



**REGULAR CITY COUNCIL MEETING
CITY COUNCIL CHAMBERS – CITY HALL
#1 CITY HALL PLACE**

**MONDAY, NOVEMBER 25, 2024
7:00 PM**

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

A. CALL TO ORDER

President Mark Aliff

B. INVOCATION

Father Don Malin, Mt Carmel Parish

C. PLEDGE OF ALLEGIANCE

D. ROLL CALL

E. SPECIAL RECOGNITIONS

F. PUBLIC FORUM

G. COUNCIL MEMBER AND MAYOR COMMENTARY

H. REVIEW OF AGENDA

I. APPROVAL OF AGENDA

Motion to Amend the Agenda or Motion to Approve the Agenda as distributed.

J. READING AND APPROVAL OF MINUTES

Motion to dispense with the reading and approve the Minutes of the Regular Meeting dated November 11, 2024, as distributed.

J1 City Council Minutes 11/11/2024

K. CONSENT AGENDA

All items listed in this portion of the agenda are considered to be routine by the City Council and will be enacted by one motion. There will be no separate discussion of these items unless a Councilperson so requests; in which event, the item will be removed from the Consent Agenda and considered under the Regular Agenda. Unless otherwise indicated, titles are self-explanatory.

L. COMMUNICATIONS

L1 Minutes of the Planning and Zoning Commission Regular Meeting for 9/25/2024

M. RESOLUTIONS

M1 A Resolution awarding a construction contract in the amount of \$157,900.40 to Sport Court

of the Rockies, for Project No. 24-129, Bradford Park - Basketball Court Resurfacing and New Hoops (CDBG), setting forth \$5,000 for contingencies, and authorizing the Purchasing Agent to execute same

- M2 A Resolution awarding a construction contract in the amount of \$120,004.00 to Miller Pipeline, LLC, and setting forth \$24,000.00 for contingencies, for Project No. 24-134 (WW1503) 2024 Manhole Selenium Reduction Project and authorizing the Purchasing Agent to execute the same
- M3 A Resolution awarding an agreement for Professional Architectural Services in the amount of \$80,134 to Demmon Design Studios, Inc., a registered Colorado Corporation, for Project No. 24-088 Architectural Design Services for 650 Dittmer Avenue and authorizing the Purchasing Agent to execute same
- M4 A Resolution transferring \$18,167.50 within the Southpointe Special Improvement Maintenance District Budget from the "Projects to be Determined" operating budget line account into the "Repair & Maintenance" operating budget line account, awarding a construction contract in the amount of \$16,367.50 to Cedar Ridge Landscape, Inc., for Project No. 24-128, Concrete Improvements - Prairie Hawk Lane, setting forth \$1,800 for contingencies, and authorizing the Purchasing Agent to execute same
- M5 A Resolution ratifying an emergency construction contract in the amount of \$5,783.26 with Miller Pipeline, LLC. for Emergency Sanitary sewer point repair at 38 William White Blvd, Project No. 24-033 (WWAN03) and approving the Purchasing Agent's execution of the same.
- M6 A Resolution amending Resolution 11711 and establishing permit, inspection and plan review fees required under Chapter 2 of Title III of the Pueblo Municipal Code and the 2015 International Fire Code
- M7 A Resolution confirming the appointment by the Mayor of Scott Bridgman to serve a three-year term expiring December 1, 2027, on the Pueblo Municipal Golf Course Enterprise Advisory Committee in the Walking Stick Annual Pass Holder position
- M8 A Resolution confirming the appointment by the Mayor of Mikiel Ghelieh to complete a four-year term expiring August 30, 2026, on the ADA Advisory Committee
- M9 A Resolution authorizing the issuance of a Revocable Permit (REV-24-31) to HARP Authority, 125 Riverwalk Place, for the use of the right-of-way at Victoria Street from "D" Street to Grand Avenue, Greenwood Street from Victoria Avenue to City Center Dr., and City Center Dr./Elizabeth Street from Greenwood Street to 2nd Street for the annual Holiday Lighting Extravaganza
- M10 A Resolution authorizing the issuance of a Revocable Permit (REV-24-39) to Pueblo County, a political subdivision of the State of Colorado, for the use of Main Street from West 8th Street to West 11th Street, Court Street from West 10th Street to West 12th Street and West 10th Street from Grand Avenue to Santa Fe Avenue for the purpose of facilitating the Courthouse Lighting Ceremony
- M11 A Resolution authorizing the transfer of \$179,622.80 from Capital Project No. PL1703 - Trail Construction Arkansas River Levee Project and \$75,000.00 from Capital Project No. PL2303 - Landfill Alternatives, totaling \$254,622.80 into Capital Project No. C11108 - City Park Tennis Clubhouse Renovation
- M12 A Resolution authorizing the transfer of \$140,000.00 from Capital Project No. LT2001 - Parks Renovations City Park and \$100,000.00 from Capital Project No. LT2203 - Bathroom City Park Maintenance Compound, totaling \$240,000.00 into Capital Project No. LT2301 - City Park Tennis Club & Bleachers

N. ORDINANCES – FIRST PRESENTATION

- N1 An Ordinance approving and authorizing the Mayor to sign an Intergovernmental Agreement between the City of Pueblo, a Colorado Municipal Corporation and Pueblo County, a political subdivision of the State of Colorado, for the preparation of site and construction plans in anticipation of the construction of a City-County Childcare Center authorized by Section 603 of the American Rescue Plan Act and U.S. Treasury Final Rule 31 CFF 35.6, and authorizing the payment of one hundred thousand dollars (\$100,000) from Project No. CI2113 - American Rescue Plan Act, for purposes thereof
- N2 An Ordinance approving, accepting, and budgeting a Multimodal Transportation and Mitigation Option Funds Grant, Award, and applicable conditions pertaining thereto, between the City of Pueblo a Colorado Municipal Corporation, and the Pueblo Area Council of Governments, and Colorado Department of Transportation establishing Project No. PT2406, budgeting and appropriating \$130,399.00, and authorizing the Mayor to execute same
- N3 An Ordinance approving, accepting, and budgeting a Colorado Energy Office State Funds Grant YFTG0124 administered by the Colorado Association of Transit Agencies, Award, and applicable conditions pertaining thereto, between the City of Pueblo a Colorado Municipal Corporation and Colorado Association of Transit Agencies establishing Project No. PT2405, budgeting and appropriating \$62,213.39, and authorizing the Mayor to execute same
- N4 An Ordinance suspending the payment of the monthly Street Repair Utility Service Charges for twelve consecutive months beginning with each utility customer's January 2025 utility bill
- N5 An Ordinance approving a memorandum of understanding between the City of Pueblo a Colorado Municipal Corporation, Biobot Analytics, Inc. in collaboration with the Pueblo Department of Public Health & Environment to detect high-risk substances and substance use disorder treatment chemicals within the Pueblo sewershed and authorizing the Mayor to execute same
- N6 An Ordinance approving a joint funding agreement between the City of Pueblo, a Colorado Municipal Corporation, and the U.S. Geological Survey, United States Department of the Interior, to continue the collection of hydrologic data along Fountain Creek and the Arkansas River and authorizing the Mayor to execute said agreement.
- N7 An Ordinance providing for the City of Pueblo departmental authorized personnel positions for the fiscal year 2025.
- N8 An Ordinance amending sections 6-5-16 and 6-5-18 of Chapter 5, of Title VI of the Pueblo Municipal Code relating to the classification and pay plan for fiscal year 2025
- N9 An Ordinance approve the Memorandum of Understanding between the Colorado Department of Corrections (DOC) and the Pueblo Fire Department allowing the authority having jurisdiction (AHJ) over DOC facilities operations in Pueblo City limits for building construction plan review and related inspections, fire safety inspections, and fire safety permits and authorizing the Mayor to execute the same
- N10 An Ordinance approving an Intergovernmental Agreement between the City of Pueblo, a Colorado Municipal Corporation, and the Pueblo Conservancy District, a Colorado Conservancy District, by which the Pueblo Conservancy District will pay to the City of Pueblo \$75,000 for funding of a portion of the City Park and Arkansas River Corridor Master Plan Project, authorizing the Mayor to execute the same, accepting the District Funds, establishing Project No. CI2456, and budgeting and appropriating the funds to Project No. CI2456

- N11 An Ordinance approving and accepting a Grant Agreement for the City of Pueblo from the State Board of the Great Outdoors Colorado Trust Fund, authorizing the Mayor to execute the same, establishing Project No. CI2455, and budgeting and appropriating funds in the amount of \$190,532.00 to Project No. CI2455
- N12 An Ordinance approving an agreement between Pueblo School District 60, DBA Pueblo City Schools, and the City of Pueblo for the School Resource Officer program during the period of January 1 through December 31, 2025, and authorizing the Mayor to execute the same
- N13 An Ordinance amending Section 15 of Chapter 1 of Title IV of the Pueblo Municipal Code relating to building permits and circumstances in which permits may not be issued
- N14 An Ordinance approving Amendment No. 1 to the Real Estate Lease Agreement between the Pueblo Rescue Mission and Safeside Recovery for the property at 710 West 4th Street subsequent to the acquisition of the property by the City of Pueblo and authorizing the Mayor to execute the same

O. APPROVAL OF CONSENT AGENDA

I move to receive and file the minutes of the Planning and Zoning Commission approve all Resolutions Set Forth in the Consent Agenda; Pass the Ordinances of the Consent Agenda, Setting the Public Hearings for December 09, 2024, and Order the Ordinances to be published BY TITLE.

P. REGULAR AGENDA

Q. RESOLUTIONS

- Q1 A Resolution authorizing payment from the Council Contingencies account in the 2024 general fund budget to Pueblo District 60 Foundation in the amount of \$1,500 to sponsor the Christmas Extravaganza in support of Minnequa & Columbian Elementary Schools on Friday, December 20, 2024
- Q2 A Resolution awarding a construction contract in the amount of \$1,554,540.88 to Montano Concrete, for Project No. 24-065, Minnequa Lake Concrete Trail, setting forth \$195,459.12 for contingencies, and authorizing the Purchasing Agent to execute same
- Q3 A Resolution authorizing payment in the amount of \$677,413.65 from Project CI2113 - American Rescue Plan Act, and transfer \$28,474.27 from Capital Project CI2113 - P&R Hybrid Trucks, \$16,350.28 from Capital Project CI2113 - Airport Mower & Forklift, and \$100,000.00 from Capital Project CI2113 - Trail Repair, totaling \$822,238.20 into Capital Project CI2113 - Tennis Club Replace Building as authorized by Section 603 (a) of the American Rescue Plan Act and U.S. Treasury Final Rule 31 CFR 35
- Q4 A Resolution awarding a construction contract in the amount of \$2,717,392, to Spire Building Group, for Project No. 24-112, Construction of City Park Tennis Complex, setting forth \$245,000 for contingencies, and authorizing the Purchasing Agent to execute same

R. ORDINANCES – FINAL PRESENTATION

- R1 An Ordinance levying and certifying the City of Pueblo property tax mill levy made in 2024 for the 2025 budget year - *Introduced November 11, 2024 by Councilor Regina Maestri*
- R2 An Ordinance levying and certifying the Bandera Boulevard Special Improvement Maintenance District property tax mill levy made in 2024 for the 2025 budget year - *Introduced November 11, 2024 by Councilor Regina Maestri*
- R3 An Ordinance levying and certifying the Southpointe Special Improvement Maintenance

District property tax mill levy made in 2024 for the 2025 budget year - *Introduced November 11, 2024 by Councilor Regina Maestri*

- R4 An Ordinance establishing Project PS2410, the Real Time Crime Center Project, transferring \$1,000,000 from 10120502-51040 to PS2410, budgeting and appropriating funds in the amount of \$1,000,000 and authorizing Mayor Graham to execute same - *Introduced November 11, 2024 by Councilor Regina Maestri*
- R5 An Ordinance approving an agreement between Axon Enterprise, Inc., a Delaware Corporation, and the City of Pueblo, a Colorado Municipal Corporation, for the continuation of video storage services and purchase of new body worn camera hardware and related services and accessories, and authorizing Mayor Graham to execute same - *Introduced November 11, 2024 by Councilor Regina Maestri*
- R6 An Ordinance approving and authorizing the Mayor to sign a Memorandum of Understanding by and between the City of Pueblo, a Colorado Municipal Corporation, Pueblo Urban Renewal Authority, a body corporate and politic of the State of Colorado, Pueblo School District 60, and Pueblo Central High School Foundation, a Colorado nonprofit corporation, for the construction of a soccer practice field as authorized by Section 603 of the American Rescue Plan Act and U.S. Treasury Final Rule 31 CFR 35.6, and authorizing the payment of two hundred and fifty thousand dollars (\$250,000) from Project No. CI2113 - American Rescue Plan Act, for purposes thereof - *Introduced November 11, 2024 by Councilor Regina Maestri*
- R7 An Ordinance repealing Section 3, 4, 5 and 6 of Chapter 2 of Title IX and certain sections of the Pueblo Municipal Code relating to Cabaret Licenses - *Introduced November 11, 2024 by Councilor Regina Maestri*
- R8 An Ordinance creating 11-1-612 of the Pueblo Municipal Code creating the criminal consequences for misuse of natural medicines - *Introduced November 11, 2024 by Councilor Regina Maestri*

S. COUNCIL MEMBER CONFLICT OF INTEREST

Councilor Sarah Martinez may ask to be excused from the meeting due to a potential conflict of interest with agenda item number S-1.

- S1 An Ordinance making appropriation for the general fund, special revenue funds, enterprise funds, internal service funds, debt service funds, and capital project funds for the fiscal year 2025 and adopting the budget for the year 2025 - *Introduced November 11, 2024 by Councilor Regina Maestri*

T. ADJOURN



**REGULAR CITY COUNCIL MEETING
CITY COUNCIL CHAMBERS – CITY HALL
#1 CITY HALL PLACE
MONDAY, NOVEMBER 11, 2024 - 7:00 PM
MINUTES**

A. CALL TO ORDER

President Aliff called the meeting to order at 7:27 p.m.

B. INVOCATION

C. PLEDGE OF ALLEGIANCE

D. ROLL CALL

Council Members Present: Mark Aliff, Dennis Flores, Roger Gomez, Joe Latino, Regina Maestri, Sarah Martinez.

Council Members Present via Zoom: Brett Boston.

Council Members Absent: None.

Administrative Staff Members Present: Mayor Heather Graham, City Attorney Carla Sikes, City Clerk Marisa Stoller.

E. SPECIAL RECOGNITIONS

E1 PROCLAMATION PRESENTATION: "LAW ENFORCEMENT RECORDS PERSONNEL WEEK - NOVEMBER 4-8, 2024" - JENNA INGO, RECORDS MANAGER & PUEBLO POLICE DEPARTMENT RECORDS DIVISION STAFF

E2 PROCLAMATION PRESENTATION: "PUEBLO CRASH RESPONDER SAFETY WEEK - NOVEMBER 18-22, 2024" - ANDREW HAYES, DIRECTOR OF PUBLIC WORKS; CHRIS NOELLER, POLICE CHIEF; KEITH NOVAK, DEPUTY FIRE CHIEF

F. PUBLIC FORUM

- Bret Verna - Bathhouse/Budget
- Carmen Arteaga - Budget
- Maria Arteaga - Monies

- Abbie Krause - 2025 Budget
- Mary Ellen Bureiago - Sangre de Cristo funding
- Anne Casey - Pueblo Zoo

G. COUNCIL MEMBER AND MAYOR COMMENTARY

Mayor Graham shared how the City was down 4.9% in sales tax in the month of September, even with large events like ChileFest and the State Fair. She also updated Council on the Shelter's new management and that it is open and helping individuals.

Council members expressed comments regarding community-related issues and events/functions they attended.

H. REVIEW OF AGENDA

The agenda was reviewed page by page.

I. APPROVAL OF AGENDA

Councilor Maestri, seconded by Councilor Gomez, moved to move item M5 to the regular agenda and to approve the agenda as amended.

Roll Call - **Ayes:** President Aliff, Councilor Boston, Councilor Flores, Councilor Gomez, Councilor Latino, Councilor Maestri, Councilor Martinez. **Nays:** None. Motion Passed 7-0.

J. READING AND APPROVAL OF MINUTES

J1 CITY COUNCIL MINUTES 10/28/2024

Councilor Maestri, seconded by Councilor Flores, moved to dispense with the reading and approve the Minutes of the Regular Meeting dated **October 28, 2024** as distributed.

Roll Call - **Ayes:** President Aliff, Councilor Boston, Councilor Flores, Councilor Gomez, Councilor Latino, Councilor Maestri, Councilor Martinez. **Nays:** None. Motion Passed 7-0.

K. CONSENT AGENDA

City Clerk Marisa Stoller read the Consent Agenda into the record.

L. COMMUNICATIONS

M. RESOLUTIONS

M1 A RESOLUTION AWARDED AN AGREEMENT FOR PROFESSIONAL CONSULTING SERVICES IN THE AMOUNT OF \$400,000 TO DIEXSYS, LLC., A COLORADO LIMITED LIABILITY COMPANY, FOR PROJECT NO. 24-012 CONSULTANT FOR PUEBLO AREA COMPREHENSIVE SAFETY ACTION PLAN AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE SAME

This Resolution was assigned as 15806.

M2 A RESOLUTION APPROVING AMENDMENT NO. 1 TO THE AGREEMENT FOR ADDITIONAL PROFESSIONAL CONSULTING SERVICES BETWEEN THE CITY OF PUEBLO, A COLORADO MUNICIPAL CORPORATION, AND BROWN AND CALDWELL, INC., IN THE AMOUNT OF \$160,874 FOR PROJECT NO. 18-087 WASTEWATER DEPARTMENT ENGINEER OF RECORD – STOCKYARD

**ROAD 60- AND 66-INCH PIPELINE CIPP REHABILITATION, AND
AUTHORIZING THE PURCHASING AGENT TO EXECUTE THE SAME**

This Resolution was assigned as 15807.

- M3 A RESOLUTION APPROVING AN AGREEMENT IN THE AMOUNT OF \$149,500 TO CONFLUENCE, INC., FOR DESIGN SERVICES AND SETTING FORTH \$25,500 IN CONTINGENCY FOR THE MASTER PLAN FOR CITY PARK AND ARKANSAS RIVER CORRIDOR PROJECT, AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE THE SAME**

This Resolution was assigned as 15808.

- M4 A RESOLUTION AWARDING A CONSTRUCTION CONTRACT IN THE AMOUNT OF \$136,693.50 TO DOUG VAUGHN, LLC FOR PROJECT NO. 24-096, ADA CURB RAMPS - PHASE 2 (CDBG), SETTING FORTH \$60,000.00 FOR CONTINGENCIES, AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE SAME**

This Resolution was assigned as 15809.

- M6 A RESOLUTION AUTHORIZING THE TRANSFER OF PREVIOUSLY BUDGETED AND APPROPRIATED FUNDS IN THE AMOUNT OF \$35,788.15 FROM PROJECT ACCOUNT WW9999 TO WW2305 AND APPROVING AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE AMENDMENT NO. 1 OF THE AGREEMENT FOR PROFESSIONAL ENGINEERING SERVICES BETWEEN THE CITY OF PUEBLO, A COLORADO MUNICIPAL CORPORATION, AND SHORT-ELLIOTT-HENDRICKSON, INC., IN THE AMOUNT OF \$35,788.15 FOR 23-046, DESIGN OF FUTURE WASTEWATER PRETREATMENT BUILDING.**

This Resolution was assigned as 15810.

- M7 A RESOLUTION AWARDING A CONSTRUCTION CONTRACT IN THE AMOUNT OF \$26,830 TO CEDAR RIDGE LANDSCAPE, INC., FOR PROJECT NO. 24-130, BRADFORD PARK - BASKETBALL COURT CONCRETE AND FENCING IMPROVEMENTS (CDBG), SETTING FORTH \$5,000 FOR CONTINGENCIES, AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE SAME**

This Resolution was assigned as 15811.

- M8 A RESOLUTION AUTHORIZING THE ISSUANCE OF A REVOCABLE PERMIT (REV-24-38) TO THE YMCA OF PUEBLO FOR THE USE OF ONE LANE OF SPAULDING AVENUE AND ONE LANE OF PARKER BLVD. FOR THEIR 2024 YMCA TURKEY TROT ON THANKSGIVING DAY**

This Resolution was assigned as 15812.

- M9 A RESOLUTION TRANSFERRING \$10,489 FROM WW9999 TO WW2404, FOR PROJECT NO. 24-103 (WW2404) PUEBLO RAPTOR CENTER ONSITE WATER TREATMENT SYSTEM REPAIR PROJECT.**

This Resolution was assigned as 15813.

- M10 A RESOLUTION APPROVING AN EASEMENT AGREEMENT FOR A PORTION OF TRACT C OF LAKE MINNEQUA RESERVATION BETWEEN THE CITY OF**

PUEBLO, A COLORADO MUNICIPAL CORPORATION, AND BLACK HILLS ENERGY FOR THE INSTALLATION OF ABOVE GROUND CABINETS AND UNDERGROUND SERVICE LINES ALONG LAKEVIEW AVENUE

This Resolution was assigned as 15814.

M11 A RESOLUTION AUTHORIZING THE ISSUANCE OF A REVOCABLE PERMIT (REV-24-34) TO BIF IV INTREPID OPCO., LLC., FOR THE PURPOSE OF ALLOWING AN AUTHORIZED STRUCTURE TO BE WITHIN THE PERMITTED AREA UNTIL TERMINATION OR REVOCATION OF THIS REVOCABLE PERMIT FOR USE OF THE EXISTING W. 18TH STREET BRIDGE BETWEEN ATLANTA AVE. AND HOOPER AVE., PUEBLO, CO

This Resolution was assigned as 15815.

M12 A RESOLUTION RATIFYING PACOG'S JOINT APPOINTMENT OF LYNDSY CALDWELL TO THE COMMUNITY SERVICES ADVISORY COMMISSION (CSAC)

This Resolution was assigned as 15816.

M13 A RESOLUTION RATIFYING PACOG'S JOINT APPOINTMENT OF AMY HURTIG-SMITH TO THE BUILDING BOARD OF APPEALS - ARCHITECT POSITION

This Resolution was assigned as 15817.

M14 A RESOLUTION RATIFYING PACOG'S JOINT APPOINTMENT OF ADELIA "DAWN" TRIPP-SENA TO THE PUEBLO HUMAN RELATIONS COMMISSION

This Resolution was assigned as 15818.

M15 A RESOLUTION ADOPTING AND APPROVING THE 2025 STANDARD CONSTRUCTION SPECIFICATIONS AND STANDARD DETAILS FOR THE CITY OF PUEBLO, COLORADO

This Resolution was assigned as 15819.

M16 A RESOLUTION CONFIRMING THE APPOINTMENT BY THE MAYOR OF CRYSTAL ESTRADA AND CORINNE KOEHLER TO COMPLETE A FIVE-YEAR TERM ON THE PUEBLO URBAN RENEWAL AUTHORITY OF THE CITY OF PUEBLO

This Resolution was assigned as 15820.

M17 A RESOLUTION APPROVING PAYMENT IN THE AMOUNT OF \$80,000 FROM PROJECT ACCOUNT CI2113 - AMERICAN RESCUE PLAN ACT FOR CITY-WIDE TRASH REMOVAL PROJECTS AS AUTHORIZED BY SECTION 603(C)(1)(C) OF THE AMERICAN RESCUE PLAN ACT AND U.S. TREASURY FINAL RULE 31 CFR §35.6

This Resolution was assigned as 15821.

N. ORDINANCES – FIRST PRESENTATION

N1 AN ORDINANCE LEVYING AND CERTIFYING THE CITY OF PUEBLO PROPERTY TAX MILL LEVY MADE IN 2024 FOR THE 2025 BUDGET YEAR

- N2 AN ORDINANCE MAKING APPROPRIATION FOR THE GENERAL FUND, SPECIAL REVENUE FUNDS, ENTERPRISE FUNDS, INTERNAL SERVICE FUNDS, DEBT SERVICE FUNDS, AND CAPITAL PROJECT FUNDS FOR THE FISCAL YEAR 2025 AND ADOPTING THE BUDGET FOR THE YEAR 2025**
- N3 AN ORDINANCE LEVYING AND CERTIFYING THE BANDERA BOULEVARD SPECIAL IMPROVEMENT MAINTENANCE DISTRICT PROPERTY TAX MILL LEVY MADE IN 2024 FOR THE 2025 BUDGET YEAR**
- N4 AN ORDINANCE LEVYING AND CERTIFYING THE SOUTHPOINTE SPECIAL IMPROVEMENT MAINTENANCE DISTRICT PROPERTY TAX MILL LEVY MADE IN 2024 FOR THE 2025 BUDGET YEAR**
- N5 AN ORDINANCE ESTABLISHING PROJECT PS2410, THE REAL TIME CRIME CENTER PROJECT, TRANSFERRING \$1,000,000 FROM 10120502-51040 TO PS2410, BUDGETING AND APPROPRIATING FUNDS IN THE AMOUNT OF \$1,000,000 AND AUTHORIZING MAYOR GRAHAM TO EXECUTE SAME**
- N6 AN ORDINANCE APPROVING AN AGREEMENT BETWEEN AXON ENTERPRISE, INC., A DELAWARE CORPORATION, AND THE CITY OF PUEBLO, A COLORADO MUNICIPAL CORPORATION, FOR THE CONTINUATION OF VIDEO STORAGE SERVICES AND PURCHASE OF NEW BODY WORN CAMERA HARDWARE AND RELATED SERVICES AND ACCESSORIES, AND AUTHORIZING MAYOR GRAHAM TO EXECUTE SAME**
- N7 AN ORDINANCE APPROVING AND AUTHORIZING THE MAYOR TO SIGN A MEMORANDUM OF UNDERSTANDING BY AND BETWEEN THE CITY OF PUEBLO, A COLORADO MUNICIPAL CORPORATION, PUEBLO URBAN RENEWAL AUTHORITY, A BODY CORPORATE AND POLITIC OF THE STATE OF COLORADO, PUEBLO SCHOOL DISTRICT 60, AND PUEBLO CENTRAL HIGH SCHOOL FOUNDATION, A COLORADO NONPROFIT CORPORATION, FOR THE CONSTRUCTION OF A SOCCER PRACTICE FIELD AS AUTHORIZED BY SECTION 603 OF THE AMERICAN RESCUE PLAN ACT AND U.S. TREASURY FINAL RULE 31 CFR 35.6, AND AUTHORIZING THE PAYMENT OF TWO HUNDRED AND FIFTY THOUSAND DOLLARS (\$250,000) FROM PROJECT NO. CI2113 - AMERICAN RESCUE PLAN ACT, FOR PURPOSES THEREOF**
- N8 AN ORDINANCE REPEALING SECTION 3, 4, 5 AND 6 OF CHAPTER 2 OF TITLE IX AND CERTAIN SECTIONS OF THE PUEBLO MUNICIPAL CODE RELATING TO CABARET LICENSES**

N9 AN ORDINANCE CREATING 11-1-612 OF THE PUEBLO MUNICIPAL CODE CREATING THE CRIMINAL CONSEQUENCES FOR MISUSE OF NATURAL MEDICINES

O. APPROVAL OF CONSENT AGENDA

Councilor Maestri, seconded by Councilor Gomez, moved to approve all Resolutions Set Forth in the Consent Agenda, Pass the Ordinances of the Consent Agenda, Setting the Public Hearings for November 25, 2024, and Order the Ordinances to be published BY TITLE.

Roll Call – **Ayes:** President Aliff, Councilor Boston, Councilor Flores, Councilor Gomez, Councilor Latino, Councilor Maestri, Councilor Martinez. **Nays:** None. Motion Passed 7-0.

P. REGULAR AGENDA

M5 A RESOLUTION ESTABLISHING PROJECT ACCOUNT SR2401 - STREET REPAIR UTILITY RATE STUDY, TRANSFERRING \$50,000.00 FROM PROJECT ACCOUNT SRAN01 - ANNUAL STREET REHABILITATION TO PROJECT ACCOUNT SR2401 - STREET REPAIR UTILITY RATE STUDY, AND BUDGETING AND APPROPRIATING \$50,000 TO PROJECT ACCOUNT SR2401 - STREET REPAIR UTILITY RATE STUDY, AWARDED AN AGREEMENT FOR PROFESSIONAL CONSULTING SERVICES IN THE AMOUNT OF \$44,999 TO RAFTELIS FINANCIAL CONSULTANTS, INC., A NORTH CAROLINA CORPORATION AUTHORIZED TO DO BUSINESS IN COLORADO, FOR PROJECT NO. 24A-052 STREET REPAIR UTILITY ENTERPRISE RATE STUDY AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE SAME

This item was moved to the regular agenda.

A staff report and detailed review of the Resolution was given by Andrew Hayes, Director of Public Works.

Councilor Gomez, seconded by Councilor Flores, moved to approve the Resolution.

Roll Call - **Ayes:** Councilor Martinez. **Nays:** President Aliff, Councilor Boston, Councilor Flores, Councilor Gomez, Councilor Latino, Councilor Maestri. Motion Failed 1-6.

Q. RESOLUTIONS

Q1 A RESOLUTION AUTHORIZING PAYMENT FROM THE COUNCIL CONTINGENCIES ACCOUNT IN THE 2024 GENERAL FUND BUDGET TO HISTORIC PUEBLO, INC. IN THE AMOUNT OF \$1,000 TO SPONSOR THE DAMON DAYS BANQUET AT THE UNION DEPOT ON FRIDAY, FEBRUARY 7, 2025

A staff report and detailed review of the Resolution was given by Mayor Heather Graham.

Councilor Maestri, seconded by Councilor Flores, moved to approve the Resolution.

Roll Call - **Ayes:** President Aliff, Councilor Boston, Councilor Flores, Councilor Gomez, Councilor Latino, Councilor Maestri, Councilor Martinez. **Nays:** None. Motion Passed 7-0.

This Resolution was assigned as 15822.

R. ORDINANCES – FINAL PRESENTATION

R1 AN ORDINANCE ADDING SECTION 304 OF CHAPTER 1 OF TITLE XI OF THE PUEBLO MUNICIPAL CODE ADDING THE OFFENSE OF INTERFERENCE WITH A CITY EMPLOYEE

A staff report and detailed review of the Ordinance was given by Carla Sikes, City Attorney.

