



CITY COUNCIL WORK SESSION

448 E. 1st Street, Room 190 Salida, Colorado 81201

June 06, 2022 - 6:00 PM

AGENDA

Please register for the City Council Work Session

<https://attendee.gotowebinar.com/register/8054749917914710285>

After registering, you will receive a confirmation email containing information about joining the webinar.

DISCUSSION ITEMS

1. Chaffee Housing Authority Update
- [2.](#) FAML I Discussion
- [3.](#) F Street Stage Discussion
- [4.](#) "Open Doors" RV Program Update



CITY COUNCIL ACTION FORM

DEPARTMENT	PRESENTED BY	DATE
Finance	Kristen Hussey - Assistant Finance Director	June 6, 2022

ITEM

Overview of Colorado’s Paid Family Medical Leave Insurance (FAMLI) and comparison to the City’s current short-term disability benefit.

BACKGROUND

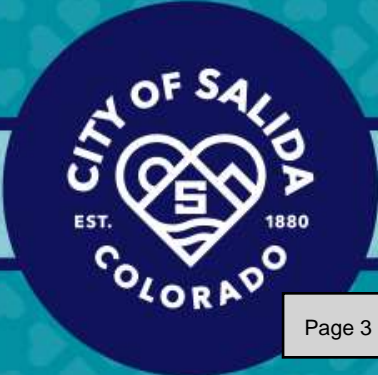
In November of 2020, Colorado voters approved Proposition 118, which initiated the start up of a state-run Paid Family Medical Leave Insurance (FAMLI) program, which provides employees with 12 weeks of paid leave to take care of themselves or a family member during events such as injury, serious illness, or pregnancy.

As a Colorado municipality, the City is automatically opted into the program unless Council formally votes to opt out of the program. The corresponding slides detail the pros and cons of the FAMLI program and compares the FAMLI program to the City’s current short-term disability benefit that is currently offered to eligible employees.

Finance Committee discussed the FAMLI program in their meeting on May 16 and is leaning towards opting into the FAMLI program, as it allows more flexibility to employees to take leave, with the City paying the full premium cost.

Colorado's Paid Family Medical Leave Insurance (FAMLI) Program

Presented by: Kristen Hussey, Asst. Finance Director





FAMLI Overview

- Passed by Colorado voters in November 2020 (Prop 118)
- Provides employees with 12 weeks of paid leave to take care of themselves or a family member during events such as injury, serious illness, or pregnancy
 - Comparable to City's current short-term disability benefit – see next slide
- Premiums collected starting Jan 1, 2023
 - City must pay **at least** 50% of premium
 - Benefits start Jan 1, 2024
- Municipality participation is automatic unless Council formally votes to opt out





Comparison to City's Current Short-term Disability Benefit

Item 2.

	FAMLI	Current ST Disability Plan
Time of Benefit	12 Weeks	11 Weeks
Use	To care for self or family member	To care for self only
Cost to City and Employee	<p>In total, 0.9% of employee wages: Employee Premium: Up to 0.45% of wages City Premium: At least 0.45% of wages</p> <p>Note: City can elect to contribute part or all of employee portion of premium</p> <p>Anticipated Annual Cost to City (assuming City pays entire premium): About \$52k</p>	<p>Employee Premium: ~0.06% of wages (payroll taxes on premium) City Premium: ~0.37% of wages</p> <p>Current Annual Cost to City: About \$22k</p>
Amount of Benefit Received	<ul style="list-style-type: none"> Varies by employee due to various factors in state's benefits calculation, but on average, ~60.1% of weekly wages Net benefit more beneficial for ~59% of currently eligible employees Up to \$1,100 per week 	<ul style="list-style-type: none"> 60% of weekly wages Net benefit more beneficial for ~41% of currently eligible employees due to various factors Up to \$1,000 per week
Other	<ul style="list-style-type: none"> No waiting period 	<ul style="list-style-type: none"> 2 week waiting period



FAMLI Pros and Cons

- **Pros**

- 1 Additional week of leave
- Ability for employees to take paid leave to help a family member (not just for themselves)
- No 2 week waiting period

