



City of Greeley, Colorado

Lincoln Park Annex Building

# CITY MANAGER'S WORK PROGRAM

## 2016

*A report of City Council's priorities and objectives and the City Manager's list of projects and programs to implement in 2016 to advance Council's goals.*

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## City Manager's Message

City Council's list of priorities and objectives is a major policy document meant to help guide the investment of resources both in terms of financial assets and human resources. Council affirmed the priorities listed on Page 3-6 of this document for the upcoming year.

With the Council priorities and objectives as a guide, Staff annually prepares a work program to guide the staff's efforts for the upcoming year.

This year, staff is modifying the work program to include the categories of Department Operations, Department Activities and Citywide Initiatives. Each category is discussed below and shown in more detail in this document.

### Department Operations

Regardless of Council's Priorities and Objectives, there are numerous daily tasks and services that staff must complete to meet the various functions of local government. The Department Operations category also includes random items that come up during the year be it legal issues, legislative issues from other governments or other unforeseen issues. At times these unplanned items become Department Activities or Citywide Initiatives. As an example, there is currently a court case regarding a municipality's ability to regulate oil and gas. Once the results of this case are known, a Department Activity to modify our code in response might be necessary. Clearly, operations consume the majority of staff time available in a given year. In fact, we estimate that this work program category consumes between 80 to 90 percent of staff time available in any given department. The attached list is not exhaustive nor is it submitted to request feedback per se. Rather, it is meant to give a picture of those activities that consume a majority of the staff's available time and to provide context when discussing Department and Citywide initiatives that are more discretionary in nature. In short, we want to create a realistic work program.

### Department Activities

Department Activities include new projects, with a defined beginning and end, meant primarily to address Council Priorities and Objectives. However, they may include efforts necessary to upgrade Department Operations as well. Department Activities are primarily a work effort impacting only one Department but may require some assistance from other departments. They may entail work to establish a new function that ultimately becomes a Department Operation. As an example, the Special Enforcement Team (SET) was a Department Activity in the Police Department several years ago and included selecting members for the team, special training, equipment purchases etc. all in an effort to arrest career criminals. Today, SET is a normal part of Departmental Operations. Department Activities require regular reporting to Council in monthly Department updates, City Manager Snap Shot emails, worksessions and/or Council meetings.

### Citywide Initiatives

Like Department Activities, Citywide Initiatives are projects that address City Council Priorities and Objectives. However, they require coordinated efforts between multiple Departments to complete. They normally have a larger scope of impact to the organization and community. They too are routinely reported to Council as described above. As with Activities, a Citywide Initiative may ultimately become a normal Department Operation

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in the future. This year, establishing the Keep Greeley Moving tax program is a Citywide Initiative in Public Works that will become part of Department Operations in years to come.

The process of approving the City Manager's Work Program is similar to the process of the Council adopting a budget. Each year, staff prepares a proposed balanced budget and submits it to review by Council. As the budget is balanced, if something is added by Council a corresponding reduction must be made. Although not as precise as a budget, this proposed City Manager Work Program is balanced in terms of time available by staff to complete. As such, as Council reviews the proposal the addition of new items would require a reduction of items of perhaps extending completion beyond the current work year.

Respectfully submitted,

Roy H Otto  
City Manager  
January 20, 2016



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## City Council's 2016 Priorities

*Each year the Greeley City Council reviews the vision statement and current realities and establishes priorities that they believe will maintain and improve the community. These are the 2016 priorities and objectives.*

### Image

Community promotion & marketing  
Healthy neighborhoods  
Appealing community entryways & corridors  
Youth success  
Quality of life

### Safety

Crime prevention & suppression  
Emergency readiness & response  
Traffic safety

### Economic Health & Development

Engaged business and industry relationships  
Active support of business development  
Economic initiatives

### Infrastructure & Growth

Public facilities & equipment  
Environmental infrastructure  
Human infrastructure  
Civic Infrastructure

## City Council's 2016 Priorities with Objectives

*The goal for each priority is listed along with a description of the objectives.*

### **PRIORITY: Image**

**GOAL:** Reinforce Greeley's vision as an attractive and vibrant community in which to live, learn, work, and play.

- I. COMMUNITY PROMOTION & MARKETING:**  
Deliberate efforts to positively affirm Greeley's character and attributes.
- II. HEALTHY NEIGHBORHOODS:**  
Develop and sustain neighborhoods that reflect a safe, attractive, and appealing place to live.
- III. APPEALING COMMUNITY ENTRYWAYS & CORRIDORS:**  
Present a pleasant, positive, and welcoming impression of Greeley to residents and visitors.
- IV. YOUTH SUCCESS:**  
Help create a community environment that supports youth success.
- V. QUALITY OF LIFE:**  
Devote public resources to help create an exceptional community experience.

**OBJECTIVES**

## **PRIORITY: Safety**

*Goal: manage the health, safety & welfare in a way that promotes a sense of security and well-being for residents, businesses and visitors.*

### **OBJECTIVES**

- I. CRIME PREVENTION & SUPPRESSION:**  
Foster a safe environment for Greeley residents and businesses.
- II. EMERGENCY READINESS & RESPONSE:**  
Minimize loss of life and property through risk prevention and preparation, capability & effectiveness of response.
- III. TRAFFIC SAFETY**  
Create an environment that promotes the safe movement of people, goods and services.

## **PRIORITY: Economic Health & Development**

*GOAL: Foster and maintain public and private investment in business development.*

### **OBJECTIVES**

- I. ENGAGED BUSINESS AND INDUSTRY RELATIONSHIPS**  
Foster and sustain active and productive relationships with key employers and businesses to secure and expand their local success.
- II. ACTIVE SUPPORT OF BUSINESS DEVELOPMENT**  
Promote a business-friendly environment and system of municipal services that support commercial enterprise.
- III. ECONOMIC INITIATIVES:**  
Develop opportunities to target public investment toward specific, high value economic development projects and markets.

## **PRIORITY: Infrastructure & Growth**

*Goal: Establish the capital & human infrastructure to support & maintain a safe, competitive, appealing, and dynamic community.*

### **OBJECTIVES**

**I. PUBLIC FACILITIES & EQUIPMENT:**

Provide a framework of public services, facilities and equipment that support a safe, pleasing and successful community.

**II. ENVIRONMENTAL INFRASTRUCTURE:**

Improve and maintain the City's natural resources for the benefit of the community.

**III. HUMAN INFRASTRUCTURE:**

Invest in employee development.