PUBLIC HEARING:

- Elvis Martinez appeared in person to speak against this ordinance
- Elena Robatinen appeared in person to speak against this ordinance

Seeing no one else wished to speak, President Aliff declared the Hearing closed.

Councilor Gomez, seconded by Councilor Martinez, moved to approve the Ordinance on final presentation.

Roll Call - **Ayes:** President Aliff, Councilor Boston, Councilor Flores, Councilor Maestri, Councilor Martinez. **Nays:** Councilor Gomez, Councilor Latino. Motion Passed 5-2.

This Ordinance was assigned as 10835.

R2 AN ORDINANCE AMENDING SECTIONS 402 AND 403 OF CHAPTER 1 OF TITLE XI OF THE PUEBLO MUNICIPAL CODE AMENDING THE CLASS OF OFFENSE FOR DAMAGING, DEFACING OR DESTRUCTION OF PROPERTY AND AMENDING THE CLASS LEVEL FOR SAID OFFENSES.

A staff report and detailed review of the Ordinance was given by Carla Sikes, City Attorney.

PUBLIC HEARING:

Seeing no one wished to speak, President Aliff declared the Hearing closed.

Councilor Gomez, seconded by Councilor Latino, moved to approve the Ordinance on final presentation.

Roll Call - **Ayes:** President Aliff, Councilor Boston, Councilor Flores, Councilor Gomez, Councilor Latino, Councilor Maestri, Councilor Martinez. **Nays:** None. Motion Passed 7-0.

This Ordinance was assigned as 10836.

S. QUASI-JUDICIAL PROCEEDINGS

S1 AN ORDINANCE AMENDING ZONING RESTRICTIONS TO REZONE 2.39-ACRES FROM I-3, HEAVY INDUSTRIAL ZONE DISTRICT; S-1, GOVERNMENT USE ZONE DISTRICT; AND S-3, FLOOD PLAIN DISTRICT ZONE DISTRICT TO I-3, HEAVY INDUSTRIAL ZONE DISTRICT AND TO REZONE 2.72-ACRES FROM S-1, GOVERNMENT USE ZONE DISTRICT TO I-2, INDUSTRIAL ZONE DISTRICT

A staff report and detailed review of the Ordinance was given by Scott Hobson, Acting Director of Planning & Community Development.

Mr. Hobson requested that the Planning & Zoning documents for this item, Case #Z-24-07 dated October 9, 2024, be made part of the record for this hearing. So ordered by President Aliff.

PUBLIC HEARING:

Seeing no one wished to speak, President Aliff declared the Hearing closed.

Councilor Gomez, seconded by Councilor Maestri, moved to approve the Ordinance on final presentation.

Roll Call - **Ayes:** President Aliff, Councilor Boston, Councilor Flores, Councilor Gomez, Councilor Latino, Councilor Maestri, Councilor Martinez. **Nays:** None. Motion Passed 7-0.

This Ordinance was assigned as **10837.**

T. ADJOURN

President Aliff adjourned the meeting at 9:27 p.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Marisa Stoller', written in a cursive style.

Marisa Stoller
City Clerk

Mike Castellucci
Chair

Patrick Avalos
Vice Chair

Regina Maestri
City Council Representative



Christopher Pasternak

Alexandra Aznar

Elizabeth Bailey

Cheryl Spinuzzi

MINUTES OF REGULAR MEETING

City of Pueblo, Colorado
Wednesday September 25, 2024 – 3:30 p.m.
City Council Chambers, 1 City Hall Place

The meeting was called to order at 3:30p.m. with Commissioner Castellucci presiding.

Commissioners Present: Mike Castellucci, Patrick Avalos, Lisa Bailey, Chris Pasternak, and Cheryl Spinuzzi.

Commissioners Absent: Regina Maestri and Alexandra Aznar

Staff Members Present: David Wyatt, Assistant City Attorney; Scott Hobson, Acting Director of Planning and Community Development, Beritt Odom, Principal Planner, Wade Broadhead, Senior Planner, Bart Mikitowicz, Senior Planner, Cindy Capritta, Land Use Tech.

Staff Members Absent:

Approval of the Agenda: Bailey motioned to approve the agenda, seconded by Spinuzzi.

Motion Passed: 5-0

Public Meeting:

1. HPC-24-5 Church of the Holy Trinity/Pueblo Divine Science Church Landmark Recommendation to City Council. Staff report by Wade Broadhead, Senior Planner.

Commission Action: Bailey motioned to approve the Landmark application, seconded by Spinuzzi.

Motion Passed: 5-0

2. 2025-2029 Proposed Capital Improvement Plan – Danny Nunn Acting Director of Finance and Bri Reyes provided report on Proposed Capital Improvement Plan.

Commission Action: Bailey motioned to recommend **PCIP** City Council seconded by Spinuzzi.

Motion Passed: 5-0

Public Hearings:

1. Z-24-14 Rezone: 3215 Lake Ave (Dog Track), parcel #1514419014, approximately 18 acres generally located south of Pueblo Blvd and west of Lake Ave. Rezone from Light Industrial (I-2) Zone District to Multiple Residential and Commercial (R-6) Zone District. Staff Report by Bart Mikitowicz, Senior Planner.

Hearing: Applicant Jeff Patch owner of Copper Spur Properties LLC was sworn in and spoke in support of the application. No one appeared in opposition.

Commission Action: Bailey moved to recommend the application to City Council seconded by Spinuzzi.

Motion Passed: 5-0

2. Z-24-04 Rezone: 634 Goodnight Ave, parcel #53441001, approximately .76 acres generally located south of Goodnight Ave and west of Dotson Ave. Rezone from Single-family Residential (R-2) Zone District to Commerical Charter Neighborhood (CCN) Zone District. Staff Report by Bart Mikitowicz, Senior Planner.

Hearing: Applicant Casey Prutch was sworn in and spoke in support of the application. Michael Kelly and Dave McKenzie were sworn in and spoke in opposition.

Commission Action: Bailey moved to recommend the application to City Council seconded by Spinuzzi.

Motion Passed: 3-2 (Bailey, Pasternak)

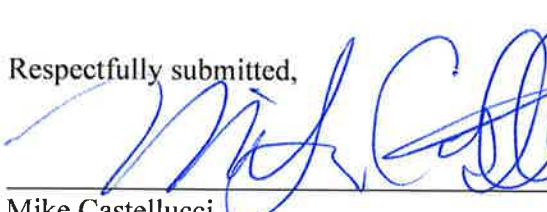
IV. Approval of Minutes:

1. Approve minutes from August 14, 2024

V. Old/New Business

VI. Adjourn: 4:41 pm

Respectfully submitted,


Mike Castellucci
Chairperson


Scott Hobson
Executive Secretary

Digital recordings of all the meetings of the Planning and Zoning Commission are maintained and available for inspection and review during normal business hours (M – F, 8 a.m. – 5 p.m.) at the Department of Planning & Community Development, 211 East D Street, Pueblo, CO.



**Background Paper for Proposed
Resolution**

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Andrew Hayes, Public Works Director

SUBJECT: A RESOLUTION AWARDING A CONSTRUCTION CONTRACT IN THE AMOUNT OF \$157,900.40 TO SPORT COURT OF THE ROCKIES, FOR PROJECT NO. 24-129, BRADFORD PARK - BASKETBALL COURT RESURFACING AND NEW HOOPS (CDBG), SETTING FORTH \$5,000 FOR CONTINGENCIES, AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE SAME

SUMMARY:

Attached is a resolution awarding a construction contract to Sport Court of the Rockies, for Project No. 24-129, Bradford Park - Basketball Court Resurfacing and New Hoops (CDBG).

PREVIOUS COUNCIL ACTION:

None.

BACKGROUND:

This project will consist of removing the existing basketball hoops, installing new basketball hoops, and installing new court surfacing tiles with court striping at Bradford Park.

This Resolution awards the construction contract to Sport Court of the Rockies.

FINANCIAL IMPLICATIONS:

Funding (including contingencies), in the amount of \$162,900.40, will be paid from Project Account CD2212, Bradford Basketball Court Rehab

BOARD/COMMISSION RECOMMENDATION

None.

STAKEHOLDER PROCESS:

None.

ALTERNATIVES:

Denial of this resolution will cancel the project.

RECOMMENDATION:

Approval of the Resolution.

ATTACHMENTS:

1. 24-129 Bid Summary

RESOLUTION NO. 15823

A RESOLUTION AWARDING A CONSTRUCTION CONTRACT IN THE AMOUNT OF \$157,900.40 TO SPORT COURT OF THE ROCKIES, FOR PROJECT NO. 24-129, BRADFORD PARK - BASKETBALL COURT RESURFACING AND NEW HOOPS (CDBG), SETTING FORTH \$5,000 FOR CONTINGENCIES, AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE SAME

WHEREAS, competitive bids for Project No. 24-129, Bradford Park - Basketball Court Resurfacing and New Hoops (CDBG) have been received and examined; AND,

WHEREAS, the proposal of Sport Court of the Rockies, was the lowest bid determined to be responsive, and the Committee of Awards recommends to the City Council that it authorize Project No. 24-129, Bradford Park - Basketball Court Resurfacing and New Hoops (CDBG) to be performed; NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF PUEBLO, that

SECTION 1.

The City Council authorizes Project No. 24-129, Bradford Park - Basketball Court Resurfacing and New Hoops (CDBG) to be performed, and the contract for said project is hereby awarded to Sport Court of the Rockies, in the amount of \$157,900.40.

SECTION 2.

The Purchasing Agent is hereby authorized to execute said contract on behalf of the City of Pueblo, a Colorado Municipal Corporation, and the City Clerk shall affix the seal of the City thereto and attest same.

SECTION 3.

In addition to the amount of the bid set forth, as aforementioned, an additional amount as stipulated in this section is hereby established for contingencies and additional work.

Contingencies and Additional Work.....\$5,000.00

SECTION 4.

Funding, in the amount of \$162,900.40 shall be from Project Account CD2212 Bradford Basketball Court Rehab.

SECTION 5.

The officers of the City of Pueblo are authorized to perform any and all acts consistent with this Resolution to implement the policies and procedures described herein.

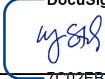
SECTION 6.

This Resolution shall become effective immediately upon passage and approval.

INTRODUCED: November 25, 2024

BY: Regina Maestri
MEMBER OF CITY COUNCIL

APPROVED: Mark Aliff
PRESIDENT OF CITY COUNCIL

ATTESTED BY: 
CITY CLERK



City of Pueblo
Purchasing

Naomi Hedden, Director
230 S. Mechanic St., Pueblo, CO 81003

EVALUATION TABULATION

IFB No. 24-129 (CD2212)

Bradford Park - Basketball Court Resurfacing and New Hoops (CDBG)

RESPONSE DEADLINE: October 30, 2024 at 10:00 am

Report Generated: Wednesday, November 6, 2024

VENDOR TOTALS

Vendor	Total
Sport Court of the Rockies	\$157,900.40

EVALUATION TABULATION
 IFB No. 24-129 (CD2212)
 Bradford Park - Basketball Court Resurfacing and New Hoops (CDBG)

BRADFORD PARK - BASKETBALL COURT RESURFACING AND NEW HOOPS (CDBG)

Base bid

Bradford Park - Basketball Court Resurfacing and New Hoops (CDBG)					Sport Court of the Rockies	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total
X	1	Install Court Surfacing	11564	S.F.	\$8.00	\$92,512.00
X	2	Install Ramp Edge	432	L.F.	\$3.70	\$1,598.40
X	3	Install Court Line Painting, Basketball HS Half Court	4	EA.	\$1,500.00	\$6,000.00
X	4	Install Site Preparation, Crack Repair, Floating and Grinding	1	L.S.	\$5,750.00	\$5,750.00
X	5	Remove Existing Hoop Systems	4	EA.	\$1,500.00	\$6,000.00
X	6	Install Bison Basketball Hoop Systems	4	EA.	\$9,260.00	\$37,040.00
X	7	Erosion and Sediment Control	1	L.S.	\$1,500.00	\$1,500.00
X	8	Mobilization	1	L.S.	\$6,000.00	\$6,000.00
X	9	Traffic Control	1	L.S.	\$1,500.00	\$1,500.00
Total						\$157,900.40

VENDOR QUESTIONNAIRE PASS/FAIL

Question Title	Sport Court of the Rockies
BID GUARANTEE	Pass
CONFIRMATION OF UNDERSTANDING AND OFFER	Pass
NAME, TITLE, AND CONTACT INFORMATION	Pass
SAM.gov REGISTRATION	Pass
ACKNOWLEDGEMENTS	
AFFIRMATIVE ACTION PLAN REQUIREMENT:	Pass
PERFORMANCE OF WORK REQUIREMENT:	Pass
INSURANCE REQUIREMENTS	Pass
COLORADO LABOR REQUIREMENT:	Pass
ACKNOWLEDGEMENT OF PREVAILING WAGES & ADDITIONAL WAGE CLASSIFICATION RESPONSIBILITY	Pass
CERTIFICATION OF NONSEGREGATED FACILITIES	Pass
SALES AND/OR USE TAX INFORMATION	Pass
Has/is this firm or any officer or partner of this firm:	
Convicted of a criminal offense	Pass
Convicted under state or federal statutes	Pass
Convicted under state or federal antitrust statutes	Pass
Failed to perform	Pass
Suspension or Debarment	Pass
Unqualified	Pass
Unlicensed	Pass

EVALUATION TABULATION

IFB No. 24-129 (CD2212)

Bradford Park - Basketball Court Resurfacing and New Hoops (CDBG)

Question Title	Sport Court of the Rockies
Delinquent	Pass
Confirmation	Pass
Section 3 Forms	
Section 3 Form S3a Section 3 Compliance	Pass
Section 3 Form S3e Business Certification	Pass



**Background Paper for Proposed
Resolution**

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Andra Ahrens, Director Wastewater

SUBJECT: A RESOLUTION AWARDING A CONSTRUCTION CONTRACT IN THE AMOUNT OF \$120,004.00 TO MILLER PIPELINE, LLC, AND SETTING FORTH \$24,000.00 FOR CONTINGENCIES, FOR PROJECT NO. 24-134 (WW1503) 2024 MANHOLE SELENIUM REDUCTION PROJECT AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE THE SAME

SUMMARY:

This Resolution awards a construction contract to Miller Pipeline, LLC for the 2024 Manhole Selenium Reduction Project. The project will place calcium aluminate and epoxy coating to reduce infiltration from groundwater high in selenium concentration as per the condition of the Discharger Specific Variance as determined by the Colorado Water Quality Control Commission.

PREVIOUS COUNCIL ACTION:

None

BACKGROUND:

The 2024 Manhole Selenium Reduction Project is an ongoing project for the City in its effort to reduce selenium in the effluent discharged from the James R. Dilorio Water Reclamation Facility to Segment 1a of the Lower Arkansas River in agreement with the terms of the Discharger Specific Variance approved by the Colorado Department of Public Health and Environment (CDPHE) and the Environmental Protection Agency (EPA). Manholes to be rehabilitated in this project flow into sections of the sanitary main that have been tested during two wet weather periods and testing will continue after the repairs have been performed to determine the degree in which selenium has been reduced by eliminating groundwater infiltration into the system. This data will be reported to EPA and CDPHE.

FINANCIAL IMPLICATIONS:

The cost of the construction project was bid at \$120,004.00 with contingencies of \$24,000.00. Funds are available from the Sewer User Funds and have been budgeted and appropriated to Project No. 24-134 (WW1503).

BOARD/COMMISSION RECOMMENDATION:

Not applicable

STAKEHOLDER PROCESS:

None

ALTERNATIVES:

Alternative No. 1 – No Action

The Wastewater Department will take no action. The manholes would continue to infiltrate groundwater high in selenium and the Wastewater whereby risking compliance with the Colorado Water Quality Control Commission's Discharge Specific Variance.

RECOMMENDATION:

Approval of the Resolution

ATTACHMENTS:

1. 11-25-24 2024 Manhole Selenium Reduction Project Attachment

RESOLUTION NO. 15824

A RESOLUTION AWARDING A CONSTRUCTION CONTRACT IN THE AMOUNT OF \$120,004.00 TO MILLER PIPELINE, LLC, AND SETTING FORTH \$24,000.00 FOR CONTINGENCIES, FOR PROJECT NO. 24-134 (WW1503) 2024 MANHOLE SELENIUM REDUCTION PROJECT AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE THE SAME

WHEREAS, only one bid for Project No. 24-134 (WW1503), 2024 Manhole Selenium Reduction Project has been received and examined; and

WHEREAS, the proposal of Miller Pipeline, LLC of Pueblo, Colorado was the lowest of those bids determined to be responsible, and the Committee of Awards recommends to the City Council that it authorize Project No. 24-134 (WW1503) to be performed; NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF PUEBLO, that

SECTION 1.

City Council authorizes Project No. 24-134 (WW1503), 2024 Manhole Selenium Reduction Project, to be performed, and the contract for said project is hereby awarded to said bidder in the amount of \$120,004.00.

SECTION 2.

Funds for Project No. 24-134 (WW1503) shall be from Sewer User Funds.

SECTION 3.

The Purchasing Agent is hereby authorized to execute said contract on behalf of Pueblo, a Colorado Municipal Corporation, and the City Clerk shall affix the seal of the City thereto and attest the same.

SECTION 4.

In addition to the amount of the bid set forth, as aforementioned, an additional amount as stipulated in this section is hereby established for contingencies and additional work.

Contingencies and Additional Work.....\$24,000.00

SECTION 5.

The officers and staff of the City are directed and authorized to perform any and all acts consistent with the intent of this Resolution and the contract to implement the transactions described therein.

SECTION 6.

This Resolution shall become effective immediately upon passage and approval.

INTRODUCED: November 25, 2024

BY: Regina Maestri
MEMBER OF CITY COUNCIL

APPROVED: Mark Aliff
PRESIDENT OF CITY COUNCIL

ATTESTED BY: [Signature]
CITY CLERK

EVALUATION TABULATION

IFB No. 24-134 (WW1503)

2024 Manhole Selenium Reduction Project

RESPONSE DEADLINE: November 6, 2024 at 10:00 am

Report Generated: Wednesday, November 6, 2024

VENDOR TOTALS

Vendor	Total
Miller Pipeline, LLC	\$120,004.00
National Power Rodding Corp.	\$182,650.00

EVALUATION TABULATION
IFB No. 24-134 (WW1503)
2024 Manhole Selenium Reduction Project

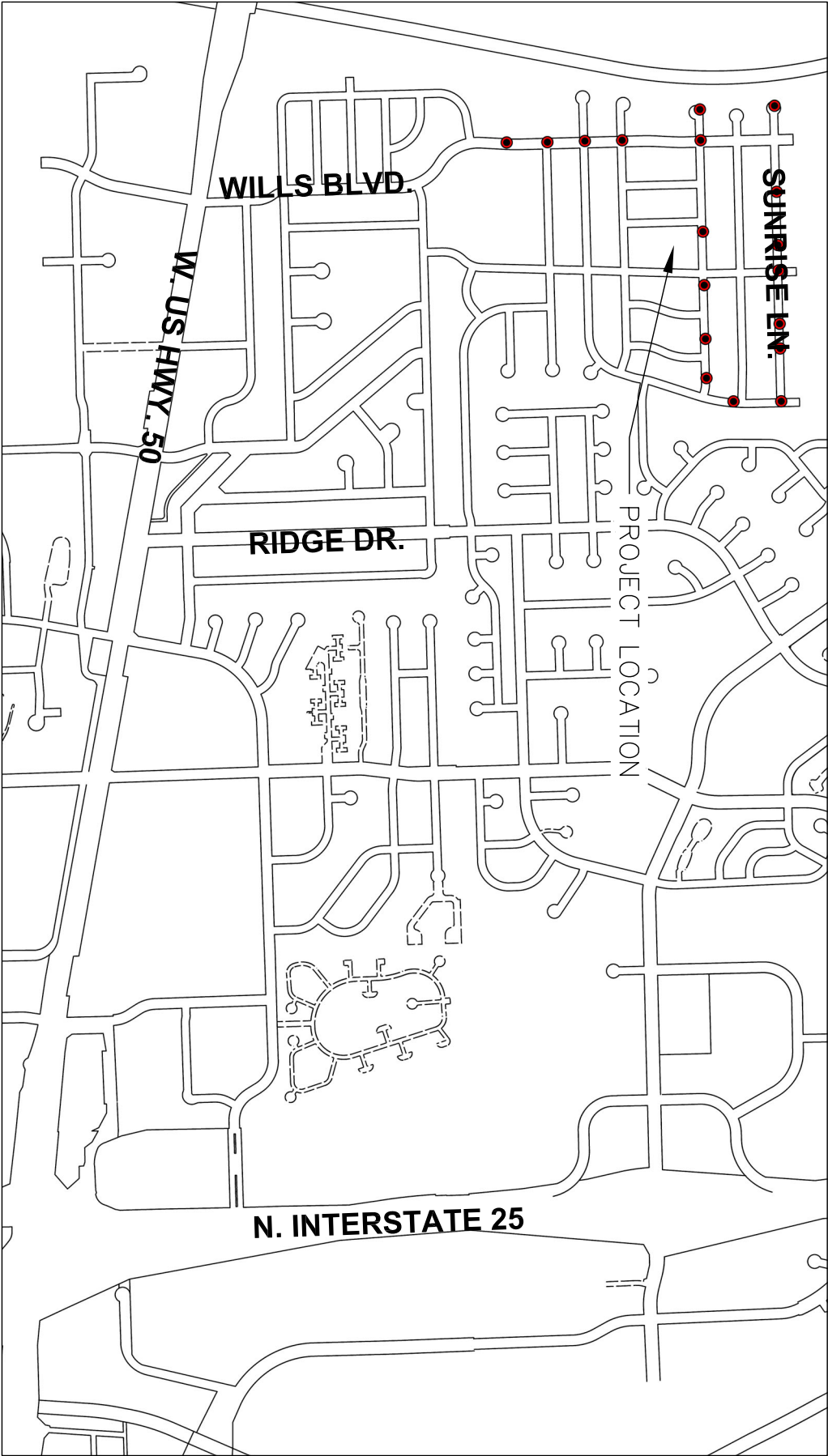
TABLE 1

Selected	Line Item	Description	Quantity	Unit of Measure	Miller Pipeline, LLC		National Power Rodding Corp.	
					Unit Cost	Total	Unit Cost	Total
X	1	Place Epoxy Coat Ex. 48" Manhole	222	VF	\$479.00	\$106,338.00	\$225.00	\$49,950.00
X	2	Place Calcium Aluminate Ex. 48" Manhole	222	VF	\$1.00	\$222.00	\$225.00	\$49,950.00
X	3	Additional Calcium Aluminate Coating 48" Manhole	222	VF	\$1.00	\$222.00	\$100.00	\$22,200.00
X	4	Additional Manhole Cleaning 48" Manhole	222	VF	\$1.00	\$222.00	\$25.00	\$5,550.00
X	5	Traffic Control	1	LS	\$8,000.00	\$8,000.00	\$10,000.00	\$10,000.00
X	6	Mobilization	1	LS	\$5,000.00	\$5,000.00	\$45,000.00	\$45,000.00
Total						\$120,004.00		\$182,650.00

EVALUATION TABULATION
IFB No. 24-134 (WW1503)
2024 Manhole Selenium Reduction Project

VENDOR QUESTIONNAIRE PASS/FAIL

Question Title	Miller Pipeline, LLC	National Power Rodding Corp.
BID GUARANTEE	Pass	Pass
CONFIRMATION OF UNDERSTANDING AND OFFER	Pass	Pass
NAME, TITLE, AND CONTACT INFORMATION	Pass	Pass
ACKNOWLEDGEMENTS		
AFFIRMATIVE ACTION PLAN REQUIREMENT:	Pass	Pass
INSURANCE REQUIREMENTS	Pass	Pass
COLORADO LABOR REQUIREMENT:	Pass	Pass
SALES AND/OR USE TAX INFORMATION	Pass	Pass
Has/is this firm or any officer or partner of this firm:		
Convicted of a criminal offense	Pass	Pass
Convicted under state or federal statutes	Pass	Pass
Convicted under state or federal antitrust statutes	Pass	Pass
Failed to perform	Pass	Pass
Suspension or Debarment	Pass	Pass
Unqualified	Pass	Pass
Unlicensed	Pass	Pass
Delinquent	Pass	Pass
Confirmation	Pass	Pass





**Background Paper for Proposed
Resolution**

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Andrew Hayes, Public Works Director

SUBJECT: A RESOLUTION AWARDING AN AGREEMENT FOR PROFESSIONAL ARCHITECTURAL SERVICES IN THE AMOUNT OF \$80,134 TO DEMMON DESIGN STUDIOS, INC., A REGISTERED COLORADO CORPORATION, FOR PROJECT NO. 24-088 ARCHITECTURAL DESIGN SERVICES FOR 650 DITTMER AVENUE AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE SAME

SUMMARY:

This Resolution awards an Agreement for Professional Architectural Services to Demmon Design Studios, Inc., to design the remodel of 650 Dittmer. Demmon Design Studios, Inc., was determined to be the most responsible bidder and will be awarded a contract in the amount of \$80,134.00.

PREVIOUS COUNCIL ACTION:

Ordinance 10744, dated July 22, 2024, established Project Account CI2443 - Admin Offices Relocation Project, transferred, budgeted and appropriated \$2,000,000 from Project Account CI2426 - City Council and Department Relocation Project, approved and authorized the Mayor to execute a contract to buy and sell real estate by and between the City of Pueblo and CK Investments for the purchase of property at 650 Dittmer Avenue.

BACKGROUND:

The City's Law Department requires additional office space to conduct its day-to-day operations. The current office spaces in City Hall can accommodate approximately five attorneys and one additional support staff member. Because of the shortage of space, several attorneys and support staff are housed in the Pueblo Municipal Justice Center, away from the rest of the Law Department. The Law Department requires sufficient office, conference, and work space to accommodate ten attorneys and staff members.

The Law Department has identified the property located at 650 Dittmer Avenue as a

building that can meet its space requirements. The building has approximately 13,000 square feet of space which also provides enough room to relocate the Human Resources and six (6) members of the Parks and Recreation staff within the building. The building was formerly a surgical center and will require some renovations of existing spaces to remove installed medical equipment and convert certain rooms to accommodate administrative/office use.

FINANCIAL IMPLICATIONS:

Funding in the amount of \$80,134 will be paid from Project Account CI2443 – Admin Offices Relocation Project.

BOARD/COMMISSION RECOMMENDATION:

Not Applicable to this Resolution.

STAKEHOLDER PROCESS:

Not Applicable to this Resolution.

ALTERNATIVES:

Denial of this Resolution will result in cancelation of the project.

RECOMMENDATION:

Approval of the Resolution.

ATTACHMENTS:

1. 24-088 Demmon Agreement for Dittmer Design

RESOLUTION NO. 15825

A RESOLUTION AWARDING AN AGREEMENT FOR PROFESSIONAL ARCHITECTURAL SERVICES IN THE AMOUNT OF \$80,134 TO DEMMON DESIGN STUDIOS, INC., A REGISTERED COLORADO CORPORATION, FOR PROJECT NO. 24-088 ARCHITECTURAL DESIGN SERVICES FOR 650 DITTMER AVENUE AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE SAME

WHEREAS, the Proposal of Demmon Design Studios, Inc., for Project No. 24-088 Architectural Design Services for 650 Dittmer Avenue, has been received and examined; AND,

WHEREAS, the Proposal of Demmon Design Studios, Inc., was determined to be the most advantageous to the City of Pueblo, and in the best interest of the City of Pueblo, based on the evaluation factors set forth in the Request for Proposals; NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF PUEBLO, that

SECTION 1.

The City Council authorizes Project No. 24-088 Architectural Design Services for 650 Dittmer Avenue to be performed, and the Contract for said services is hereby awarded to Demmon Design Studios, Inc., a registered Colorado Corporation, in the amount of \$80,134.

SECTION 2.

Funds for said Agreement shall be paid from Project Account CI2443 - Admin Offices Relocation Project.

SECTION 3.

The Purchasing Agent is hereby authorized to execute said contract on behalf of the City of Pueblo, a Colorado Municipal Corporation, and the City Clerk shall affix the seal of the City thereto and attest the same.

SECTION 4.

The officers of the City are authorized to perform any and all acts consistent with this Resolution to implement the policies and procedures described herein.

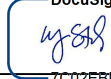
SECTION 5.

This Resolution shall become effective immediately upon passage and approval.

INTRODUCED: November 25, 2024

BY: Regina Maestri
MEMBER OF CITY COUNCIL

APPROVED: Mark Aliff
PRESIDENT OF CITY COUNCIL

ATTESTED BY: 
CITY CLERK



**AGREEMENT FOR PROFESSIONAL ARCHITECTURAL
SERVICES BY AND BETWEEN CITY OF PUEBLO AND
DEMMON DESIGN STUDIOS, INC.**

24-088

ARCHITECTURAL DESIGN SERVICES FOR 650 DITTMER AVENUE

AGREEMENT FOR PROFESSIONAL ARCHITECTURAL SERVICES BY AND BETWEEN CITY OF PUEBLO AND DEMMON DESIGN STUDIOS, INC.

1. INTRODUCTION

THIS AGREEMENT ("Agreement") made and entered this _____ day of _____, 20____, by and between the City of Pueblo, a Colorado Municipal Corporation (hereinafter referred to as "City") and Demmon Design Studios Inc. a registered Colorado Corporation (hereinafter referred to as "Consultant"), a professional architectural firm, for architect to render certain professional planning, design, architectural, engineering, and related services for City in connection with Bid 24-088 Architectural Design Services for 650 Dittmer Avenue, hereinafter referred to as the "Project." In consideration of the mutual covenants hereinafter set forth, the parties agree as follows:

Consultant shall satisfactorily perform professional architectural and engineering services for all phases of Project indicated below by mark placed in the appropriate box or boxes:

[n/a] - Study and Report Phase

[x] - Preliminary Design (Schematic) Phase

[x] - Final Design Phase

[x] - Construction Documents for Bidding Phase and Bidding Phase

[x] - Architect of Record for Construction Phase

- A. Upon completion of any phase, Consultant shall not proceed with work on the next phase, if any, until authorized in writing by City to proceed therewith.
- B. Such services shall include all usual and customary professional architectural and engineering services and the furnishing (directly or through its professional subconsultants and subcontractors) of customary and usual engineering (including architectural, mechanical, electrical, plumbing, and structural engineering) and other services including design, environmental, and planning. Consultant shall also provide any structural engineering, landscape engineering, and any surveying services incidental to its work on the Project.
- C. In performing the professional services, Consultant shall complete the work items described generally in Schedule 1 attached hereto and incorporated herein and incorporated herein by reference (the "Services") and the items identified in Section 2 of this Agreement which are applicable to each phase for which Consultant is to render professional services.
- D. Professional architectural and engineering services (whether furnished directly or through a professional subconsultant or subcontractor) shall be performed under the direction and supervision of a registered architect and/or engineer in good standing and duly licensed to practice in the State of Colorado. Reproductions of final drawings for construction produced under this Agreement shall be the same as at least one record set which shall be furnished to City and which shall be signed by and bear the seal of such registered architect and/or engineer.