- **Cons**

- Higher annual cost to City (~\$30k/year)
- 2023 City will incur current short-term disability premiums **and** FAMLI premiums
- State still working out all the details of the plan
- Premiums are not taxed up front, resulting in employee needing to pay federal income taxes on any benefit received during the filing of their annual individual tax return



FAMLI – Other Considerations

- Employees can still participate individually even if City opts out (they would be personally responsible for 50% of premium)
 - If City opts in, must wait three years for opportunity to decline participation again
 - If opt out now, can elect to opt in during any future year
 - City opting out would require a Council vote needed by July 1, 2022
-
- **Finance Committee**
 - In favor of opting into the program (i.e., no Council action needed) with City paying 100% of premium cost



CITY COUNCIL WORK SESSION MEMO

DEPARTMENT Arts and Culture	PRESENTED BY Michael Varnum - Arts and Culture Director	DATE June 6, 2022
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ITEM

Community stage for F Street

BACKGROUND

A group of performing artists have requested a stage to be located in the F St. closure between 2nd and 3rd in the street in front of Natural Grocers. Local performers and artists would use the stage. Several local groups have written letters of support for the stage, and they, as well as others would like to perform on it during the summer. Businesses in the area have signed a petition of support for the project. There will be no cost for performing to the groups for using the stage.

The stage will consist of an outdoor weather resistant stage 16' by 20' designed to work in the space requested.

The stage usage will be managed by a committee of those groups using the stage. The City Arts and Culture department will provide assistance as needed.

Attached is the request to City Council for a stage to be located on F St.

The Public Art Commission approved spending up to \$25,000 for the purchase of the stage. The funding is available in the Commission's 2022 budget.

May 17th, 2022

Salida City Council,

Two weeks ago, we planted a seed. I'm here to water it.

The collective idea for a community stage on F St was born as a solution to increase foot traffic and liveliness of the 1/2 block F St closure between 2nd and 3rd, and to create stage access to local performers who cannot book Salida venues during the summer. Since then, this idea has grown, and many have contributed to elaborating the vision. We hope the stage will be a space for performances, busking, announcements, raffles, fundraisers, live painting, featuring artwork, classes, showcasing skills learned from local classes, and the list could go on and on!

The F St stage would provide solutions to concerns you've expressed. You've asked for more to happen on this 1/2 block during the F St closure, and that's what we're trying to do. Also, the arts community needs this stage, and they are dedicating their time to ask for it. This would truly fill two needs with one deed, or feed two birds with one scone. We are asking the city to support our Creative Arts District by being creative with how they support their artists, and to provide creative opportunities to meet the community's needs.

We do not want Natural Grocers to sponsor this stage in the form of financing it because it would mean much more if it came from the heart of Salida. That's you, and that's us. Also, if it was funded by an outside source, it would be logistically difficult, and may not even be possible, to make happen for this season. The small businesses on this half block simply don't have the means for funding this project, and that's why they need the added business it would bring.

The amphitheater stage does not provide what an F St stage would offer and is not accessible to many of Salida's local artists for the purposes an F St stage would have. An F St stage would be smaller and more conducive to performers of all experience levels and ages, would house and encourage a busking culture, and would support the intimate crowds for more unique showcases. I want to remind you that I am not just speaking on behalf of Monarch Madams or to our sole needs, but speaking for the collective of community members who are advocating for this project or who have dedicated their time to this proposal the last few weeks who are passionate about meeting this need of artists in our beloved town rooted in the arts.

I know you will have many questions, of which we have been preparing answers for during the last 2 weeks. I cannot address all the information we've gathered since I have this limited time to speak, but we have ideas of how to book time slots for stage use, storage during the off seasons, volunteers to dedicate their time and skill sets to construction, and an estimate of cost and size.

We are asking that you help coordinate for the Arts and Culture department to fund this project in the realm of \$10,000-15,000. We are only asking for exactly what the materials and assembly will cost, and nothing more. The size of the stage would be approximately 20'x16', less than the length of one parking space. The space it would be located has an extra 3.5' from the sidewalk to the Natural Grocers parking lot wall, so there would be about an 8.5' clearance to maneuver behind the stage and an 8' clearance from the front of the stage to the street centerline. These measurements are well within the allowed limits.

