - Domestic Violence Awareness Month		Intro				
	Proclamation - National Arts and Humanities Month		Intro				
	Minutes	Heidi Leatherwood	Consent				
October 4, 2022	Intro & 1st Rdg Ord - Bag Tax and Delivery Fee Tax Exemption (PH on 10/18)	John Karner	Consent				
Council Meeting	Intro & 1st PH Ord - 2023 Budget (2nd PH on 10/18)	John Karner	Consent				
Council Meeting	Intro & 1st Rdg Ord - Compensation and Class (PH on 10/18)	Noel Mink	Consent				
	PH - CDBG Budget presentation	Ben Snow	Regular				
	2nd Rdg & PH - Boomerang Ranch Rezone	Becky Safarik	Regular				
	2nd Rdg & PH - Amending Title 18 regarding Event and Assembly Permits	Stacey Aurzada	Regular				
October 11, 2022 Worksession Meeting	Update on the COG Image Campaign	Jaqueline Villegas					

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 On Hold pending outcome of grant application.	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 71st Avenue and 8th Street	June 7, 2022 Council Meeting	Requested that Public Works review the traffic and to improve safety in this congested area. Waiting on information from District 6.	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

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:
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 flooding in Poudre River Ranch neighborhood	July 19, 2022 & September 6, 2022 Council Meeting	Research flooding concerns with staff.	Becky Safarik

City Council Work Session Agenda Summary

September 13, 2022 Doug Marek, City Attorney, 970-350-9757

Title:

Executive Session for Mid-Year Check-in with City Attorney

Background:

In 2020 the City Council adopted an annual review process for the City Employees who are appointed by and report directly to City Council: City Attorney, City Manager, and Municipal Court Judge. One component of the annual review process is a mid-year check-in with each of the Council appointees. The City Council conducts mid-year check-ins in executive session as provided by law.

<u>Strategic Work Program Item or Applicable Council Priority and Goal:</u>

High performance government.

Decision Options:

A motion to adjourn the City Council Work Session and move into an Executive Session for the purpose of discussing personnel who report to Council as provided for under C.R.S. 24-6-402(4)(f) and Greeley Municipal Code Section 2-151(a)(6).

Attachments:

None