



# Accomplishments

## Steve Adams

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### City Manager Annual Meeting with City Council December 12, 2023

**(I acknowledge tremendous accomplishments by our City Staff as outlined below)**

#### I. Public Safety

1. City Council adopted an Emergency Ordinance in May 2022 to halt Encampments within our city. Staff responded with a robust program to implement the camping ban, creating alternative temporary and more permanent places to go (not on open space and public lands) while treating everyone with dignity and respect. The Loveland Resource Center provides day shelter, and the South Railroad Facility provides overnight shelter. More information is available at [lovgov.org/homelessness](http://lovgov.org/homelessness). Follow-on work now consists of working with several Workgroups or Committees including ROW Work Group; Homeward Alliance Task Force, and DDA/COL Service Level Work Group. The LRC is open 7am to 7pm and then 7pm to 7am except Sat and Sun. The SRF is open from 7pm to 7am daily.
2. Loveland/Fort Collins Regional Police Training Facility operating with 16 partner agencies scheduling weapons and drive track training. A temporary K9 Training area was added to the training center campus. The Training Facility availability has been extended with addition of another staff member which allowed for the extension of facility operating hours. Facility is currently working to resolve an issue with the sound mitigation system which is almost completed. The HVAC fan system was resolved with a part replacement.
3. Loveland Police Chief Tim Doran started January 3, 2023. He has continued work on the Implementation Plan from Jensen Hughes report along with Trust Commission recommendations, reorganized department adding 2 new Assistant Chiefs, hired new PIO, and developed a Mission, Vision, and Goals. Working on Community Engagement Plan, reorganization that features a downtown District and Community Impact Unit.
4. LFRA Maturation Process continues with Emergency Manager who has coordinated participation in another tabletop exercise collaborated with Larimer County Office of Emergency Management and other regional participants. The most recent tabletop featured work with the Policy Group so some training with our City Council will be scheduled in Q1 of 2024. Work on the Emergency Operations Plan is almost completed and expected to return in early 2024 for adoption. The Continuity of Operations Plan update is being updated by the City Departments in close coordination with our Emergency Manager.
5. LFRA has recently achieved their professional accreditation. (one of 300 in the world)
6. Fire Station #3: Final design and annexation underway with funding source to be identified. Initial set of Neighborhood meetings and informational sessions completed.
7. Fire Station #4: Station rehab work reprogrammed for 2025 depending upon budget.
8. Downtown Fire Protection/Sprinkler System Program identified some projects for 2023 that will use unspent funds along with City Council action to extend program into 2024.
9. Wildfire Urban Interface meetings with HOA's up the Big Thompson Canyon, Storm Mountain and along the western foothill area of the City of Loveland have been completed. Also initiated

FIREWISE Training in Storm Mountain area. Grant applications were filed, and one has been awarded to continue this effort. LFRA worked with Ember Alliance and the community to develop a Community Wildfire Protection Plan (CWPP). Specialized WUI code was created to protect against wildfire risk. Implemented Firefighter Medical Physical screenings to help identify earlier potential health risks to firefighters.

10. Northern Colorado Regional Airport FAA Remote Tower Certification Process experienced setback when contractor withdrew from process. A second contractor team has been identified and is working with FAA, State Aeronautics Division and Northern Colorado Regional Airport Board to continue in the Remote Tower Pilot program.
11. United Airlines partnered with Landline services providing expanded direct access to DIA from the Airport. Recently they added more trips to DIA on a daily basis. Congressional letters of support recently sent to FAA, Homeland Security, and TSA to speed Airport-to-Airport direct access. Temporary Tower remains operational and provides FAA certified service to our airport community.
12. Summit Stone hired two more Co-Responders for the City of Loveland and 0.5 FTE for admin and peer support. This program is being reviewed in 2023 by the Loveland Police Chief, along with LFRA and TVEMS Chiefs.
13. Loveland Police Department also added two additional School Resource Officers for 2023-2024 school year.
14. The City Council received briefing from Traffic Engineering and Police Department review of critical intersections. City Council directed installation of traffic intersection cameras and radar photo vans to help improve traffic safety citywide. On September 26, 2023, City Council was briefed on the implementation plan and identified some funding sources. Bidding is underway for the system with Contract approval anticipated for early 2024.