**IV. CIVIC INFRASTRUCTURE:**

Create a community that recognizes and capitalizes on the power of aligned principled relationships to address any challenges we face



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## Citywide Initiatives (Item 16 added 8/5/16)

*Like Department Activities, Citywide Initiatives are projects that address City Council Priorities and Objectives. However, they require coordinated efforts between multiple departments to complete. They normally have a larger scope of impact to the organization and community. As with Activities, a Citywide Initiative may ultimately become a normal Department Operation in the future. Progress reports are provided regularly through monthly Department Updates, at Council Work Sessions or through the City Manager's Snap Shot emails.*

### 1. REAL ESTATE ASSET MANAGEMENT

Purpose: Currently, there is no coordinated program or process in place to monitor leases or other agreements that are associated with city owned property. Neither is there a coordinated process for purchasing property and rights of way. This initiative will develop and implement an inter-departmental program of real property asset management, focusing on leasing City-owned mineral rights, actively managing leases, and tracking royalties, but also including leases of City-owned real estate, easements, license agreements and purchases.

### 2. DOWNTOWN HOTEL AND CONFERENCE CENTER

Purpose: Currently Greeley is lacking space available to support medium sized conferences. In 2015, a request for proposals was distributed for a private partner to work with the City to construct such a facility in Downtown. A partner has been selected and it is anticipated the development agreement will be approved in 2016 and construction will commence.

### 3. CITY CENTER PHASE I

Purpose: In 2011 a facility space needs analysis was completed. This study indicated that combining much of the City's Administrative Office Space would be financially and operationally appropriate. Since that time, property has been secured surrounding City Hall Annex. This initiative will initiate the first phase of this consolidation.

### 4. ESTABLISH COMMUNICATION SERVICES DEPARTMENT

Purpose: During the review of the 2015 Budget, Council expressed a desire for staff to review the potential of consolidating all communication and marketing functions in one department. Funds were allocated in the 2016 budget for this purpose. This initiative will implement that plan.

### 5. COMPREHENSIVE PLAN PHASE I

Purpose: Engaging the community periodically to establish a vision for our future is a priority of Greeley City Government. The last effort in this regard was completed in 2009. This initiative will begin a 24 month-long process to update Greeley's Comprehensive Plan.

### 6. RIGHT-OF-WAY MAINTENANCE

Purpose: Concern has been expressed about the haphazard way rights of way are maintained throughout Greeley. This initiative involves the inventorying of rights of way to be maintained, standard development and implementation of necessary policy and budgets to make necessary improvements to the visual aesthetics of Greeley's rights of way.

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## 7. TWO YEAR BUDGET

Purpose: 2016 is the year scheduled for the development of the next two year budget (2017/2018).

## 8. PERFORMANCE MEASUREMENT

Purpose: A number of years ago, internal training was conducted and various performance measures were established. This initiative endeavors to expand that training as well as implement a system from the International City Management Association that will help us better track, compare and utilize performance measures in the management of the City.

## 9. BROADBAND SERVICE

Purpose: Many communities in the region are investigating providing broadband internet service to their citizens. This issue has also been discussed by Council. This initiative will analyze the options for Greeley including the option to participate in a regional broadband service.

## 10. PURCHASING PROCESS REVISIONS

Purpose: Beginning in 2015, the Finance Department hired a consultant to review the City's purchasing process. This initiative will involve the implementation of the recommendations of this study.

## 11. BUSINESS LICENSE REVISIONS

Purpose: Council desires to be supportive of growing businesses in Greeley. Over the years numerous business licenses have been established that have created clarity and consistency issues. This initiative involves a wholesale review and streamlining of this system.

## 12. POLICE TRANSPARENCY AND ACCOUNTABILITY

Purpose: The issue of police transparency and accountability is prevalent across the country. This initiative will involve addressing some of those issues locally through a concerted effort to increase our social media presence, increase public information presentations and developing a pilot body-worn camera program.

## 13. KEEP GREELEY MOVING

Purpose: In 2015, Greeley voters approved a sales tax increase known as Keep Greeley Moving to enhance our efforts at street maintenance. This initiative will implement the new program, and report progress to the community.

## 14. POUUDRE GREENWAY MASTER PLAN

Purpose: The Poudre River is a critical asset to Greeley. This initiative involves the completion of a process begun in 2015 to create a master plan to provide a working framework within which to foster preservation and support the Greeley/Windsor reach of the river to complement this area amenity, address floodplain impacts and leverage support for its development and connectivity with the community trail system.

## 15. WATER EFFICIENCY TACTICAL TEAM (WETT)

Purpose: Greeley has a water resources legacy in the region, state and nationally. As Greeley plans for its future, water planning is critical. A major portion of this planning includes water conservation. This activity

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includes work items all meant to conserve and/or efficiently use our current and future water supplies. The work items include: continued implementation of the state approved 2015 Water Conservation Plan, approval and implementation of a new landscaping code, updating the non-potable water master plan, implementing a water budget rate structure and developing a water issues messaging campaign similar to the Greeley Unexpected program.

### 16. VOTER REAUTHORIZATION OF SALES TAX (0.30% AND 0.16%)

Purpose: To arrive at a recommendation to City Council for a possible ballot issue in 2017, asking voters to reauthorize the sales tax rates approved by voters in 2002 (Quality of Life projects) and 2004 (Public Safety facility). These rates, 0.30% and 0.16% will end in 2022 and 2024 respectively. The sales tax revenue generated from continuing the 0.46% rate would pay for capital needs such as railroad crossing quiet zones, replacement of fire stations 2 and 4, City Center II, additional parks or other facilities, and other major capital needed for the next 20 years. While the City is able to pay for City Center Phase I within current resources, there are not available resources to pay for any major capital needs for new facilities. Without a new building, the City is left with aging buildings, two of which are in significant need of capital maintenance and has accessibility issues. Also, in the 2002 and 2004 voter approved taxes, citizens agreed to pay for some associated operating costs. In 2017, these facility and other operating costs total nearly \$1,000,000. These costs continue even at the termination date of the associated sales taxes in 2022 and 2024.

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## Department Activities (Item 35 added 8/5/16)

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### CITY CLERK'S OFFICE & MUNICIPAL COURT

#### 1. Administrative Hearing Officer Case Management

Purpose: There is currently a backlog of approximately 1,500 Administrative Hearing Officer cases from 2006-2013 for which the "closed" status has not been documented. This activity will establish procedures to determine the status and purge those closed cases eligible for destruction.

#### 2. Municipal Code Recodification

Purpose: The Municipal Code has not been remodified since 1994. This activity will design a process for a recodification and budget for completion in 2017.

#### 3. Liquor Licensing Processing

Purpose: Providing an efficient customer responsive liquor licensing program is a high priority. This activity will design and implement workflow improvements for new, transfer of ownership, special events and other change applications.

#### 4. Municipal Court and Parking Ticket Citation Collections

Purpose: A new collection agency was chosen, and this activity will transition collection accounts to a new agency and develop an automated collection-transfer process.

