



**CITY COUNCIL EXECUTIVE COMMITTEE MEETING
CITY COUNCIL CHAMBERS, THIRD FLOOR, CITY HALL,
#1 CITY HALL PLACE, PUEBLO, COLORADO 81003.**

**MONDAY, NOVEMBER 25, 2024
5:30 PM**

Individuals Requiring Special Accommodations Should Notify the City's ADA Coordinator at (719) 553-2295 by Noon on the Friday Preceding the Meeting.

Executive Committee meetings are special meetings of the City Council and are informal Council meetings for the purpose of receiving information and discussion among Council Members; no official action is taken at such meetings. The public is invited to attend, but public comment is generally not received unless otherwise noted.

Agenda

CALL TO ORDER

PRESENTATIONS

- | | |
|---|-----------|
| A. CITY UPDATE | 5:30 p.m. |
| Brian McCain, Chief of Staff | |
| 5 minute presentation | |
| B. XCEL ENERGY - COLORADO JUST TRANSITION SOLICITATION | 5:35 p.m. |
| Ashley Valdez - Area Manager / Community & Local Government Affairs | |
| 15 minute presentation | |
| C. JUST TRANSITION UPDATE | 6:10 p.m. |
| Renee Martinez - Director of Just Transition | |
| 15 minute presentation | |
| D. PROPOSED DAYCARE CENTER | 6:35 p.m. |
| Sarah Martinez - Councilor District 3 | |
| 15 minute presentation | |

ADJOURNMENT



COLORADO JUST TRANSITION SOLICITATION

Pueblo City Council

Ashley Valdez Area Manager Community & Local Govt. Affairs

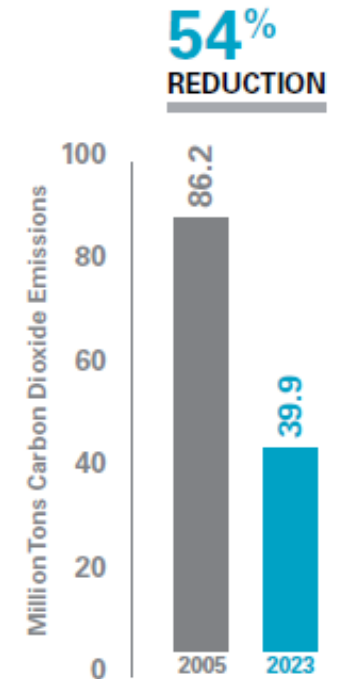
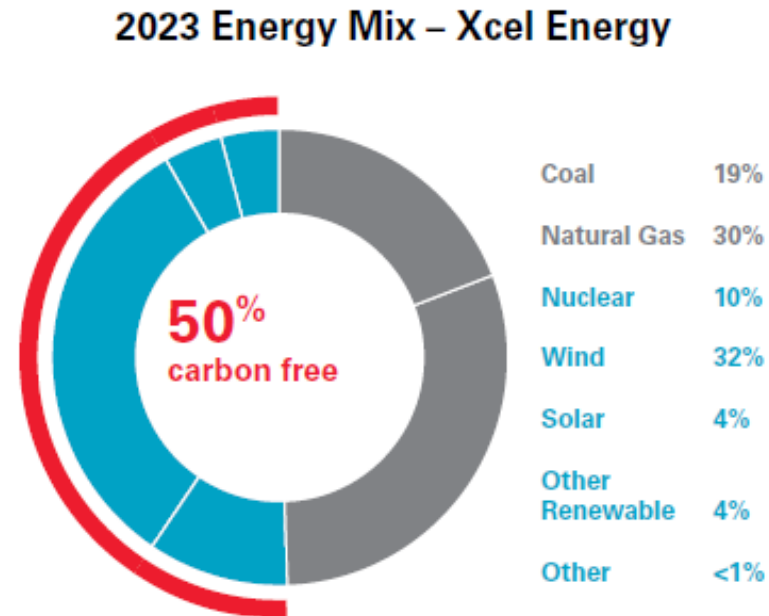
November 25, 2024



OUR CLEAN ENERGY GOALS

Leading the Clean Energy Transition

- First U.S. energy provider with the goal of delivering 100% carbon-free electricity by 2050
- First to add goals for net-zero natural gas use in buildings and zero-carbon transportation
- Inducted into the Climate Leadership Hall of Fame in 2022
- Our projected electricity and natural gas emissions reductions goals validated by climate modeling experts



Net-Zero Energy by 2050

How we'll get there

- Meet our 2030 interim goals:
 - **Electricity:** Reduce carbon emissions more than 80%
 - **Natural gas:** Reduce greenhouse gas emissions 25%
 - **Transportation:** Enable 1 in 5 vehicles to be electric
- Offer customers new, cost-effective options for lower carbon emissions



100% Carbon-Free Electricity



Net-Zero Natural Gas



Zero-Carbon Transportation

Colorado Clean Energy Plan



Reduce carbon emissions more than 80% by 2030 (from 2005 levels)



Add unprecedented amounts of renewable energy to the grid



End our use of coal by the end of 2030



Drive investment and economic development across the state



Supports communities and employees impacted by future coal plant retirements



JUST TRANSITION SOLICITATION



What are we requesting?

PHASE 1

- The Commission will examine our:
 - Forecasting methodology and modeling
 - Project bid criteria and evaluation standards
 - Community and workforce transition policies
- Specific power projects will not be included

PHASE 2

- Request for Proposals to solicit new power generation
- Commission approval of future projects



Why is this important?