## **II. Economic Vitality**

1. Working with McWhinney's on a large economic development project called Centerra South. It has involved consideration and creation of a new URA, amendments to the existing Highway 34/Centerra URA, MFA's, and Metro Districts. Several City staff groups along with our professional legal and financial consultants working with the developer's team have been working on this project for several months. The project will feature commercial, residential, and retail elements along with a live, work, play concept that totals around \$1.0 Billion in private and public investment. A major modification included participation from Larimer County. After recent city council election city council voted to halt this project. Staff is working to implement this city council direction.
2. Worked with our Economic Development Department and local developer on the Bass Pro Shop project. This has been underway for some time and recently culminated in an announcement of a store activation in Loveland and approval of an agreement with Bass Pro Shop.
3. Last year, briefed City Council on a proposed themed Water Adventure Park and adjacent commercial development next to the airport. At the suggestion of City Council, staff is working with the developer and Larimer County to explore a site near the Embassy Suites and Ranch Complex. Larimer County has issued an RFP for development of a new 10,000-person event center, three sheets of ice and other improvements. A local developer is expected to participate in this process that will have an RFP submittal deadline of December 18, 2023.

4. Amazon Facility is still under construction with interior finishing of the 3.9 million square feet facility to make it operational. This is a massive undertaking and progress was made by working closely with the City Council, staff, regional partners and the developer.
5. Draper Project in Loveland Downtown was approved and is under design for the apartments, retail space and adjacent 277 space parking garage. Working with developer on parking garage design and guaranteed maximum price amount for construction. Parking Garage contract recently extended for 6 months with a new date of March 18, 2024, to initiate parking garage construction. This is a complex project with remaining steps that include negotiation of an Operations and Maintenance Agreement and Easement Access Agreement. Currently negotiations are underway for sanitary sewer easements. Construction of a new main sewer line along the southern boundary alley is in progress with estimated completion by end of December 2023.
6. Feed and Grain building under construction.
7. Ongoing work with McWhinney's on their projects including Kinston Development Project. Staff is working with the Kinston design teams on some innovative and new standards that will guide the access and placement of utilities along with accommodating different housing types. A recent charette meeting brought staff and developer teams together to resolve remaining issues. This meeting achieved significant progress in working through the remaining issues that will result in development of a template for use in Small Lot developments.
8. Continue working with Larimer County Assessor on TIF distribution methodology.
9. Regarding the HIP Streets Modernization Plan a city team including Public Works, Water and Power, CAO, CMO, DDA and others is working on a waterline replacement project that incorporates HIP Street features from Garfield Avenue to Washington along 4<sup>th</sup> Street. Various presentations have been made to the community. The final design is underway and the City is working closely with the DDA to identify funding sources that could allow project construction to start as early as next year. Different Boards and Commissions are actively involved. Community Outreach consultant selected and work has started in this area. Briefings have been held with City Council along the way. The next City Council briefing is scheduled for late January 2024.
10. Northern Colorado Regional Airport:
  - The Northern Colorado Regional Airport Wingless Flight Phase I concept continues to be successful. Round trips have increased from 4 to 8 per day. Phase II of the program is still seeking final approval from TSA.
  - Terminal Construction underway with construction contractor, Hanssel Phelps. Expected completion scheduled for Q4-2024.
  - Airport Board adopted in May 2023 an updated Strategic Plan using Strat-Op process in the key areas of Terminal Design, Economic Development, Community Engagement and Staffing.
  - Interim Airport Director, David Ruppel, is fully engaged in airport operations and is doing a great job.
  - Working on RFP for demolition of Hangars A and B. Hangar C contractor selected and planning to start repair work using a plan that minimizes disruptions to existing C Hangar tenants.
11. The Downtown LURA designation was removed on April 18, 2023, so that only the DDA designation remains. City Council approved a plan to provide a DDA Line of Credit.