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#### 5. Achieving Community Excellence (ACE) Athletics

Purpose: Several years ago, the City worked with School District 6 to assure that sports options were available to 6<sup>th</sup> and 7<sup>th</sup> grade students. This activity will expand the effort to create an intentional Coaching the Coaches initiative that better equips and aligns current and future coaches at all phases of athletic competition from Recreation, Middle School, High School, Club and University levels, to focus on the values of virtuous competition to benefit Greeley's student athletes.

#### 6. Achieving Community Excellence (ACE) Marketing Program

Purpose: At the creation of the ACE program, primary funding was from City Government. Since that time, significant financial support has been received from grants. Many in the community have expressed a desire to make financial contributions as well. This activity will create an opportunity for additional financial support of ACE by creating advertising opportunities associated with various ACE sponsored events in 2016 and beyond.

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The funds, as with the grant funding, will be housed in the Community Foundation and distributed under the authority of the ACE Board of Directors.

## COMMUNITY DEVELOPMENT DEPARTMENT

### 7. Case Management Improvements.

Purpose: Customer service is of critical importance. This activity involves improvements to a number of processes within Community Development in this regard. These include: finalizing recommendations for a Digital Management System (possibly City Works software) and manage the associated budgeting strategy; completing Planning and Economic Development Review Division's Standard Operating Procedures (SOPs) and workflow models; exploring the recent upgrade to CommunityPlus for the possibilities of public utilization; continuing training related to case management; and finalizing the new Development Agreement Tracking Tool.

### 8. Northwest Rail Corridor Plan Implementation Elements

Purpose: To facilitate existing development commitments of lands currently annexed in the Northwest Rail Corridor. This area is currently targeted by several long-range plans for potential industrial activity. However, there are only conceptual designs related to stormwater, road, water and sewer services for these properties already in city limits. This activity will undertake efforts to better "set the stage" for development in the future by defining future developer's obligations, pre-designing systems, and setting Capital Improvement Plans for elements related to public uses. It will involve facilitated discussions between staff of city departments, Weld County, and private landholders.

### 9. Department Communications Enhancements

Purpose: Department staff this year expressed a desire to even better understand and interact between Department Divisions. This activity will increase cross-division communication and familiarization. In addition, the recent significant turnover identified a need to improve the on-boarding process of new employees so they better understand roles and activities within the organization. This activity will make necessary improvements to that process and assure that recent hires are trained accordingly.

### 10. Enclave Annexations

Purpose: As reviewed with City Council last year, there are a number of enclaves within the City that create service delivery challenges. This activity will involve annexing strategic enclaves and natural lands.

### 11. Redevelopment Area & Other Neighborhoods' Infrastructure Needs

Purpose: Many of the Redevelopment area neighborhoods have deficient infrastructure. This activity will include a survey of missing infrastructure in these neighborhoods. These deficiencies can then be programmed into the budgeting process for CDBG, Keep Greeley Moving and/or other capital improvement funding programs.

### 12. Priority Development/Zoning/Building Code Modifications

Purpose: During 2015 a national court case established new standards for political signage. In addition, the Council adopted a new impact fee program that envisions land dedication for parks. Lastly, the 2015 International Building Codes were published. This activity will involve necessary changes to related City Code to address these issues.

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## 13. Community Recycling

Purpose: In 2015, City Council reviewed the issue of recycling. This activity will implement the direction given by City Council to include conducting a recycling behavior survey and launching a neighborhood curb-side recycling pilot project.

## 14. Farmers Market Enhancements

Purpose: The Farmers Market has become a staple in Greeley each year. This activity will evaluate a Growing Kids program at Farmers' Market for future growth/continuation.

## CULTURE, PARKS AND RECREATION DEPARTMENT

## 15. Museum Master Plan

Purpose: The Long Range Museum Plan was completed in 2007. This activity will provide an updated Museums System Long Range Plan.

## 16. Youth Sports Complex Parking Lot Improvements

Purpose: The 2002 Quality of Life Program included funding for parking lot improvements at the Youth Sports Complex. This activity will implement that scheduled improvement plus some additional site improvements to this heavily used Sports Park.

## 17. Healthy Eating Active Living (Heal) Initiative

Purpose: In 2015, the City was officially designated a HEAL City through the Colorado Municipal League and LiveWell Colorado. This activity will take advantage of technical assistance and support provided by LiveWell Colorado to expand the program to City staff and the community at large while utilizing a cross-departmental HEAL "task force." This task force will identify areas of low-hanging fruit and/or community priority, and collaborate in regards to assets that each department brings to the table to promote activity and nutrition (wellness) within the Greeley community.

## 18. GOCO Inspire Grant

Purpose: The City of Greeley, along with representatives from the Poudre Learning Center, Weld County Department of Health, and Colorado Youth Outdoors received a Great Outdoors Colorado (GOCO) Inspire Initiative planning grant to "get Greeley youth off the couch and away from screens and to get out the door from the backyard to the backcountry." This grant will be used to hire a consultant to put together a strategic plan to enable community support and to further engage youth in the outdoors.

## 19. Island Grove Improvements

Purpose: Island Grove is a crown jewel in Greeley's park system and our only regional park. This activity will coordinate a number of efforts to enhance the park. 2016 efforts include: 1) adoption of a new Island Grove Regional Park Master Plan (started in 2015 and coordinated with the Museums Master Planning efforts); 2) construction of Aven's Village Inclusive Playground; 3) construction of the Buckle Club in collaboration with the Greeley Stampede; 4) design of a new synthetic turf field to replace the existing softball field (Field #5); 5) potentially initiating an indoor arena feasibility study (*which would require funding*), and; 6) a staff feasibility review of an additional outdoor pool at the current splash pad area.

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## 20. Woodbriar Park Master Plan

Purpose: Woodbriar Park will be greatly impacted by the need to expand the regional 27<sup>th</sup> Avenue Storm Drainage Project to alleviate current drainage problems to several neighboring residential properties. However, this provides an opportunity to coordinate a revised park master plan to incorporate major park improvements already budgeted in 2017 including new restrooms, a new picnic pavilion, new playground equipment, replacement trees/turf and a new irrigation system for the park. Staff from both Culture, Parks, and Recreation and Public Works/Stormwater will reach out to the neighborhood to assist in master planning efforts.

## 21. Sister City

Purpose: In 1991, the City of Greeley entered into an International Sister City program with Moriya, Japan. Since that time Greeley residents have traveled to Moriya and residents from Moriya have traveled to Greeley to exchange cultural awareness and friendship. This activity will involve host families in Greeley hosting approximately 22 -25 visitors this year in Greeley (12 students plus chaperones and an adult contingent from the Moriya International Friendship Association – “MIFA”).