Reliably meet our customers' energy needs through 2031 and beyond



Remain on track to deliver 100% carbon-free electricity by 2050



Meet Colorado's carbon reduction goals



Help employees prepare for the future and pursue new roles



Retain talent, develop new high-quality job opportunities and avoid layoffs



Sustain and empower communities impacted by retiring coal plants

Our Pillars of Investment

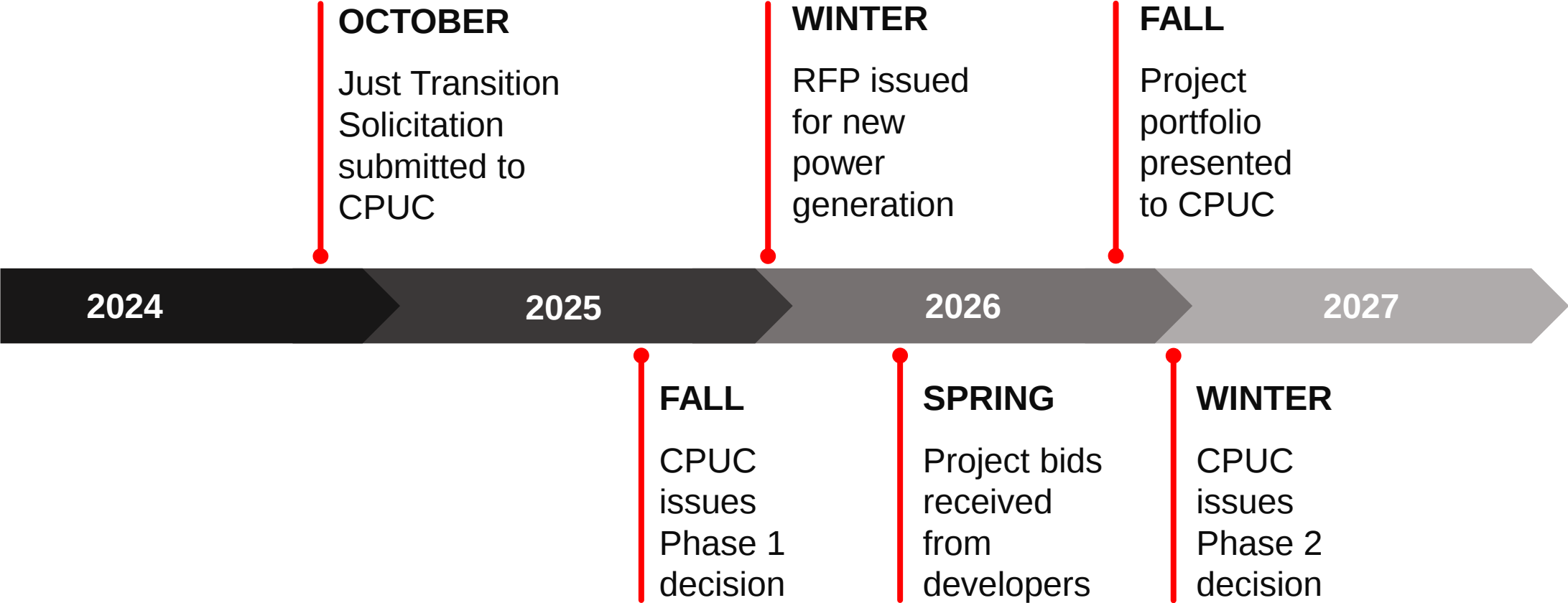
WORKFORCE SUPPORT

COMMUNITY INVESTMENT

CLEAN ENERGY DEVELOPMENT



Estimated Timeline*



**Subject to change*



Just Transition Program

Renee Martinez

November 25, 2024



Agenda

- Background
- Funding
- Steering Committee, Meeting Group, Coalition
- Community Engagement, Outreach, Professional Development
- Next Steps

Background

- A. In 2019, the Colorado General Assembly passed, and the governor signed, House Bill 19-1314, which made a “moral commitment” to a “just transition” for workers and communities adversely affected by the loss of jobs and revenues due to the closure of coal mines and coal-fired power plants. The bill created the Office of Just Transition (OJT) and Just Transition Advisory Committee
- B. OJT, a division of the Colorado Department of Labor & Employment, and the Office of Economic Development & International Trade (OEDIT) partnered to make grants available to Colorado’s coal transition communities. In 2022, the Colorado General Assembly appropriated funds to both OJT and OEDIT to support coal transition communities

Statewide Funding

- The West End—2 transition facilities—multiplied by a timing factor of 2, both are closed
 - Total Points: 4
 - Earmark: \$1.846 million
 - Share of total: 31%
- The Yampa Valley—6 transition facilities—multiplied by a timing factor of 1, all are open
 - Total Points: 6
 - Earmark: \$2.769 million
 - Share of total: 46%
- Morgan County—1 transition facility—multiplied by a timing factor of 1, open and not scheduled to convert to natural gas until 2028
 - Total Points: 1
 - Earmark: \$461,538
 - Share of total: 7.7%
- Pueblo—1 transition facility—multiplied by a timing factor of 1, open and is not expected to close until 2031
 - Total Points: 1
 - Earmark: \$461,538
 - Share of total: 7.7%

Pueblo Position

A. Pueblo Funding

1. Grant award letter received Sept. 19, 2022
2. Staffed since May 2024
3. Previously staffed between April and May of 2023
4. Position funded through July 2027



B. Provide targeted support for economic development, capacity building and community development per the Colorado Just Transition Action Plan

1. Protect the economic security of coal workers and their families
2. Serve as a liaison with Colorado Office of Just Transition, PEDCo, Xcel Energy, etc.
3. Lead collaborative work with community ad neighborhood groups, study committees and others
4. Coordinate, source and secure investments