- E. Any surveying work included within or reasonably contemplated by this Agreement shall be performed under the direction and supervision of a registered Professional Land Surveyor in good standing and duly licensed to practice in the State of Colorado. All plats and surveys produced under this Agreement shall be signed by and bear the seal of said Professional Land Surveyor.
- F. Any architectural and engineering services provided under this Agreement shall be performed under the direction and supervision of registered/licensed architect and/or engineer in the State of Colorado.
- G. To the extent Consultant requires access to private property to perform its services hereunder, Consultant shall be required to make arrangements to obtain such access. However, in the event City has already secured access for Consultant to any such property through a right of entry agreement, access agreement, letter of consent or other instrument, Consultant shall fully comply with and be subject to the terms and conditions set forth therein. A copy of any such instrument will be provided to Consultant upon request.

2. CONSULTANT'S RESPONSIBILITIES

2.1. Study and Report Phase

If Consultant is to provide professional services with respect to the Project during the Study and Report Phase, Consultant shall perform the following unless otherwise stated in Schedule 1:

- A. Consult with City to determine the requirements for the Project and review available data. Advise City as to the necessity of providing or obtaining from others data or services of the types described in paragraph 2.2(c) and assist City in obtaining any such services.
- B. Provide special analyses of City's needs, planning surveys, site evaluations and comparative studies of prospective sites and solutions.
- C. Identify and analyze requirements of governmental authorities and regulatory agencies involved in approval or permitting any aspect of Project.
- D. Provide general economic analysis of City's requirements applicable to various alternatives.
- E. Prepare a Report with appropriate exhibits indicating clearly the considerations involved and the alternative solutions available to City and setting forth Consultant's findings and recommendations with opinions of probable costs.
- F. Consultant shall furnish one (1) hard copy and one (1) electronic copy of the Report and present and review it in person with City. City may request additional copies as needed for no additional charge.

2.2. Preliminary Design (Schematic) Phase

If Consultant is to provide professional services with respect to the Project during the Preliminary Design (Schematic) Phase, Consultant shall perform the following unless otherwise stated in Schedule 1:

- A. Consult with City and determine the general design concept and Project requirements based upon information furnished by City as well as any study or report on the Project.
- B. Prepare and submit to City preliminary design documents consisting of final design criteria, preliminary drawings, an outline of specifications, and written descriptions of all significant features of Project.
- C. Prepare and submit to City a requirements checklist of any subsurface investigation, additional data, permits, or other information and requirements which is anticipated will be necessary for the design or construction of Project.
- D. Provide written disclosure to City of significant design assumptions and design risks and advantages/disadvantages inherent in or presented by design alternatives and make recommendations to City based thereon.
- E. Prepare and submit to City a preliminary cost estimate for the Project including construction cost, contingencies, professional compensation, consultant fees, costs of land and rights of way, compensation for damages and finance costs, if any.
- F. Consultant shall furnish one (1) hard copy and one (1) electronic copy of each above referenced submittal document to City for City's use and shall review same in person with City. City may request additional copies as needed for no additional charge.

2.3. Final Design Phase

If Consultant is to provide professional services with respect to the Project during the Final Design Phase, Consultant shall perform the following unless otherwise stated in Schedule 1:

- A. After consultation with the City, receipt of City's selection of any design options and review of the Preliminary Design Documents, if any, prepare and submit to City final Drawings showing the scope, extent, and character of the work to be performed by contractors, and Specifications describing such work and the requirement therefor. Such plans and Specifications shall comply with all applicable building codes and requirements of regulatory agencies having any approval authority. Final design, including Drawings and Specifications, shall also comply with ADA Accessibility Guidelines (ADAAG) Manual developed by the U. S. Architectural and Transportation Barriers Board (1998) or ADA Standards for Accessible Design published at 28 C.F.R. Part 36, Appendix A, whichever is applicable. Consultant shall include an attest statement on each record drawing sheet of final plan drawings that certifies compliance with either the ADAAG Manual or 28 CFR Part 36 Standards.

- B. Make reasonable revisions to the Drawings and Specifications requested by City, informing the City of any change in probable construction costs as a result of such revisions.
- C. Provide technical criteria, written descriptions, and design data for City's use, and disclose any significant risks and advantages/disadvantages inherent in or presented by design choices.
- D. Based upon Consultant's best professional judgment, prepare and submit to City a current detailed cost estimate for the Project including construction cost, contingencies, professional compensation, consultant fees, land and right of way costs, damages, and finance costs, if any.
- E. Consultant shall furnish one (1) hard copy and one (1) electronic copy of each above referenced submittal document to City for City's use and shall review same in person with City. City may request additional copies as needed for no additional charge.

2.4. Construction Documents for Bidding and Bidding Phases

If Consultant is to provide professional services with respect to the Project during the Construction Documents for Bidding and Bidding Phases, Consultant shall perform the following unless otherwise stated in Schedule 1:

- A. Prepare and submit to City draft forms of contract agreement, general and special conditions, bid forms invitations to bid, information for bidders, forms of warranty and including any special requirements imposed upon such contracts by any federal or other funding source and by any regulatory agency. In preparing such draft forms, Consultant shall consider and incorporate, to the extent both advisable and feasible, City's standard forms of agreement, warranty, payment and performance bonds, general conditions, and selected specifications.
- B. After review and comment by City, prepare and submit all deliverables identified in Schedule 1 to this Agreement, final forms of contract agreement, general and special conditions, drawings, specifications, bid forms, invitations to bid, information for bidders, and forms of warranty, together with any Addenda which may be required or appropriate to correct errors, clarify drawings and/or specifications or advise of changes. One (1) hard copy and one (1) electronic copy of these final bid documents shall be furnished to City. Unless otherwise specified in Schedule 1, a copy of all contract documents and drawings shall also be submitted to City in Microsoft Word and AutoCAD (2006 or later version) format on electronic media.
- C. Make recommendations to City concerning the need for prequalification of equipment, vendors or bidders, and, if requested by City, incorporate prequalification requirements in final bid and construction contract documents.
- D. Attend a pre-bid conference with bidders to discuss Project requirements and receive requests for clarification, if any, to be answered by Consultant in writing to all plan holders.
- E. Consult with and make recommendations to City concerning acceptability of bidders, subcontractors, suppliers, materials, equipment, suitability of proposed "or equals", amount of

bids, and any other matter involved in consideration and review of bids and bidders upon which City may reasonably request Consultant's advice.

2.5. Architect of Record for Construction Phase

If Consultant is to provide professional services with respect to the Project during the Architect of Record for Construction Phase, after award by the City of a general contractor for construction of the Project, Consultant shall perform the following unless otherwise stated in Schedule 1:

- A. Perform all duties and functions to be performed by Consultant under the terms of the construction contract.
- B. Visit the Project site, perform observations as to the progress and quality of the work and advise the City as to same. The frequency and level of observation shall be commensurate with the nature of the work and size of the Project, except that any specific provisions set forth in Schedule 1 - Scope of Services concerning the level of observation shall determine Consultant's obligation concerning level of observation.
- C. Make determinations as to whether the work is proceeding in accordance and compliance with the construction contract documents.
- D. Promptly advise the City in writing of any omissions, substitutions, defects, or deficiencies noted in the work of any contractor, subcontractor, supplier, or vendor on the Project.
- E. Reject any work on the Project that does not conform to the contract documents.
- F. On request of the City, the construction contractor or any subcontractor on the Project, issue written interpretations as to the drawings and specifications and requirements of the construction work.
- G. Review shop drawings, samples, product data, and other submittals of the Contractor for conformance with the design concept of Project and compliance with the drawings, specifications, and all other contract documents, and indicate to Contractor and City with respect thereto, any exceptions noted, or modification or resubmittals required.
- H. Review all applications of Contractor for payment and in connection with same, issue certificates for payment to the City for such amounts as are properly payable under the terms of the construction contract. Each such certificate shall constitute Consultant's representation to City that it has inspected the Project and that to the best of its knowledge, the work for which payment has been sought has been completed by Contractor in accordance with the drawings, specifications, and other contract documents.
- I. Subject to written concurrence by City, promptly render a written recommendation to City concerning all proposed substitutions of material and equipment.
- J. Draft, for City's consideration, and offer recommendations upon, all proposed change orders and contract modifications.

- K. On application for final payment by the Contractor, make a final inspection of the Project, assembling and delivering to the City any written guaranties, instructions manuals, as-built drawings, diagrams, and charts required by the contract documents, and issuing a certificate of final completion of the Project.
- L. The Consultant shall, if provided in the construction contract, be the interpreter of the construction documents and arbiter of claims and disputes thereunder. Upon written request of the City or Contractor, the Consultant shall promptly make written interpretations of the contract documents and render written decisions on all claims, disputes and other matters relating to the execution or progress of the work on the Project. The interpretations and decisions of the Consultant shall be final and binding on the Contractor and City, unless the Director of Public Works of the City shall, within seven calendar days after receipt of the Consultant's interpretation or decision, file its written objections thereto with the Consultant and Contractor.

2.6. Additional Responsibilities

This section applies to all phases of Consultant's work:

- A. Consultant shall be responsible for the professional quality, technical accuracy, timely completion, and coordination of all of Consultant's work, including that performed by Consultant's subconsultants and subcontractors, and including designs, Drawings, Specifications, reports, and other services, irrespective of City's approval or acquiescence to same. Consultant shall, without additional compensation, correct or revise any errors, omissions, or other deficiencies in its work.
- B. Consultant shall be responsible, in accordance with applicable law, to City for all loss or damage to City caused by Consultant's negligent act or omission; except that Consultant hereby irrevocably waives and excuses City and its attorneys from compliance with any requirement to obtain a certificate of review as a condition precedent to commencement of an action, including any such requirements set forth in Section 13-20-602, C.R.S. or similar statute.
- C. Consultant's professional responsibility shall comply with the standard of care applicable to the type of engineering and architectural services provided, commensurate with the size, scope, and nature of the Project.
- D. Consultant shall be completely responsible for the safety of Consultant's employees in the execution of work under this Agreement, shall provide all necessary safety equipment for said employees, and shall hold harmless and indemnify and defend City from any and all claims, suits, loss, or injury to Consultant's employees.
- E. Consultant acknowledges that, due to the nature of architectural, engineering, and related professional services and the impact of same on the Project, the City has a substantial interest in the personnel and consultants to whom Consultant assigns principal responsibility for services

performed under this Agreement. Consequently, Consultant represents that Consultant has selected and intends to employ or assign the key personnel and consultants identified in Schedule 4 "Identification of Personnel, Subcontractors, and Task Responsibility", attached hereto for the Project assignments and areas of responsibility stated therein. Within 10 days of execution of this Agreement, City shall have the right to object in writing to employment on the Project of any such key person, consultant, or assignment of principal responsibility, in which case Consultant will employ alternate personnel for such function or reassign such responsibility to another to whom City has no reasonable objection. Thereafter, Consultant shall not assign or reassign Project work to any person to whom City has reasonable objection.

1. Within five (5) days of execution of this Agreement, Consultant shall designate in writing a Project representative who shall have complete authority to bind Consultant, and to whom City should address communications.
- F. Promptly after execution of this Agreement and upon receipt of authorization from City to proceed, Consultant shall submit to City for approval a schedule showing the order in which Consultant proposes to accomplish its work, with dates on which it will commence and complete each major work item. The schedule shall provide for performance of the work in a timely manner so as to not delay City's timetable for achievement of interim tasks and final completion of Project work, provided however, the Consultant will not be responsible for delays beyond its control.
- G. Before undertaking any work which Consultant considers beyond or in addition to the scope of work and services which Consultant has contractually agreed to perform under the terms of this Agreement, Consultant shall advise City in writing (1) that Consultant considers the work beyond the scope of this Agreement, (2) the reasons the Consultant believes the out of scope or additional work should be performed, and (3) a reasonable estimate of the cost of such work. Consultant shall not proceed with such out of scope or additional work until authorized in writing by City. The compensation for such authorized work shall be negotiated, but in the event the parties fail to negotiate or are unable to agree as to compensation, then Consultant shall be compensated for its direct costs and professional time at the rates set forth in Schedule 2 "Fee Schedule".

3. CITY'S RESPONSIBILITIES

City shall:

- A. Designate a representative to whom all communications from Consultant shall be directed and who shall have limited administrative authority on behalf of City to receive and transmit information and make decisions with respect to Project. Said representative shall not, however, have authority to bind City as to matters of legislative or fiscal policy.

- B. Advise Consultant of City's Project requirements including objective, project criteria, use and performance requirements, special considerations, physical limitations, financial constraints, and required construction contract provisions and standards.
- C. Provide Consultant with available information pertinent to the Project including any previous reports, studies or data possessed by City which relates to design or construction of the Project.
- D. Assist in arranging for Consultant to have access to enter private and public property as required for Consultant to perform its services.
- E. Examine all studies, reports, sketches, drawings, specifications, proposals, and other documents presented by Consultant, and render written decisions pertaining thereto within a reasonable time. The City's approval of drawings, design, specifications, reports and incidental engineering work or materials furnished hereunder shall not in any way relieve the Consultant of responsibility for the professional adequacy of the work. The City's review, approval, or acceptance of, or payment for, any of the services shall not be construed to operate as a waiver of any rights under this Agreement or of any cause of action arising out of the performance of this Agreement.
- F. Upon advice of the necessity to do so from Consultant, obtain required approvals and permits for the Project. The Consultant shall provide all supportive documents and exhibits necessary for obtaining said approvals and permits.
- G. Notify Consultant whenever City becomes aware of any substantial development or occurrence which materially affects the scope or timing of Consultant's services.
- H. City shall perform its obligations and render decisions within a reasonable time under the presented circumstances. However, given the nature of City's internal organization and requirements, a period of 14 days shall be presumed reasonable for any decision not involving policy decision or significant financial impact. A period of 46 days shall be presumed reasonable for City to act with respect to any matter involving policy or significant financial impact.

4. TIME FOR PERFORMANCE

Consultant's obligation to render services shall continue for such period of time as may reasonably be required for completion of the work contemplated in Schedule 1 "Services" and Section 2 of this Agreement. The proposed work schedule attached as Schedule 3 may be adjusted by mutual agreement of all parties.

5. PAYMENT

1. City will pay to Consultant as full compensation for all services required to be performed by Consultant under this Agreement, except for services for additional work or work beyond the scope of this Agreement, an amount not to exceed \$80,134.00 in the aggregate as set forth in Schedule 2 "Fee Schedule" and computed in accordance with this Section. In the

- event compensation for services is set forth in Schedule 2 as to each phase of work indicated in Section 1 of this Agreement, the maximum amount of compensation for any phase shall not exceed the amount specified in Schedule 2 for such phase.
2. Consultant shall submit periodic, but not more frequently than monthly, applications for payment, aggregating to not more than the maximum amount set forth above, for actual professional services rendered and reimbursable expenses incurred. Such applications shall be submitted based upon the hourly rates and expense reimbursement provisions set forth in Schedule 2 attached hereto and shall contain appropriate documentation that such services have been performed and expenses incurred. Thereafter, City shall pay Consultant for the amount of the application within 45 days of the date of such application is received, provided that sufficient documentation has been furnished, and further provided that City will not be required to pay more than 90% of the maximum amount unless the Consultant's services on the Project phases for which this Agreement is applicable have been completed to City's reasonable satisfaction and all required Consultant submittals have been provided.
 3. No separate or additional payment shall be made for profit, overhead, local telephone expenses, lodging, routine photocopying, computer time, secretarial or clerical time or similar expenses unless otherwise provided and listed in Schedule 2 - "Fee Schedule."
 4. No compensation shall be paid to Consultant for services required and expenditures incurred in correcting Consultant's mistakes or negligence.
 5. Compensation for authorized work beyond the scope of this Agreement shall be governed by Section 2.

6. TERMINATION

- A. City reserves the right to terminate this Agreement and Consultant's performance hereunder, at any time upon written notice, either for cause or for convenience. Upon such termination, Consultant and its subcontractors shall cease all work, stop incurring expenses, and shall promptly deliver to City all data, drawings, specifications, reports, plans, calculations, summaries and all other information, documents, work product and materials as Consultant may have accumulated in performing this Agreement, together with all finished work and work in progress. Consultant shall at all times act in good faith with respect to the orderly transfer of work to the City or any entity designated by City.
- B. Upon termination of this Agreement for events or reasons not the fault of Consultant, Consultant shall be paid at the rates specified in Schedule 2 for all services rendered and reasonable costs incurred to the date of termination; together with any reasonable costs incurred within 10 days of termination provided such latter costs could not be avoided or were incurred in mitigating loss or expenses to Consultant or City. Consultant shall provide a detailed final invoice to the City within fourteen (14) calendar days from the effective date of

termination, itemizing the work completed, costs incurred, and any outstanding payments due. In no event shall payment to Consultant upon termination exceed the maximum compensation provided for complete performance in Section 5, and the Consultant expressly waives any right to claim damages, including but not limited to lost profits, anticipated revenue, or indirect or consequential damages arising out of or relating to the termination for convenience.

- C. In the event termination of this Agreement or Consultant's services is for breach of this Agreement by Consultant, or for other fault of Consultant including but not limited to any failure to timely proceed with work, or to pay its employees and Consultants, or to perform work according to the highest professional standards, or to perform work in a manner deemed satisfactory by City's Project Representative, then in that event, Consultant's entire right to compensation shall be limited to the lesser of: (a) the reasonable value of completed work to City, or (b) payment at the rates specified in Schedule 2 for services satisfactorily performed and reimbursable expenses reasonably incurred, prior to date of termination.
- D. Consultant's responsibility for its completed work and services shall survive any termination.

7. GENERAL PROVISIONS

7.1. Ownership of Documents

All designs, drawings, specifications, technical data, other documents or instruments procured or produced by the Consultant in the performance of this Agreement shall be the sole property of the City and the City is vested with all rights therein of whatever kind and however created, whether created by common law, statutory law, or by equity. The Consultant agrees that the City shall have access at all reasonable times to inspect and make copies of all communication, notes, designs, drawings, specifications, technical data, reports, and all other documents pertaining to the work to be performed under this Agreement. In the event City uses the information provided hereunder for another project independent from Project, without adaptation by Consultant, City shall hold harmless Consultant from all loss, claims, injury, and judgments arising from the use of such information for such other project.

7.2. Advertising

Unless specifically approved in advance in writing by City, Consultant shall not include representations of the Project in any advertising or promotional materials, except for accurate statements contained in resumes or curriculum vitae of Consultant's employees. If Consultant wishes to include representations in advertising or promotional materials, it shall submit a draft of same and printer's proof of the proposed advertising or promotional materials to the City for prior review and shall not publish or distribute same unless written approval of the materials is first obtained.

7.3. Equal Employment Opportunity

In connection with the performance of this Agreement, Consultant shall not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, national origin, disability, or age. Consultant shall endeavor to ensure that applicants are employed, and that

employees are treated during employment without regard to their race, color, religion, sex, sexual orientation, national origin, disability, or age.

7.4. Notices

Any and all notices or other communications required or permitted by this Agreement or by law to be served on or given to either the City or the Consultant by the other party shall be in writing and shall be deemed duly served and given when personally delivered to the party to whom it is directed, or in lieu of such personal service when deposited in the United States mail, first-class postage prepaid, addressed to the City of Pueblo, Department of Public Works, Attn: Andrew Hayes, Director, 211 E. D Street, Pueblo, CO, 81003; or to the Consultant, Demmon Design Studios Inc., Attn: Craig Demmon, President, 999 Vallejo Street, #1A, Denver, CO, 80204. Either party may change their address for the purpose of this paragraph by giving written notice of such change to the other party in the manner provided in this paragraph.

7.5. Entire Agreement

This instrument contains the entire agreement between the City and the Consultant respecting the Project, and any other written or oral agreement or representation respecting the Project or the duties of either the City or the Consultant in relation thereto not expressly set forth in this instrument are null and void. Notwithstanding the foregoing, the terms of Bid 24-088 Architectural Design Services for 650 Dittmer Avenue are hereby incorporated herein, and Consultant agrees to abide by and comply with the same. In the event of any conflict between any provision of this Agreement and a provision of any Schedule or attachment to this Agreement, the provision in this Agreement shall control and supersede the conflicting provision in the Schedule or attachment. Any inconsistent resolution provision in any attachment to this Agreement shall be void.

7.6. Subcontracts

- A. City acknowledges that Consultant is the prime contractor and the only party with whom City has a contractual relationship under this Agreement. To the extent Consultant performs any Project activities through subconsultants or subcontractors, Consultant shall contractually bind each of its subconsultants and subcontractors by subcontract agreement to all of the terms of this Agreement which are for the benefit of City, and City shall be a third-party beneficiary of those subcontract provisions.
- B. Consultant shall indemnify and defend City from all claims and demands for payment for services provided by subcontractors of Consultant.
- C. Consultant acknowledges that, due to the nature of the services to be provided under this Agreement, the City has a substantial interest in the personnel and consultants to whom Consultant assigns principal responsibility for services performed under this Agreement. Consequently, Consultant represents that it has selected and intends to employ or assign the key personnel and consultants identified in its proposal submitted to City prior to execution of this Agreement to induce City to enter this Agreement. Consultant shall not change such consultants or key personnel except after giving notice of a proposed change to City and

receiving City's consent thereto. Consultant shall not assign or reassign Project work to any person to whom City has reasonable objection.

7.7. Successors and Assigns

This Agreement shall be binding on the parties hereto and on their partners, heirs, executors, administrators, successors, and assigns; provided, however, that neither this Agreement, nor any part thereof, nor any moneys due or to become due hereunder to the Consultant may be assigned by it without the written consent of the City. It is expressly understood and agreed that enforcement of the terms and conditions of this Agreement, and all rights of action relating to such enforcement, shall be strictly reserved to the parties hereto, and nothing contained in this Agreement shall give or allow any such claim or right of action by any other or third person or entity on such Agreement. It is the express intention of the parties hereto that any person or entity, other than the parties to this Agreement, receiving services or benefits under this Agreement shall be deemed to be an incidental beneficiary only.

7.8. Amendments

No amendment to this Agreement shall be made nor be enforceable unless made by written Amendment signed by an authorized representatives of both Consultant and City.

7.9. Choice of Law, Jurisdiction, and Venue

Colorado law, the Pueblo City Charter, the Pueblo Municipal Code, and rules and regulations issued pursuant thereto shall be applied in the interpretation, execution, and enforcement of this Agreement. Any provision included or incorporated herein by reference that conflicts with said laws, rules, and regulations shall be null and void. All suits or actions related to this Agreement shall be filed and proceedings held in the State of Colorado and exclusive venue shall be in the County of Pueblo.

7.10. Severability

If any provision of this Agreement, except for Section 2, is determined to be directly contrary to and prohibited by law or the requirements of any federal grant or other Project funding source, then such provision shall be deemed void and the remainder of the Agreement enforced. However, it is the intent of the parties that Section 2 of this Agreement not be severable, and that if any provision of said section be determined to be contrary to law or the terms of any federal grant, then this entire Agreement shall be void.

7.11. Appropriations

- A. Subject to execution of this Agreement by the Director of Finance certifying that a balance of appropriation exists and funds are available, the amount of money appropriated for this Agreement is equal to or in excess of the maximum compensation payable hereunder; provided, however, that if work is phased and subject to annual appropriation, funds only in the amount of initial appropriation are available and Consultant shall confirm availability of funds before proceeding with work exceeding initial and subsequent annual appropriations.
- B. Financial obligations of the City payable after the current City Fiscal Year are contingent upon funds for that purpose being appropriated, budgeted, and otherwise made available.

8. DISPUTES

Except as herein specifically provided otherwise, disputes concerning the performance of this Agreement which the designated Agreement representatives cannot resolve shall be referred in writing to the Mayor's Office for the City for a final determination of the issue. The Parties agree that participation in this administrative procedure shall be a condition precedent to the initiation of litigation, except in the case of an emergency or other conditions that entitle either Party to seek injunctive or emergency relief from a court of competent jurisdiction, in which no participation in the preceding alternative dispute resolution process shall be required.

9. INSURANCE

9.1. Conditions

- A. Consultant agrees that it has procured and will maintain during the term of this Agreement, such insurance as will protect it from claims under workers' compensation acts, claims for damages because of bodily injury including personal injury, sickness or disease or death of any of its employees or of any person other than its employees, and from claims or damages because of injury to or destruction of property including loss of use resulting therefrom; and such insurance will provide for coverage in such amounts as set forth below.
- B. Consultant agrees to hold harmless, defend and indemnify City from and against any liability to third parties, arising out of negligent acts, errors or omissions of Consultant, their employees, subcontractors, and consultants.

9.2. Minimum Requirements

- A. Commercial General Liability Insurance. The Consultant shall secure and maintain during the period of this agreement and for such additional time as work on the project is being performed, Commercial General Liability Insurance issued to and covering the liability of the Consultant with respect to all work performed by it and all its subcontractors under the agreement, to be written on a comprehensive policy form. This insurance shall be written in amounts not less than \$1,000,000 for each occurrence and aggregate for personal injury including death and bodily injury and \$1,000,000 for each occurrence and aggregate for property damage. This policy of insurance shall name the City of Pueblo, its agents, officers and employees as additional insureds. The policy shall also provide coverage for contractual liability assumed by Consultant under the provisions of the agreement.
- B. Comprehensive Automobile Liability Insurance. The Consultant shall procure and maintain during the period of the agreement and for such additional time as work on the project is being performed, Comprehensive Automobile Liability Insurance. This insurance shall be written with limits of liability for and injury to one person in any single occurrence of not less than \$350,000 and for any injury to two or more persons in any single occurrence of not less than \$1,000,000. Alternate coverage of combined single limit, each accident, in an amount of not

less than \$1,000,000 may be accepted at the discretion of the Purchasing Director. This insurance shall include uninsured/underinsured motorist coverage and shall protect the Consultant from any and all claims arising from the use both on and off the site of the project of automobiles whether owned, leased, hired or used by Consultant.

- C. Workers' Compensation Insurance complying with statutory requirements in Colorado and in any other state or states where the work is performed. The Workers' Compensation Insurance policy shall contain an endorsement waiving subrogation against the City.
- D. Professional Liability Insurance with coverage of not less than \$1,000,000 in a form and with a deductible acceptable to City.

9.3. Governmental Immunity

Liability for claims for injuries to persons or property arising from the negligence of the City, its departments, boards, commissions committees, bureaus, offices, employees and officials shall be controlled and limited by the provisions of the Colorado Governmental Immunity Act, §24-10-101, et seq., C.R.S.; the Federal Tort Claims Act, 28 U.S.C. Pt. VI, Ch. 171 and 28 U.S.C. 1346(b). No term or condition of this Agreement shall be construed or interpreted as a waiver, express or implied, of any of the immunities, rights, benefits, protections, or other provisions, contained in these statutes.

10. ACCESSIBILITY

The Americans with Disabilities Act (ADA) provides that it is a violation of the ADA to design and construct a facility for first occupancy later than January 26, 1993, that does not meet the accessibility and usability requirements of the ADA except where an entity can demonstrate that it is structurally impractical to meet such requirements. The Consultant therefore, will use its best reasonable professional efforts to implement applicable ADA requirements and other federal, state, and local laws, rules codes, ordinances and regulations as they apply to the Project.

11. IMMIGRATION REFORM AND CONTROL ACT OF 1986

Consultant certifies that it has complied with the United States Immigration Reform and Control Act of 1986. Consultant represents and warrants that to the extent required by said Act, all persons employed by Consultant for performance of this Agreement have completed and signed Form I-9 verifying their identities and authorization for employment.

12. PERA LIABILITY

The Consultant shall reimburse the City for the full amount of any employer contribution required to be paid by the City of Pueblo to the Public Employees' Retirement Association ("PERA") for salary or other compensation paid to a PERA retiree performing contracted services for the City under this Agreement. The Consultant shall fill out the Colorado PERA Questionnaire and submit the completed form to City as part of the signed Agreement.

13. SCHEDULES

The following Schedules are attached to and made a part of this Agreement:

- Schedule 1 - "Scope of Services" consisting of 3 pages.
- Schedule 2 - "Fee Schedule" consisting of 3 page.
- Schedule 3 - "Work Schedule" consisting of 1page.
- Schedule 4 - "Identification of Personnel, Subcontractors, and Task Responsibility" consisting of 12 pages.

14. SIGNATURE

- A. This Agreement and all other documents contemplated hereunder may be executed using electronic signatures with delivery via facsimile transmission, by scanning and transmission of electronic files in Portable Document Format (PDF) or other readily available file format, or by copy transmitted via email, or by other electronic means and in one or more counterparts, each of which shall be: (1) an original, and all of which taken together shall constitute one and the same agreement, (2) a valid and binding agreement and fully admissible under state and federal law, and (3) enforceable in accordance with its terms.
- B. This Agreement, together with all Project Documents incorporated by reference , constitutes the entire Agreement between City and Consultant with respect to their subject matter, and may not be amended a modified except by written document signed by both parties.

IN WITNESS WHEREOF the parties hereto have made and executed this Agreement as of the day and year first above written.

CITY OF PUEBLO, A MUNICIPAL CORPORATION

DEMMON DESIGN STUDIOS INC.

By _____
Naomi Hedden, Director of Purchasing

By _____
Craig Demmon, President

Attest _____
Marisa Stoller, City Clerk

[SEAL]

BALANCE OF APPROPRIATION EXISTS FOR THIS
AGREEMENT AND FUNDS ARE AVAILABLE

APPROVED AS TO FORM
DEPARTMENT OF LAW

Danny Nunn, Interim Finance Director

Robert Jagger, Deputy City Attorney

Attachments: Schedules 1 - 4 and Additional Information for Agreement

Schedule 1

Scope of Service

Excerpt from Request for Proposal dated September 3, 2024, Section 3

3. ARCHITECTURAL SCOPE OF SERVICE & PROJECT REQUIREMENTS

3.1. Objective

The City of Pueblo is soliciting competitive proposals for Architectural and Engineering design services for the remodel/renovation of the existing building located at 650 Dittmer Avenue, Pueblo, Colorado. Only Proposers qualified to offer such services will be considered.