We have the signatures of all the businesses on this 1/2 block supporting the enactment of this project, along with many letters of support from non-profits and individual artists involved in the performing arts of all ages, including the Salida Circus and Boys and Girls Club.

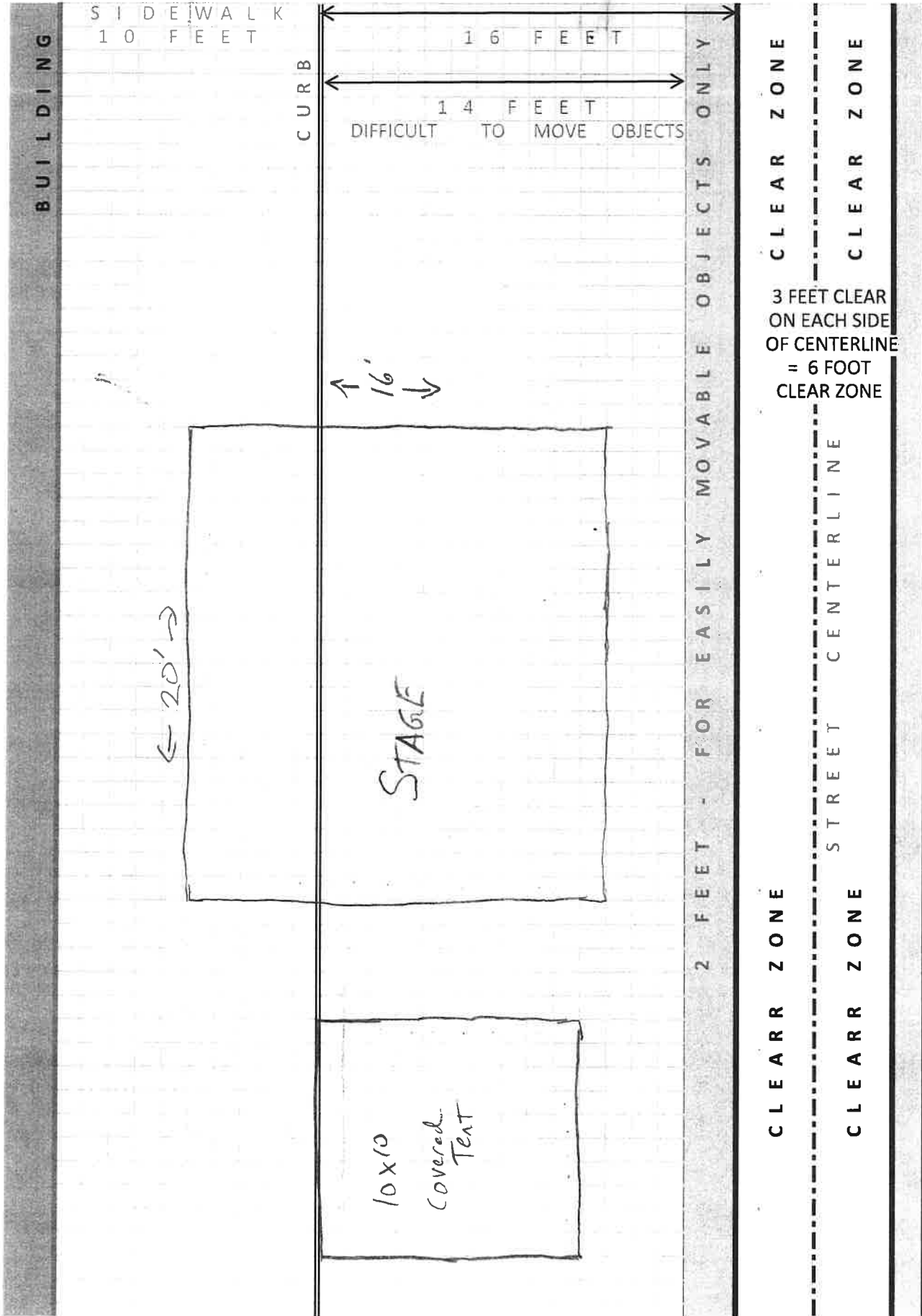
Some of you know that we lost an incredible community member a few days ago. Magic Steve, the Salida Circus Ringmaster and a community staple, passed away on May 15th, 1 hour after emceeding the circus' 15th birthday celebration show. Magic Steve spoke at the last council meeting in favor of having a community F street stage for Salida to be able to offer the street performance culture that was so dear to him. He was going to be heavily involved in this endeavor, and when this stage has landed, we would like it to be named Steve in his memory.