Steering Committee

- Colorado House of Representatives District 46
- Colorado State University Pueblo
- Colorado WINS
- International Brotherhood of Electrical Workers Local 111
- Pueblo Community College
- Pueblo County
- Pueblo Economic Development Corporation
- Pueblo Water
- Southern Colorado Community Foundation

Meeting Group

April 2021 – February 2024

- City of Pueblo
- Colorado Department of Local Affairs
- Colorado House of Representatives District 46
- Colorado State University Pueblo
- Colorado WINS
- International Brotherhood of Electrical Workers Local 111
- Pueblo City Council
- Pueblo Community College
- Pueblo County
- Pueblo Economic Development Corporation
- Pueblo Water
- Pueblo West Metropolitan District
- Xcel Energy

Coalition

- City of Pueblo
- Colorado General Assembly
- Colorado House of Representatives
- Colorado Just Transition Advisory Committee
- Colorado General Assembly
- Colorado Rural Workforce Consortium
- Colorado State University Pueblo
- Colorado WINS
- Office of U.S. Senator Michael Bennet
- Pueblo City Council
- Pueblo Community College
- Pueblo Corporate College
- Pueblo County
- Pueblo Economic Development Corp
- Pueblo Library District
- PuebloPlex
- Pueblo Small Business Development Center
- Southern Colorado Economic Development District
- Southern Colorado Labor Council
- Xcel Energy

Community Engagement & Outreach

- Black Hills Energy Distribution System Planning Stakeholder Meeting
- Carbon America
- Colorado WINS
- Colorado Rural Workforce Consortium
- Drive Clean Colorado
- Gateway for Accelerated Innovation in Nuclear
- Mothers Out Front
- Pueblo County Commissioners
- Pueblo County Nuclear Town Hall
- Pueblo Economic Development Corporation
- Pueblo Energy Advisory Commission
- PuebloPlex
- National Renewable Energy Laboratory
- Southern Colorado Economic Development District
- Southern Colorado Labor Council
- U.S. Senator Michael Bennet's legislative, outreach & policy staff



Professional Development

- Action Colorado Energy Summit
- Capacity Building for Energy Assets Symposium, U.S. Department of Energy
- Colorado Workforce Development Consortium Inclusive Energy & Infrastructure Reveal & Validation
- Diverse Economic Impact Workshop, U.S. Census Bureau & Latino Chamber of Commerce of Pueblo
- Electric Vehicles and Their Batteries: A Life Cycle Perspective on Environmental Impacts, Clean Cities & Communities and Argonne National Laboratory
- Interagency Working Group on Coal & Power Plant Communities & Economic Revitalization
- National Association of Counties Building Resilient Economies in Coal Communities Webinars
- Pueblo Community Workshop on Renewable Energy Jobs and Careers
- Solar Power & Energy Storage in the Community–Pueblo, COSSA Institute
- University of Colorado Boulder Office for Public and Community-Engaged Scholarship Community Perspectives Meeting

Next Steps

Phase 2 Just Transition Grant Application

- In partnership with PEDCo, the Pueblo Workforce Center and Pueblo Corporate College, working on career exploration events to focus on clean energy jobs and other local trade shortages
- Looking at opportunities for Business Retention and Expansion

Good Jobs in Clean Energy Prize, U.S. Department of Energy

- Will build upon established coalition, continue monthly meetings and apply for prize

National Renewable Energy Laboratory

- Working with NREL as they consider Pueblo as a location for new programming that aims to collaboratively design and demonstrate pathways for just energy transitions

Thank you

Renee Martinez

(719) 553-2631

reneemartinez@pueblo.us



City-County Childcare Center

Supporting our employees to stay, grow, and succeed

The problem

Nationally, 50 million parents have to patch together childcare facing obstacles like cost, access, reliability, and quality

Parents may be late, not show up to work, or be distracted when their childcare plans fall through