It is intended that the design and character of the original building be kept and carried into the renovated spaces.

It is anticipated that the design will include the following Architectural and Engineering Services:

- A. Architectural
- B. Mechanical, electrical and plumbing engineering, as needed for remodeled spaces
- C. Structural engineering, as needed
- D. A Level 2 EV charger and transformer will be added to the parking lot

Building addition, site work beyond the EV charger, nor landscaping is anticipated.

3.2. Minimum Qualifications

- A. Consultants responding to this request must demonstrate prime personnel, subconsultants, subcontractors, and team members qualified to perform the services detailed in this RFP.
- B. All professionals, if required by the State of Colorado to perform their services, must show proof of licensing.
- C. Additionally, Consultants shall be knowledgeable in the regulations and requirements of the Department of Public Works with respect to the services and work contemplated by this agreement. Consultant(s) shall perform such services and work in compliance with each project.

3.3. Scope of Service

All designs shall be compliant with International Existing Building Code and local building codes as necessary for Structure, Mechanical, Electrical, and Plumbing.

- A. Preliminary Design (Schematic) Phase
 - 1. Provide City with a preliminary renovation/remodel design
 - 2. Hold a kick-off meeting with appropriate City staff to discuss project approach and design criteria

3. Work with City stakeholders to make any necessary design revisions
4. Include a detailed construction estimate
5. City will evaluate at this phase to determine if project is feasible and within budget allowances
6. Note: If project is deemed as unfeasible, City will only pay Consultant for this portion of the work. Additional work will not be authorized unless City is able to continue with the project.

B. Final Design Phase

1. If the project is determined to continue after the Preliminary Design (Schematic) Phase, Consultant shall prepare final design documents in electronic format to the City
2. Final design shall incorporate all required specifications for a complete and functional project in accordance with professional standards and ethics within the industry
3. Final design/plans shall include demolition, elevations and cross sections, wall sections, necessary materials, fixtures, finishes, and any other plan/detail required for a complete project
4. Final selection of materials, fixtures, and finishes must be coordinated with City
5. Provide final construction estimate

C. Construction Documents for Bidding

1. If the project is determined to continue after Final Design Phase, Consultant shall prepare the Construction Documents including plans and specifications for Bidding
2. The final design must be stamped and shall be utilized for bidding, permitting, and construction of all renovation/remodel activities
3. Submit plans to the City and Pueblo Regional Building Department for plan review and perform all required revisions to construction documents based on each reviewing agency and department comments
4. Coordinate preparation of bid documents with Department of Public Works and Purchasing Department
5. Assist City departments with any necessary meetings, addenda, etc.
6. Digital project files shall be provided in both PDF and native formats (AutoCAD, Word, Excel, etc) prior to release of final payment

D. Bidding Phase

1. If the project is determined to continue after Construction Documents for Bidding, Consultant shall assist the City as needed during the bidding phase

2. The City will develop bidding materials including the Invitation to Bid documents, instructions to bidders, other necessary forms, and supplements required by the City as necessary to ensure that prospective bidders are fully informed regarding the construction and materials requirements
3. Participate in a pre-bid meeting and walkthrough on site with interested contractors; interpret and clarify contract documents for bidders
4. During the bidding period, the selected Consultant will assist the City with requests for information from bidders and coordinate with the City for responses and required modifications
5. Note: Any approved modifications to the bidding documents will be issued by Addendum by the City.

E. Architect of Record for Construction

1. Provide all customary services for Post Construction Award Services (PCAS) during construction
2. Attend Pre-Construction Meeting with Contractor and Department of Public Works
3. Respond to requests for information from Contractor
4. Review and approval of submittal and shop drawings
5. The City does not expect the scope of the construction to warrant a continuous on-site presence; however, the selected firm should plan a minimum of weekly project progress meetings with the City and Contractor. Attendance at the weekly construction meetings may periodically be held virtual; however, in-person attendance will be required upon request.
6. Additional meetings and/or site visits shall be requested by the Department of Public Works or Contractor on an as needed basis to review work progress
7. Verify as-built drawings at end of the project and notate all approved field changes. As-built documents must be electronically updated in AutoCAD/Revit by the Consultant.
8. Final as-built drawings shall be issued to the City for use on future projects subject to release of liability.

Schedule 2

Fee Schedule

Excerpt from Request for Proposal dated September 3, 2024, Section 2.9 and
excerpt from Consultant's Pricing Proposal submitted October 3, 2024

2.9. Fee Schedule

Complete the [PRICING PROPOSAL](#).

- A. Table 1: Submit a grand total proposed "not to exceed" amount each phase of the project.
 - 1. The quoted prices must include all administration, personnel, supervision, management, labor, programs, consumable materials, travel (if necessary), insurance, and profit to perform these services.
 - 2. Costs to perform the above-described scope of work on a time and materials (T&M; see Table 2) not-to-exceed basis broken down by work elements presented in the Scope of Service.
 - 3. Although the project will be tracked by the phases in Table 1, the not-to-exceed number will apply only to the bottom line (i.e., funds may be shifted between work elements as necessary so long as the bottom line is not exceeded).
- B. Tables 2 – 5: Time and Materials
 - 1. Submit your company's time and materials rates (T&M) for the Scope of Service in this project.
 - 2. These rates may also be utilized for any change orders or amendments to the agreement for this project, including additional work agreed upon by all parties.
 - 3. All per hour rates must include all administration, personnel, supervision, management, labor, programs, consumable materials, travel (if necessary), insurance, and profit to perform these services.
 - 4. Include standard markup for sub-consultants, and standard per-diem rates (Tables 4).
 - 5. Include cost each for additional reproductions and prints (Table 5).
- C. Notes:
 - 1. City may select to award each item of the Scope of Service (or each phase) and any Alternates based on the project needs, budget availability, project management requirements, etc.
 - 2. City must agree to all additional work in writing prior to beginning of additional work

PRICING PROPOSAL			
Table 1: Not To Exceed			
Line Item	Description	Unit of Measure	Unit Cost
1	Preliminary Design (Schematic) Phase	Not To Exceed	\$15,500.00
2	Final Design Phase	Not To Exceed	\$17,000.00
3	Construction Documents for Bidding	Not To Exceed	\$12,650.00
4	Bidding Phase	Not To Exceed	\$5,440.00
5	Architect of Record for Construction	Not To Exceed	\$29,544.00
Grand Total All Phases (Not To Exceed)			\$80,134.00
Tables 2- 5: Time and Materials Rates			
Table 2: Hourly Rates			
Line Item	Description/Position	Unit of Measure	Unit Cost
6	Principal	Per Person Per Hour	\$225.00
7	General Manager	Per Person Per Hour	\$165.00
8	Team Leader	Per Person Per Hour	\$165.00
10	Senior Project Manager	Per Person Per Hour	\$195.00
11	Project Manager	Per Person Per Hour	\$165.00
12	Project Lead	Per Person Per Hour	\$155.00
14	QA/QC Manager	Per Person Per Hour	\$250.00
15	Principal Engineer	Per Person Per Hour	\$278.00
16	Senior Engineer	Per Person Per Hour	\$196.00
17	Project Engineer	Per Person Per Hour	\$165.00
18	Design Engineer	Per Person Per Hour	\$144.00
19	Assistant Project Engineer	Per Person Per Hour	\$165.00
20	Engineer In Training	Per Person Per Hour	\$144.00
29	Senior Designer	Per Person Per Hour	\$135.00
39	Technician	Per Person Per Hour	\$140.00
40	CAD Manager	Per Person Per Hour	\$275.00
41	Drafting Manager	Per Person Per Hour	\$140.00
42	Advanced Drafter	Per Person Per Hour	\$130.00
43	Intermediate Drafter	Per Person Per Hour	\$112.00
44	Drafter	Per Person Per Hour	\$95.00
51	Technical Writer	Per Person Per Hour	\$165.00
54	Intern	Per Person Per Hour	\$95.00
59	Administrative Assistant	Per Person Per Hour	\$125.00
60	Clerical	Per Person Per Hour	\$105.00

Table 3: Hourly Rates Continued			
Line Item	Description/Position	Unit of Measure	Unit Cost
63	Registered Engineer	Per Person Per Hour	\$211.00
64	Structural Engineer	Per Person Per Hour	\$240.00
Table 4: Reimbursable Expenses			
Line Item	Description	Unit of Measure	Unit Cost
73	Mileage	Cost Plus Percent	\$.67
74	Subconsultants	Cost Plus Percent	\$110.00
Table 5: Additional Reimbursable			
Line Item	Description	Unit of Measure	Unit Cost
75	Reproduction	Each	\$.24
76	Prints (11" x17", 18" x 24")	Each	\$.48
77	Prints (24" x 36")	Each	\$4.00
Note: Line Items 9, 13, 21-28, 30-38, 45-50, 52-53, 55-58, 61-62, and 65-72 are N/A to the work of this project.			

Schedule 3

Work Schedule

Excerpt from Consultant's Proposal submitted October 3, 2024, Page 40

650 DITTMER AVE - Schedule



Schedule 4

Identification of Personnel, Subcontractors, and Task Responsibility

Excerpt from Consultant's Proposal submitted October 3, 2024, Pages 12-24

Prime – demmon design studios, inc.

999 Vallejo St #1A
Denver, CO 80204



demmon design studios is a professional corporation which designs and plans educational, commercial and public facilities throughout Colorado. Now in our twenty first year of practice we employ a staff of Architectural and Interior professionals with diverse talents and passions. Our complementing experiences provide creative quality design solutions empathetic to a project's schedule and financial limitations.

Craig A. Demmon

Management of Service – drawing the map

- Management of the Client
 - Listen before talking. Listen to gather information not to merely reply.
 - Clear, concise interpretation, documentation, and dissemination of the Owner's communications throughout the entire project.
 - Producing a clear picture of the Owner's goals for the entire Project Team and Consultant's use.
 - Consensus building of disparate goals and parties
 - Distillation of all project information to deliver a product welcomingly owned by all stake holders

Skylar Potts, Architectural Intern

- **25 – 40%**-time commitment
- Skylar works directly with Craig on Project production.
- Develops the REVIT model for the design team's use.
- Schematic through Construction Document project commitment.

Kenny Davis

Management of the delivered product – keeping everyone on the map

- Provide the consultant team with concise directions, information, and tools to succeed
- Manage the design and documentation products
 - Scheduling
 - Coordination of the consultant team

Mechanical, Electrical, Plumbing

MEP Engineering, Inc.
6402 S. Troy Circle, Ste 100
Centennial, CO 80111



Roger Crawford, PE Principal-in-charge/Quality Control

- Review narratives, cost estimates, plans, and specifications at each level of design
- Provide redline comments and corrections to comply with industry codes, standards and guidelines
- Attend internal and external project kickoff meetings
- Handle escalated client questions and concerns to ensure monetary risk management

Brian Clement, Electrical Engineer

- Advanced design and redline of drawings, details, diagrams per company standards
- Manage drafting coordination on projects
- Conduct full field surveys of electrical systems as required
- Write narratives, specifications and cost estimates
- Facilitate drawings through the quality control process

Mark Brown, Plumbing Engineer

- Advanced design and redline of drawings, details, diagrams per company standards
- Manage drafting coordination on projects
- Conduct full field surveys of plumbing systems as required
- Write narratives, specifications and cost estimates
- Facilitate drawings through the quality control process

Karena Broman-Ballas, PE, LEED AP Mechanical Project Engineer

- Advanced design and redline of drawings, details, diagrams per company standards
- Manage drafting coordination on projects
- Conduct full field surveys of mechanical systems as required
- Write narratives, specifications and cost estimates
- Facilitate drawings through the quality control process

Interior Design

Studio M Designs, LLC
Lakewood, CO 80228



Melissa Buffington

Interior Design – direct support and design with Craig Demmon

- Quality control of the Design
- Review of product documentation at all phases to ensure the result is accurate and concise to meet the Owner's goals
- Coordination with FFE vendors and/or selections as needed.

Structural Engineering

Valentine Engineering, LLC
1108 N Main Street
Pueblo, CO 81003



Experience on projects as a team:

The Principals of DDS & our sub-consultants have over 30 years of direct experience together.

- DDS & Studio M Designs – 34 years.
- DDS & Valentine Engineering, LLC – 14 years.
- DDS & MEP Engineering - 8 years.

DDS, Studio M & MEP team recent selected projects:

Pueblo Water Authority
TDE Building renovation and Maintenance Facility Addition.
301 N Elizabeth Street
Pueblo, CO 81003

Good Living, Office Building complete renovation
101 S Madison St
Denver, CO 80209

Grand County Library District
Kremmling Library – Program Plan
Kremmling, CO

Colorado Department of Personnel & Administration
Restroom Modernizations
1881 Pierce St
Lakewood, CO 80214

CSU-Pueblo
University Village Walking Stick, Community Room and Laundry renovation
2200 N Bonforte Blvd
Pueblo, CO 81001

Upsher Smith Laboratories, Gowning & Locker room renovations
301 South Cherokee Street
Denver, CO 80223

Prism Workspaces, Life Safety & ADA Renovations
999 Vallejo Street
Denver, CO 80204

Resumes

Please see attached key individual resumes.

resume

demmon design studios

Craig A. Demmon, RA

Principal-in-charge / Project Manager

education

Bachelor of Architecture, North Dakota State University

Bachelor of Arts, North Dakota State University

registrations

Registered Architect, Colorado #304553

National Council of Architectural Registrations Boards

experience

Craig A. Demmon has 30+ years of experience in the planning, design and management of architectural projects for institutional, commercial and government clients throughout the country and Colorado. Mr. Demmon is currently serving as Project Manager for several State of Colorado controlled maintenance and capitol improvement projects. His previous renovation and new building experience include programming, planning, and design for such projects as:

selected project experience – State of Colorado

Colorado State University – Pueblo, Pueblo, CO

Library & Academic Resources Center renovation

Campus Wide Security System Project

Chemistry Building renovation

Physics and Mathematics Bldg renovations (2)

Life Sciences Building renovations (4)

Art / Music Bldg renovations (3)

Psychology Bldg interior renovation

Admin Bldg. renovations (4)

Technology & Music Buildings Stair
replacements

Colorado State University - High Plains Campus, Rocky Ford, CO

Arkansas Valley Research Center, Administration and Classroom Building

Otero Junior College - La Junta, CO

Campus Wide Security Project

Pikes Peak Community College - Colorado Springs, CO

Campus Wide Security Project

Pueblo Water Authority – Pueblo, CO

TDE Building, Renovation and Addition

Maintenance Facility, Renovation and Addition

Colorado Department of Personnel and Administration

1881 Pierce St, Restrooms Modernization – Lakewood, CO

Community College of Aurora

Classroom Building, Roof Replacement

Administration Building, Roof Replacement

University of Northern Colorado - Greeley, CO

Ross Hall, Renovations and Additions

Weld County Humane Society - Evans, CO

Addition and Renovation

North Colorado Medical Center - Greeley, CO

Medical Office Building, Imaging Center & Parking Garage

University of Colorado at Boulder - Boulder, CO

Village Center Dining and Community Commons FF&E

Colorado School of Mines - Golden, CO

Ben H. Parker Student Center Additions and renovations, Phases I and II

Upsher Smith Laboratories - Denver, CO

Site Development, Facilities Expansions, and Interior Renovations

resume

demmon design studios

Melissa Buffington, NCIDQ, WELL AP, LEED AP, FMP

Interior Design & Planning

education

BFA Interior Design, Iowa State University, Ames, IA

registrations

National Council for Interior Design Qualifications

experience

Melissa experience includes full-service commercial interior design, space planning, project management, finish selections, furniture specification and procurement, furniture installation coordination, commercial move management, facilities planning contractor, corporate art collection development, placement and relocation, AutoCAD/Revit drawing production.

Melissa's Facilities expertise includes development of requests for proposal, large-scale move management, project management, space planning, management of project schedule & budget, furniture & equipment specification and supervision of installation, managing inventory database, and staff supervision. Experience with interior construction administration. Coordinates MEP system design drawings.

selected project experience

CO DPA, 1881 Pierce St Renovations – Lakewood, CO

Pueblo Water Authority, TDE & Maintenance Facility – Pueblo, CO

Kremmling Library Program Plan – Grand County, CO

University of Colorado Health Sciences Center at Fitzsimmons - Aurora, CO

Mayo Clinic – Rochester, MN

The University of Iowa Hospitals & Clinics – Iowa City, IA

Allos Therapeutics – Westminster, CO

The Joint Chiropractic - Denver & Highlands Ranch, CO

Great-West Financial – Greenwood Village, CO

ICG Communications – Englewood, CO

CORUM Real Estate Group - Greenwood Village, CO

Financial Designs Ltd. – Denver, CO

Titan Investments – Denver, CO

Ameriprise – Greenwood Village, CO

Hunter Douglas – Broomfield, CO campus

ADI Acoustics – Golden, CO

Bison Oil & Gas / Bison Garage – Denver & Englewood, CO

The United State Olympic & Paralympic Museum Café – Colorado Springs, CO

The Ritz Carlton – Denver, CO

Road Warrior Grille – Denver, CO

Blue Ice Lounge – Denver, CO

Summit Entertainment – Colorado Springs, Thornton & Windsor, CO

iKid Academy – Centennial, CO



MEP Engineering, Inc.

Contact Information

Travis Middlebrooks, El
Director of Business Development
travis@mep-eng.com
720-541-6341
www.mep-eng.com

Years in Business

20 years in Colorado

Total Staff

30 full-time employees
3 LEED Accredited Professionals
3 Professional Engineers

Licensed in 12 States

Arizona	Nebraska
California	New Mexico
Colorado	South Carolina
Kansas	Texas
Michigan	Utah
Mississippi	Wyoming



Who we are

We have been in business since 2004, long enough to understand that lasting relationships matter. Every good relationship is based on clear communication. When you hire MEP Engineering, we invite you to discuss your project goals. We listen proactively. We ask questions. We make sure that we understand your needs. Then, we strategize with you to complete your project within budget and on time. We become your partner and you become ours.

When you partner with us, you can expect expert mechanical, electrical and plumbing project solutions with an integrated focus on Green Design. Each of our designers and engineers is trained to recognize opportunities for and recommend Green Building Design approaches wherever possible. We provide engineering, analyses, and related services with a staff experienced in new construction, expansion, and renovation of residential, commercial, health-care, educational, government, and industrial projects.

We make it easy for you to work with us. We're conveniently located near the Denver Tech Center. If your project is outside of Colorado, our amazing team will confidently serve you wherever you need us to

be. Our staff currently holds professional licensors in multiple states throughout the U.S.

Our people are our strength

We believe you deserve a talented team whose expertise covers multiple disciplines. You'll find all the services you need to complete your project under our roof. Our company culture, desire to provide product excellence, and established processes help us to provide you with personal attention as well as allow us the bandwidth to accommodate large and complex projects efficiently.

Working in a collaborative environment energizes our teams. It enables us to go the extra mile for your project. We strive for quality and follow trusted processes that help us work efficiently. We don't let obstacles or excuses keep us from meeting deadlines. We follow through because your goals are our goals. Inside it all, we are the MEP partner who listens. We will work with you to achieve your vision.

Our Services

You need a talented team whose expertise covers multiple disciplines.

You'll find all the MEP services you need to complete your project under our roof. Our company culture, desire to provide product excellence, and established processes help us to provide you with personal attention as well as allow us the bandwidth to accommodate large and complex projects efficiently.

Mechanical Engineering

Do you need boiler plants, chillers, rooftop units, energy recovery, heat pumps, cooling towers, specialty exhaust/ventilation systems, or not sure what you need? If you're looking for efficient, cost effective options for your new building, renovation, or equipment replacement project, our mechanical engineers are seasoned to provide a mechanical design with your top priorities in mind. We will work with the project owner, architect structural, plumbing, electrical engineers, and energy consultant to provide a fully coordinated solution. They are certified or licensed either as PE, EI, LEED AP or a combination. They stay informed and on top of the latest developments in the field through active participation in a variety of organizations.

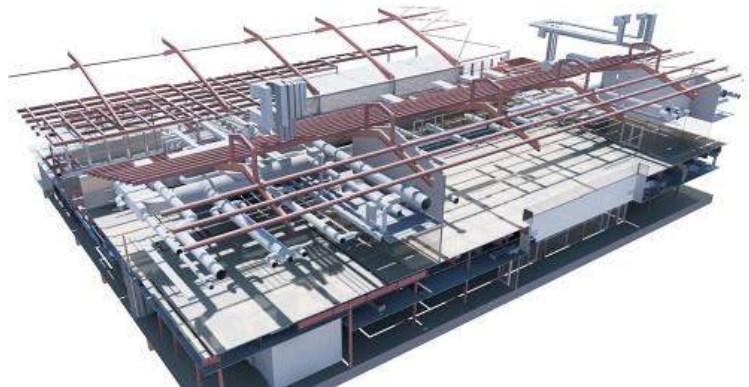
Electrical Engineering

As you decide who to hire for your next electrical project, your first concerns may be where to locate bulky electrical switch gear or how to choose lighting fixtures that meet code requirements and lend appeal to your finished space. We understand and we can help. We've solved many design puzzles over the years and Electrical Services are at the core of what we do best. Our electrical engineers are certified or licensed either as PE, EI, LEED AP or a combination of the three.

Plumbing Engineering

Our plumbing engineers design systems with your "whole building" in mind to help you avoid surprises. From determining tap size, to coordinating with civil engineers, to deciding the location of incoming utilities, we orchestrate your plumbing solutions to integrate with your overall plan. Our engineers ensure that water and energy are used

BIM Modeling



Roger Crawford, PE



Years Experience

30 years in the industry
20 years with MEP

Education

BS in Architectural Engineering
University of Colorado Boulder

Credentials

Professional Engineering Licenses in:
AZ, CA, CO, KS, MI, MS,
NE, NM, SC, TX, UT, WY



100 St. Paul Office Building
Denver, CO

Principal-in-Charge/Quality Control

Roger brings over three decades of experience in the engineering consulting field, with an emphasis on electrical, fire alarm, and telecom building systems. His education as an Architectural Engineer allows him to expand his expertise into the mechanical and plumbing disciplines enabling him to work in and design all systems within a building. Roger possesses the unique ability to visualize a project from start to finish; meaning difficult building system problems become very clear and concise.

Project Tasks/Responsibilities

- Review narratives, cost estimates, plans, and specifications at each level of design
- Provide redline comments and corrections to comply with industry codes, standards and guidelines
- Attend internal and external project kickoff meetings
- Handle escalated client questions and concerns to ensure monetary risk management

Relevant Project Experience

BPX Energy, 2nd Fl, Denver, CO

LEED Certified

This project involved tenant improvement services for a 21,000 SF of an existing core/shell office building. Services included adding stairs to connect floors 2 and 3, open work areas, conference rooms, restroom groups, and a breakroom.

Northrop Grumman, Aurora, CO

MEP Engineering was selected by Northrop and Grumman to provide electrical engineering services in a design//built format for the 96,000-square foot 3-story addition to the Northrop Grumman AUC-9 building, located in Aurora, CO.

Workday Office Tenant Improvement, Boulder, CO

This project included design services for the remodel of an existing 52,975 SF office building with 3 stories.

100 St. Paul, High-Rise Office Building, LEED Gold, Denver, CO

This project involved core/shell electrical design services for a 160,000 square foot, 8-story high-rise office building, with an underground 3-level parking garage.

Brian Clement Electrical Project Engineer



Years Experience

12 years in the industry
12 years with MEP

Education

BS in Mechanical Engineering
Colorado School of Mines

Brian has been with MEP Engineering since February 2012. He previously attended Colorado School of Mines and majored in Mechanical Engineering. Brian is especially interested in LEED Design Projects. Brian and the TI team have a project turnaround time of 20 days. Despite this pressure, they are absolutely fantastic at what they do!

Project Tasks/Responsibilities

- Advanced design and redline of drawings, details, diagrams per company standards
- Manage drafting coordination on projects
- Conduct full field surveys of electrical systems as required
- Write narratives, specifications and cost estimates
- Facilitate drawings through the quality control process

Relevant Project Experience

BPX Energy, 2nd Fl, Denver, CO

LEED Certified

This project involved tenant improvement services for a 21,000 SF of an existing core/shell office building. Services included adding stairs to connect floors 2 and 3, open work areas, conference rooms, restroom groups, and a breakroom.

Cigna Headquarters TI, 11th-16th Floors, Denver, CO

This project involved tenant improvement services for five floors within a new core/shell office building with 135,842 SF. Design included open workstations, elevator lobbies, IT rooms, conference rooms, lounge/wellness rooms and more.

CBRE Denver Office, 31st, 32nd Floors, Denver, CO

LEED Silver

This project involved electrical design services for the tenant finish of a high-rise office building. Design included 14 space types for collaboration, as well as informal spaces for interaction between groups.

Expedia, 1660 Wynkoop, Denver, CO

Brian was a crucial part of design services for the tenant buildout of entire floor at 1660 Wynkoop that was approximately 14,783 RSF. The new space plan included open workstations, collaboration areas, small / medium / large conference rooms, 'market place' breakroom, phone rooms, wellness room, storage room and an IDF room.



*Cigna Headquarters
Denver, CO*

Karena Broman-Ballas, PE, LEED AP



Years Experience

30 years in the industry
16 years with MEP

Education

BS in Mechanical Engineering
Colorado School of Mines

Credentials

Professional Engineering Licenses in CO
USGBC LEED AP



*Cigna Headquarters
Denver, CO*

Mechanical Project Engineer

Karena is more than a highly-experience mechanical engineer and project manager; she serves as a trusted advisor, partnering with clients to incorporate their design with efficient, long-lasting building systems. Karena is an integral part in the coordination between various disciplines, clients and owner representatives. She has a deep experience in energy modeling and fundamental commissioning services, ensuring all design options are explored and the solutions thoroughly developed.

Project Tasks/Responsibilities

- Advanced design and redline of drawings, details, diagrams per company standards
- Manage drafting coordination on projects
- Conduct full field surveys of mechanical systems as required
- Write narratives, specifications and cost estimates
- Facilitate drawings through the quality control process

Relevant Project Experience

BPX Energy, 2nd Fl, Denver, CO

LEED Certified

This project involved tenant improvement services for a 21,000 SF of an existing core/shell office building. Services included adding stairs to connect floors 2 and 3, open work areas, conference rooms, restroom groups, and a breakroom.

AAA Offices, TI and Building Upgrades, Greenwood Village, CO

This project involved building upgrades and TI services for 135,000+/- SF of office space. Services included private offices, open workstations, a large atrium, conference rooms, etc.

Cigna Headquarters TI, 11th-16th Floors, Denver, CO

This project involved tenant improvement services for five floors within a new core/shell office building with 135,842 SF. Design included open workstations, elevator lobbies, IT rooms, conference rooms, lounge/wellness rooms and more.

EKS&H Office TI, 1st-6th Floors, Denver, CO

This project involved tenant improvement services for 150,000 GSF of an existing six-story office building. Design included open workstations, conference rooms, a wellness room, breakroom/lounge areas, and patio.

Mark Brown

Plumbing Project Engineer



As an MEP Associate and project manager, Mark provides a high level of plumbing and mechanical expertise to every project he is part of. His more than three decades of experience spans a broad range of project types, ranging from large-scale government, infrastructure, commercial and corporate work to residential, mixed-use, hospitality and education facilities. He is adept at assembling the right team for each project and ensuring that all design options are explored and the solutions thoroughly developed. Mark has formed long-standing relationships with his clients, including city governments, commercial real estate developers and local school districts.

Years Experience

30+ years in the industry
18 years with MEP

Education

AS in Drafting
Lakewood Engineering Drafting College

Project Tasks/Responsibilities

- Advanced design and redline of drawings, details, diagrams per company standards
- Manage drafting coordination on projects
- Conduct full field surveys of plumbing systems as required
- Write narratives, specifications and cost estimates
- Facilitate drawings through the quality control process

Relevant Project Experience

Denver Metro Wastewater, Office Renovation, Denver, CO

This project involved renovations within the existing Wastewater Management Building. The building is comprised of eight stories, two of which are mechanical-only floors. Total interior area is approximately 139,500 SF. Scope included the interior remodel and build-out of approximately 65,385 SF of office and support space in (6) levels of the building.

100 St. Paul, High-Rise Office Building, LEED Gold, Denver, CO

This project involved core/shell electrical design services for a 160,000 square foot, 8-story high-rise office building, with an underground 3-level parking garage.

Cigna Headquarters TI, 11th-16th Floors, Denver, CO

This project involved tenant improvement services for five floors within a new core/shell office building with 135,842 SF. Design included open workstations, elevator lobbies, IT rooms, conference rooms, lounge/wellness rooms and more.

AAA Offices, TI and Building Upgrades, Greenwood Village, CO

This project involved building upgrades and TI services for 135,000+/- SF of office space. Services included private offices, open workstations, a large atrium, conference rooms, etc.



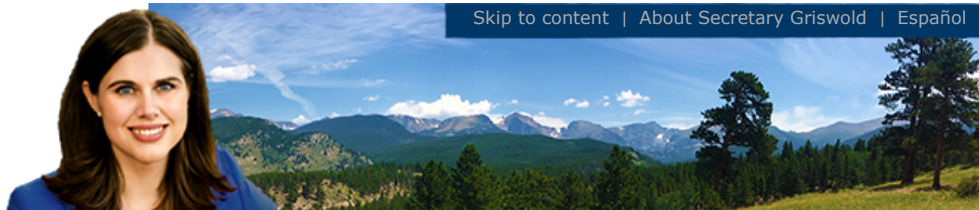
100 St. Paul Lobby

Additional Information for Agreement

Certificate of Good Standing

PERA Questionnaire - Requested from Consultant, to be added prior to signature

Insurance Certificate(s) - Requested from Consultant, to be added prior to signature



Summary

For this Record...