The city has the means allocated for these purposes. Please help this dream of local artists who are here and no longer be with us be born from the heart of Salida.

Thank you,
Hannah Michaels
Salida Citizen and Artist
Founder of Monarch Madams

EXHIBIT A: CITY BOUNDARIES AND LICENSEES PLAN FOR PRIVATE ACTIVITIES/IMPROVEMENTS
□ = 1' PLEASE INDICATE THE LENGTH OF BUILDING FRONTAGE AND DRAW IN ALL AMENITIES
PLANS MUST SHOW ADA ACCESS IN EXPANSION AREA & PRESERVE ADA ACCESS ALONG SIDEWALK

RIVER →



Uptown Fst Stage

As a business on the block between 2nd and 3rd I support a stage. It is a way to not only support local artists of all kinds but will also bring vibrancy to the block and draw more people up this way helping to promote businesses throughout downtown.

Business Name

Signature

Little Red Tricycle 219 Fst

[Signature]

Pinan Real Estate Group 201 F street

[Signature]

Kaizen Life & Fitness 207 Fst

1000 F (N. Y. REMIIR (Pamelas Breed))

[Signature]

Dragonfly Gifts

[Signature]

Into the Ether 211 F St.

Jenna Janison

Peak View Mortgage

[Signature]

Here's the Scoop

Richard Scott

Free the Monkey Consignment

[Signature]

Natural Grocers

Ashley Busk



On behalf of Salida Circus and Colorado Theater in non traditional spaces, I would like to advocate for a community stage on F Street in Salida.

The F St pedestrian area is ideal for a community stage. Not only will it add to the artistic culture of our town, but it will offer a viable performance venue to local artists who cannot afford the high rental cost of traditional venues.

From my 35 years as a circus performer, I know how valuable street show opportunities can be to the livelihood of performing artists. Having access to the F street community stage in the summer months - Salida's liveliest and most populated season. - will be incredibly helpful to the variety of artists that make up the unique fabric our town.

Sincerely,
Jennifer Dempsey
Director
Salida Circus
Colorado TINTS



**BOYS & GIRLS CLUBS
OF AMERICA**

I'm excited for the idea of a stage. Some of my ur students are learning the Ukelele and would love to give a concert for their friends and passerby! Some older kids may like to do some form of poetry jam, and I liked the idea of getting kids to do some jokes as a way to get them to build some self confidence via stand-up.

Thank you for thinking of us, and looking forward to some summer fun!

Kiki Lathrop
Boys and Girls Club Salida Branch Director
719-539-9500



Monarch Madams believe having an F St community stage would be a huge asset to the community. As local performing artists whose productions offer a distinct, unique, and fun addition to Salida's arts culture, we would like to see a free venue that allows local artists like ourselves the opportunity to showcase their work during our community's liveliest season and main events of the year. The F St closure offers the perfect place for a community stage to add street performing ambiance to our beloved downtown arts culture and support local artists to have access to sharing their creations in the middle of the action. Our dance troupe lacks access to perform in Salida venues during the summer season. We understand why musicians are favored in the booking process, but believe because we are a Creative Arts District, local artists should have access to showcasing what they do during the busy season, despite their financial status or type of artwork.

Hannah Michaels
Founder
Monarch Madams



SANDELL STUDIO

Music Lessons & Classes

Mary Sandell, mary@sandellstudio.com

1604 K Street, Salida, CO 81201

970-217-0051

May 8, 2022

To Whom it May Concern,

It was recently brought to my attention that there has been consideration of a placing a small stage on F street. As a local music teacher, I would like to voice my support of this project. I have many students that are learning to play piano and strings. A simple stage (with access to power for electric keyboard instruments or simple amplification) would be a great way to allow students additional opportunities to work on their performance skills. The central location of this stage would also allow attendees to spend more time in our downtown shopping district.