58% of parents who left their job cited inability to find childcare as a reason

Companies lose out on highly valuable talent

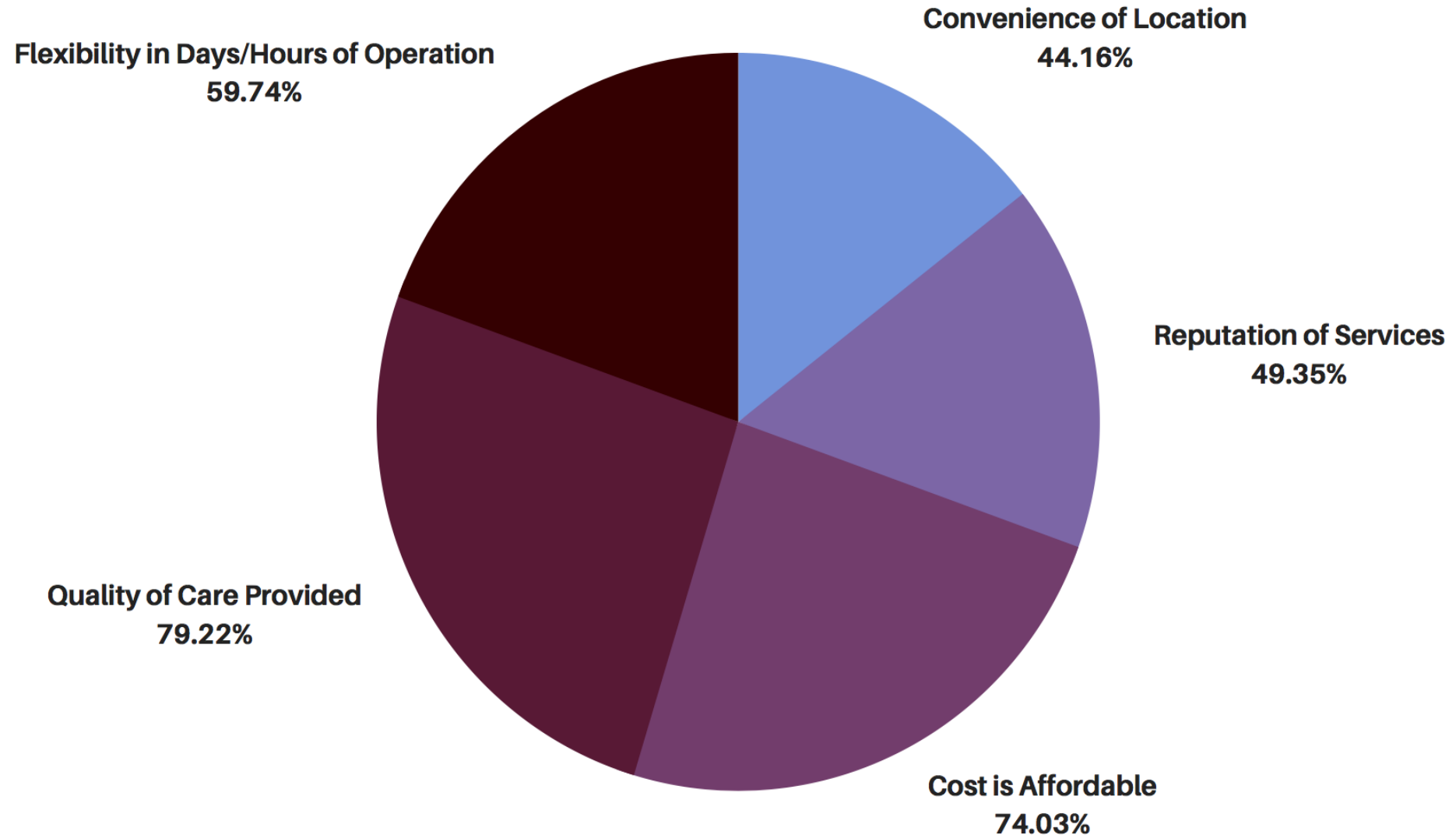
63% of parents say they made career changes to afford childcare