## 22. Natural Areas/Open Lands Management

Purpose: Over the past 2 years, several hundred acres of land have been added to the Natural Areas and Open Lands portion of our park system for a current inventory of well over 800 acres. These lands require different maintenance standards and programming than traditional parks. This activity will include developing a management strategy and long term staffing plan for this important community asset.

## 23. Park System Rules

Purpose: With the newly installed park site identification signs, it is also time to update rules and regulations signs within the parks and to uphold consistency and like appearance and to allow for flexibility in rule changes in the future. To that end, this activity will include a review of all existing parks rules, adoption of any new rules and posting. Depending on final quantities and materials, this Activity may require identification additional funding.

## ECONOMIC DEVELOPMENT DEPARTMENT

### 24. Business Retention and Expansion (BRE)

Purpose: Traditionally, as much as 80 percent of job growth is created by existing businesses. To that end, it is critical to have a robust BRE program. With the newly formed Economic Development Department fully staffed, this activity will involve doing the necessary research to establish a relational database of businesses within Greeley and begin implementation of the BRE program. This will become a standard operation in following years but there is significant work necessary to establish the program in 2016.

### 25. Community Economic Development Marketing

Purpose: Assuring that Greeley is well positioned in various economic sector trade magazines and associations is important for growing jobs. This activity will create an Economic Development marketing plan, social media strategy and Internet presence that supports local and regional branding efforts already underway with the Northern Colorado Economic Alliance, UPSTATE Colorado and others.

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## 26. Grocery Store Market Opportunities

Purpose: With the closure of the Downtown Safeway in 2014, there has been significant concern about a food desert being created in central Greeley. This activity includes conducting some market analysis to be used to try and recruit another grocer to the affected area.

## 27. Site Preparedness Assessment of Targeted Development Opportunities

Purpose: Underestimating a given site's ability to serve specific industrial and commercial needs can be embarrassing and even result in the failure of a development project. In order to remain competitive and effective, we need to be able to fully explain the functionality of our site inventory. This activity involves staff focusing on key development opportunities, with the goal of creating complete site profiles for use in attracting new business investment to the community.

## FINANCE DEPARTMENT

### 28. Voice Payment System

Purpose: The staff takes over 200 calls a month where people want to pay their various bills over the phone. This is a manual process. There are phone systems that allow people to enter their own payment information that is tied to their utility accounts. These systems are common. People can still talk to an employee. Implementation of such a system is a cost avoidance program. It does not eliminate current staff.

### 29. Food Tax Rebate Program

Purpose: While the rebate program has been in place since 1990, City Council adopted some modifications at the end of 2015. As such, this activity will implement these modifications in 2016 with analysis during annual budget process.

### 30. Sales Tax Engagement Program

Purpose: A sales tax audit program was developed in 2015 in collaboration with the Chamber of Commerce. This activity will involve the first full year implementation. The program will include offering trainings, one-on-one meetings, and other direct outreach activities prior to any audit issues.

## FIRE DEPARTMENT

### 31. Leadership Transition

Purpose: In 2016, the Fire Chief, Operations Division Chief as well as a Battalion Chief will be retiring. This activity involves intentional effort to fill these important positions and transition to new Department leadership.

### 32. Light Vehicle Response

Purpose: Calls for service have risen at approximately 18.5% per year for the past 3 years. The nature of calls in Fire Service have changed significantly over the past several decades. The nature of the equipment used to respond to these changing calls has not. This activity will complete a 6 month trial of a "light vehicle" response and analysis of the trial.



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## 33. Active Shooter Drill

Purpose: Unfortunately, active shooter incidents are on an increase in Colorado and across the nation. This activity will include having 4 drills representing differing situations with Greeley Fire, Greeley Police, Banner Paramedics, etc.

## 34. Public Safety Training Facility

Purpose: Construction of the new facility began in 2015 and will be completed in 2016. This activity will assure completion of this important multiyear project and develop a scheduling system for use as well as policies for fees for external users.

## 35. Ambulance Transport Contract Renewal

Purpose: The current ambulance transport contract expires on October 24, 2017. A new agreement will be researched and negotiated prior to the expiration of the existing agreement to ensure ambulance transport services are in place October 25, 2017. This activity may include a request for proposals.

## HUMAN RESOURCES DEPARTMENT

### 36. Retirement Plans

Purpose: It is important that a review of funds and fees for the City retirement plans is completed on a periodic basis. This activity will involve issuing a request for proposals for an external review.

### 37. Short/Long Term Disability and Life Insurance

Purpose: To assure that the City is receiving market competitive services requests for proposals to provide this service are issued periodically. This activity will assure this happens in 2016.

### 38. Employee Wellness Center

Purpose: In 2015 a request for proposals was issued for this service. The result was a new vendor being selected. This activity involves the transition effort to the new provider.

### 39. Leadership Training

Purpose: With Council support, a new succession and progression program has been established. This activity will include providing intentional training on coaching and giving feedback.

## INFORMATION TECHNOLOGY DEPARTMENT

### 40. Internet Improvements

Purpose: Reliable access to the internet is a critical need for providing government services to the community. This activity involves several items, including: (a) Adding redundant Internet Service Provider (adding a second Internet Service at the secondary data center to fail over if the primary service is unavailable). If Century Link (primary provider) is down – internet access will fail over to second provider. This redundancy is becoming critical to providing government services due to the increasing number of applications accessed via the internet. (b) Internet speed will also be improved from 100M to 1G (10 times faster internet use). (c) Adding firewalls to the Waste Water Treatment, Reservoir Road, Bellevue, Boyd, Crime Lab and GPD locations for specialized

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security interests. (d) Implement an improved solution for network access to/from Forestry, Cemetery, and Monfort Park (outside of fiber optic infrastructure). (e) Continue to develop various mobile technologies.

## 41. Greeley Police Communication Improvements

Purpose: The ability for police personnel to utilize improved phone technology critical for safety and service delivery. This activity will upgrade 150 digital phones at the Greeley Police Department to IP phones. Digital phones are the “traditional” type of phone system, wired phone system over which calls are made. IP (also referred to as VoIP, VOICE OVER INTERNET PROTOCOL), enables voice communication to take place over the City’s network. The benefits from this transition include portability – IP phones can be moved among employee locations without affecting the connection or the extension number and improved management – remote access for technical issues is possible with IP phones.

## 42. Greeley and Weld County Technology Intergovernmental Agreement (IGA)

Purpose: In 2015, it was confirmed that Weld County Government is using fiber originally purchased by Greeley for various County services. As a result, staff from both organizations have reviewed all shared technology and will be bringing forward an appropriate IGA to memorialize use.