Thank you for your consideration of this project.

Sincerely,

Mary Sandell

Owner, Director, Teacher - Sandell Studio

I have been an active participant in the youth performing arts community of Salida since I moved here in 2016. As a town, we have incredible young performers who have some amazing but fairly limited opportunities to explore and display their skills. I know I would love to use a performing space on F street. As a musician and an active member of Articipate's program Rok Skool, I know that several groups in the program (including the multiple I play in) would love the opportunity to perform, even for a small amount of time, outside of our normal two-show-per-year schedule. I also know that there are multiple teen musicians who don't participate in this program but often like to perform at gigs and would definitely take the opportunity to perform on F street. I'm sure a performance space would get ample use during the summer, even if it was just a kid with a guitar playing for tips.

Beyond music, I have also been a member of the Salida High School Drama Team since I was a freshman. We have an amazing drama program that I'm sure would love to take advantage of the performing space for small performances during the summer. The community loves seeing the kids on the drama team perform and I'm sure it would be a great experience for all. I could imagine a small showcase of short scenes or skits being performed in such a space.

Although I'm not a visual artist myself, I would definitely love to see some form of live visual art creation showcase, and such a space would be optimal for that kind of thing. Overall, I think it would be a great addition to the Salida Arts District.

Jessie Rollins
Salida High School Senior

My name is Jaylon Blackmon. I'm an independent artist from Georgia. I just moved back to Saluda and of all the time I've spent here, I have gotten a lot of acceptance for my work as a musician. Coming from a small town that really doesn't have anything that supports the talented people in their community, I can definitely vouch for the incredible impact a public space for local talent would have. Having such a space would create opportunities for networking and give starving artists of all walks a place to get some exposure, or even just share their beautiful works with the community. Having a place for classes would help the community get involved and give more people chances to explore new paths in life. Businesses will also benefit by having a place to potentially advertise, and the location could give wandering visitors and locals alike an excuse to explore the surrounding areas. Most importantly, it's a great way to bring talented people together in a safe place that's inviting and encouraging.

Jaylon Blackmon

I'm Myka Daugherty, a 17 year old artist attending Salida High School and a part of this year's graduating class. As an active artist in the community (having sold my work downtown and participated in the blockade murals) I believe that the stage would make an excellent addition to Salida's creative district by encouraging the performing and visual arts. If it were to be constructed, I would like to participate by leading activities like en plein air painting, kombucha sip and paints, and of course, arts and crafts with the kids, doing things like painting rocks or sculpting with air dry clay. These wholesome and interactive activities would help inspire our citizens to enjoy the arts while also drawing attention to the more neglected parts of F Street. A colorful win for the city of Salida and its residents.

My name is Alex Regeimbal, I'm writing as a local, independent artist based out of Moffat, CO, but relying on Salida as my homebase for arts related events. Having an F St Community Stage isn't just an asset to building community; it's an asset to building economy. When artists, arts organizations, and business team together we can publicize events to a greater extent, which brings in more customers, and makes these community building gigs sustainable for businesses and artists alike. The Creative Arts District's F Street closure is such a great asset to Salida as it offers safe, vehicle-free space for warm weather activities. Teaming up with local performers and performance groups for a community stage would build town pride and help draw even more foot traffic to local business and local artists.

Thank you for your consideration,
Alex Regeimbal
Lupine Lady Music



CITY COUNCIL WORK SESSION MEMO

DEPARTMENT Community Development	PRESENTED BY Bill Almquist - Community Development Director	DATE June 6, 2022
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ITEM

“Open Doors” RV Rental Program Update

BACKGROUND

Staff will provide a brief update on the Open Doors RV Rental Program, including information on RV units to be purchased, proposed master lease agreement with the Salida RV Resort to be discussed at the 6/7 regular meeting, a subtenant lease agreement, Applications for both employers and workforce tenants, etc.

Staff appreciates any questions or feedback Council may have.