Replacing an employee costs companies up to 2x an employee's salary

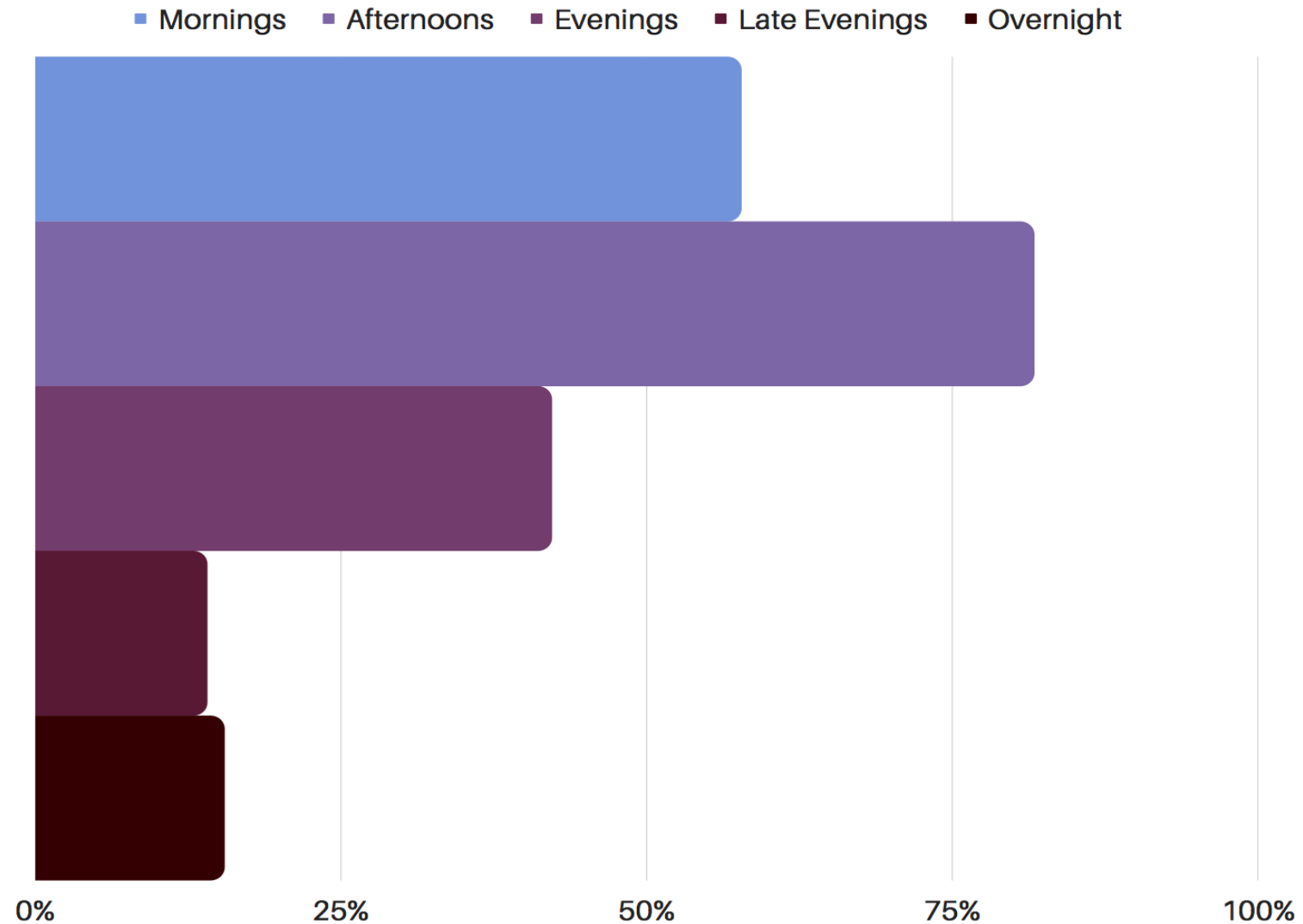
The problem

- Childcare accessibility and affordability was identified as a major barrier for City employees to work
- City survey ($n = 294$; 26% of our total workforce)
 - 64% currently utilize childcare for their children
 - 71% is external (licensed programs), 36% is internal (family, friends)
 - 84.25% of respondents said they would utilize childcare services provided by the city if available
 - Average children needing childcare: 1-2 children/employee needing it
 - Comments:
 - See this being useful & necessary
 - Would help with employee retention + turnover
 - Also appealing to new hires

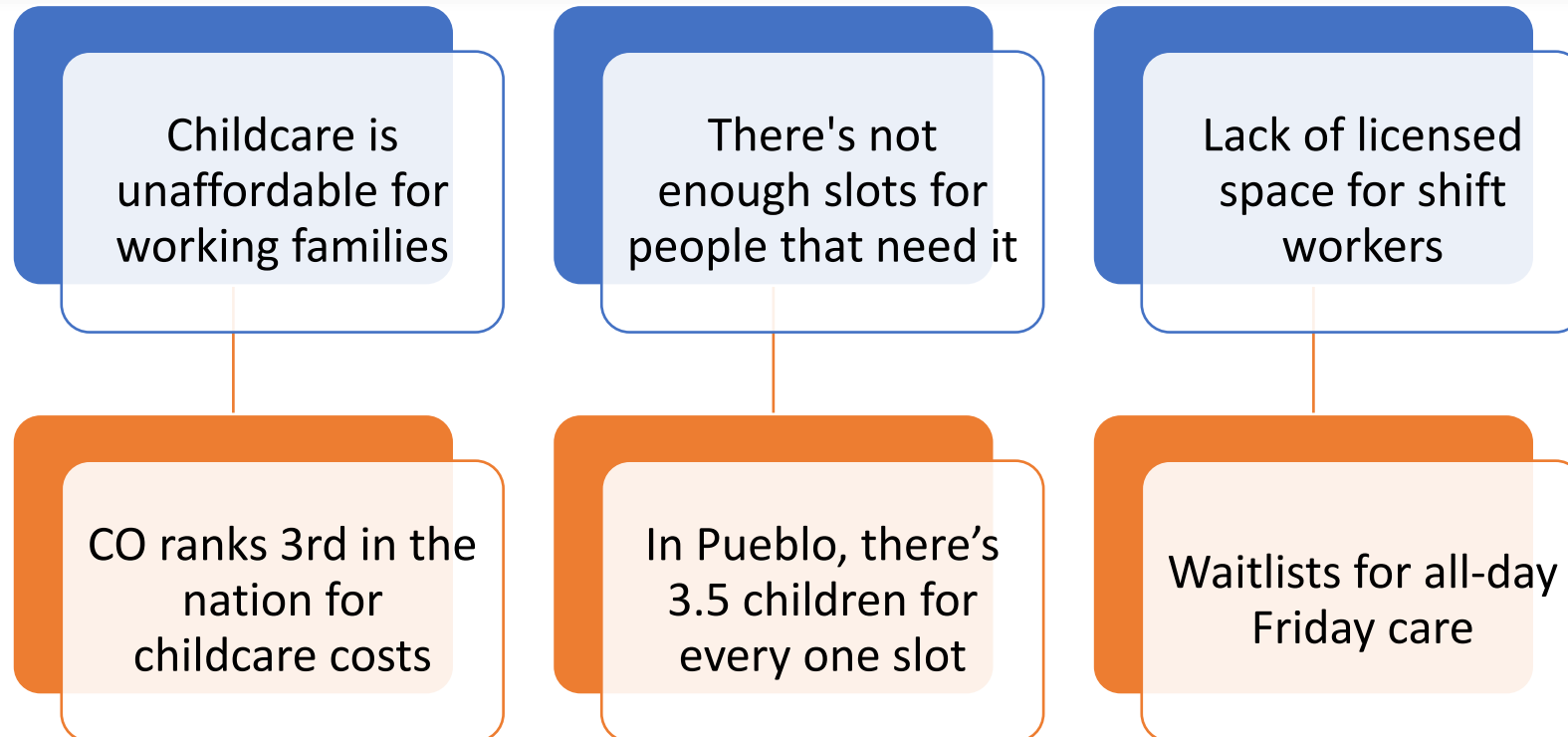
What is most important when selecting care?