12. Working with the DDA to develop a next step services contract that would outline more specifically the role of the city and DDA in the maintenance/development of the downtown area.
13. Economic Development continues working on several opportunities and tourism projects. Also supporting the DDA as they are exploring several key downtown development opportunities.
14. Staff working with community partners completed the 2023 Patio Program with about six participants. Working with the DDA and other stakeholders to determine if a 2024 Patio Program is needed given the timing of the HIP Street project. Staff will bring information in early 2024 to seek direction from City Council on continuing this program in 2024.

### **III. Infrastructure and Transportation**

1. Windy Gap Firing Project (Chimney Hollow Reservoir) construction continues approximately on schedule.
2. City Council annexed the Willow Bend Park property and design is completed. Staff will bid this first ADA all-accessible park construction project in early 2024.
3. City-Wide Phase I ADA identified a prioritized capital project list which is underway along with separately identified Parks and Recreation Department facilities.
4. Connect Loveland 5 Year update of Transportation Masterplan underway (bike/ped/roads) was approved by City Council.
5. City Council adopted a new financing tool to help accomplish needed maintenance and capital project work in the Big Thompson River Floodplain/Floodway. Currently City staff is working with Larimer County to investigate the possibility of also collecting a fee from Larimer County residents adjacent to the river to help fund maintenance and capital project construction.
6. City awarded grant to complete work on next phase of the Highway 34 corridor widening project. The I-25 Corridor construction is still making progress with a CDOT celebration on December 7, 2023 highlighting completion of the phase through Loveland.
7. Major utility construction completed for water, wastewater, stormwater and power. Construction underway for the P2 Northwest Water Pressure Zone which was a collaborative project with developers, Development Services, CAO and Water and Power Department.
8. CNG/Fuel Island/tank project at the Service Center is completed and fully operational.
9. Highway 34 and Taft Avenue Intersection and Roadway Improvement project still making progress. A major ROW and easement acquisition completed with City Council approval. Structure demo on some of the property parcels underway. Road construction planned to start in spring 2024.

### **IV. Fiscal Stability and Strength**

1. Staff implemented 2023 Budget after using some new features introduced by the CFO including an all-day budget workshop, planned changes to monthly financial and investment reports, along with use of new Budget Software to add visibility to the budget process. 2024 Budget was adopted after using the budget workshop format.
2. Continue to participate in discussions with other Northern Colorado communities, non-profits, and Larimer County to determine what opportunities exist for impactful collaborative projects. Learned mid-year that the Innovation Hub at the Airport and Greenspire housing at Police and Courts were selected for funding. However, Thompson School District received funding for a proposed Youth Shelter Project. Design is underway and staff is providing assistance as needed.

3. Revised Performance Measures program was delayed due to COVID-19 and available staffing capacity. With some recent staff replacements and creation of a project team, work has resumed on this project in 2023 along with work on the 2020 Strategic Plan update.
4. Continue to use centralized grant management within the Finance Department with more grant opportunities arriving from various funding sources.
5. Finance Department has initiated an internal study to review and improve the City's procurement process both for internal and external stakeholders.
6. Phase 3 of the Parking Study was adopted on October 31, 2023, by City Council after a few years of work completing Phases 1 and 2. This recently adopted plan features an Implementation and Action Plan.