## POLICE DEPARTMENT

### 43. Traffic Safety

Purpose: In 2015, the Greeley Police Department began a multiyear program known as Data Driven Approach to Crime and Traffic Safety (DDACTS) to improve traffic safety. In 2015, preliminary totals indicated a total of 2,777 accidents, 62 more than the number reported for 2014. However, fatal crashes declined from 8 in 2014 to 5 in 2015. Additional resources will be put into traffic safety efforts in 2016.

### 44. Police Department Reaccreditation

Purpose: The Department was accredited in 2011. This activity will involve developing and submitting the necessary documentation for reaccreditation from the Colorado Association of Chiefs of Police. Included in the process, the Department will review and revise as necessary the Police Department’s Strategic Plan and the Department’s General Orders pertaining to employee conduct.

## PUBLIC WORKS DEPARTMENT

### 45. Public Works Department Reaccreditation

Purpose: The Department was the first agency in the nation accredited in 1997, this accreditation expires every four years, and in 2016 Public Works will be engaging in its’ fourth reaccreditation process. This activity will involve developing and submitting the necessary documentation for reaccreditation from the American Public Works Association.

### 46. Chief City Engineer

Purpose: In 2016, the Chief City Engineer will retire after 32 years of service. This activity includes the selection of a new Chief City Engineer and transition to new leadership.

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## 47. 10<sup>th</sup> Street Access Control and Streetscape Improvements

Purpose: This multiyear program began in 2012. To date pieces of the project have been completed from 23<sup>rd</sup> to 30<sup>th</sup> Avenues. The balance of the project is now being designed between 23<sup>rd</sup> and 35<sup>th</sup> Avenue. This activity will complete the design in 2016 and begin the purchase of necessary right of way to complete the project. Final construction is scheduled to begin in 2018.

## 48. 8<sup>th</sup> Avenue Streetscape Improvements

Purpose: This multiyear program began in 2013 and is providing streetscape enhancements and pedestrian safety improvements from 16<sup>th</sup> Street to 10<sup>th</sup> Street connecting the university and the downtown. This activity will complete the final portion of the project from 13<sup>th</sup> to 10<sup>th</sup> Streets.

## 49. Intersection Improvements

Purpose: As Greeley has grown, a number of major intersections have become more congested and are in need of improvements to facilitate better traffic flow. This activity will include completing comprehensive/City-wide traffic counting at all signalized intersections & retiming and determine intersections that need turn lane improvements as well as constructing turn lane improvements at 47<sup>th</sup> Avenue and 20<sup>th</sup> Street.

## 50. Americans with Disabilities Act Improvements (ADA)

Purpose: In 2012, staff completed a review of city facilities for compliance with the ADA. This activity will include doing the same for City rights of way and creating a plan for completing the identified work.

## 51. Effective Vehicle Utilization

Purpose: It is important to assure that the City is effectively and efficiently using its vehicle fleet. This activity involves analyzing underutilized vehicles, creating a vehicle lease program for seasonal staffing needs and evaluating the equipment maintenance overhead costs and hourly rate charges. Lastly it includes completing the Compressed Natural Gas (CNG) facility upgrades for the new CNG buses.

## 52. 27<sup>th</sup> Avenue Stormwater Improvements

Purpose: This multiyear project was began in 2015 and represents the single largest stormwater project in the City's history. This next phase includes the design and beginning construction of the project from to 4<sup>th</sup> Street near the Boys & Girls Club to 13<sup>th</sup> Street. The project is scheduled for completion in 2018.

## 53. Neighborhood Stormwater Improvements

Purpose: This activity will involve storm drainage improvements in the Sunrise Neighborhood and the Westmoor West neighborhood.

## 54. Poudre River Flood Review and Improvements

Purpose: The Poudre River is an asset for the community but also represents the single largest flood risk as well. This activity includes monitoring and participation in the State of Colorado's Poudre Risk Map flood plain study as well as installation of a stream gage at 59<sup>th</sup> Avenue.

## 55. Stormwater System Administration

Purpose: Over the past two decades stormwater management has evolved significantly. There are numerous state and federal regulations that have been assigned to this issue. This activity will assure that the City

# 2016 WORK PROGRAM

continues to be compliant with the operation of its stormwater system. First, operational permit from the state will be updated and submitted for approval. Second, the stormwater design criteria manual will be updated. Third, the Downtown Stormwater Master Plan process that began in 2015 will be completed.

## 56. Transit Improvements

Purpose: Greeley Evans Transit (GET) has made a number of improvements over the past several years. This activity will continue that effort. First, the New Transportation Center construction will begin on North 11<sup>th</sup> Avenue. Second, a new 5-10 year strategic plan will be completed.

## 57. "A" Public Works/Water and Sewer Maintenance Facility

Purpose: The maintenance shops for Public Works and Water/Sewer were constructed in 1961. As the City has grown and equipment has also gotten larger there has been an increased need to expand these facilities. This initiative involves completing a space audit and feasibility study to meet these growth needs.

## WATER AND SEWER DEPARTMENT

## 58. Water & Sewer Operations Division Reorganization

Purpose: There is a desire to maximize efficiency in terms of personnel and equipment. This activity will develop a reorganization plan that will maximize utilization of field crews, consolidate and simplify the organizational reporting structure, and plan for the eventual loss of institutional knowledge pending future retirements.

## 59. Significant Capital Project Implementation

Purpose: The Water and Sewer Department is the most capital construction intensive Department in the City operation. As such, annually staff is involved in constructing numerous projects. This activity will report on the most significant of these projects which include the following: Northern segment of the Bellvue Transmission Pipeline, Water Treatment Plant Improvements, North Greeley Sanitary Sewer Interceptor Improvements and the Water Pollution Control Facility wastewater solids improvement program.

## 60. Federal Permitting

Purpose: Greeley is proposing to enlarge Milton Seaman Reservoir and is also constructing a new water transmission main from the Bellvue Water Treatment Plant to Greeley. Both efforts involve a laborious permitting process. This activity will track these efforts toward completion and includes the establishment of a Wetland and Conservation Mitigation Bank program which is connected to the Poudre River Greenway Master Plan (see in Citywide Initiatives).

## 61. Water Acquisition Future Water Account II

Purpose: To meet Greeley's long term water needs, the Water/Sewer Board, with Council approval, has embarked on a multiyear water purchase plan. The first phase, Water Account I, purchased a total of 5,400 acre feet. This activity represents the second phase with the purchase of an additional 400 acre feet by the end of 2016. To date, 2,459 acre feet of this 10,000 acre-foot goal has been purchased.

# 2016 WORK PROGRAM

## 62. Regional Utility Collaboration

Purpose: Greeley currently provides water treatment not only for its residents but also for the residents in Evans, Windsor and Milliken. As the region continues to grow collaboration in the area of water and sewer services will be important. This activity includes studying of various collaborative water and sewer service delivery models for the future.