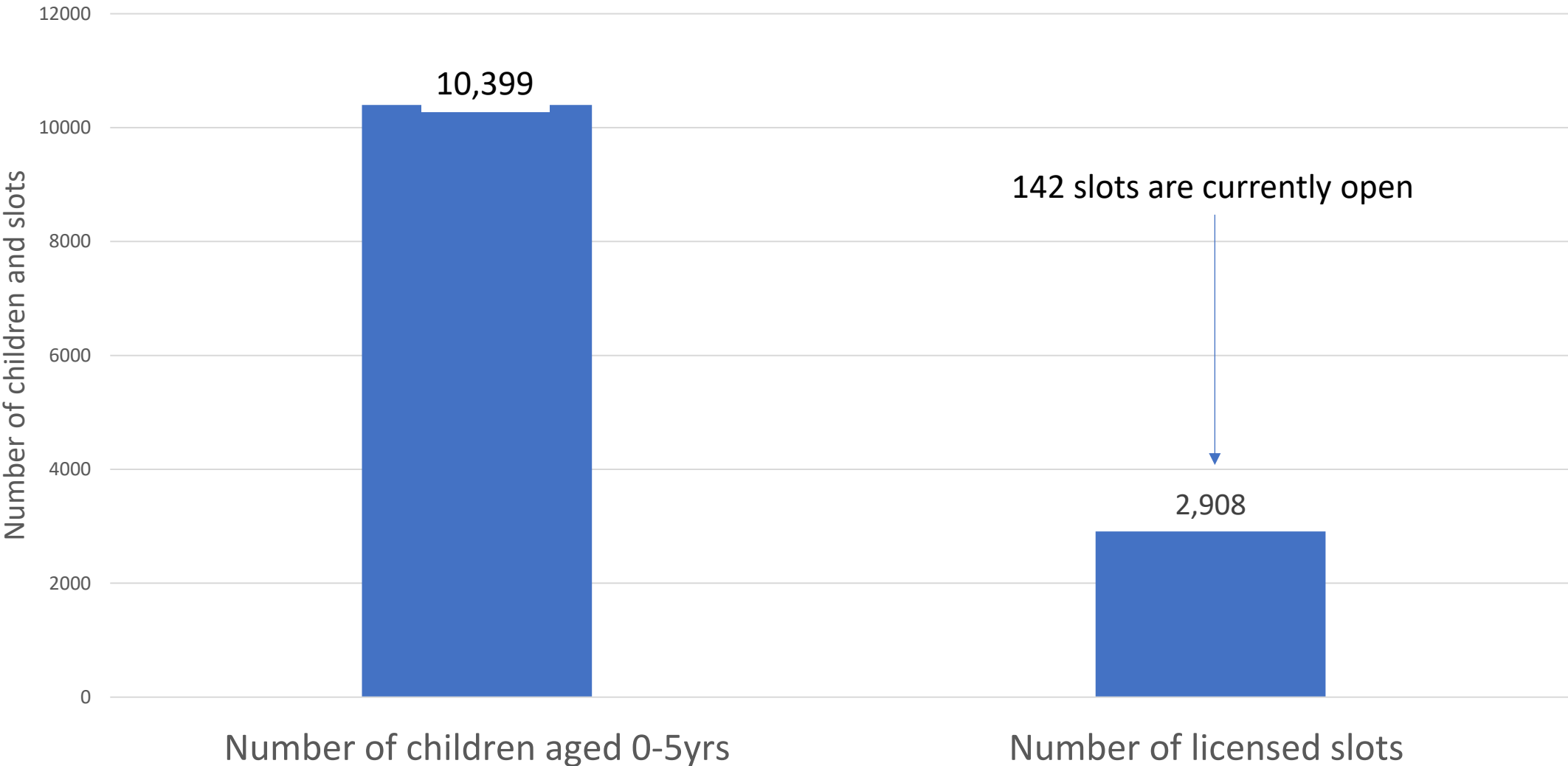
What times do you use childcare?