## **V. Livability and Sustainability**

1. Homeward Alliance was selected as Lead Agency for homelessness work in our community. Their staff hired for the Loveland area. City staff with the Lead Agency provided an update to City Council. Consensus direction from City Council included a request to look at a Community Outreach program which was done on May 23, 2023. A Homeless Task Force has been formed which the City is a participant. An update on this topic is scheduled for the December 12, 2023, City Council meeting.
2. The Emergency Encampment program handled this year's need for the Evening Winter Shelter Program starting in December 2023.
3. The City Council adopted new Metro District updates on May 24, 2022. However, additional concerns have come to light with City Council requesting City Staff to return with recommendations to address these concerns. There was also interest to see how a Special Improvement District (SID) could be incorporated into a separate or joined with a Metro District concept. This work has resumed with staff working to prepare for a study session in late Q1-2024.
4. St. Valentine's project secured federal funding and is under construction with completion date of early 2024.
5. Grace Gardens Housing project continues to make progress.
6. The Pulliam Community Center is now completely funded including federal grants and donations from the Pulliam Foundation. The construction bid was awarded by City Council on November 21, 2023, with construction completion scheduled in 2025.
7. Micro Homes concept plan and report completed and distributed to City Council.
8. PRPA CEO along with City of Loveland Water and Power Director provided City Council an update on power Distributed Resources. Regional City Managers, Utility Directors and PRPA staff are meeting along with separate meetings with just the City Managers and PRPA to coordinate the introduction and use of distributed resources into the power grid and how that will impact each individual member cities and PRPA. Next update planned for Q1-2024.
9. City-wide deployment of City High Speed Fiber (PULSE) continues throughout the city and is almost complete. Service options include video, internet and phone. A close partnership with Larimer County allowed service installation at Lago Vista and Highway 34 canyon area up to Waltonia. Grants from Larimer County are allowing service in other communities (Mead, Windsor) with others negotiated (Masonville and Timnath). PULSE completed boring in December 2023. PC Magazine recently ranked Pulse as fastest ISP in Mountain Region and second fastest in the United States.

10. Lake Loveland Recreation Club hired a water engineer to develop solutions to help retain more water in Lake Loveland during the non-irrigation season by investigating filling options. A report was completed. Further identification of an implementation plan would be a possible next step.
11. The 2023 July 4<sup>th</sup> Fireworks display successfully completed at Lake Loveland.
12. Staff continues to participate with the Community Housing Task Force. Recently City Council received a presentation from City staff working collaboratively with the Community Housing Task Force on a number of UDC amendments that would provide options for builders/developers interested in pursuing affordable or attainable housing. Those amendments were brought to City Council and approved.

## **VI. Innovation & Organization Excellence**

1. Staff is working with City Council on Council Directed workload management and a prioritization process which started at the 2022 City Council Retreat. At the 2023 City Council Retreat held on April 29, 2023, City Council participated in a series of exercises with the meeting facilitator to identify projects to remain on the Council Directed Work lists along with being prioritized. City Staff has scheduled an update to this process on December 12, 2023. Receiving definitive guidance from City Council on prioritization will help staff focus on the most urgent requests within the community.
2. Continued implementation of city-wide Strategic Plan into budget and City Council agenda process. City Staff briefed City Council at the 2023 City Council Retreat of its the work that has started on updating the Strategic Plan in 2024 using: 2023 Community Survey, 2023 City Staff Engagement Survey, Trust Commission Survey, department strategic plans, other background materials, and community and council input.
3. Staff is planning for and conducted the 2023 Employee Engagement Survey in August/September 2023. Results have been shared with staff and the departments are working with their teams on implementing results from that survey.
4. An enhanced document management system was reviewed by staff and currently scheduled as a project for 2025.
5. Microsoft Office 365 was deployed citywide this year along with dual authentication process.
6. Implemented another series of de-escalation training for employees.
7. Several Health and Wellness RFP processes were conducted, which resulted in transition of providers. The transition included Retirement Plan Recordkeeper and Medical Plan changes that are expected to help mitigate increased medical costs.
8. Encouraged employees to remain at home using available COVID leave if they get or are exposed to COVID which saw an uptick from previous time periods.
9. Performing network security assessments and continuing training on Cybersecurity.
10. Safety Manager continues to work with the City Wide, Municipal Complex, and Departmental Safety teams on safety supervisor training, job hazard analysis, safety culture, and CIRSA site surveys. Security Camera system installed around city hall access points in both buildings.
11. The 2023 Safety Perception Survey was deployed in mid-November 2023. Composite results will then be shared with staff.
12. Continued deployment of the Customer Information System (Utility Billing) program that provides a streamlined process and easier to read customer billing information. Continue working with customers to help them pay their account balances.