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Details			
Name	Demmon Design Studios Inc.		
Status	Good Standing	Formation date	09/04/2008
ID number	20081472892	Form	Corporation
Periodic report month	September	Jurisdiction	Colorado
Principal office street address	999 Vallejo St. #1A, Denver, CO 80204, US		
Principal office mailing address	999 Vallejo St. #1A, Denver, CO 80204, US		

Registered Agent	
Name	Craig A. Demmon
Street address	1744 Vine St, Denver, CO 80206-1120, US
Mailing address	1744 Vine St, Denver, CO 80206-1120, US

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OFFICE OF THE SECRETARY OF STATE
OF THE STATE OF COLORADO

CERTIFICATE OF FACT OF GOOD STANDING

I, Jena Griswold, as the Secretary of State of the State of Colorado, hereby certify that, according to the records of this office,

Demmon Design Studios Inc.

is a

Corporation

formed or registered on 09/04/2008 under the law of Colorado, has complied with all applicable requirements of this office, and is in good standing with this office. This entity has been assigned entity identification number 20081472892 .

This certificate reflects facts established or disclosed by documents delivered to this office on paper through 11/04/2024 that have been posted, and by documents delivered to this office electronically through 11/05/2024 @ 14:10:50 .

I have affixed hereto the Great Seal of the State of Colorado and duly generated, executed, and issued this official certificate at Denver, Colorado on 11/05/2024 @ 14:10:50 in accordance with applicable law. This certificate is assigned Confirmation Number 16536915 .



Jena Griswold

Secretary of State of the State of Colorado

*****End of Certificate*****

Notice: A certificate issued electronically from the Colorado Secretary of State's website is fully and immediately valid and effective. However, as an option, the issuance and validity of a certificate obtained electronically may be established by visiting the Validate a Certificate page of the Secretary of State's website, <https://www.coloradosos.gov/biz/CertificateSearchCriteria.do> entering the certificate's confirmation number displayed on the certificate, and following the instructions displayed. Confirming the issuance of a certificate is merely optional and is not necessary to the valid and effective issuance of a certificate. For more information, visit our website, <https://www.coloradosos.gov> click "Businesses, trademarks, trade names" and select "Frequently Asked Questions."



**Background Paper for Proposed
Resolution**

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Andrew Hayes, Public Works Director

SUBJECT: A RESOLUTION TRANSFERRING \$18,167.50 WITHIN THE SOUTHPOINTE SPECIAL IMPROVEMENT MAINTENANCE DISTRICT BUDGET FROM THE "PROJECTS TO BE DETERMINED" OPERATING BUDGET LINE ACCOUNT INTO THE "REPAIR & MAINTENANCE" OPERATING BUDGET LINE ACCOUNT, AWARDING A CONSTRUCTION CONTRACT IN THE AMOUNT OF \$16,367.50 TO CEDAR RIDGE LANDSCAPE, INC., FOR PROJECT NO. 24-128, CONCRETE IMPROVEMENTS - PRAIRIE HAWK LANE, SETTING FORTH \$1,800 FOR CONTINGENCIES, AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE SAME

SUMMARY:

This Resolution transfers funds in the amount of \$18,167.50 within the Southpointe Special Improvement Maintenance District Budget from the "Projects to be Determined" operating budget line account into the "Repair & Maintenance" operating budget line account, awards a construction contract in the amount of \$16,367.50 to Cedar Ridge Landscape, Inc., for Project No. 24-128 Concrete Improvements - Prairie Hawk Lane and setting forth \$1,800 for contingencies.

PREVIOUS COUNCIL ACTION:

None

BACKGROUND:

In general, this project will consist of installation of new 4" concrete sidewalk and ADA curb ramp along Prairie Hawk Lane.

This resolution awards the construction contract to Cedar Ridge Landscape, Inc.

FINANCIAL IMPLICATIONS:

Funding in the amount of \$18,167.50 is being transferred within the Southpointe Special Improvement Maintenance District Budget from the "Projects to be Determined" operating budget line account (29300000 56901) into the "Repair & Maintenance" operating budget line account (29300000 54301).

Funding in the amount of \$18,167.50 (including contract plus contingencies) shall be paid from the Southpointe Special Improvement Maintenance District Budget "Repair & Maintenance" operating budget line account (29300000 54301).

BOARD/COMMISSION RECOMMENDATION:

None.

STAKEHOLDER PROCESS:

None.

ALTERNATIVES:

Denial of this Resolution will cancel this project.

RECOMMENDATION:

Approval of the Resolution.

ATTACHMENTS:

1. 24-128 - Concrete Improvement - Prairie Hawk Lane

RESOLUTION NO. 15826

A RESOLUTION TRANSFERRING \$18,167.50 WITHIN THE SOUTHPOINTE SPECIAL IMPROVEMENT MAINTENANCE DISTRICT BUDGET FROM THE "PROJECTS TO BE DETERMINED" OPERATING BUDGET LINE ACCOUNT INTO THE "REPAIR & MAINTENANCE" OPERATING BUDGET LINE ACCOUNT, AWARDING A CONSTRUCTION CONTRACT IN THE AMOUNT OF \$16,367.50 TO CEDAR RIDGE LANDSCAPE, INC., FOR PROJECT NO. 24-128, CONCRETE IMPROVEMENTS - PRAIRIE HAWK LANE, SETTING FORTH \$1,800 FOR CONTINGENCIES, AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE SAME

WHEREAS, competitive bids for Project No. 24-128, Concrete Improvements - Prairie Hawk Lane have been received and examined; and,

WHEREAS, the proposal of Cedar Ridge Landscape, Inc., was the lowest of those bids determined to be responsive, and the Committee of Awards recommends to the City Council that it authorize Project No. 24-128, Concrete Improvements - Prairie Hawk Lane to be performed; NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF PUEBLO, that

SECTION 1.

Funds in the amount of \$18,167.50 are hereby transferred within Southpointe Special Improvement Maintenance District Budget from the "Projects to be Determined" operating budget line account (29300000 56901) into the "Repair & Maintenance" operating budget line account (29300000 54301).

SECTION 2.

The City Council authorizes Project No. 24-128, Concrete Improvements - Prairie Hawk Lane, to be performed, and the contract for said improvements is hereby awarded to Cedar Ridge Landscape, Inc., in the amount of \$16,367.50.

SECTION 3.

In addition to the amount of the bid set forth, as aforementioned, an additional amount as stipulated in this section is hereby established for contingencies and additional work.

Contingencies and Additional Work.....\$1,800.00

SECTION 4.

Funds, in the amount of \$18,167.50, for Project 24-128, shall be from Southpointe Special Improvement Maintenance District "Repair & Maintenance" operating budget line account (29300000 54301).

SECTION 5.

The officers and staff of the City of Pueblo are authorized to perform any and all acts consistent with this Resolution to implement the policies and procedures described herein.

SECTION 6.

This Resolution shall become effective immediately upon passage and approval.

INTRODUCED: November 25, 2024

BY: Regina Maestri
MEMBER OF CITY COUNCIL

APPROVED: Mark Duff
PRESIDENT OF CITY COUNCIL

ATTESTED BY: 
CITY CLERK



WELCOME

City of Pueblo
Public Works Department

Bid No.: 24-128

Bid Name:
Concrete Improvements - Prairie Hawk
Lane

Pre-Bid Meeting
Tuesday, October 22, 2024, at 10:00 AM
(MT)

Introduction of City of Pueblo Key Staff

- ◆ Andrew Hayes - Director of Public Works
- ◆ Chuck Roy - Deputy Director of Public Works
- ◆ Kurt Patrick - Engineering Manager
- ◆ Kelly Grisham- PW Project Coordinator
- ◆ Bob Quintana - PW Civil Engineer
- ◆ Deborah Rivera - Purchasing Coordinator
- ◆ Danny Nunn - Sales Tax Department
- ◆ Parmiria Kipetu- Associate Engineer I

1. Advertisement For Bids

TO WHOM IT MAY CONCERN:

The City of Pueblo will receive sealed bids up to the hour of 11:00 am (MT) on Wednesday, November 6, 2024, for the following project. Bids must be submitted electronically through the OpenGov portal which may be accessed via the City of Pueblo Purchasing Department website at www.pueblo.us/purchasing or at <https://procurement.opengov.com/portal/pueblo>.

BID NO : 24-128

BID NAME : Concrete Improvements - Prairie Hawk Lane

PRE-BID MEETING : Tuesday, October 22, 2024, at 10:00 am (MT). Meeting will be held at the Department of Public Works Conference Room, 211 E. D Street, Pueblo, CO 81003. Bidders may attend in person or via Microsoft Teams.

2. Introduction - Summary

- ◆ In general, this project will consist of sidewalk construction and curb ramp construction along Prairie Hawk Lane, City of Pueblo Colorado, as detailed in the plans and specifications for this project.

City Construction Specifications and Standard Details

Revised: February 13, 2023

STANDARD CONSTRUCTION SPECIFICATIONS
AND
STANDARD DETAILS

FOR
CITY OF PUEBLO, COLORADO



DEPARTMENT OF PUBLIC WORKS
211 EAST "D" STREET
PUEBLO, COLORADO

TELEPHONE: (719) 553-2295
WWW.PUEBLO.US

ADOPTED: APRIL 11, 2022
REVISED: FEBRUARY 13, 2023

Sales and/or Use Tax Information

- ◆ LICENSING REQUIREMENT
- ◆ USE TAX: PLEASE NOTE, THERE ARE NO TAX-EXEMPT PROJECTS WITHIN THE CITY OF PUEBLO
- ◆ TAX GUIDE FOR CONSTRUCTION CONTRACTORS CAN BE FOUND ON WEBSITE AT WWW.PUEBLO.US
- ◆ RECORD KEEPING – 3 YEARS

3. Special Provisions

◆ 3.10. SITE INVESTIGATION

- By submitting a bid, Contractor acknowledges the nature and location of the work, the general and local conditions, particularly those bearing upon transportation, disposal, handling and storage of materials, availability of labor, water, electric power, uncertainties of weather, physical conditions at the site, the character/quality of surface and subsurface materials to be encountered, the character of equipment and facilities needed prior to and during the work, and all other matters which can in any way affect the work or the cost thereof under this Contract. Failure by Contractor to acquaint themselves with all the available information concerning these conditions will not relieve them from responsibility for estimating properly the difficulty or cost of successfully performing the work.

◆ 3.11. PRE-CONSTRUCTION CONFERENCE

- The Contractor shall attend a pre-construction conference with the Project Manager, City employees, representatives of the utility companies, and/or other interested parties prior to any construction.

Preconstruction meeting will be scheduled 7-10 days after notice of award is issued.

Documents Required to be submitted at Pre-Construction Conference

- Contractor Organization
- Safety Plan
- Traffic Control Plan
- Schedule
- Material Submittals

3. Special Provisions

◆ 3.23 COMPLETE WORK ON TIME

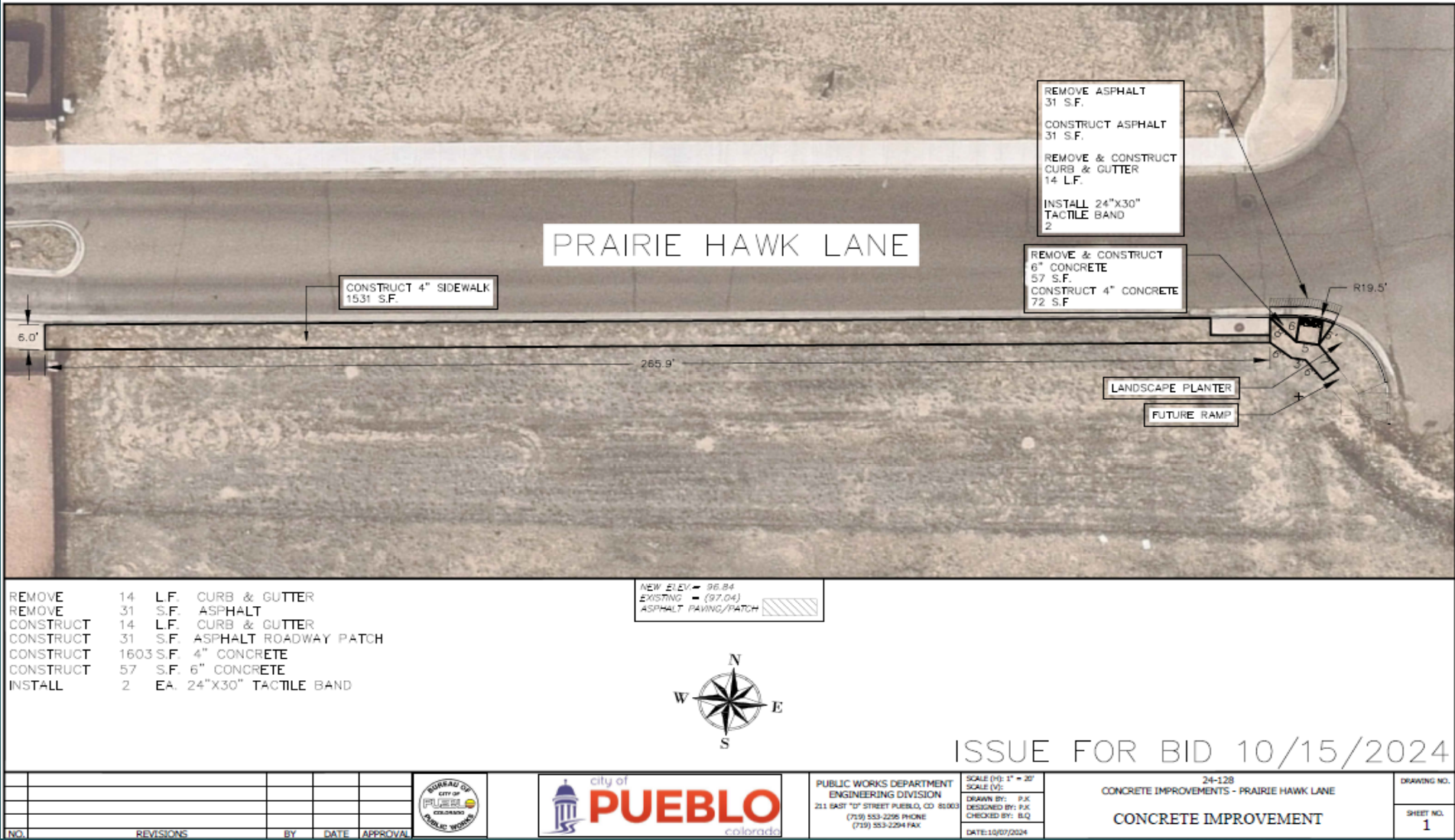
- Failure to complete the work by the allotted 30 calendar days shall result in the assessing of liquidated damages according to GENERAL PROVISIONS.

7. Pricing Table

Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total
1	Remove Curb & Gutter	14	L.F.		
2	Remove Asphalt Roadway	31	S.F.		
3	Construct 4" Concrete	1603	S.F.		
4	Construct 6" Concrete	57	S.F.		
5	Construct Curb & Gutter	14	L.F.		
6	Construct Asphalt Roadway Patch	31	S.F.		
7	Install 24" x 30" Tactile Band	2	EA.		
9	Install Class 6 Road Base	1	TON		
10	Erosion and Sediment Control	1	L.S.		
11	Traffic Control	1	L.S.		
12	Mobilization	1	L.S.		
Total					\$0.00

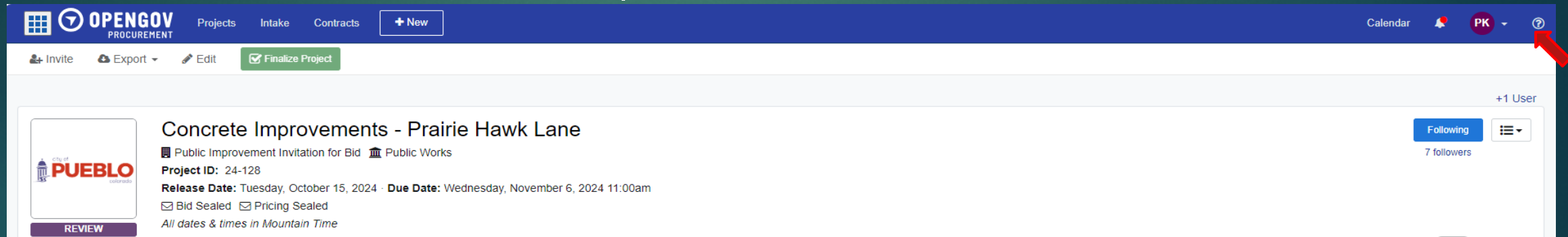
Columns

8. Attachments C - Contract Drawings

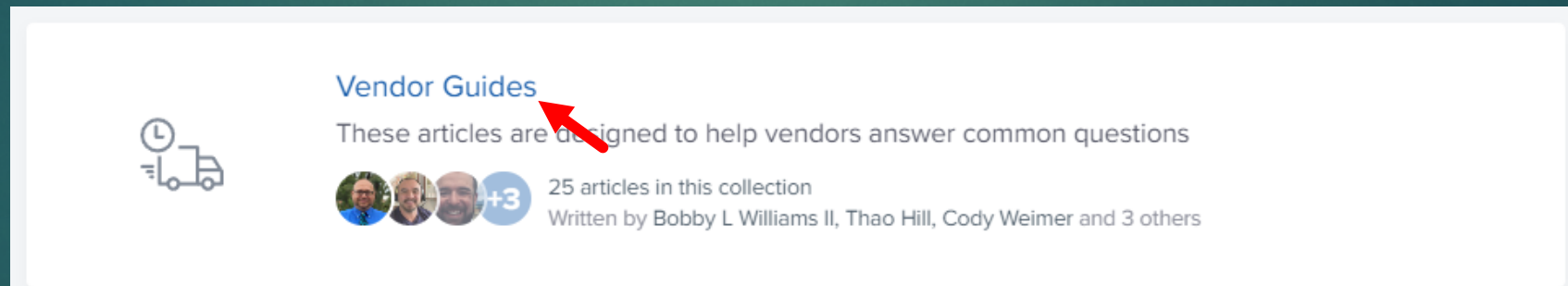


Vendor Guides

Vendor Guides | OpenGov Procurement Help Center



The screenshot shows the OpenGov Procurement interface. The top navigation bar is blue with the OpenGov logo and links for Projects, Intake, Contracts, and a + New button. On the right, there are links for Calendar, a notification bell, a user profile (PK), and a help icon (question mark) which is highlighted with a red arrow. Below the navigation bar, there are buttons for Invite, Export, Edit, and a green Finalize Project button. The main content area displays a project titled 'Concrete Improvements - Prairie Hawk Lane' with a 'REVIEW' button. The project details include: Public Improvement Invitation for Bid, Public Works, Project ID: 24-128, Release Date: Tuesday, October 15, 2024, Due Date: Wednesday, November 6, 2024 11:00am, Bid Sealed, Pricing Sealed, and a note that all dates and times are in Mountain Time. On the right side of the project card, there is a 'Following' button, a dropdown menu, and a note that there are 7 followers and +1 User.



The screenshot shows the 'Vendor Guides' section. It features a clock and truck icon. The text reads: 'Vendor Guides' (with a red arrow pointing to it), 'These articles are designed to help vendors answer common questions', and '25 articles in this collection'. Below this, it says 'Written by Bobby L Williams II, Thao Hill, Cody Weimer and 3 others'.

Vendor Training | OpenGov Procurement Help Center

Vendor Registration

[Vendor Registration | OpenGov Procurement Help Center](#)

How to Respond to a Project

[How to respond to a project | OpenGov Procurement Help Center](#)

How to Submit a Question

[How to Submit a Question | OpenGov Procurement Help Center](#)

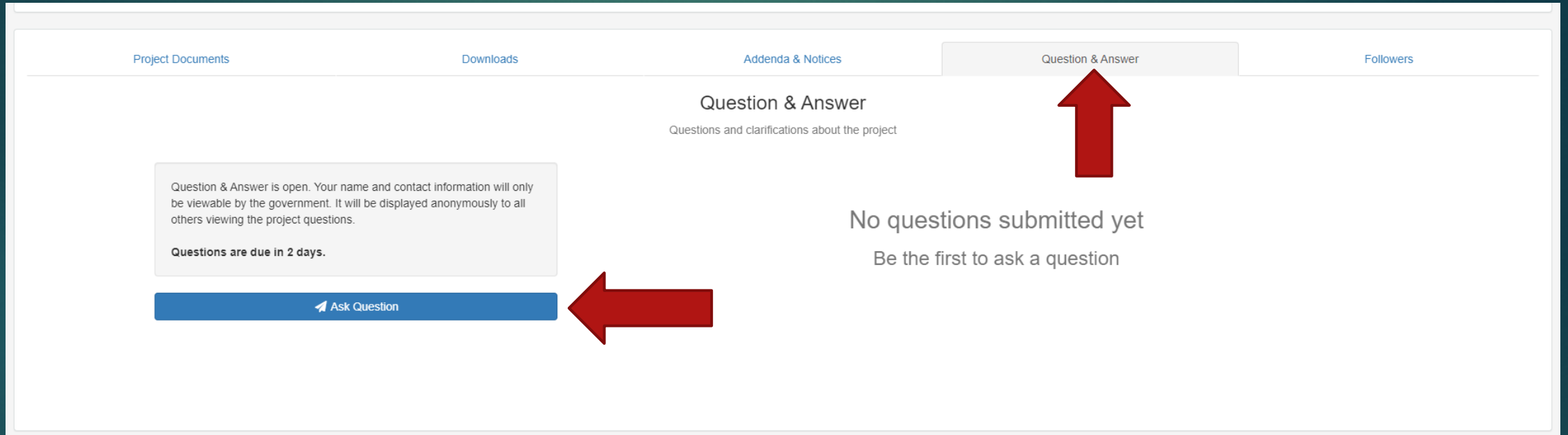
Managing Addenda

[Managing Addenda | OpenGov Procurement Help Center](#)



NOTE: If you submit your proposal and the agency releases an Addendum, you **MUST** log back in, unsubmit your proposal, acknowledge the new addendum, or risk your response being deemed non-responsive. **OpenGov Procurement will notify you frequently via email until this is completed.**

- ◆ Question deadline is November 5, 2024, 4:00pm
- ◆ Please submit via OPENGOV Procurement Website



Thank you for attending.



**Background Paper for Proposed
Resolution**

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Andra Ahrens, Director Wastewater

SUBJECT: A RESOLUTION RATIFYING AN EMERGENCY CONSTRUCTION CONTRACT IN THE AMOUNT OF \$5,783.26 WITH MILLER PIPELINE, LLC. FOR EMERGENCY SANITARY SEWER POINT REPAIR AT 38 WILLIAM WHITE BLVD, PROJECT NO. 24-033 (WWAN03) AND APPROVING THE PURCHASING AGENT'S EXECUTION OF THE SAME.

SUMMARY:

This Resolution ratifies and approves award of a construction contract to Miller Pipeline, LLC. for emergency sanitary sewer point repairs at 38 William White Blvd.

PREVIOUS COUNCIL ACTION:

None

BACKGROUND:

On June 25, 2024, the City of Pueblo Wastewater Treatment Plant crew reported that the guide rails and sliding pipe for the pump were broken at Lift Station #2. They also reported that the top and middle brackets need to be replaced. An emergency repair was performed to replace the guide rails, the sliding pipe and the brackets.

The repair work was performed under the Sanitary Sewer Point Repair multi-year contract under which two contractors were qualified via competitive bid. An estimate was prepared, and Parker Excavating was the lowest bidder but could not perform the work. The project was awarded to the next low bidder, Miller pipeline, LLC.

The cost breakdown for the project is as follows:

<u>Sanitary Sewer Replacement-related</u>		
<i>Total:</i>	\$ 5,783.26	100%
<u>Surface Improvement Related</u>		
<i>Total:</i>	\$ 0.00	0%
<i>Grand Total:</i>	\$ 5,783.26	100%

FINANCIAL IMPLICATIONS:

Funding for this project came from the sanitary sewer rehabilitation budget funded by the Sewer User Fund. Funding was available and had been budgeted, appropriated, and allocated to Project No. 24-033 (WWAN03).

BOARD/COMMISSION RECOMMENDATION:

Not applicable

STAKEHOLDER PROCESS:

None

ALTERNATIVES:

Not approve the Resolution, but this would require a finding that there was not an emergency condition.

RECOMMENDATION:

Approval of the Resolution.

ATTACHMENTS:

1. 11-25-24 38 William White Blvd Emergency Point Repair Attachment

RESOLUTION NO. 15827

A RESOLUTION RATIFYING AN EMERGENCY CONSTRUCTION CONTRACT IN THE AMOUNT OF \$5,783.26 WITH MILLER PIPELINE, LLC. FOR EMERGENCY SANITARY SEWER POINT REPAIR AT 38 WILLIAM WHITE BLVD, PROJECT NO. 24-033 (WWAN03) AND APPROVING THE PURCHASING AGENT'S EXECUTION OF THE SAME.

WHEREAS, an emergency sanitary sewer repair was authorized by the Mayor in accordance with Section 1-10-5 of the Pueblo Municipal Code; and

WHEREAS, the point repair work was awarded to Miller Pipeline, LLC., under the 2024-2026 multi-year point repair contract; NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF PUEBLO, that

SECTION 1.

City Council ratifies and approves the contract for repair of the Lift Station #2 at 38 William White Blvd with Miller Pipeline, LLC., Project No. 24-033 (WWAN03) awarded to said bidder in the amount of \$5,783.26.

SECTION 2.

Funds for Project 24-033 (WWAN03) shall be from the Sewer User Fund.

SECTION 3.

The Purchasing Agent was authorized to execute said contract on behalf of Pueblo, A Colorado Municipal Corporation, and the City Clerk properly affixed the seal of the City thereto and attested the same

SECTION 4.

The officers and staff of the City are authorized to perform any and all acts consistent with the intent of this Resolution and the contract to implement the transactions described therein. Furthermore, all actions previously taken by officers and staff of the City consistent with the contract, including any payments authorized under the contract and the contract change order in the amount of \$2,533.26 are hereby ratified.

SECTION 5.

This Resolution shall become effective immediately upon passage and approval.

INTRODUCED: November 25, 2024

BY: Regina Maestri
MEMBER OF CITY COUNCIL

APPROVED: Mark Aliff
PRESIDENT OF CITY COUNCIL

ATTESTED BY: [Signature]
CITY CLERK

2024-2026 Emergency Sanitary Sewer Point Repair					38 William White Blvd - Lift Station #2	
Date 6/28/2024					Miller Pipeline, LLC	Parker Excavating, Inc.
Project Number: 24-033 (WWAN03)						
Item	Description	Estimated				
1	Remove and Replace 8" PVC Less than 10' Deep	1-20	LF		\$ -	\$ -
		21-100	LF		\$ -	\$ -
		>100	LF		\$ -	\$ -
2	Remove and Replace 8" PVC More than 10' Deep	1-20	LF		\$ -	\$ -
		21-100	LF		\$ -	\$ -
		>100	LF		\$ -	\$ -
3	Remove and Replace 10" PVC Less than 10' Deep	1-20	LF		\$ -	\$ -
		21-100	LF		\$ -	\$ -
		>100	LF		\$ -	\$ -
4	Remove and Replace 10" PVC More than 10' Deep	1-20	LF		\$ -	\$ -
		21-100	LF		\$ -	\$ -
		>100	LF		\$ -	\$ -
5	Remove and Replace 12" PVC Less than 10' Deep	1-20	LF		\$ -	\$ -
		21-100	LF		\$ -	\$ -
		>100	LF		\$ -	\$ -
6	Remove and Replace 12" PVC More than 10' Deep	1-20	LF		\$ -	\$ -
		21-100	LF		\$ -	\$ -
		>100	LF		\$ -	\$ -
7	Remove and Replace 15" PVC Less than 10' Deep	1-20	LF		\$ -	\$ -
		21-100	LF		\$ -	\$ -
		>100	LF		\$ -	\$ -
8	Remove and Replace 15" PVC More than 10' Deep	1-20	LF		\$ -	\$ -
		21-100	LF		\$ -	\$ -
		>100	LF		\$ -	\$ -
9	Remove and Replace 4" Service Tap Less than 10' Deep	1-20	LF		\$ -	\$ -
		21-100	LF		\$ -	\$ -
		>100	LF		\$ -	\$ -
10	Remove and Replace 4" Service Tap More than 10' Deep	1-20	LF		\$ -	\$ -
		21-100	LF		\$ -	\$ -
		>100	LF		\$ -	\$ -
11	Remove and Replace 6" Service Tap Less than 10' Deep	1-20	LF		\$ -	\$ -
		21-100	LF		\$ -	\$ -
		>100	LF		\$ -	\$ -
12	Remove and Replace 6" Service Tap More than 10' Deep	1-20	LF		\$ -	\$ -
		21-100	LF		\$ -	\$ -
		>100	LF		\$ -	\$ -
13	Asphalt Patch – 4" HMA on 4" Class 6 ABC For 8" and 10" Pipe	1-20	LF		\$ -	\$ -
		21-100	LF		\$ -	\$ -
		>100	LF		\$ -	\$ -
14	Asphalt Patch – 5" HMA on 6" Class 6 ABC For 8" and 10" Pipe	1-20	LF		\$ -	\$ -
		21-100	LF		\$ -	\$ -
		>100	LF		\$ -	\$ -
15	Asphalt Patch – 4" HMA on 4" Class 6 ABC For 12" and 15" Pipe	1-20	LF		\$ -	\$ -
		21-100	LF		\$ -	\$ -
		>100	LF		\$ -	\$ -
16	Asphalt Patch – 5" HMA on 6" Class 6 ABC For 12" and 15" Pipe	1-20	LF		\$ -	\$ -
		21-100	LF		\$ -	\$ -
		>100	LF		\$ -	\$ -
17	Remove and Replace 7" Reinforced Concrete	1-20	SF		\$ -	\$ -
		21-100	SF		\$ -	\$ -
		>100	SF		\$ -	\$ -
18	Remove and Replace 6" Reinforced Concrete	1-20	SF		\$ -	\$ -
		21-100	SF		\$ -	\$ -
		>100	SF		\$ -	\$ -
19	Remove and Replace 4" Concrete	1-20	SF		\$ -	\$ -
		21-100	SF		\$ -	\$ -
		>100	SF		\$ -	\$ -
20	Remove and Replace Standard Curb and Gutter	1-20	LF		\$ -	\$ -
		21-100	LF		\$ -	\$ -
		>100	LF		\$ -	\$ -

21	Install or Remove and Replace 6" Curb Head	1-20	LF		\$	-	\$	-
		21-100	LF		\$	-	\$	-
		>100	LF		\$	-	\$	-
22	Install Extra Lean Concrete (FlowFill)	1-20	CY		\$	-	\$	-
		21-100	CY		\$	-	\$	-
		>100	CY		\$	-	\$	-
23	Class 6 Base Course for Gravel Surfaced Alleys	TN			\$	-	\$	-
24	Remove Camera/Cleaning Head/Tap Cutter	HR			\$	-	\$	-
25	Remove and Replace 48" Diameter Manhole	EA			\$	-	\$	-
26	Remove and Replace 60" Diameter Manhole	EA			\$	-	\$	-
27	Reinstate Services - 4"	EA			\$	-	\$	-
28	Reinstate Services - 6"	EA			\$	-	\$	-
29	Mobilization	LS		1	\$	1,750.00	\$	1,725.00
				Total	\$	1,750.00	\$	1,725.00
Labor & Equipment				1	LS	1	\$	1,500.00
				Total		\$	3,250.00	
				With Contingency		\$	3,900.00	

CONTRACT CHANGE ORDER
CITY OF PUEBLO DEPARTMENT OF PUBLIC WORKS

Project Number : 24-033 (WWAN03) Change Order No. : ONE 9/26/2024

Project Name : 2024, 2025 and 2026 Sanitary Sewer Point Repair
38 William White Blvd

Contractor : MILLER PIPELINE
421 E. Industrial Blvd., Pueblo West, CO81007

You are hereby requested to comply with the following changes from the plans & specifications:

Bid Item No.	Description of Changes	Decrease Contract By	Increase Contract By
3	T & M (BRACKETING SYSTEM LIFT - STATION #2)		\$2,533.26
TOTAL (Decrease) / Increase		\$0.00	\$2,533.26

Net Adjustment This Change Order	\$	2,533.26
Amount of Previous Change Order(s)	\$	0.00
Original Contract Amount	\$	3,250.00
Total Adjusted Contract Amount To Date	\$	5,783.26

Reason For Change: Actual Field Quantities.