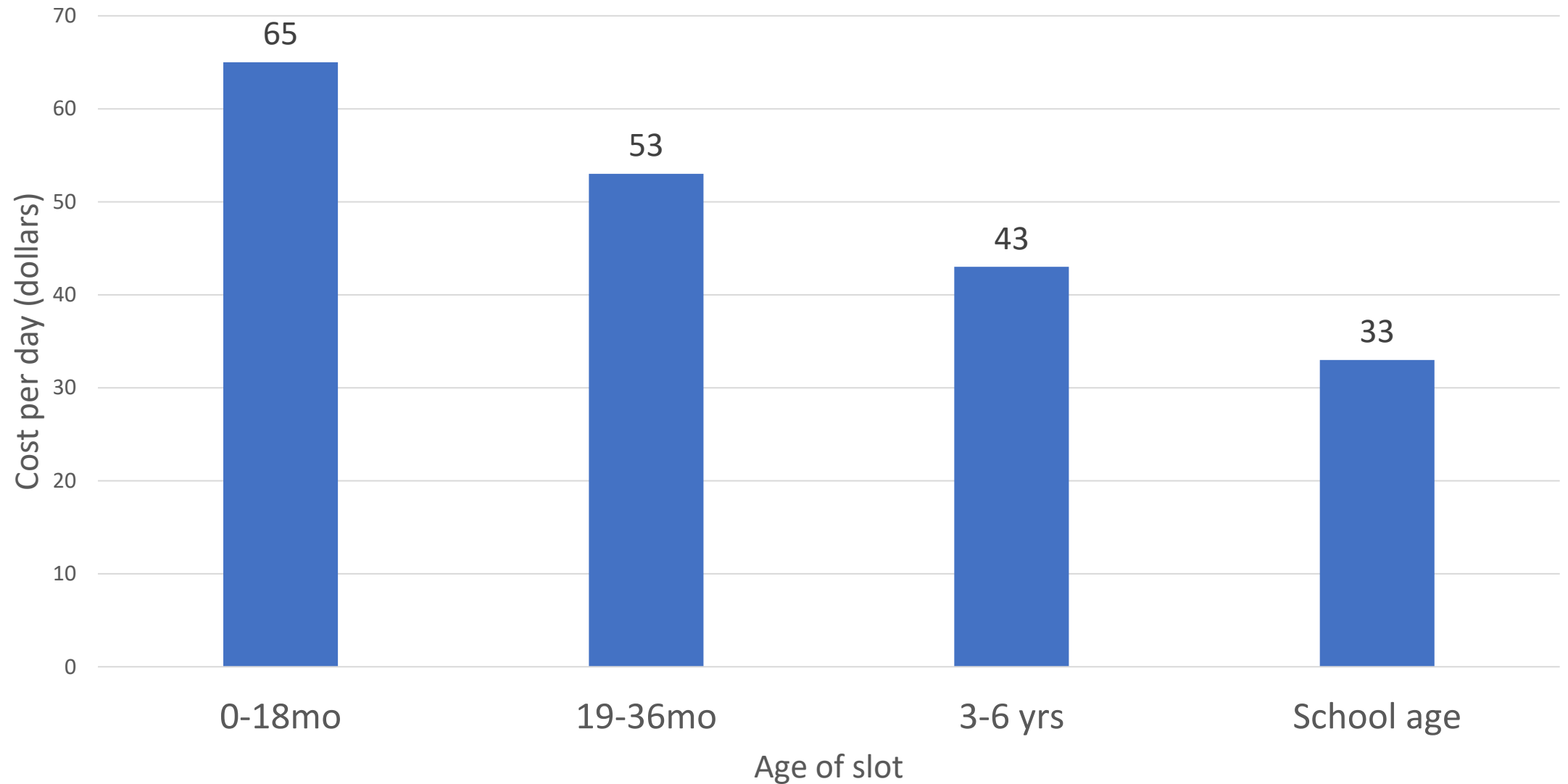
The problem



Children vs. amount of slots



Average daily cost of childcare (centers)





Helping the childcare crisis

The solution

- Employers across the state are stepping up to relieve the pressures faced by working families by developing on-site or nearby childcare programs
 - Up to 86% of working parents are more likely to stay with their employer if they offer childcare benefits
 - Employer-based childcare initiatives are vital as they not only support our employees but also help build essential childcare capacity in our community
- Organizations that offer childcare programs see a 425% return on investment
 - Retaining as few as just 1% of eligible employees can cover the cost of benefits
 - Working parents avoid up to 16 absences each year because of on-site, reliable childcare



The solution

- Local examples of employer-based childcare centers include:
 - Health Solutions has a childcare center for their staff and clients at their Family Resource campus
 - Parkview has a childcare center for their staff onsite
 - CSU-Pueblo has a childcare center for their students and staff onsite
- 

The solution

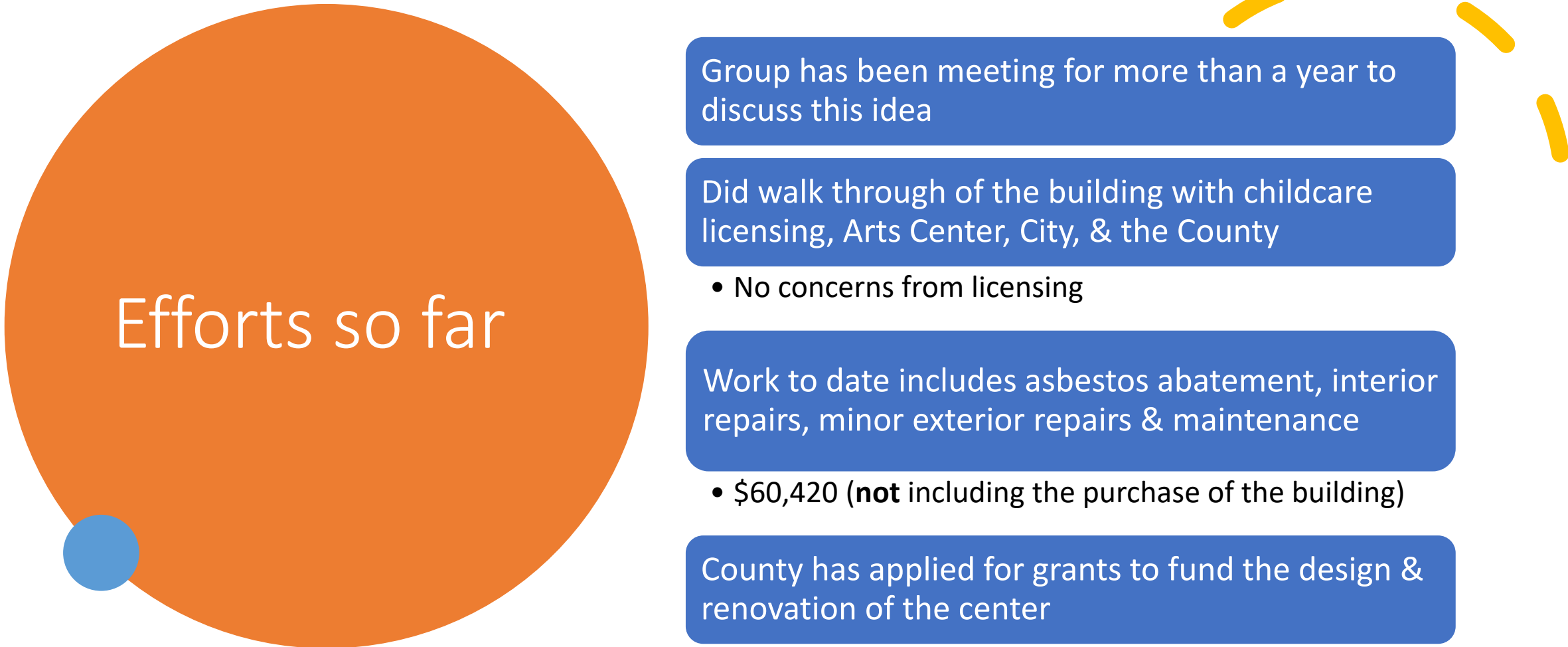
- Utilizing the previous Rojas building, already purchased by the County, the childcare center will offer infant, toddler, and pre-K slots to the community
 - Will prioritize the majority of slots for City and County employees
 - We've discussed 2 infant rooms (10/room), 2 toddler rooms (14-16/room) and 1 preschool room (20 per room) = 72 total slots
- The center, located in the Art Center Creative Corridor, will offer STEAM-based curriculum and have an active partnership with the Arts Center programs and campus