## 63. Non-Residential Water Requirements Review

Purpose: New non-residential development currently is required to dedicate a volume of raw water and pay a Plant Investment Fee to Greeley that is based on the size of the water meter. Using the meter size as the proxy for the volume of water needed for a new non-residential customer is a common approach by water utilities, however it may not be the most accurate predictor of the volume of water to be used and potentially adding cost for the development. This activity will review alternative options for determining the requirements for new non-residential water customers and propose the recommended approach for Greeley.

# 2016 WORK PROGRAM

## Department Operations

*Regardless of City Council's priorities, there are numerous daily tasks and services that staff must complete to meet the various functions of local government. The Department Operations category also includes random items that come up during the year be it legal issues, legislative issues from other governments or other unforeseen issues. At times these unplanned items become Department Activities or Citywide Initiatives. Clearly, operations consume the majority of staff time available in a given year. In fact, it is estimated that this work program category consumes between 80 to 90 percent of staff time available in any given department. The list below is not exhaustive but provides a picture of those activities that consume a majority of the staff's available time and it provides context when discussing Department Activities and Citywide Initiatives that are more discretionary in nature.*

### CITY ATTORNEY'S OFFICE

- Daily case evaluation, file-preparation, pre-arraignment plea agreements, and prosecution in municipal court of misdemeanor offenses, misdemeanor infractions, and traffic code violations.
- Representation of City in administrative hearings and appeals.
- Contract negotiation, drafting, review, and revision.
- Legal advice, opinions, and support to City Council, Departments, Boards and Commissions.
- Litigation in defense of claims against the City and its officers and employees.
- Litigation in water court.
- Litigation in support of contract enforcement, collections, and appeals of final agency action.
- Drafting and review of legislative enactments, including ordinances and resolutions.

### CITY CLERK'S OFFICE & MUNICIPAL COURT

- Provide administrative support for the Administrative Hearing Officer for Code Compliance.
- Facilitate appointment of City Council's 24 advisory groups.
- Provide administrative support for City Manager.
- Process City Council's legislative actions.
- Conduct elections and facilitate the initiative, referendum and recall processes.
- Coordinate multi-departmental review of new, renewal and changes to liquor licenses; and process alleged violations through the hearing process.
- Manage the City's legislative records and provide outreach to and coordination with other departments in managing the life cycle of records.
- Adjudicate 15,000 traffic and criminal cases through Municipal Court.
- Collect fines or process protests for 14,000 parking citations.

### CITY MANAGER'S OFFICE

- Regular meetings with Directors to review progress of departmental operations,
- Regular meetings with Council to resolve concerns and communicate progress.
- Regular meetings with Community members to establish relationships, resolved concerns, etc.
- Regular meetings with Community Partnership groups (e.g. Creative District, University District, Homeless Coalition, City Boards and Commissions, etc.) to sustain work program activities.
- Oversight of G. Hope Home Purchase Program.
- Administration of the Greeley Unexpected Campaign.

# 2016 WORK PROGRAM

- Administration of the G. Town Promise.
- Regular convening of internal City work groups (e.g. NB2, Poudre Initiative, etc.) to sustain progress on city support initiatives.

## COMMUNITY DEVELOPMENT DEPARTMENT

- Process current land use cases (Planning division/EDR Division).
- Continue Development Review training program, particularly emphasizing techniques to maintain 85% 2-week turn-arounds (Planning division/EDR Division).
- Answer zoning/land use cases, research (Planning Division).
- Produce reports, statistics, data & maps (Planning Division).
- Provide technical support for city-wide infrastructure (EDR Division).
- Process current building plan proposals (Building Inspections Division).
- Inspect current construction for safety and standards (Building Inspections Division).
- Respond to nuisance complaints (Natural Resources/Code Compliance Division).
- Process nuisance and zoning violation cases through hearings (N.R./C.C. Division).
- Maintain program activities (GROW site, Farmers' Market, Builder/Realtor outreach, etc.).

## CULTURE, PARKS & RECREATION DEPARTMENT

- Personnel Management.
- Meetings and Documentation.
- Customer contacts.
- Partner relations.
- Park Maintenance.
- Facility Operations.
- Cemetery Operations.
- Forestry Operations
- Recreation Programming.
- Youth Enrichment/Rodarte Center Management.
- Aquatics operations.
- Golf operations.
- Capital Project management/coordination/implementation.
- Finance Process/Cash Management.
- Museum operations.
- UCCC operations.
- Island Grove operations.
- Public Art Program.
- Community Festivals/Special Events.
- Marketing/sponsorship coordination.

## ECONOMIC DEVELOPMENT DEPARTMENT

- Responding to requests for economic data.
- Responding to requests for economic development incentives and managing Council approval process.

# 2016 WORK PROGRAM

- Responding to state-generated and internally-developed development prospect leads.
- Serve as ombudsman to business interests in their dealings with the city.
- Manage funding/contractual relationships with Upstate Colorado, Downtown Development Authority, Eastern Colorado Small Business Development Center, and Chamber of Commerce.
- Investigate project opportunities in TIF Districts.

## FINANCE DEPARTMENT

- Processing Payroll: Every two weeks without mistakes.
- Paying bills.
- Transparency.
- Expenditure/Revenue Analysis.
- Budget Amendments.
- General Accounting Work and Helping Departments with their financial processing.
- Utility Billing.
- Delivery of Mail.
- Receivables.
- Liens.
- Banking Activities.
- Cash Management and Investments.
- Animal Licenses.
- Bus Pass Sales.
- Asset Management.
- Processing Contracts.
- Paying and Managing VISA payments.
- Sales Tax Management: We process and take in approximately \$50 million in payments in 12 months.
- Customer service is extremely high here.

## FIRE DEPARTMENT

- Issue fire/flame permits.
- Conduct plan reviews for development process.
- Conduct construction inspections.
- Conduct fire inspections of all Greeley businesses.
- Conduct oil/gas inspections.
- Conduct pre-fire planning of all Greeley businesses.
- Develop emergency management plans and conduct plan exercises.
- Deliver fire and safety public education.
- Train response personnel and maintain required certifications.
- Respond to emergency and non-emergency calls for service.
- Conduct fire investigations of all fire and explosive events.
- Assist Greeley Police Department with prosecution of Arson.