The time provided for completion of the contract is changed by 0 calendar days.
This document shall become an amendment to the contract and all provisions of the contract apply hereto.

Prepared by: _____ Date: _____
Wastewater Civil Engineer

Reviewed by: _____ Date: _____
Wastewater Engineering Manager

Accepted by: _____ Date: _____
Contractor's Representative

If this Change Order causes an increase from the original contract price, signed approval by the Director constitutes representation that lawful appropriations are sufficient to cover such increase.

Approved by: _____ Date: _____
Director of Wastewater



24-033 (WWAN03)
2024-2026 Emergency Sanitary Sewer Point Repair
38 William White BLVD, Lift Station #2





Background Paper for Proposed Resolution

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Barb Huber, Fire Chief

SUBJECT: A RESOLUTION AMENDING RESOLUTION 11711 AND ESTABLISHING PERMIT, INSPECTION AND PLAN REVIEW FEES REQUIRED UNDER CHAPTER 2 OF TITLE III OF THE PUEBLO MUNICIPAL CODE AND THE 2015 INTERNATIONAL FIRE CODE

SUMMARY:

This Resolution amends Resolution 11711 and establishes an updated Plan Review Fee for the Fire Department's review of construction plans for compliance with the International Fire Code as adopted by the City of Pueblo.

PREVIOUS COUNCIL ACTION:

On September 14, 2009, City Council passed an ordinance amending Chapter 2 of Title III of the Municipal Code relating to the Fire Code, modifying the 2009 International Fire Code, as adopted and amended and establishing permit fees for required operational and construction permits.

On September 28, 2009 City Council passed Resolution 11711 which established the Plan Review Fee for reviewing construction plans for compliance with the International Fire Code. Resolution 11711 also set inspection and re-inspection fees required for special inspections for new businesses and sales tax, etc.

BACKGROUND:

The authority having jurisdiction (AHJ) in ensuring life safety for the business' of Pueblo, conduct inspections for International Fire Code compliance.

FINANCIAL IMPLICATIONS:

The financial impact is based on the fees for service for inspections/tasks performed.

BOARD/COMMISSION RECOMMENDATION:

Not applicable to this Resolution.

STAKEHOLDER PROCESS:

Not applicable to this Resolution.

ALTERNATIVES:

The City Council could decide not to support or fund the permitting needs preventing these new facilities conducting their business operations through electronic means and compromising public safety services and calls for service for our citizens.

RECOMMENDATION:

Approval of the Resolution.

ATTACHMENTS:

None

RESOLUTION NO. 15828

A RESOLUTION AMENDING RESOLUTION 11711 and ESTABLISHING PERMIT, INSPECTION AND PLAN REVIEW FEES REQUIRED UNDER CHAPTER 2 OF TITLE III OF THE PUEBLO MUNICIPAL CODE AND THE ADOPTED 2015 INTERNATIONAL FIRE CODE

BE IT RESOLVED BY THE CITY COUNCIL OF PUEBLO that:

SECTION 1.

Fees required to be paid pursuant to Chapter 2 of Title III of the Pueblo Municipal Code, as amended, or pursuant to the 2015 International Fire Code as adopted and amended by the City of Pueblo, in connection with any construction permit, inspection or re-inspection, or plan review, or which is otherwise required to be paid in accordance with said Chapter or Code, shall be determined and paid in accordance with the following schedule, and are subject to the additional conditions, if any, specified herein:

A. Construction Permit Fees:

The construction permit fees associated with each construction permit required by Section 105.7 of the International Fire Code are set forth in the following table with the caption and applicable subsection number of Section 105.7 to which the fees apply:

FD100	Construction (Stand-Alone Building) Plan Submittal	Each	\$30.00
FD110	Construction Plans Review	Hour	\$60.00
FD120	Construction Permit w/1 Site Inspection	Each	\$60.00
FD180	Construction Re-Inspections	Each	\$60.00
FD200	Suppression Systems Plan Submittal	Each	\$30.00
FD210	Suppression Plans Review	Hour	\$60.00
FD290	Suppression Device Reviews	Each	\$1.00
FD220	Suppression Construction Permit w/3 Site Inspections	Each	\$300.00
FD295	Suppression Device Inspections	Each	\$1.00
FD280	Suppression Systems Re-Inspections	Each	\$60.00
FD300	Fire Detection System Plan Submittal	Each	\$30.00
FD310	Detection Plans Review	Hour	\$60.00
FD390	Detection Device Reviews	Each	\$ 1.00

FD320	Detection System Construction Permit w/1 Site Inspect	Each	\$180.00
FD395	Detection Device Inspections	Each	\$1.00
FD380	Detection Systems Re-Inspections	Each	\$60.00
FD400	Kitchen Hood Plan Submittal	Each	\$30.00
FD410	Kitchen Hoods Plans Review	Hour	\$60.00
FD420	Kitchen Hood Construction Permit w/1 Site Inspection	Each	\$180.00
FD480	Kitchen Hood Re-Inspections	Each	\$60.00
FD500	Special System Plan Submittal	Each	\$30.00
FD510	Special System Plans Review	Hour	\$60.00
FD520	Special System Construction Permit w/1 Site Inspection	Each	\$180.00
FD580	Special System Re-Inspections	Each	\$60.00
	Other Construction Permits (Includes 1 Site Inspection)		
FD600	Plan Submittal	Each	\$30.00
FD610	Plans Review	Hour	\$60.00
FD620	Compressed Gases	Each	\$60.00
FD625	Fire Pumps and Related Equipment	Each	\$180.00
FD630	Flammable and Combustible Liquids	Each	\$120.00
FD635	Hazardous Materials	Each	\$120.00
FD640	Industrial Ovens	Each	\$120.00
FD645	LP Gas	Each	\$180.00
FD650	First Private Fire Hydrant	Each	\$60.00
FD651	Additional Private Fire Hydrants	Each	\$30.00
FD655	First Temporary Membrane Structures/Tents/Canopies	Each	\$60.00
FD656	Additional Temporary Membrane Structures/Tents/Canopies	Each	\$30.00
FD660	Spraying or Dipping	Each	\$120.00
FD665	Standpipe Systems	Each	\$120.00
FD 700	Miscellaneous	Each	
	Inspection Fees		
FD820	Special License Inspections	Each	\$60.00
FD825	Sales Tax/Business Inspection	Each	\$60.00

FD830	Re-Inspections	Each	\$60.00
FD880	Miscellaneous Inspections	Each	

B. Plan Review Fees:

Plan review fees shall be collected for reviewing construction plans for compliance with the International Fire Code for all occupancies except R-3, but shall not be charged in addition to any construction permit fee for construction of the types listed above, except where changes have been made to plans and additional review is needed. Plan review fees are: \$25 at time of submittal, \$50 per hour of fire official review time.

C. Inspection Fees:

Inspection fees are included in construction permit fees. For other required special inspections (new business, sales tax, etc.) \$50 shall be collected at the time of inspection prior to sign-off of City license paperwork.

D. Re-inspection Fees:

Each return trip re-inspection required due to non-compliance or performance issues shall be assessed a \$50 fee per occurrence.

E. Conditions and Limitations.

1. Review of plans by the fire official is merely a code compliance review and not a structural or suitability review. Such review shall not relieve the designer, architect, engineer or contractor of responsibility for the structural integrity of the contemplated work or from compliance with all provisions of all applicable building, zoning and land use codes.

2. Construction permits are issued only for work shown or described on approved plans and specifications. The issuance of construction permits under the International Fire Code does not relieve the applicant or permittee from requirements for obtaining any other required building permits or authorizations, and from compliance with all zoning and land use requirements. Concurrent permit fees require concurrent fees.

SECTION 2.

The officers and staff of the City are authorized to perform all acts consistent with this Resolution to implement the policies and procedures described herein.

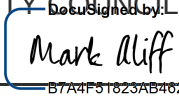
SECTION 3.

This Resolution shall become effective immediately upon final passage.

INTRODUCED: November 25 2024

BY: Regina Maestri

MEMBER OF CITY COUNCIL

APPROVED:  Mark Aliff

PRESIDENT OF CITY COUNCIL

ATTESTED BY:  7C02EBDFFC3D43C...

CITY CLERK



**Background Paper for Proposed
Resolution**

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Alyssa Parga, Secretary to the Mayor

SUBJECT: A RESOLUTION CONFIRMING THE APPOINTMENT BY THE MAYOR OF SCOTT BRIDGMAN TO SERVE A THREE-YEAR TERM EXPIRING DECEMBER 1, 2027, ON THE PUEBLO MUNICIPAL GOLF COURSE ENTERPRISE ADVISORY COMMITTEE IN THE WALKING STICK ANNUAL PASS HOLDER POSITION

SUMMARY:

This Resolution confirms the appointment by the Mayor of Scott Bridgman to serve a three-year term expiring December 1, 2027, on the Pueblo Municipal Golf Course Enterprise Advisory Committee.

PREVIOUS COUNCIL ACTION:

The Mayor has made appointments to boards and commissions selecting individuals to serve terms which expire during a particular calendar year and presented them to Council for approval.

BACKGROUND:

Due to the term expirations of Karen Conry and Jerry Thomas, there are two appointments available to serve a three-year term expiring December 1, 2027, on the Pueblo Municipal Golf Course Enterprise Advisory Committee. There is one position available for an Elmwood - Annual Pass Holder and one for Walkingstick - Annual Pass Holder.

FINANCIAL IMPLICATIONS:

This is a volunteer committee and members serve without compensation.

BOARD/COMMISSION RECOMMENDATION:

N/A

STAKEHOLDER PROCESS:

N/A

ALTERNATIVES:

Remove from the agenda and re-advertise for additional applications.

RECOMMENDATION:

Approval of the Resolution.

ATTACHMENTS:

None

RESOLUTION NO. 15829

A RESOLUTION CONFIRMING THE APPOINTMENT BY THE MAYOR OF SCOTT BRIDGMAN TO SERVE A THREE-YEAR TERM EXPIRING DECEMBER 1, 2027, ON THE PUEBLO MUNICIPAL GOLF COURSE ENTERPRISE ADVISORY COMMITTEE IN THE WALKING STICK ANNUAL PASS HOLDER POSITION

WHEREAS, Mayor Heather Graham has requested confirmation by the City Council of her appointment of Scott Bridgman to the Pueblo Municipal Golf Course Enterprise Advisory Committee in the Walking Stick Annual Pass Holder position; NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF PUEBLO, that

SECTION 1.

The appointment by the Mayor of Scott Bridgman to the Pueblo Municipal Golf Course Enterprise Advisory Committee to serve a three-year term expiring December 1, 2027, in the Walking Stick Annual Pass Holder position shall be and is hereby confirmed by the City Council.

SECTION 2.

The officers and staff of the City are authorized to perform any and all acts consistent with this Resolution to implement the appointments described herein.

SECTION 3.

This Resolution shall become effective on the date of final action by the Mayor and City Council.

INTRODUCED: November 25, 2024

BY: Regina Maestri
MEMBER OF CITY COUNCIL

APPROVED: Mark Aliff
PRESIDENT OF CITY COUNCIL

ATTESTED BY: 
CITY CLERK



**Background Paper for Proposed
Resolution**

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Alyssa Parga, Secretary to the Mayor

SUBJECT: A RESOLUTION CONFIRMING THE APPOINTMENT BY THE MAYOR OF MIKIEL GHELIEH TO COMPLETE A FOUR-YEAR TERM EXPIRING AUGUST 30, 2026, ON THE ADA ADVISORY COMMITTEE

SUMMARY:

This Resolution confirms the appointment by the Mayor of Mikiel Ghelieh to complete a four-year term expiring on August 30, 2026, on the ADA Advisory Committee.

PREVIOUS COUNCIL ACTION:

The Mayor has made appointments to boards and commissions selecting individuals to serve terms which expire during a particular calendar year and presented them to Council for approval.

BACKGROUND:

Due to the resignation of Jennifer Thornton, and the committee composition of *up to* 15 members, there are up to 6 spots available to serve a four-year term expiring August 30, 2026, or August 30, 2027, on the ADA Advisory Committee.

FINANCIAL IMPLICATIONS:

This is a volunteer committee and members serve without compensation.

BOARD/COMMISSION RECOMMENDATION:

Approval of the Resolution.

STAKEHOLDER PROCESS:

N/A

ALTERNATIVES:

N/A

RECOMMENDATION:

Approval of the Resolution.

ATTACHMENTS:

None

RESOLUTION NO. 15830

A RESOLUTION CONFIRMING THE APPOINTMENT BY THE MAYOR OF MIKIEL GHELIEH TO COMPLETE A FOUR-YEAR TERM EXPIRING AUGUST 30, 2026, ON THE ADA ADVISORY COMMITTEE

WHEREAS, Mayor Heather Graham has requested confirmation by the City Council of her appointment of Mikiel Ghelieh to the Pueblo Municipal ADA Advisory Committee; NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF PUEBLO, that

SECTION 1.

The appointment by the Mayor of Mikiel Ghelieh to the ADA Advisory Committee to complete a four-year term expiring August 30, 2026, shall be and is hereby confirmed by the City Council.

SECTION 2.

The officers and staff of the City are authorized to perform any and all acts consistent with this Resolution to implement the appointments described herein.

SECTION 3.

This Resolution shall become effective on the date of final action by the Mayor and City Council.

INTRODUCED: November 25, 2024

BY: Regina Maestri
MEMBER OF CITY COUNCIL

APPROVED: Mark Duff
PRESIDENT OF CITY COUNCIL

ATTESTED BY: 
CITY CLERK



**Background Paper for Proposed
Resolution**

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Andrew Hayes, Public Works Director

SUBJECT: A RESOLUTION AUTHORIZING THE ISSUANCE OF A REVOCABLE PERMIT (REV-24-31) TO HARP AUTHORITY, 125 RIVERWALK PLACE, FOR THE USE OF THE RIGHT-OF-WAY AT VICTORIA STREET FROM "D" STREET TO GRAND AVENUE, GREENWOOD STREET FROM VICTORIA AVENUE TO CITY CENTER DR., AND CITY CENTER DR./ELIZABETH STREET FROM GREENWOOD STREET TO 2ND STREET FOR THE ANNUAL HOLIDAY LIGHTING EXTRAVAGANZA

SUMMARY:

Attached is a draft Revocable Permit (REV-24-31) submitted by HARP Authority.

PREVIOUS COUNCIL ACTION:

None.

BACKGROUND:

The HARP Authority has submitted a Revocable Permit (REV-24-31) for the use of the right-of-way at Victoria Street from "D" Street to Grand Avenue, Greenwood Street from Victoria Avenue to City Center Dr., and City Center Dr./Elizabeth Street from Greenwood Street to 2nd Street on November 29, 2024, between 12:00 p.m. and 10:00 p.m., for the annual Holiday Lighting Extravaganza.

FINANCIAL IMPLICATIONS:

None.

BOARD/COMMISSION RECOMMENDATION:

The Revocable Permit Review Committee recommends approval.

STAKEHOLDER PROCESS:

None.

ALTERNATIVES:

Failure to approve this Resolution will prevent the applicant from utilizing the right-of-way to host its event.

RECOMMENDATION:

Approval of the Resolution.

ATTACHMENTS:

1. NOTARIZED REVOCABLE PERMIT - 24-31

RESOLUTION NO. 15831

A RESOLUTION AUTHORIZING THE ISSUANCE OF A REVOCABLE PERMIT (REV-24-31) TO HARP AUTHORITY, 125 RIVERWALK PLACE, FOR THE USE OF THE RIGHT-OF-WAY AT VICTORIA STREET FROM "D" STREET TO GRAND AVENUE, GREENWOOD STREET FROM VICTORIA AVENUE TO CITY CENTER DR., AND CITY CENTER DR./ELIZABETH STREET FROM GREENWOOD STREET TO 2ND STREET FOR THE ANNUAL HOLIDAY LIGHTING EXTRAVAGANZA

BE IT RESOLVED BY THE CITY COUNCIL OF PUEBLO, that

SECTION 1.

The attached Revocable Permit (REV-24-31) is authorized to be issued to HARP Authority, 125 Riverwalk Place, for the use of the right-of-way at Victoria Street from "D" Street to Grand Avenue, Greenwood Street from Victoria Avenue to City Center Dr., and City Center Dr./Elizabeth Street from Greenwood Street to 2nd Street for the annual Holiday Lighting Extravaganza.

SECTION 2.

The use of the public right-of-way granted hereby is subject to all limitations, terms, and conditions set forth in the attached Revocable Permit (REV-24-31).

SECTION 3.

The officers of the City are authorized to perform any and all acts consistent with the intent of this Resolution to implement the policies and procedures described herein.

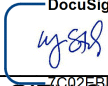
SECTION 4.

This Resolution shall become effective immediately upon passage and approval.

INTRODUCED: November 25, 2024

BY: Regina Maestri
MEMBER OF CITY COUNCIL

APPROVED: Mark Aliff
PRESIDENT OF CITY COUNCIL

ATTESTED BY: 
CITY CLERK

REVOCABLE PERMIT

Pursuant to the authority granted by Section 16-9 of the Charter of Pueblo, a Municipal Corporation, (the "City"), the City Council of City hereby grants the following revocable permit to Permittee subject to and conditioned upon the provisions herein contained and the Permittee's compliance therewith:

1. Name, Address and Telephone Number of Permittee: **HARP Authority 125 Riverwalk Place Pueblo, CO 81003 719-595-0242**
2. Permitted Area: **Victoria Street from "D" Street to Grand Avenue, Greenwood Street from Victoria Avenue to City Center Dr., and City Center Dr./Elizabeth Street from Greenwood Street to 2nd Street**
3. Purpose of Revocable Permit: **Closure of the permitted area to vehicular traffic**
4. Commencement Date: **November 29, 2024** Time: **12:00pm**
5. Ending Date: **November 29, 2024** Time: **10:00pm**

PERMITTEE IN CONSIDERATION OF THE ISSUANCE AND GRANTING OF THE ABOVE DESCRIBED REVOCABLE PERMIT (THE "PERMIT") REPRESENTS, WARRANTS AND AGREES:

(a) The Permitted Area shall be used for the above-specified Purpose of Revocable Permit. No use of the Permitted Area shall be made before the time of the Commencement Date.

(b) All structures, fences, tables, chairs, equipment or other improvements authorized to be placed in the Permitted Area by Permittee (the "Improvements") shall be constructed, installed, and maintained by Permittee in compliance with all applicable codes, ordinances, rules and regulations of City and this Permit.

(c) If the Revocable Permit is issued for a sidewalk café, the Permittee and sidewalk café shall be subject to all the provisions, conditions and requirements contained in section 9-10-84 of the Pueblo Municipal Code, or as same may be amended, which are incorporated herein by reference. In addition, no Improvement shall be tied-down or chained to any tree within or adjacent to the Permitted Area nor shall any Improvement be installed or located in such a manner as to hinder or interfere with the opening of motor vehicle doors or passenger movement to and from motor vehicles parked adjacent to or near the Permitted Area.

(d) If this Permit is issued for the use of the public right-of-way for a special event, Permittee shall deposit with the City the sum of \$500.00 ("Deposit"). The Deposit will be forfeited to the City if Permittee does not remove all Permittee's equipment and property from, and clean and restore the Permitted Area to its original condition before the Time of the Ending Date. If so timely removed and cleaned, the Deposit will be returned to Permittee.

(e) Before the Time of the Ending Date, or immediately upon any other termination of this Permit, Permittee shall, at Permittee's expense, remove all of Permittee's Improvements from the Permitted Area and clean and restore the Permitted Area to its original condition. Failure to timely remove all of Permittee's Improvements from the Permitted Area and clean and restore the Permitted Area to its original condition shall constitute Permittee's abandonment of the Permittee's Improvements, and City may, at Permittee's expense, remove and dispose of Permittee's Improvements and clean and restore the Permitted Area to its original condition. Permittee agrees to pay all City's costs and expenses, including reasonable attorney fees, incurred in the enforcement of this Permit.

(f) Permittee shall keep all Improvements and Permitted Area in good, clean and safe condition and repair, free from litter, waste and debris.

(g) Permittee shall indemnify, defend and hold City, its officers, agents and employees harmless from and against any and all suits, claims, liabilities, loss, damages and expenses, including reasonable attorney fees and cost of defense, arising, directly or indirectly, from or caused by the issuance of this Permit or the conditions hereof, or the existence, construction, installation, repair or maintenance of the Improvements in the Permitted Area, or the use of the Permitted Area or Improvements by Permittee, its officers, agents, employees, invitees or general public.

(h) Neither this Permit nor any of the privileges granted to Permittee hereby, may be conveyed, assigned, transferred or sublet by Permittee without the prior written consent of the City Council of City. Any attempted conveyance, assignment, transfer or subletting of the Permit or Permitted Area without the written consent of the City Council of Pueblo shall be void and of no effect and shall cause this Permit to be automatically revoked.

(i) Permittee shall keep and maintain commercial general liability insurance covering the Permitted Area and Improvements in amounts not less than \$1,000,000.00 combined single limits per occurrence and aggregate, naming the City as an additional insured and contain a waiver of rights of subrogation against City. A certificate for such insurance and each renewal thereof shall be delivered to the City. Failure to maintain such insurance shall cause this Permit to be automatically revoked.

(j) Trees, landscaping and shrubbery within or adjacent to the Permitted Area shall be protected from damage or injury by Permittee and shall not be removed except after receipt by the Permittee of the written consent of the City's Director of Parks and Recreation. Covid-19

(k) Any notice or other document required or permitted herein shall be in writing and delivered personally or by first class mail, postage prepaid, as follows:

(i) If to Permittee, at the address shown in paragraph 1 above.

(ii) If to City, 1 City Hall Place, Pueblo, Colorado, 81003, Attention: Revocable Permit Review Committee. Each party reserves the right to change its address provided notice of such change is given in accordance with this paragraph (k).

(l) City reserves and is hereby granted by Permittee access to, under and through the Permitted Area for any and all purposes. City may injure, damage or remove any and all Permittee's Improvements in the Permitted Area in exercising the right of access hereby reserved and granted. Permittee assumes the risk of injury, loss and damage to Permittee's Improvements within the Permitted area, and City shall have no responsibility or liability for any damage or injuries thereto, whatsoever the cause, including, but not limited to, the acts or omissions of City, its officers, employees, or agents.

(m) This Permit shall terminate upon the occurrence of any one of the following events: (i) the Time of the Ending Date, (ii) abandonment or nonuse by Permittee for a period of three (3) consecutive months, (iii) surrender or cancellation of the Permit in writing by Permittee, (iv) automatic revocation as provided in paragraphs (h) and (i) above; (v) revocation or termination of this Permit by resolution of the City Council of City; or (vi) revocation by the Mayor as provided in paragraph (p). The termination of this Permit shall not relieve Permittee from Permittee's obligations under paragraph (f) until the Authorized Improvements have been removed by Permittee in compliance with paragraph (e).

(n) Permittee acknowledges and agrees that this Permit is temporary and subject to revocation or termination by resolution of the City Council of City, in its sole discretion, for any reason or no reason, at anytime, without liability to City, and without notice to or hearing by Permittee. Permittee waives any and all right or claim to such notice, hearing, and liability of the City.

(o) Permittee acknowledges and agree that use of the Permitted Area shall be conducted in compliance with applicable laws and regulations including but not limited orders, regulations and directives issued by the Governor, Colorado Department of Public Health and Environment and the Pueblo County Department of Public Health and Environment with respect to COVID-19 ("COVID-19 Regulations"). Seven days prior to Commencement Date, Permittee shall submit in writing to the Revocable Permit Review Committee those actions Permittee shall take to assure protection of the public health and compliance with COVID-19 Regulations.

(p) Permittee further acknowledges and agrees that this Permit is temporary and subject to revocation or termination if the purpose of the permit or any potential activities to be conducted under the Permit is determined by the Mayor of City, in his sole and absolute discretion, to not be in furtherance of and/or contrary to the public health or welfare due to COVID-19 or related issues. Such determination and termination may be issued at any time, without liability to City, and without notice to or hearing by Permittee. Permittee waives any and all right or claim to such notice, hearing, and liability of the City.

(q) Nothing in this Permit shall be interpreted to limit or prevent the protections afforded to City under the Colorado Governmental Immunity Act, C.R.S. § 24-10-101, et seq.

Signed in Pueblo, Colorado this 11 day of November, 2024.

PERMITTEE:

Organization or
Individual:

By:

Title:

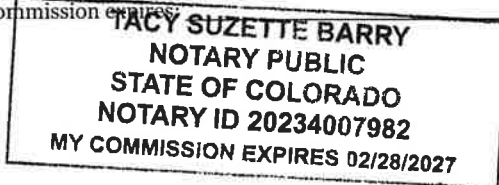
HARP Authority
Shayla Keys Shayla Keys
Rec Director

STATE OF COLORADO)

COUNTY OF PUEBLO) SS..

The foregoing instrument was acknowledged before me the 11th day of November, 2024 by
Shayla Keys as Rec Director

My commission expires:



Tracy Suzette Barry
Notary Public

APPROVED this _____ day of _____, 20____.
PUEBLO, a Municipal Corporation

By _____

Heather Graham, Mayor



**Background Paper for Proposed
Resolution**

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Andrew Hayes, Public Works Director

SUBJECT: A RESOLUTION AUTHORIZING THE ISSUANCE OF A REVOCABLE PERMIT (REV-24-39) TO PUEBLO COUNTY, A POLITICAL SUBDIVISION OF THE STATE OF COLORADO, FOR THE USE OF MAIN STREET FROM WEST 8TH STREET TO WEST 11TH STREET, COURT STREET FROM WEST 10TH STREET TO WEST 12TH STREET AND WEST 10TH STREET FROM GRAND AVENUE TO SANTA FE AVENUE FOR THE PURPOSE OF FACILITATING THE COURTHOUSE LIGHTING CEREMONY

SUMMARY:

Attached is a Revocable Permit submitted by the Pueblo County Government.

PREVIOUS COUNCIL ACTION:

None.

BACKGROUND:

The Pueblo County Government has submitted a Revocable Permit (REV-24-39) requesting to close Main Street from West 8th Street to West 11th Street, Court Street from West 10th Street to West 12th Street and West 10th Street from Grand Avenue to Santa Fe Avenue for the purpose of facilitating the Courthouse Lighting Ceremony on November 26th, 2024, from 8:00 A.M. to 11:59 P.M.

FINANCIAL IMPLICATIONS:

None.

BOARD/COMMISSION RECOMMENDATION:

The Revocable Permit Review Committee recommends approval.

STAKEHOLDER PROCESS:

None.

ALTERNATIVES:

Failure to approve the Resolution will prevent the applicant from utilizing the right-of-way to host its event.

RECOMMENDATION:

Approval of the Resolution.

ATTACHMENTS:

1. NOTARIZED REVOCABLE PERMIT - 24-39

RESOLUTION NO. 15832

A RESOLUTION AUTHORIZING THE ISSUANCE OF A REVOCABLE PERMIT (REV-24-39) TO PUEBLO COUNTY, A POLITICAL SUBDIVISION OF THE STATE OF COLORADO, FOR THE USE OF MAIN STREET FROM WEST 8TH STREET TO WEST 11TH STREET, COURT STREET FROM WEST 10TH STREET TO WEST 12TH STREET AND WEST 10TH STREET FROM GRAND AVENUE TO SANTA FE AVENUE FOR THE PURPOSE OF FACILITATING THE COURTHOUSE LIGHTING CEREMONY

BE IT RESOLVED BY THE CITY COUNCIL OF PUEBLO, that

SECTION 1.

The attached Revocable Permit (REV-24-39) is authorized to be issued to Pueblo County, a political subdivision of the State of Colorado, for the use of Main Street from West 8th Street to West 11th Street, Court Street from West 10th Street to West 12th Street and West 10th Street from Grand Avenue to Santa Fe Avenue for the purpose of facilitating the Courthouse Lighting Ceremony.

SECTION 2.

The use of the public right-of-way granted hereby is subject to all limitations, terms, and conditions set forth in the attached Revocable Permit.

SECTION 3.

The officers of the City are authorized to perform any and all acts consistent with the intent of this Resolution to implement the policies and procedures described herein.

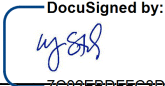
SECTION 4.

This Resolution shall become effective immediately upon passage and approval.