The solution

- A third-party contractor will operate the childcare center
 - Childcare provider operator would need their own insurance and cover the liability of the operations
 - No immediate beginning hard costs from provider, but they would need to provide tenant finishes
- County would cover insurance related to the building and provide continued maintenance
 - Cost savings to the contractor which would translate to lower childcare fees for families



What's been done so far?



Efforts so far

Group has been meeting for more than a year to discuss this idea

Did walk through of the building with childcare licensing, Arts Center, City, & the County

- No concerns from licensing

Work to date includes asbestos abatement, interior repairs, minor exterior repairs & maintenance

- \$60,420 (**not** including the purchase of the building)

County has applied for grants to fund the design & renovation of the center



The ask

ARPA funds for a site plan

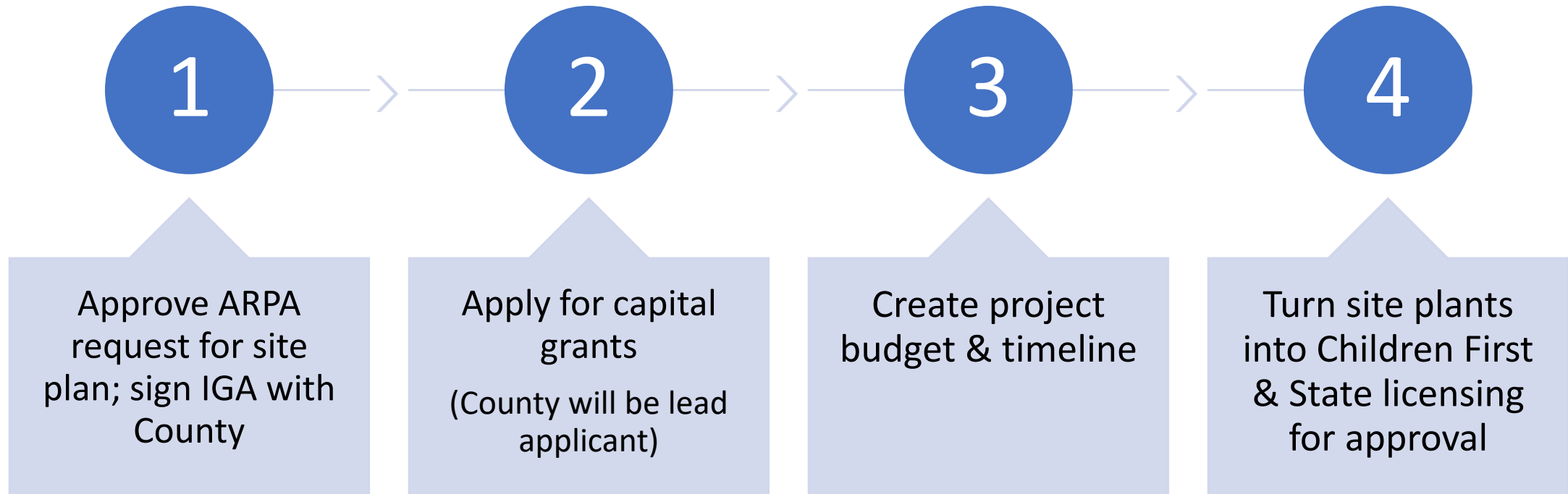
The ask

- A site plan will make applications for construction/renovation grants as well as operational grants much more competitive
 - For many grants, a site plan prepared by a licensed professional is a requirement for the application
- SOW includes a professional services contract to prepare plans and specifications for construction surrounding options to utilize 126 E. 4th Street as a childcare center
- The scope of work will include:
 - All general requirements, civil, architectural, structural, mechanical, plumbing, electrical, furniture, fixtures, equipment, fire suppression, HVAC controls, and communications
 - Address required playground area and parking
 - Include storm-water management
- The estimated cost of the professional services contract is \$100,000



Next steps

Next steps



Potential future asks

In-kind	Monetary	Land
Provide labor & materials for lot paving, stripes, gravel, etc.	Sponsor the playground (costs for design, equipment, & install)	Transfer of ownership of parcel 431217002, vacant lot, to the County



Questions?

Offer from Health Solutions

- \$100,000 for the Learning Tree
 - Not a great ROI
 - 8 infant slots for one year *or* 8 preschool children for the year
 - Staff could start using the center immediately
 - Some of our staff already utilize it
 - Current waitlist for Fridays
 - Competing for already sparse slots
 - Their slots are prioritized for staff/clients
 - Center not centrally located
 - Our goal: Increase amount of slots with a sustainable solution
 - Work collaboratively with the County