# 2016 WORK PROGRAM

## HUMAN RESOURCES DEPARTMENT

- Recruitment and selection processes for new and vacated positions, advertise vacancies, source candidates, screen applicants, coordinate interview/selection processes and hiring efforts.
- Data entry and records maintenance for regular and seasonal employees.
- Manage compensation structure, evaluation process and competitive pay practices.
- Develop and manage employment policies; labor law compliance; labor contract negotiations.
- Training and Development – new employee benefit and organizational orientation, leadership training and professional development efforts.
- Employee relations/communication/recognition programs – communication, employee grievances/complaints, employee picnic, annual service awards, and employee survey.
- Benefit and leave programs – medical, wellness, employee health clinic, dental, vision, retirement, life, employee assistance program, tuition reimbursement, Paid Time Off, family medical leave, short and long term disability, extended leave, light duty.
- Supervisory support – employment policies, employee development, counseling, performance improvement, progressive discipline, disciplinary action process.
- Safety/Workers' Compensation/Risk Management - administer general liability and workers' compensation claims; risk avoidance/prevention/reduction; respond to employee-involved accidents; conduct safety audits, physical demand evaluations.

## INFORMATION TECHNOLOGY DEPARTMENT

- Software upgrades and support for over 200 applications.
- Upgrades and support for over 120 network switches, routers, firewalls and wireless points.
- Network connectivity for 53 City locations.
- 24/7 Help desk support receiving approximately 7,500 calls annually.
- PC, laptop, tablet replacement program.
- Email management, archiving and filtering.
- Backup and restore operations.
- Provide over 30 technology training classes.
- Provide internet access.
- Maintenance and support for phone switches and voice mail.
- GIS maintenance and support for over 300 location based datasets.
- Maintenance and support for City web sites and 2 intranet sites.

## POLICE DEPARTMENT

- Respond to emergency and non-emergency calls for service.
- Investigate criminal acts and apprehend offenders, including operations of Special Enforcement Team (SET).
- Engage in traffic law enforcement and investigate traffic accidents.
- Engage in parking enforcement.
- Provide public information and crime prevention advice to citizens.
- Receive, store and return lost property and evidence.
- Participate in the operation of a forensics laboratory.
- Assist in the prosecution of criminals.

# 2016 WORK PROGRAM

- Assist District 6 schools in providing a safe learning environment.
- Recruit, select and train exceptional police employees.
- Provide animal control services to Greeley residents.
- Furnish compassionate Victim Advocate services to the communities we serve.

## PUBLIC WORKS DEPARTMENT

### Admin/Engineering Division

- Involvement in Municipal Complex development.
- Execution of construction of Public Works CIP program including existing transportation infrastructure maintenance and new projects.
- Inspection of new development projects and all permitted work in public ROW including utility construction and maintenance.
- Pavement Management of 367 miles of street system, development of 2017 road maintenance program, and execution of 2016 road maintenance program.

### Streets Division

- Day-to-day street maintenance: potholes, asphalt patching, crack sealing, asphalt recycling, concrete program, street sweeping, graffiti removal, vegetation management, storm line maintenance and cleaning, detention pond maintenance, # 3 ditch maintenance, graveled streets, alleys and shoulder maintenance, snow removal, emergency response for events such as river flooding (mountain snowmelt).

### Traffic Division

- Traffic signal maintenance – 116 traffic signals.
- Roadway signs and markings maintenance.
- Fiber optic maintenance and locating – 40 miles.
- Monthly regional transportation coordination (MPO).

### Transit Division

- Day-to-day operation of transit system – 620,000 plus rides annually through Fixed Route, Paratransit & Call-n-Ride.
- Maintain compliance with federal and state operational and reporting regulations.
- Regular communication of service as well as renewal and negotiations of Evans, Garden City, UNC transit contracts.

### Facilities Division

- Day-to-day facility work order and repairs for 900,000 SF of city buildings.
- Day-to-day custodial upkeep of city facilities.

### Equipment Maintenance Division

- Day-to-day maintenance of city fleet – 643 vehicles & 19 buses.
- Purchase 58 replacement vehicles for city departments in 2016.

### Stormwater Division

- Respond to localized stormwater complaints/issues.
- Review floodplain questions and approve permits.
- Review stormwater maintenance needs and prioritize work. 120 miles
- Perform detention pond inspections and investigate illicit discharges.

# 2016 WORK PROGRAM

## WATER & SEWER DEPARTMENT

### Capital Improvement Projects (major projects listed)

- Construct 5 MG treated water storage tank at Gold Hill.
- Install cured-in-place pipe within the wastewater collection system.
- Perform water transmission system rehabilitation along with replacement of select distribution piping, valves, fire hydrants and meters.
- Rehab Lift Stations 4 and 17 on wastewater collection system.

### Water and Wastewater Treatment Division

- Continuous operation of the Bellvue WTP to meet COG water demands.
- Seasonal operation of the Boyd Lake WTP to meet potable irrigation water demands.
- Continuous operation of the Water Pollution Control Facility to meet NPDES permit discharge levels.

### Water Transmission and Distribution Division

- Operation of the Gold Hill and Mosier Hill water storage reservoirs.
- Operation of the water transmission and distribution systems.
- Scheduled replacement of aging while also upgrading infrastructure.
- Replacement of failed infrastructure (e.g. replacing broken pipes).
- Making operational changes to the transmission and distribution systems when Boyd Lake WTP is taken in and out of service or during unforeseen events so that water demands are met.
- Meter maintenance.
- Pressure Reducing Valve (PRV) maintenance.

### Wastewater Collections Division

- On-going cleaning and televising of the collection system to ascertain areas of potential concerns due to blockages or aging.
- Maintain existing 10 Lift Stations.

### Water Resources Division

- Continuous operation and compliance activities regarding all water decrees and water rights to include making all return flow obligations, fulfilling all lease agreement requirements, and storing all available waters in priority.
- Maintain adequate drought protection for the city keeping a minimum of 20,000 acre-feet of water per year in storage.
- Continuous operation of the Water Conservation Plan to include providing incentives such as rebates, indoor and outdoor audits, water budgets, parks monitoring, WaterInsight software, educational workshops to include the annual Water Festival, etc.
- Continued legal defense and development of water supplies to include filing new cases for water rights and defending the city water portfolio.
- Manage High Mountain Reservoir Operations.
- Manage Non-Potable Operations for parks and private land ownerships.
- Manage Gravel Pit Storage Mining Operations -Poudre Ponds.
- Manage and Development of Additional Gravel Pit Storage – Overland Ponds.
- Represent Greeley on multiple Ditch Company Boards, lateral Boards and Private Reservoir Boards.
- Represent Greeley on multiple stakeholder non-profit and watershed groups, and SPBRT.

## 2016 WORK PROGRAM

- Continue to move forward the city applications for change of water rights for Rockwell Reservoir, Greeley Irrigation Company, and case 99CW234 due diligence. Continue negotiations and settlement agreements with the current 23 cases the city is involved in.

### Finance

- Develop budgets for operating and capital activities.
- Develop water and sewer rates.
- Communicate budget needs and rate setting process to the senior management team, Water Board, and City Council.


### Development Review Division

- Calculate fees and estimate raw water requirements for new development proposals.
- Sign off on water and sewer requirements for permit issuance.
- Communicate water and sewer requirements and fees to the development community.