INTRODUCED: November 25, 2024

BY: Regina Maestri
MEMBER OF CITY COUNCIL

APPROVED: Mark Aliff
PRESIDENT OF CITY COUNCIL

ATTESTED BY: 
CITY CLERK

REVOCABLE PERMIT

Pursuant to the authority granted by Section 16-9 of the Charter of Pueblo, a Municipal Corporation, (the "City"), the City Council of City hereby grants the following revocable permit to Permittee subject to and conditioned upon the provisions herein contained and the Permittee's compliance therewith:

1. Name, Address and Telephone Number of Permittee: **Pueblo County 215 W. 10th Street 719-671-8267**
2. Permitted Area: **Main Street from West 8th Street to West 11 Street, Court Street from West 10th Street to West 12th Street and West 10th Street from Grand Avenue to Santa Fe Avenue**
3. Purpose of Revocable Permit: **Closure of the permitted area to vehicular traffic to facilitate the Courthouse Lighting Ceremony.**
4. Commencement Date: **November 26, 2024** Time: **8:00 AM**
5. Ending Date: **November 26, 2024** Time: **11:59 PM**

PERMITTEE IN CONSIDERATION OF THE ISSUANCE AND GRANTING OF THE ABOVE DESCRIBED REVOCABLE PERMIT (THE "PERMIT") REPRESENTS, WARRANTS AND AGREES:

(a) The Permitted Area shall be used for the above-specified Purpose of Revocable Permit. No use of the Permitted Area shall be made before the time of the Commencement Date.

(b) All structures, fences, tables, chairs, equipment or other improvements authorized to be placed in the Permitted Area by Permittee (the "Improvements") shall be constructed, installed, and maintained by Permittee in compliance with all applicable codes, ordinances, rules and regulations of City and this Permit.

(c) If the Revocable Permit is issued for a sidewalk café, the Permittee and sidewalk café shall be subject to all the provisions, conditions and requirements contained in section 9-10-84 of the Pueblo Municipal Code, or as same may be amended, which are incorporated herein by reference. In addition, no Improvement shall be tied-down or chained to any tree within or adjacent to the Permitted Area nor shall any Improvement be installed or located in such a manner as to hinder or interfere with the opening of motor vehicle doors or passenger movement to and from motor vehicles parked adjacent to or near the Permitted Area.

(d) If this Permit is issued for the use of the public right-of-way for a special event, Permittee shall deposit with the City the sum of \$500.00 ("Deposit"). The Deposit will be forfeited to the City if Permittee does not remove all Permittee's equipment and property from, and clean and restore the Permitted Area to its original condition before the Time of the Ending Date. If so timely removed and cleaned, the Deposit will be returned to Permittee.

(e) Before the Time of the Ending Date, or immediately upon any other termination of this Permit, Permittee shall, at Permittee's expense, remove all of Permittee's Improvements from the Permitted Area and clean and restore the Permitted Area to its original condition. Failure to timely remove all of Permittee's Improvements from the Permitted Area and clean and restore the Permitted Area to its original condition shall constitute Permittee's abandonment of the Permittee's Improvements, and City may, at Permittee's expense, remove and dispose of Permittee's Improvements and clean and restore the Permitted Area to its original condition. Permittee agrees to pay all City's costs and expenses, including reasonable attorney fees, incurred in the enforcement of this Permit.

(f) Permittee shall keep all Improvements and Permitted Area in good, clean and safe condition and repair, free from litter, waste and debris.

(g) Permittee shall indemnify, defend and hold City, its officers, agents and employees harmless from and against any and all suits, claims, liabilities, loss, damages and expenses, including reasonable attorney fees and cost of defense, arising, directly or indirectly, from or caused by the issuance of this Permit or the conditions hereof, or the existence, construction, installation, repair or maintenance of the Improvements in the Permitted Area, or the use of the Permitted Area or Improvements by Permittee, its officers, agents, employees, invitees or general public.

(h) Neither this Permit nor any of the privileges granted to Permittee hereby, may be conveyed, assigned, transferred or sublet by Permittee without the prior written consent of the City Council of City. Any attempted conveyance, assignment, transfer or subletting of the Permit or Permitted Area without the written consent of the City Council of Pueblo shall be void and of no effect and shall cause this Permit to be automatically revoked.

(i) Permittee shall keep and maintain commercial general liability insurance covering the Permitted Area and Improvements in amounts not less than \$1,000,000.00 combined single limits per occurrence and aggregate, naming the City as an additional insured and contain a waiver of rights of subrogation against City. A certificate for such insurance and each renewal thereof shall be delivered to the City. Failure to maintain such insurance shall cause this Permit to be automatically revoked.

(j) Trees, landscaping and shrubbery within or adjacent to the Permitted Area shall be protected from damage or injury by Permittee and shall not be removed except after receipt by the Permittee of the written consent of the City's Director of Parks and Recreation. Covid-19

(k) Any notice or other document required or permitted herein shall be in writing and delivered personally or by first class mail, postage prepaid, as follows:

(i) If to Permittee, at the address shown in paragraph 1 above.

(ii) If to City, 1 City Hall Place, Pueblo, Colorado, 81003, Attention: Revocable Permit Review Committee. Each party reserves the right to change its address provided notice of such change is given in accordance with this paragraph (k).

(l) City reserves and is hereby granted by Permittee access to, under and through the Permitted Area for any and all purposes. City may injure, damage or remove any and all Permittee's Improvements in the Permitted Area in exercising the right of access hereby reserved and granted. Permittee assumes the risk of injury, loss and damage to Permittee's Improvements within the Permitted area, and City shall have no responsibility or liability for any damage or injuries thereto, whatsoever the cause, including, but not limited to, the acts or omissions of City, its officers, employees, or agents.

(m) This Permit shall terminate upon the occurrence of any one of the following events: (i) the Time of the Ending Date, (ii) abandonment or nonuse by Permittee for a period of three (3) consecutive months, (iii) surrender or cancellation of the Permit in writing by Permittee, (iv) automatic revocation as provided in paragraphs (h) and (i) above; (v) revocation or termination of this Permit by resolution of the City Council of City; or (vi) revocation by the Mayor as provided in paragraph (p). The termination of this Permit shall not relieve Permittee from Permittee's obligations under paragraph (f) until the Authorized Improvements have been removed by Permittee in compliance with paragraph (e).

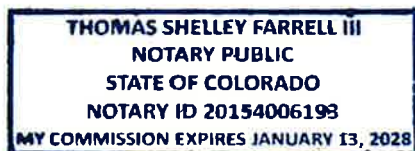
(n) Permittee acknowledges and agrees that this Permit is temporary and subject to revocation or termination by resolution of the City Council of City, in its sole discretion, for any reason or no reason, at anytime, without liability to City, and without notice to or hearing by Permittee. Permittee waives any and all right or claim to such notice, hearing, and liability of the City.

(o) Permittee acknowledges and agree that use of the Permitted Area shall be conducted in compliance with applicable laws and regulations including but not limited orders, regulations and directives issued by the Governor, Colorado Department of Public Health and Environment and the Pueblo County Department of Public Health and Environment with respect to COVID-19 ("COVID-19 Regulations"). Seven days prior to Commencement Date, Permittee shall submit in writing to the Revocable Permit Review Committee those actions Permittee shall take to assure protection of the public health and compliance with COVID-19 Regulations.

(p) Permittee further acknowledges and agrees that this Permit is temporary and subject to revocation or termination if the purpose of the permit or any potential activities to be conducted under the Permit is determined by the Mayor of City, in his sole and absolute discretion, to not be in furtherance of and/or contrary to the public health or welfare due to COVID-19 or related issues. Such determination and termination may be issued at any time, without liability to City, and without notice to or hearing by Permittee. Permittee waives any and all right or claim to such notice, hearing, and liability of the City.

(q) Nothing in this Permit shall be interpreted to limit or prevent the protections afforded to City under the Colorado Governmental Immunity Act, C.R.S. § 24-10-101, et seq.

Signed in Pueblo, Colorado this 13th day of November, 2024.



PERMITTEE:

Organization or Individual:

By:

Title:

Pueblo County Government
Anthony A. Mestas
Public Information Officer

STATE OF COLORADO)

COUNTY OF PUEBLO) SS.,

The foregoing instrument was acknowledged before me the 13th day of November, 2024 by Anthony A. Mestas as Public Information Officer.

My commission expires: January 13, 2028

TSF
 Notary Public

APPROVED this _____ day of _____, 20____.
 PUEBLO, a Municipal Corporation

By _____

Heather Graham, Mayor



**Background Paper for Proposed
Resolution**

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Steven Meier, Director of Parks and Recreation

SUBJECT: A RESOLUTION AUTHORIZING THE TRANSFER OF \$179,622.80 FROM CAPITAL PROJECT NO. PL1703 - TRAIL CONSTRUCTION ARKANSAS RIVER LEVEE PROJECT AND \$75,000.00 FROM CAPITAL PROJECT NO. PL2303 - LANDFILL ALTERNATIVES, TOTALING \$254,622.80 INTO CAPITAL PROJECT NO. CI1108 - CITY PARK TENNIS CLUBHOUSE RENOVATION

SUMMARY:

This Resolution will authorize the transfer of \$179,622.80 from Capital Project No. PL1703 – Trail Construction Arkansas River Levee Project and \$75,000.00 from Capital Project No. PL2303 – Landfill Alternatives, totaling \$254,622.80 into Capital Project No. CI1108 – City Park Tennis Clubhouse Renovation.

PREVIOUS COUNCIL ACTION:

Not applicable to this Resolution.

BACKGROUND:

Construction bids for the City Park Tennis Clubhouse Replacement Project 24-112 were open on Wednesday, October 30. The low bid for this project exceeded the available project budget, with contingency, by over \$1,300,000.00. City staff determined several Capital Projects that had funds available which could be transferred into existing City Park Tennis Clubhouse project accounts and used for construction of the project.

FINANCIAL IMPLICATIONS:

Funds transferred into Capital Project No. CI1108 – City Park Tennis Clubhouse Renovation will be utilized with other budgeted and appropriated Capital Project funding to award the City Park Tennis Clubhouse Replacement Project 24-112 to the low bidder in the amount of \$2,717,392.00 plus contingency in the amount of \$245,000.00 for a

total of \$2,962,392.

BOARD/COMMISSION RECOMMENDATION:

Not applicable to this Resolution.

STAKEHOLDER PROCESS:

Not applicable to this Resolution.

ALTERNATIVES:

City Council could decide not to approve these transfers, and the funds will remain in the existing Capital Project accounts.

RECOMMENDATION:

Approval of the Resolution.

ATTACHMENTS:

None

RESOLUTION NO.

A RESOLUTION AUTHORIZING THE TRANSFER OF \$179,622.80 FROM CAPITAL PROJECT NO. PL1703 - TRAIL CONSTRUCTION ARKANSAS RIVER LEVEE PROJECT AND \$75,000.00 FROM CAPITAL PROJECT NO. PL2303 - LANDFILL ALTERNATIVES, TOTALING \$254,622.80 INTO CAPITAL PROJECT NO. CI1108 - CITY PARK TENNIS CLUBHOUSE RENOVATION

BE IT RESOLVED BY THE CITY COUNCIL OF PUEBLO, that

SECTION 1.

Funds in the amount of \$179,622.80 in Capital Project No. PL1703 – Trail Construction Arkansas River Levee Project will be transferred into Capital Project No. CI1108 – City Park Tennis Clubhouse Renovation.

SECTION 2.

Funds in the amount of \$75,000.00 in Capital Project No. PL2303 – Landfill Alternatives will be transferred into Capital Project No. CI1108 – City Park Tennis Clubhouse Renovation.

SECTION 3.

The officers and staff of the City are authorized to perform any and all acts consistent with the intent of this Resolution which are necessary or desirable to implement the transactions described herein.

SECTION 4.

This Resolution shall become effective immediately upon final passage.

INTRODUCED: November 25, 2024

BY: Regina Maestri
MEMBER OF CITY COUNCIL

APPROVED: _____
PRESIDENT OF CITY COUNCIL

ATTESTED BY: _____
CITY CLERK



Background Paper for Proposed Resolution

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Steven Meier, Director of Parks and Recreation

SUBJECT: A RESOLUTION AUTHORIZING THE TRANSFER OF \$140,000.00 FROM CAPITAL PROJECT NO. LT2001 - PARKS RENOVATIONS CITY PARK AND \$100,000.00 FROM CAPITAL PROJECT NO. LT2203 - BATHROOM CITY PARK MAINTENANCE COMPOUND, TOTALING \$240,000.00 INTO CAPITAL PROJECT NO. LT2301 - CITY PARK TENNIS CLUB & BLEACHERS

SUMMARY:

This Resolution will authorize the transfer of \$140,000.00 from Capital Project No. LT2001 – Parks Renovations City Park and \$100,000.00 from Capital Project No. LT2203 – Bathroom City Park Maintenance Compound, totaling \$240,000.00 into Capital Project No. LT2301 – City Park Tennis Club & Bleachers.

PREVIOUS COUNCIL ACTION:

Not applicable to this Resolution.

BACKGROUND:

Construction bids for the City Park Tennis Clubhouse Replacement Project 24-112 were open on Wednesday, October 30. The low bid for this project exceeded the available project budget, with contingency, by over \$1,300,000.00. City staff determined several Capital Projects that had funds available which could be transferred into existing City Park Tennis Clubhouse project accounts and used for construction of the project.

FINANCIAL IMPLICATIONS:

Funds transferred into Capital Project No. LT2301 – City Park Tennis Club & Bleachers will be utilized with other budgeted and appropriated Capital Project funding to award the City Park Tennis Clubhouse Replacement Project 24-112 to the low bidder in the amount of \$2,717,392.00 plus contingency in the amount of \$245,000.00 for a total of

\$2,962,392.

BOARD/COMMISSION RECOMMENDATION:

Not applicable to this Resolution.

STAKEHOLDER PROCESS:

Not applicable to this Resolution.

ALTERNATIVES:

City Council could decide not to approve these transfers, and the funds will remain in the existing Capital Project accounts.

RECOMMENDATION:

Approval of the Resolution.

ATTACHMENTS:

None

RESOLUTION NO.

A RESOLUTION AUTHORIZING THE TRANSFER OF \$140,000.00 FROM CAPITAL PROJECT NO. LT2001 - PARKS RENOVATIONS CITY PARK AND \$100,000.00 FROM CAPITAL PROJECT NO. LT2203 - BATHROOM CITY PARK MAINTENANCE COMPOUND, TOTALING \$240,000.00 INTO CAPITAL PROJECT NO. LT2301 - CITY PARK TENNIS CLUB & BLEACHERS

BE IT RESOLVED BY THE CITY COUNCIL OF PUEBLO, that

SECTION 1.

Funds in the amount of \$140,000.00 in Capital Project No. LT2001 – Parks Renovations City Park will be transferred into Capital Project No. LT2301 – City Park Tennis Club & Bleachers.

SECTION 2.

Funds in the amount of \$100,000.00 in Capital Project No. LT2203 – Bathroom City Park Maintenance Compound will be transferred into Capital Project No. LT2301 – City Park Tennis Club & Bleachers.

SECTION 3.

The officers and staff of the City are authorized to perform any and all acts consistent with the intent of this Resolution which are necessary or desirable to implement the transactions described herein.

SECTION 4.

This Resolution shall become effective immediately upon final passage.

INTRODUCED: November 25, 2024

BY: Regina Maestri
MEMBER OF CITY COUNCIL

APPROVED: _____
PRESIDENT OF CITY COUNCIL

ATTESTED BY: _____
CITY CLERK



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Sarah Martinez, Councilor

SUBJECT: AN ORDINANCE APPROVING AND AUTHORIZING THE MAYOR TO SIGN AN INTERGOVERNMENTAL AGREEMENT BETWEEN THE CITY OF PUEBLO, A COLORADO MUNICIPAL CORPORATION AND PUEBLO COUNTY, A POLITICAL SUBDIVISION OF THE STATE OF COLORADO, FOR THE PREPARATION OF SITE AND CONSTRUCTION PLANS IN ANTICIPATION OF THE CONSTRUCTION OF A CITY-COUNTY CHILDCARE CENTER AUTHORIZED BY SECTION 603 OF THE AMERICAN RESCUE PLAN ACT AND U.S. TREASURY FINAL RULE 31 CFF 35.6, AND AUTHORIZING THE PAYMENT OF ONE HUNDRED THOUSAND DOLLARS (\$100,000) FROM PROJECT NO. CI2113 - AMERICAN RESCUE PLAN ACT, FOR PURPOSES THEREOF

SUMMARY:

This Ordinance approves and authorizes the Mayor to sign an Intergovernmental Agreement between the City of Pueblo ("City") and Pueblo County ("County") for the preparation of site and construction plans in anticipation of the construction of a City-County Childcare Center, as authorized by Section 603 of the American Rescue Plan Act and U.S. Treasury Final Rule 31 CFR 35.6. Funds for the project, in the amount of \$100,000 will be paid out of Project No. CI2113, the American Rescue Plan Act.

PREVIOUS COUNCIL ACTION:

By Ordinance No. 9931, approved on May 17, 2021, the City Council established Project No. CI2113 and budgeted and appropriated up to \$36.7 million in funds which were expected to be distributed to the City from the American Recovery Plan Act ("ARPA") for covered costs and eligible expenses to be encumbered by December 31, 2024, and fully expended by December 31, 2026.

BACKGROUND:

Pueblo County owns the property at 126 E. 4th Street, Pueblo, Colorado (the "Property"). The City and County have been in discussions regarding the need for quality affordable childcare for working families in the City of Pueblo. The City and County are working together toward the construction of a City-County Childcare Center at 126 E. 4th Street, Pueblo, Colorado. Site and construction plans are needed to move the project forward. The estimated cost to hire a professional contractor to develop the site and construction plans is \$100,000, which if approved will be the first monetary contribution by the City to the project. Pueblo County has committed the building to the project.

FINANCIAL IMPLICATIONS:

The City will pay to Pueblo County \$100,000 in ARPA funds from Project No.CI2113 as the City's initial contribution to the project.

BOARD/COMMISSION RECOMMENDATION:

Not applicable to this Ordinance.

STAKEHOLDER PROCESS:

Not applicable to this Ordinance.

ALTERNATIVES:

City Council could decide not to contribute to the development and construction of a new soccer practice field.

RECOMMENDATION:

Approval of the Ordinance.

ATTACHMENTS:

1. IGA with County develop construction plans for City County Childcare Center

ORDINANCE NO.

AN ORDINANCE APPROVING AND AUTHORIZING THE MAYOR TO SIGN AN INTERGOVERNMENTAL AGREEMENT BETWEEN THE CITY OF PUEBLO, A COLORADO MUNICIPAL CORPORATION AND PUEBLO COUNTY, A POLITICAL SUBDIVISION OF THE STATE OF COLORADO, FOR THE PREPARATION OF SITE AND CONSTRUCTION PLANS IN ANTICIPATION OF THE CONSTRUCTION OF A CITY-COUNTY CHILDCARE CENTER AUTHORIZED BY SECTION 603 OF THE AMERICAN RESCUE PLAN ACT AND U.S. TREASURY FINAL RULE 31 CFF 35.6, AND AUTHORIZING THE PAYMENT OF ONE HUNDRED THOUSAND DOLLARS (\$100,000) FROM PROJECT NO. CI2113 - AMERICAN RESCUE PLAN ACT, FOR PURPOSES THEREOF

WHEREAS, on March 11, 2021, President Biden signed the U.S. Senate-amended H.R. 1319 (P.L. 117-2) known as the American Rescue Plan Act (hereinafter "ARPA"); and

WHEREAS, on May 10, 2021, the U.S. Treasury issued the Interim Final Rule to implement ARPA in Title 31, Part 35 of the Code of Federal Regulations ("CFR"); and

WHEREAS, on January 6, 2022, the U.S. Treasury issued, with an effective date of April 1, 2022, the Final Rule to implement ARPA in Title 31, Part 35 of the Code of Federal Regulations ("CFR"); and

WHEREAS, under ARPA Section 603 (c)(1)(C) and the Final Rule 31 CFR 35.6 recipients may use Coronavirus Local Fiscal Recovery ("CLFR") Funds on governmental services pursuant to the revenue replacement calculation; and

WHEREAS, quality affordable childcare is needed for working families within Pueblo County and the City of Pueblo; and

WHEREAS, the City and County desire to work together to develop a City and County Childcare Center within the City of Pueblo; and

WHEREAS, it is and will be to the mutual benefit of City and County, and the residents of each, to cooperate in the development of a City and County Childcare Center;

WHEREAS, the Parties are empowered by C.R.S. §29-1-203 to enter into this intergovernmental agreement for the purpose of setting forth the manner in which the Parties intend to cooperate to develop a site plan, construction plans, and specifications; NOW THEREFORE,

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The Intergovernmental Agreement ("IGA") between and the City of Pueblo, a Colorado Municipal Corporation and Pueblo County, a political subdivision of the State of Colorado, a copy of which is attached hereto, having been approved as to form by the City Attorney, is hereby approved.

SECTION 2.

The Mayor is hereby authorized to execute said IGA for and on behalf of the City and the City Clerk is authorized to affix the seal of the City thereto and attest same.

SECTION 3.

Funds in the amount of \$100,000 are hereby authorized to be paid from Project No. CI2113 – American Rescue Plan Act, subject to and conditioned upon the terms of the IGA.

SECTION 4.

The officers and staff of the City are authorized to perform any and all acts consistent with this Ordinance and the attached Agreement to implement the policies and procedures described herein.

SECTION 5.

This Ordinance shall become effective on the date of final action by the Mayor and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on _____.

Final adoption of Ordinance by City Council on _____.

President of City Council

Action by the Mayor:

☐ Approved on _____.

☐ Disapproved on _____ based on the following objections:

Mayor

Action by City Council After Disapproval by the Mayor:

☐ Council did not act to override the Mayor's veto.

☐ Ordinance re-adopted on a vote of _____, on _____

☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

City Clerk

INTERGOVERNMENTAL AGREEMENT

THIS AGREEMENT is entered into and is effective upon the last date executed by the Parties ("Effective Date") between Pueblo County, a political subdivision of the State of Colorado, ("County"), and the City of Pueblo, a Colorado Municipal Corporation ("City") (collectively, the "Parties").

WITNESSETH:

WHEREAS, quality affordable childcare is needed for working families within Pueblo County and the City of Pueblo; and

WHEREAS, the City and County desire to work together to develop a City and County Childcare Center within the City of Pueblo; and

WHEREAS, it is and will be to the mutual benefit of City and County, and the residents of each, to cooperate in the development of a City and County Childcare Center;

WHEREAS, the Parties are empowered by C.R.S. §29-1-203 to enter into this intergovernmental agreement for the purpose of setting forth the manner in which the Parties intend to cooperate to develop a site plan, construction plans, and specifications;

NOW THEREFORE, in consideration of the foregoing recitals and the provisions, terms and conditions set forth herein below, the Parties enter into this intergovernmental agreement ("IGA") concerning the development of a City and County Childcare Center:

1. TERMS AND CONDITIONS:

1.1 This IGA is entered into pursuant to the authority of C.R.S. §19-1-203 and each Party warrants that it has independent legal authority to provide the function, service or facility which is contemplated within and the subject of this IGA.

1.2 The County shall retain, through its competitive bidding process, a professional contractor to prepare a site plan, construction plans, and specifications (collectively the "Plans") for construction of a joint city and county childcare center utilizing the property located at 126 E. 4th Street, Pueblo, Colorado. Such Plans shall, at a minimum, address the following:

1.2.1 General requirements for space and separation for a childcare center;

1.2.2 All civil, structural, and architectural engineering;

1.2.3 All mechanical systems including but not limited to plumbing, electrical, and heating and air conditioning;

1.2.4 All necessary furniture, fixtures, and equipment;

1.2.5 All necessary fire suppression systems, alarms, and controls; and

1.2.6 All necessary communication and information technology systems;

1.2.7 All required outdoor space to include playground equipment; and

- 1.2.8 All required stormwater drainage systems; and
- 1.2.9 All exterior landscaping and parking.

1.3. The estimated cost to develop the Plans is one hundred thousand dollars (\$100,000). The City shall pay to County \$100,000 for the purpose of hiring a professional contractor for this purpose.

1.4 County has already invested approximately \$_____ to the project for asbestos abatement, minor interior repairs and maintenance, and minor exterior repairs and maintenance.

1.5 The County shall retain the professional contractor within ninety (90) days of the date of this IGA and require the Plans to be completed within ninety (90) days thereafter. County shall provide City with the name and contact information for the retained professional contractor. County shall provide City with copies of all Plans including any drafts and work papers provided by the professional contractor. The City may contact the professional contractor directly with any question it may have regarding the project.

1.6 Once Plans are completed, City and County may enter a new IGA for the construction of the joint childcare center. Any future agreement(s) are contingent upon the approval of, and appropriation of funds by the respective governing bodies.

2 TERM AND TERMINATION:

The term of this Agreement shall begin on the Effective Date which shall be the latest date of execution of this agreement by any of the Parties and, unless sooner terminated as provided herein, end one hundred and eighty (180) days from the date of this Agreement.

3 OTHER:

3.1 **TABOR:** Each Party individually shall bear all risk and responsibility related to compliance with Article X, Section 20 of the Colorado Constitution ("TABOR") or other law which is applicable to the transactions described in this Agreement.

3.2 **ENTIRE AGREEMENT:** This Agreement constitutes the entire Agreement between the Parties and supersedes all prior and contemporaneous agreements, representations, and understandings between them. This Agreement shall be construed and enforced according to the laws of the State of Colorado. No alterations, amendments, changes, or modifications to this Agreement shall be valid unless they are contained in writing and executed by all Parties. This Agreement shall be binding and inure to the benefit of the Parties to it and their respective legal representatives, successors and assigns. Any delegation or assignment of this Agreement by either Party without the prior written consent of the other Party shall be void. The subject

headings of the paragraphs of this Agreement are included for purposes of convenience only and shall not affect the construction or interpretation of its provisions.

3.3 NOTICES: Except as set forth elsewhere in this paragraph, all notices to be given in this Agreement shall be made in writing and shall be sufficient if delivered personally due to the need for timely transmission of information or by Certified Mail to the other party at the following addresses:

City of Pueblo
One City Hall Place
Pueblo, Colorado 81003
Attention: Office of the Mayor

With a copy to:

Pueblo City Attorney
One City Hall Place
Pueblo, Colorado 81003

AND

Pueblo County Department of Budget and Finance
Pueblo County Courthouse
215 West 10th Street
Pueblo, CO 81003

With a copy to:

Pueblo County Attorney's Office
Pueblo County Courthouse
215 West 10th Street, Room 312
Pueblo, CO 81003

3.4 GOOD FAITH: The Parties shall implement this Agreement in good faith including acting in good faith in all matters that require joint or coordinated action.

3.5 STATUS OF PARTIES: The Parties will perform their duties under this Agreement independent from each other. Neither Party, nor any employee, officer, or agent thereof, will be considered an agent or employee of the other Party for any purpose whatsoever.

3.6 NO THIRD-PARTY BENEFICIARY: Enforcement of the terms of the Agreement and all rights of action relating to enforcement are strictly reserved to the Parties. Nothing

contained in the Agreement gives or allows any claim or right of action to any third person or entity. Any person or entity other than the Authority or County receiving services or benefits pursuant to the Agreement is an incidental beneficiary only.

3.7 LEGAL AUTHORITY: The Parties assure that they possess the legal authority, pursuant to any proper, appropriate, and official motion, resolution or action passed or taken, to enter into this Agreement. The person or persons signing and executing this Agreement do hereby warrant that he/she or they have been fully authorized to execute this Agreement and to validly and legally bind their principals to all the terms, performances and provisions herein set forth.

3.8 SURVIVAL OF CERTAIN CONTRACT TERMS: Notwithstanding anything to the contrary, the Parties understand and agree that all terms and conditions of this Agreement and the exhibits and attachments hereto which may require continued performance or compliance beyond the termination date of the Agreement shall survive such termination date and shall be enforceable by the County.

3.9 LIABILITY AND INSURANCE: Nothing in this IGA is intended, nor should it be construed, to create or extend any rights, claims or benefits or assume any liability for or on behalf of any third party, or to waive any immunities or limitations otherwise conferred under or by virtue of federal or state law, including but not limited to the Colorado Governmental Immunity Act, C.R.S. § 24-10-101, et seq. Parties shall provide and maintain Workers' Compensation insurance coverage on its employees complying with the requirements of State law.

IN WITNESS WHEREOF, the Parties hereto have entered into this Agreement the day and year first written above.

ATTEST:

Clerk to the Board

COUNTY OF PUEBLO

By: _____

Chair, Board of County Commissioners

Date: _____

ATTEST:

Marisa Stoller, City Clerk

MAYOR CITY OF PUEBLO

By: _____
Heather Graham

Date: _____

APPROVED AS TO FORM:

APPROVED AS TO FORM:

By: _____
Cynthia Mitchell County Attorney

By: _____
Carla L. Sikes, City Attorney



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Benjamin Valdez, Director of Transit

SUBJECT: AN ORDINANCE APPROVING, ACCEPTING, AND BUDGETING A MULTIMODAL TRANSPORTATION AND MITIGATION OPTION FUNDS GRANT, AWARD, AND APPLICABLE CONDITIONS PERTAINING THERETO, BETWEEN THE CITY OF PUEBLO A COLORADO MUNICIPAL CORPORATION, AND THE PUEBLO AREA COUNCIL OF GOVERNMENTS, AND COLORADO DEPARTMENT OF TRANSPORTATION ESTABLISHING PROJECT NO. PT2406, BUDGETING AND APPROPRIATING \$130,399.00, AND AUTHORIZING THE MAYOR TO EXECUTE SAME

SUMMARY:

Attached is a Grant Award between the City of Pueblo a Colorado Municipal Corporation and Colorado Department of Transportation for \$130,399.00.

PREVIOUS COUNCIL ACTION:

No previous Council actions.

BACKGROUND:

This is a FY2023 Multimodal Transportation and Mitigation Option Funds Grant for \$130,399.00 allocation. The Grant provided is 100%, with a 0% match. This Grant utilizes State Multimodal Funding. The Grant Scope of Work includes the following project:

\$130,399.00 – Estimated Cost

\$130,399.00 Total Grant

FINANCIAL IMPLICATIONS:

The anticipated total Project cost is \$130,399.00. The State's share is 100% with no

City match requirement.

BOARD/COMMISSION RECOMMENDATION:

Pueblo Transit Board recommends approval.

STAKEHOLDER PROCESS:

Not applicable.