13. Contracted with an industry leader to develop and implement a Diversity, Equity, Inclusion and Belonging (DEIB) program to include assessment, prioritization of projects, and training for all employees. City staff celebrated completion of training for all FTE staff. A Roadmap, with vision, mission and goals was developed by staff and forms the next steps of this program that is part of the city culture going forward. HR has coordinated initial and follow-on training for each City Councilor and will also include new City Councilors in that process.
14. City staff had an excellent and highly attended annual employee recognition and years of service ceremony at Rialto with employee awards, food, and video summary on October 24, 2023. The City Staff picnic including families/significant others was held recently with over 650 staff and families participating.
15. City Council approved a software upgrade to the City's Land Records Management system that will help streamline the development review process of planning/zoning and building permits. An RFP for this software has been finalized and will be bid soon.

## **VII. Outreach, Collaboration & Engagement**

1. Re-started surveying our Boards and Commissions again after a COVID delay and have completed surveying all boards and commissions. Several Boards and Commissions have been completed including YAC. The remaining boards are being scheduled for completion by the end of Q2-2024. This is first time that City Council has had an opportunity to learn from each Board and Commission how they are doing with their work plan, what have they accomplished and what changes they would propose.
2. City working on first ever Year End Accomplishments for 2022 and Work Plan for 2023 for all Boards and Commissions. These documents have been compiled and will be sent to City Council soon.
3. This year the City Council adopted an ordinance that allows each Board and Commission to have voting youth members participate in the meetings. Close coordination with the Thompson School District will help with recruitment for youth members next year.
4. National Community Survey administered to our community during the summer. City Council and the community has received feedback on the surveys. Staff has categorized the comments and working on plans for next steps.
5. The Office of Communication and Engagement hosted two townhalls/outreach events. Due to the changing needs of the community, the originally planned Townhalls were adjusted to meet the needs of City Council and the community. Summary of 2023 Townhalls:
  - January 11, 2023 – Topic Redistricting with the public
  - January 23, 2023 – Topic Super Issue Board and Commission meeting on Redistricting.
6. Staff continues to upgrade and enhance the deployed city website.
7. Collaborated over the past seven years with the Thompson School District Executive Cabinet and City's Executive Leadership Team. Currently working on a City Council and Thompson School District Board approved 2022 Implementation Plan. On October 20, 2022, held a joint meeting of the City of Loveland City Council and TSD Board and discussed the 2022/2023 Planned Activities in five different Topic Areas including Transportation, Security and Safety, Work Force Skills, Buildings and Grounds, and Community Partnerships. The staffs are working on the follow up items from that joint meeting and planning for a February 7, 2024, joint City and TSD Board meeting.

8. Continued collaboration with the Winter Holiday Council which has seen an increase in volunteer staffing including addition of some new decorations and sponsorship with Visit Loveland.
9. City Staff completed their first update to the Trust Commission recommendations that included the Police Department, Co-Responder Program, Ethics and Community Engagement. A second update is underway and should be published in late December 2023. LPD is assisting with this update and separately tracking those items related to its operation.
10. Coordinated attendance of 9 City Councilors to the March 2023 NLC Congressional City Conference that included training and meetings with federal department and congressional delegation. Staff also planned for the annual CML conference held in June 2023. The City hosted the annual CML District 2 Conference which was held in Loveland on September 27, 2023, at Devereaux Room at the Rialto.
11. City Staff have initiated planning for hosting the 2024 CML Conference in Loveland.