# 2016 WORK PROGRAM

## Connection between City Council Priorities & Citywide Initiatives and Department Activities

The matrix below illustrates the connection between City Council's priorities and objectives to the Work Program items – the Citywide Initiatives and the Department Activities.

 <b>City of Greeley, Colorado</b> <b>Citywide Activities &amp; Initiatives</b> <b>2016</b>			Image					Safety			Economic Health & Development			Infrastructure & Growth		
			Community Promotion & Marketing	Healthy Neighborhoods	Appealing Entryways & Corridors	Youth Success	Quality of Life	Crime Prevention & Suppression	Emergency Readiness & Response	Traffic Safety	Engaged Business & Industry Relationships	Active Support of Business Development	Economic Initiatives	Public Facilities & Equipment	Environmental Infrastructure	Human Infrastructure
<b>Citywide Initiatives</b>			■	■	■	■	■	■	■	■	■	■	■	■	■	
1	WS	Real Estate Asset Management							■	■	■	■				
2	CMO	Downtown Hotel and Conference Center	■				■				■	■	■		■	
3	PW	City Center Phase I								■			■			
4	CMO	Establish Communication Services Department	■				■		■					■		
5	CD	Comprehensive Plan Phase I	■	■	■	■	■	■	■	■	■	■	■	■	■	
6	CPRD	Right of Way Maintenance		■	■				■				■			
7	FIN	Two Year Budget													■	
8	FIN	Performance Measurement	■												■	
9	ED	Broadband Service								■	■		■		■	
10	FIN	Purchasing Process Revisions								■					■	
11	FIN	Business License Revisions								■	■	■				
12	GPD	Police Transparency and Accountability					■	■								
13	PW	Keep Greeley Moving											■			
14	CMO	Poudre Greenway Master Plan	■		■		■		■					■		
15	WS	Water Efficiency Tactical Team (WETT)													■	
16	FIN	Voter Reauthorization of Sales Taxes (0.30% & 0.16%)									■		■			

# 2016 WORK PROGRAM



## City of Greeley, Colorado Citywide Activities & Initiatives

# 2016

			Image					Safety			Economic Health & Development			Infrastructure & Growth			
			Community Promotion & Marketing	Healthy Neighborhoods	Appealing Entryways & Corridors	Youth Success	Quality of Life	Crime Prevention & Suppression	Emergency Readiness & Response	Traffic Safety	Engaged Business & Industry Relationships	Active Support of Business Development	Economic Initiatives	Public Facilities & Equipment	Environmental Infrastructure	Human Infrastructure	Civic Infrastructure
<b>Department Activities</b>																	
1	CCO	Administrative Hearing Officer Case Management															
2	CCO	Municipal Code Recodification															
3	CCO	Liquor Licensing Processing															
4	MCT	Municipal Court and Parking Citation Collections															
5	CMO	Achieving Community Excellence (ACE) Athletics															
6	CMO	Achieving Community Excellence (ACE) Marketing															
7	CD	Case Management Improvements															
8	CD	Northwest Rail Corridor Plan Implementation															
9	CD	Department Communications Enhancements															
10	CD	Enclave Annexations															
11	CD	Redevelopment Area & Other Neighborhood Infrastructure Needs															
12	CD	Development/Zoning/Building Code Modifications															
13	CD	Community Recycling															
14	CD	Farmers Market Enhancements															
15	CPRD	Museum Master Plan															
16	CPRD	Youth Sports Complex Parking Lot improvements															
17	CPRD	Healthy Eating Active Living (HEAL) Initiative															
18	CPRD	GOCO Inspire Grant															
19	CPRD	Island Grove Improvements															
20	CPRD	Woodbriar Park Master Plan															
21	CPRD	Sister City hosting youth and adults															
22	CPRD	Natural Areas/Open Land Management															

# 2016 WORK PROGRAM



## City of Greeley, Colorado Citywide Activities & Initiatives

# 2016

			Image					Safety			Economic Health & Development			Infrastructure & Growth			
			Community Promotion & Marketing	Healthy Neighborhoods	Appealing Entryways & Corridors	Youth Success	Quality of Life	Crime Prevention & Suppression	Emergency Readiness & Response	Traffic Safety	Engaged Business & Industry Relationships	Active Support of Business Development	Economic Initiatives	Public Facilities & Equipment	Environmental Infrastructure	Human Infrastructure	Civic Infrastructure
23	CPRD	Park System Rules															
24	ED	Business Retention and Expansion (BRE)															
25	ED	Community Economic Development Marketing															
26	ED	Grocery Store Market Opportunities															
27	ED	Site Preparedness Assessment of Targeted Development Opportunities															
28	FIN	Voice Payment System															
29	FIN	Food Tax Rebate Program															
30	FIN	Sales Tax Engagement Program															
31	GFD	Leadership Transition															
32	GFD	Light Vehicle Response															
33	GFD	Active Shooter Drill															
34	GFD	Public Safety Training Facility															
35	GFD	Ambulance Transport Contract Renewal															
36	HR	Retirement Plans															
37	HR	Short/Long Term Disability and Life Insurance															
38	HR	Employee Wellness Center															
39	HR	Leadership Training															
40	IT	Internet Improvements															
41	IT	Greeley Police Improvements															
42	IT	Greeley/Weld County Technology IGA															
43	GPD	Traffic Safety															
44	GPD	Police Department Reaccreditation															
45	PW	Public Works Department Reaccreditation															

# 2016 WORK PROGRAM



## City of Greeley, Colorado Citywide Activities & Initiatives

# 2016

			Image					Safety			Economic Health & Development			Infrastructure & Growth			
			Community Promotion & Marketing	Healthy Neighborhoods	Appealing Entryways & Corridors	Youth Success	Quality of Life	Crime Prevention & Suppression	Emergency Readiness & Response	Traffic Safety	Engaged Business & Industry Relationships	Active Support of Business Development	Economic Initiatives	Public Facilities & Equipment	Environmental Infrastructure	Human Infrastructure	Civic Infrastructure
46	PW	Chief City Engineer															
47	PW	10th Street Access Control and Streetscape															
48	PW	8th Avenue Streetscape Improvements															
49	PW	Intersection Improvements															
50	PW	Americans with Disabilities Act Improvements															
51	PW	Effective Vehicle Utilization															
52	PW	27th Avenue Stormwater Improvements															
53	PW	Neighborhood Stormwater Improvements															
54	PW	Poudre River Flood Review and Improvements															
55	PW	Stormwater System Administration															
56	PW	Transit Improvements															
57	PW	Public Works & Water/Sewer Maintenance Facility															
58	WS	Water & Sewer Operations Division Reorganization															
59	WS	Significant Capital Project Implementation															
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