ALTERNATIVES:

The alternative, should this Ordinance not pass, is for the City of Pueblo a Municipal Corporation to not be able to provide solar lights at bus stops.

RECOMMENDATION:

Approval of the Ordinance

ATTACHMENTS:

1. Attachment Grant Agreement-Pueblo City of _MMOF-S_Bus Stop Solar Lights 11-25-2024 Meeting

ORDINANCE NO.

AN ORDINANCE APPROVING, ACCEPTING, AND BUDGETING A MULTIMODAL TRANSPORTATION AND MITIGATION OPTION FUNDS GRANT, AWARD, AND APPLICABLE CONDITIONS PERTAINING THERETO, BETWEEN THE CITY OF PUEBLO A COLORADO MUNICIPAL CORPORATION, AND THE PUEBLO AREA COUNCIL OF GOVERNMENTS, AND COLORADO DEPARTMENT OF TRANSPORTATION ESTABLISHING PROJECT NO. PT2406, BUDGETING AND APPROPRIATING \$130,399.00, AND AUTHORIZING THE MAYOR TO EXECUTE SAME

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The Awarding of the Youth Fare-Free Transit Grant Program Grant to the City of Pueblo a Municipal Corporation, Pueblo Transit, a true copy of which is attached hereto, is hereby approved and accepted in accordance with its terms and conditions.

SECTION 2.

The Mayor of the City is authorized to execute the Grant Award acceptance in the name of and on behalf of the City, and the Mayor is authorized to execute any and all other certifications, assurances and other documents associated therewith.

SECTION 3.

Project Number PT2406 is hereby established, and the amount of \$130,399.00 is budgeted and appropriated, therefore.

SECTION 4.

The Officers and Staff of the City are directed and authorized to perform any and all acts consistent with the intent of this Ordinance and the attached Award to implement the policies and procedures described herein.

SECTION 5.

This Ordinance shall become effective on the date of final action by the Mayor and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on _____.

Final adoption of Ordinance by City Council on _____.

President of City Council

Action by the Mayor:

☐ Approved on _____.

☐ Disapproved on _____ based on the following objections:

Mayor

Action by City Council After Disapproval by the Mayor:

- ☐ Council did not act to override the Mayor's veto.
- ☐ Ordinance re-adopted on a vote of _____, on _____
- ☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

City Clerk

STATE OF COLORADO GRANT AGREEMENT

COVER PAGE

State Agency Department of Transportation	Agreement Number/PO Number 25-HTR-ZL-00088 / 491003760
Grantee City of Pueblo	Agreement Performance Beginning Date The Effective Date
Grant Agreement Amount MMOF-S Funds Maximum Amount	Initial Agreement Expiration Date December 31, 2026
\$130,399.00	Fund Expenditure End Date December 31, 2026
Total for all State Fiscal Years	\$130,399.00
Agreement Authority Authority to enter into this Agreement exists in CRS §§43-1-106, 43-1-110, 43-1-117, 43-2-101(4)(c), 43-4-811(2), SB18-001, SB17-228 and SB17-267.	
Agreement Purpose The purpose of this Grant is for CDOT to disburse MMOF-S Program Funds to Grantee to conduct work within the provisions of this Grant.	
Exhibits and Order of Precedence The following Exhibits and attachments are included with this Agreement: 1. Exhibit A, Statement of Work and Budget. 2. Exhibit B, Sample Option Letter. 3. Exhibit C, Title VI-Civil Rights. In the event of a conflict or inconsistency between this Agreement and any Exhibit or attachment, such conflict or inconsistency shall be resolved by reference to the documents in the following order of priority: 1. Exhibit C, Title VI-Civil Rights. 2. Colorado Special Provisions in §17 of the main body of this Agreement. 3. The provisions of the other sections of the main body of this Agreement. 4. Exhibit A, Statement of Work and Budget. 5. Executed Option Letters (if any).	
Principal Representatives For the State: Glenn Krause Division of Transit and Rail 2829 W. Howard Place Denver, CO 80204 glenn.krause@state.co.us For Grantee: Kent Tompkins Director – Pueblo Transit City of Pueblo 350 Alan Hamel Ave Pueblo, CO 81003 ktompkins@pueblo.us	

SIGNATURE PAGE

THE PARTIES HERETO HAVE EXECUTED THIS AGREEMENT

Each person signing this Agreement represents and warrants that the signer is duly authorized to execute this Agreement and to bind the Party authorizing such signature.

GRANTEE City of Pueblo By: _____ Name: _____ Title: _____ Date: _____	STATE OF COLORADO Jared S. Polis, Governor Department of Transportation Shoshana M. Lew, Executive Director By: _____ Name: _____ Title: _____ Date: _____
Second Grantee Signature if Needed By: _____ Name: _____ Title: _____ Date: _____	LEGAL REVIEW Philip J. Weiser, Attorney General _____ By: Assistant Attorney General Date: _____
In accordance with §24-30-202, C.R.S., this Agreement is not valid until signed and dated below by the State Controller or an authorized delegate. STATE CONTROLLER Robert Jaros, CPA, MBA, JD _____ By: Department of Transportation Effective Date: _____	

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1. PARTIES

This Agreement is entered into by and between Grantee named on the Cover Page for this Agreement (the “Grantee”), and the STATE OF COLORADO acting by and through the State agency named on the Cover Page for this Agreement (the “State”). Grantee and the State agree to the terms and conditions in this Agreement.

2. TERM AND EFFECTIVE DATE

A. Effective Date

This Agreement shall not be valid or enforceable until the Effective Date, and the Grant Funds shall be expended by the Fund Expenditure End Date shown on the Cover Page for this Agreement. The State shall not be bound by any provision of this Agreement before the Effective Date, and shall have no obligation to pay Grantee for any Work performed or expense incurred before the Effective Date, except as described in **§5.D**, or after the Fund Expenditure End Date. If the Work will be performed in multiple phases, the period of performance start and end date of each phase is detailed under the Project Schedule in **Exhibit A**.

B. Initial Term

The Parties’ respective performances under this Agreement shall commence on the Agreement Performance Beginning Date shown on the Cover Page for this Agreement and shall terminate on the Initial Agreement Expiration Date shown on the Cover Page for this Agreement (the “Initial Term”) unless sooner terminated or further extended in accordance with the terms of this Agreement.

C. Extension Terms - State’s Option

The State, at its discretion, shall have the option to extend the performance under this Agreement beyond the Initial Term for a period, or for successive periods, of one year or less at the same rates and under the same terms specified in this Agreement (each such period an “Extension Term”). In order to exercise this option, the State shall provide written notice to Grantee in a form substantially equivalent to Sample Option Letter attached to this Agreement.

D. End of Term Extension

If this Agreement approaches the end of its Initial Term, or any Extension Term then in place, the State, at its discretion, upon written notice to Grantee in a form substantially equivalent to the Sample Option Letter attached to this Agreement, may unilaterally extend such Initial Term or Extension Term for a period not to exceed two months (an “End of Term Extension”), regardless of whether additional Extension Terms are available or not. The provisions of this Agreement in effect when such notice is given shall remain in effect during the End of Term Extension. The End of Term Extension shall automatically terminate upon execution of a replacement Agreement or modification extending the total term of this Agreement.

E. Early Termination in the Public Interest

The State is entering into this Agreement to serve the public interest of the State of Colorado as determined by its Governor, General Assembly, or Courts. If this Agreement ceases to further the public interest of the State, the State, in its discretion, may terminate this Agreement in whole or in part. A determination that this Agreement should be terminated in the public interest shall not be equivalent to a State right to terminate for convenience. This subsection shall not apply to a termination of this Agreement by the State for Breach of Agreement by Grantee, which shall be governed by **§12.A.i**.

i. Method and Content

The State shall notify Grantee of such termination in accordance with **§14**. The notice shall specify the effective date of the termination and whether it affects all or a portion of this Agreement, and shall include, to the extent practicable, the public interest justification for the termination.

ii. Obligations and Rights

Upon receipt of a termination notice for termination in the public interest, Grantee shall be subject to the rights and obligations set forth in **§12.A.i.a**.

iii. Payments

If the State terminates this Agreement in the public interest, the State shall pay Grantee an amount equal to the percentage of the total reimbursement payable under this Agreement that corresponds to the percentage of Work satisfactorily completed and accepted, as determined by the State, less payments previously made. Additionally, if this Agreement is less than 60% completed, as determined by the State, the State may reimburse Grantee for a portion of actual out-of-pocket expenses, not otherwise reimbursed under this Agreement, incurred by Grantee which are directly attributable to the uncompleted portion of Grantee's obligations, provided that the sum of any and all reimbursement shall not exceed the Grant Maximum Amount payable to Grantee hereunder.

F. Grantee's Termination Under State Requirements

Grantee may request termination of this Grant by sending notice to the State, which includes the reasons for the termination and the effective date of the termination. If this Grant is terminated in this manner, then Grantee shall return any advanced payments made for work that will not be performed prior to the effective date of the termination.

3. DEFINITIONS

The following terms shall be construed and interpreted as follows:

- A. **"Agreement"** means this agreement, including all attached Exhibits, all documents incorporated by reference, all referenced statutes, rules and cited authorities, and any future modifications thereto.
- B. **"Breach of Agreement"** means the failure of a Party to perform any of its obligations in accordance with this Agreement, in whole or in part or in a timely or satisfactory manner. The institution of proceedings under any bankruptcy, insolvency, reorganization or similar law, by or against Grantee, or the appointment of a receiver or similar officer for Grantee or any of its property, which is not vacated or fully stayed within 30 days after the institution of such proceeding, shall also constitute a breach. If Grantee is debarred or suspended under §24-109-105, C.R.S., at any time during the term of this Agreement, then such debarment or suspension shall constitute a breach.
- C. **"Budget"** means the budget for the Work described in Exhibit A.
- D. **"Business Day"** means any day other than Saturday, Sunday, or a legal holiday as listed in §24-11-101(1), C.R.S.
- E. **"CORA"** means the Colorado Open Records Act, §§24-72-200.1, et seq., C.R.S.
- F. **"Deliverable"** means the outcome to be achieved or output to be provided, in the form of a tangible or intangible Good or Service that is produced as a result of Grantee's Work that is intended to be delivered by Grantee.
- G. **"Effective Date"** means the date on which this Agreement is approved and signed by the Colorado State Controller or designee, as shown on the Signature Page for this Agreement.
- H. **"End of Term Extension"** means the time period defined in §2.D.

- I. **“Exhibits”** means the exhibits and attachments included with this Agreement as shown on the Cover Page for this Agreement.
- J. **“Extension Term”** means the time period defined in §2.C.
- K. **“Goods”** means any movable material acquired, produced, or delivered by Grantee as set forth in this Agreement and shall include any movable material acquired, produced, or delivered by Grantee in connection with the Services.
- L. **“Grant Funds”** means the funds that have been appropriated, designated, encumbered, or otherwise made available for payment by the State under this Agreement.
- M. **“Grant Maximum Amount”** means an amount equal to the total of Grant Funds for this Agreement.
- N. **“Incident”** means any accidental or deliberate event that results in or constitutes an imminent threat of the unauthorized access, loss, disclosure, modification, disruption, or destruction of any communications or information resources of the State, which are included as part of the Work, as described in §§24-37.5-401, et seq., C.R.S. Incidents include, without limitation (i) successful attempts to gain unauthorized access to a State system or State Records regardless of where such information is located; (ii) unwanted disruption or denial of service; (iii) the unauthorized use of a State system for the processing or storage of data; or (iv) changes to State system hardware, firmware, or software characteristics without the State’s knowledge, instruction, or consent.
- O. **“Initial Term”** means the time period defined in §2.B.
- P. **“Matching Funds”** (Local Funds) means the funds provided by Grantee as a match required to receive the Grant Funds.
- Q. **“Party”** means the State or Grantee, and **“Parties”** means both the State and Grantee.
- R. **“PII”** means personally identifiable information including, without limitation, any information maintained by the State about an individual that can be used to distinguish or trace an individual’s identity, such as name, social security number, date and place of birth, mother’s maiden name, or biometric records. PII includes, but is not limited to, all information defined as personally identifiable information in §§24-72-501 and 24-73-101, C.R.S.
- S. **“Services”** means the services to be performed by Grantee as set forth in this Agreement, and shall include any services to be rendered by Grantee in connection with the Goods.
- T. **“State Confidential Information”** means any and all State Records not subject to disclosure under CORA. State Confidential Information shall include, but is not limited to PII, and State personnel records not subject to disclosure under CORA. State Confidential Information shall not include information or data concerning individuals that is not deemed confidential but nevertheless belongs to the State, which has been communicated, furnished, or disclosed by the State to Grantee which (i) is subject to disclosure pursuant to CORA; (ii) is already known to Grantee without restrictions at the time of its disclosure to Grantee; (iii) is or subsequently becomes publicly available without breach of any obligation owed by Grantee to the State; (iv) is disclosed to Grantee, without confidentiality obligations, by a third party who has the right to disclose such information; or (v) was independently developed without reliance on any State Confidential Information.
- U. **“State Fiscal Rules”** means the fiscal rules promulgated by the Colorado State Controller pursuant to §24-30-202(13)(a), C.R.S.
- V. **“State Fiscal Year”** means a 12 month period beginning on July 1 of each calendar year and ending on June 30 of the following calendar year. If a single calendar year follows the term, then it means the State Fiscal Year ending in that calendar year.
- W. **“State Records”** means any and all State data, information, and records, regardless of physical form.
- X. **“Subcontractor”** means any third party engaged by Grantee to aid in performance of the Work. **“Subcontractor”** also includes sub-grantees of Grant Funds.
- Y. **“Work”** means the Goods delivered and Services performed pursuant to this Agreement.
- Z. **“Work Product”** means the tangible and intangible results of the Work, whether finished or unfinished, including drafts. Work Product includes, but is not limited to, documents, text, software (including source code), research, reports, proposals, specifications, plans, notes, studies, data, images, photographs, negatives, pictures, drawings, designs, models, surveys, maps, materials, ideas, concepts, know-how, information, and

any other results of the Work. “Work Product” does not include any material that was developed prior to the Effective Date that is used, without modification, in the performance of the Work.

Any other term used in this Agreement that is defined elsewhere in this Agreement or in an Exhibit shall be construed and interpreted as defined in that section.

4. STATEMENT OF WORK

Grantee shall complete the Work as described in this Agreement and in accordance with the provisions of Exhibit A. The State shall have no liability to compensate Grantee for the delivery of any goods or the performance of any services that are not specifically set forth in this Agreement.

5. PAYMENTS TO GRANTEE

A. Grant Maximum Amount

Payments to Grantee are limited to the unpaid, obligated balance of the Grant Funds. The State shall not pay Grantee any amount under this Agreement that exceeds the Grant Maximum Amount for that State Fiscal Year shown on the Cover Page of this Agreement as “MMOF-S Funds Maximum Amount”.

B. Payment Procedures

i. Invoices and Payment

- a. The State shall pay Grantee in the amounts and in accordance with the conditions set forth in Exhibit A.
- b. Grantee shall initiate payment requests by invoice to the State, in a form and manner approved by the State.
- c. Any advance payment allowed under this Agreement, shall comply with State Fiscal Rules and be made in accordance with the provisions of this Agreement and its Exhibits. Eligibility and submission for advance payment is subject to State approval and must include approved documentation in the form and manner set forth and approved by the State.
- d. The State shall pay each invoice within 45 days following the State’s receipt of that invoice, so long as the amount invoiced correctly represents Work completed by Grantee and previously accepted by the State during the term that the invoice covers. If the State determines that the amount of any invoice is not correct, then Grantee shall make all changes necessary to correct that invoice.
- e. The acceptance of an invoice shall not constitute acceptance of any Work performed or Deliverables provided under this Agreement.

ii. Interest

Amounts not paid by the State within 45 days of the State’s acceptance of the invoice shall bear interest on the unpaid balance beginning on the 45th day at the rate of 1% per month, as required by §24-30-202(24)(a), C.R.S., until paid in full; provided, however, that interest shall not accrue on unpaid amounts that the State disputes in writing. Grantee shall invoice the State separately for accrued interest on delinquent amounts, and the invoice shall reference the delinquent payment, the number of days’ interest to be paid and the interest rate.

iii. Payment Disputes

If Grantee disputes any calculation, determination or amount of any payment, Grantee shall notify the State in writing of its dispute within 30 days following the earlier to occur of Grantee’s receipt of the payment or notification of the determination or calculation of the payment by the State. The State will review the information presented by Grantee and may make changes to its determination based on this review. The calculation, determination or payment amount that results from the State’s review shall not be subject to additional dispute under this subsection. No payment subject to a dispute under this subsection shall be due until after the State has concluded its review, and the State shall not pay any interest on any amount during the period it is subject to dispute under this subsection.

iv. Available Funds-Contingency-Termination

The State is prohibited by law from making commitments beyond the term of the current State Fiscal Year. Payment to Grantee beyond the current State Fiscal Year is contingent on the appropriation and continuing availability of Grant Funds in any subsequent year (as provided in the Colorado Special Provisions). If federal funds or funds from any other non-State funds constitute all or some of the Grant

Funds, the State's obligation to pay Grantee shall be contingent upon such non-State funding continuing to be made available for payment. Payments to be made pursuant to this Agreement shall be made only from Grant Funds, and the State's liability for such payments shall be limited to the amount remaining of such Grant Funds. If State, federal or other funds are not appropriated, or otherwise become unavailable to fund this Agreement, the State may, upon written notice, terminate this Agreement, in whole or in part, without incurring further liability. The State shall, however, remain obligated to pay for Services and Goods that are delivered and accepted prior to the effective date of notice of termination, and this termination shall otherwise be treated as if this Agreement were terminated in the public interest as described in §2.E.

C. Matching Funds

Grantee shall provide Matching Funds as provided in §5.A and Exhibit A. Grantee shall have raised the full amount of Matching Funds prior to the Effective Date and shall report to the State regarding the status of such funds upon request. Grantee's obligation to pay all or any part of any Matching Funds, whether direct or contingent, only extends to funds duly and lawfully appropriated for the purposes of this Agreement by the authorized representatives of Grantee and paid into Grantee's treasury or bank account. Grantee represents to the State that the amount designated "Grantee's Matching Funds" in Exhibit A has been legally appropriated for the purposes of this Agreement by its authorized representatives and paid into its treasury or bank account. Grantee does not by this Agreement irrevocably pledge present cash reserves for payments in future fiscal years, and this Agreement is not intended to create a multiple-fiscal year debt of Grantee. If Grantee is a public entity, Grantee shall not pay or be liable for any claimed interest, late charges, fees, taxes or penalties of any nature, except as required by Grantee's laws or policies.

D. Reimbursement of Grantee Costs

- i. Any costs incurred by Grantee prior to the Effective Date shall not be reimbursed.
- ii. The State shall reimburse Grantee's allowable costs, not exceeding the Grant Maximum Amount shown on the Cover Page of this Agreement and on Exhibit A for all allowable costs described in this Agreement and shown in Exhibit A, except that Grantee may adjust the amounts between each line item of Exhibit A without formal modification to this Agreement as long as the Grantee provides notice to the State of the change, the change does not modify the Grant Maximum Amount of this Agreement or the Grant Maximum Amount for any State Fiscal Year, and the change does not modify any requirements of the Work.
- iii. The State shall only reimburse allowable costs described in this Agreement and shown in the Budget if those costs are:
 - a. Reasonable and necessary to accomplish the Work and for the Goods and Services provided; and
 - b. Equal to the actual net cost to Grantee (i.e. the price paid minus any items of value received by Grantee that reduce the cost actually incurred.)
- iv. Grantee's costs for Work performed after the Fund Expenditure End Date shown on the Signature and Cover Page for this Agreement, or after any phase performance period end date for a respective phase of the Work, shall not be reimbursable. Grantee shall initiate any payment request by submitting invoices to the State in the form and manner set forth and approved by the State.

E. Close-Out

Grantee shall close out this Award within 45 days after the Fund Expenditure End Date shown on the Cover Page for this Agreement. To complete close-out, Grantee shall submit to the State all Deliverables (including documentation) as defined in this Agreement and Grantee's final reimbursement request or invoice. The State will withhold 5% of allowable costs until all final documentation has been submitted and accepted by the State as substantially complete.

6. REPORTING - NOTIFICATION

A. Quarterly Reports

In addition to any reports required pursuant to any other Exhibit, for any Agreement having a term longer than three months, Grantee shall submit, on a quarterly basis, a written report specifying progress made for each specified performance measure and standard in this Agreement. Such progress report shall be in accordance with the procedures developed and prescribed by the State. Progress reports shall be submitted

to the State not later than five Business Days following the end of each calendar quarter or at such time as otherwise specified by the State.

B. Litigation Reporting

If Grantee is served with a pleading or other document in connection with an action before a court or other administrative decision making body, and such pleading or document relates to this Agreement or may affect Grantee's ability to perform its obligations under this Agreement, Grantee shall, within 10 days after being served, notify the State of such action and deliver copies of such pleading or document to the State's Principal Representative identified on the Cover Page for this Agreement.

C. Performance and Final Status

Grantee shall submit all financial, performance and other reports to the State no later than 45 calendar days after the end of the Initial Term if no Extension Terms are exercised, or the final Extension Term exercised by the State, containing an evaluation and review of Grantee's performance and the final status of Grantee's obligations hereunder.

D. Violations Reporting

Grantee shall disclose, in a timely manner, in writing to the State, all violations of State criminal law involving fraud, bribery, or gratuity violations potentially affecting the Federal Award. The State may impose any penalties for noncompliance allowed under 2 CFR Part 180 and 31 U.S.C. 3321, which may include, without limitation, suspension or debarment.

7. GRANTEE RECORDS

A. Maintenance

Grantee shall make, keep, maintain, and allow inspection and monitoring by the State of a complete file of all records, documents, communications, notes and other written materials, electronic media files, and communications, pertaining in any manner to the Work and the delivery of Services (including, but not limited to, the operation of programs) or Goods hereunder (collectively, the "Grantee Records"). Grantee shall maintain such records for a period of three years following the date of submission to the State of the final expenditure report, or if this Award is renewed quarterly or annually, from the date of the submission of each quarterly or annual report, respectively (the "Record Retention Period"). If any litigation, claim, or audit related to this Award starts before expiration of the Record Retention Period, the Record Retention Period shall extend until all litigation, claims, or audit findings have been resolved and final action taken by the State or Federal Awarding Agency. The Federal Awarding Agency, a cognizant agency for audit, oversight or indirect costs, and the State, may notify Grantee in writing that the Record Retention Period shall be extended. For records for real property and equipment, the Record Retention Period shall extend three years following final disposition of such property.

B. Inspection

Grantee shall permit the State and any other duly authorized agent of the State to audit, inspect, examine, excerpt, copy and transcribe Grantee Records during the Record Retention Period. Grantee shall make Grantee Records available during normal business hours at Grantee's office or place of business, or at other mutually agreed upon times or locations, upon no fewer than two Business Days' notice from the State, unless the State determines that a shorter period of notice, or no notice, is necessary to protect the interests of the State.

C. Monitoring

The State and any other duly authorized agent of the State, in its discretion, may monitor Grantee's performance of its obligations under this Agreement using procedures as determined by the State. The State shall have the right, in its sole discretion, to change its monitoring procedures and requirements at any time during the term of this Agreement. The State shall monitor Grantee's performance in a manner that does not unduly interfere with Grantee's performance of the Work.

D. Final Audit Report

Grantee shall promptly submit to the State a copy of any final audit report of an audit performed on Grantee's records that relates to or affects this Agreement or the Work, whether the audit is conducted by Grantee or a third party.

8. CONFIDENTIAL INFORMATION - STATE RECORDS**A. Confidentiality**

Grantee shall keep confidential, and cause all Subcontractors to keep confidential, all State Records, unless those State Records are publicly available. Grantee shall not, without prior written approval of the State, use, publish, copy, disclose to any third party, or permit the use by any third party of any State Records, except as otherwise stated in this Agreement, permitted by law or approved in writing by the State. Grantee shall provide for the security of all State Confidential Information in accordance with all applicable laws, rules, policies, publications, and guidelines. Grantee shall immediately forward any request or demand for State Records to the State's Principal Representative identified on the Cover Page of this Agreement.

B. Other Entity Access and Nondisclosure Agreements

Grantee may provide State Records to its agents, employees, assigns and Subcontractors as necessary to perform the Work, but shall restrict access to State Confidential Information to those agents, employees, assigns and Subcontractors who require access to perform their obligations under this Agreement. Grantee shall ensure all such agents, employees, assigns, and Subcontractors sign agreements containing nondisclosure provisions at least as protective as those in this Agreement, and that the nondisclosure provisions are in force at all times the agent, employee, assign or Subcontractor has access to any State Confidential Information. Grantee shall provide copies of those signed nondisclosure provisions to the State upon execution of the nondisclosure provisions if requested by the State.

C. Use, Security, and Retention

Grantee shall use, hold and maintain State Confidential Information in compliance with any and all applicable laws and regulations only in facilities located within the United States, and shall maintain a secure environment that ensures confidentiality of all State Confidential Information. Grantee shall provide the State with access, subject to Grantee's reasonable security requirements, for purposes of inspecting and monitoring access and use of State Confidential Information and evaluating security control effectiveness. Upon the expiration or termination of this Agreement, Grantee shall return State Records provided to Grantee or destroy such State Records and certify to the State that it has done so, as directed by the State. If Grantee is prevented by law or regulation from returning or destroying State Confidential Information, Grantee warrants it will guarantee the confidentiality of, and cease to use, such State Confidential Information.

D. Incident Notice and Remediation

If Grantee becomes aware of any Incident, Grantee shall notify the State immediately and cooperate with the State regarding recovery, remediation, and the necessity to involve law enforcement, as determined by the State. Unless Grantee can establish that Grantee, and its agents, employees, and Subcontractors are not the cause or source of the Incident, Grantee shall be responsible for the cost of notifying each person who may have been impacted by the Incident. After an Incident, Grantee shall take steps to reduce the risk of incurring a similar type of Incident in the future as directed by the State, which may include, but is not limited to, developing and implementing a remediation plan that is approved by the State at no additional cost to the State. The State may adjust or direct modifications to this plan, in its sole discretion and Grantee shall make all modifications as directed by the State. If Grantee cannot produce its analysis and plan within the allotted time, the State, in its sole discretion, may perform such analysis and produce a remediation plan, and Grantee shall reimburse the State for the reasonable costs thereof. The State may, in its sole discretion and at Grantee's sole expense, require Grantee to engage the services of an independent, qualified, State-approved third party to conduct a security audit. Grantee shall provide the State with the results of such audit and evidence of Grantee's planned remediation in response to any negative findings.

E. Data Protection and Handling

Grantee shall ensure that all State Records and Work Product in the possession of Grantee or any Subcontractors are protected and handled in accordance with the requirements of this Agreement, including the requirements of any Exhibits hereto, at all times. As used in this section, the protections afforded Work Product only apply to Work Product that requires confidential treatment.

F. Safeguarding PII

If Grantee or any of its Subcontractors will or may receive PII under this Agreement, Grantee shall provide for the security of such PII, in a manner and form acceptable to the State, including, without limitation, State non-disclosure requirements, use of appropriate technology, security practices, computer access security, data access security, data storage encryption, data transmission encryption, security inspections, and audits.

Grantee shall be a “Third-Party Service Provider” as defined in §24-73-103(1)(i), C.R.S., and shall maintain security procedures and practices consistent with §§24-73-101, *et seq.*, C.R.S.

9. CONFLICTS OF INTEREST

A. Actual Conflicts of Interest

Grantee shall not engage in any business or activities, or maintain any relationships that conflict in any way with the full performance of the obligations of Grantee under this Agreement. Such a conflict of interest would arise when a Grantee or Subcontractor’s employee, officer or agent were to offer or provide any tangible personal benefit to an employee of the State, or any member of his or her immediate family or his or her partner, related to the award of, entry into or management or oversight of this Agreement.

B. Apparent Conflicts of Interest

Grantee acknowledges that, with respect to this Agreement, even the appearance of a conflict of interest shall be harmful to the State’s interests. Absent the State’s prior written approval, Grantee shall refrain from any practices, activities or relationships that reasonably appear to be in conflict with the full performance of Grantee’s obligations under this Agreement.

C. Disclosure to the State

If a conflict or the appearance of a conflict arises, or if Grantee is uncertain whether a conflict or the appearance of a conflict has arisen, Grantee shall submit to the State a disclosure statement setting forth the relevant details for the State’s consideration. Failure to promptly submit a disclosure statement or to follow the State’s direction in regard to the actual or apparent conflict constitutes a breach of this Agreement.

D. Grantee acknowledges that all State employees are subject to the ethical principles described in §24-18-105, C.R.S. Grantee further acknowledges that State employees may be subject to the requirements of §24-18-105, C.R.S., with regard to this Agreement. For the avoidance of doubt, an actual or apparent conflict of interest shall exist if Grantee employs or contracts with any State employee, any former State employee within six months following such employee’s termination of employment with the State, or any immediate family member of such current or former State employee. Grantee shall provide a disclosure statement as described in §9.C. no later than ten days following entry into a contractual or employment relationship as described in this section. Failure to timely submit a disclosure statement shall constitute a Breach of Agreement. Grantee may also be subject to such penalties as are allowed by law.

10. INSURANCE

Grantee shall obtain and maintain, and ensure that each Subcontractor shall obtain and maintain, insurance as specified in this section at all times during the term of this Agreement. All insurance policies required by this Agreement that are not provided through self-insurance shall be issued by insurance companies as approved by the State.

A. Workers’ Compensation

Workers’ compensation insurance as required by state statute, and employers’ liability insurance covering all Grantee or Subcontractor employees acting within the course and scope of their employment.

B. General Liability

Commercial general liability insurance covering premises operations, fire damage, independent contractors, products and completed operations, blanket contractual liability, personal injury, and advertising liability with minimum limits as follows:

- i. \$1,000,000 each occurrence;
- ii. \$1,000,000 general aggregate;
- iii. \$1,000,000 products and completed operations aggregate; and
- iv. \$50,000 any one fire.

C. Additional Insured

The State shall be named as additional insured on all commercial general liability policies (leases and construction contracts require additional insured coverage for completed operations) required of Grantee and Subcontractors.

D. Primacy of Coverage

Coverage required of Grantee and each Subcontractor shall be primary over any insurance or self-insurance program carried by Grantee or the State.

E. Cancellation

All insurance policies shall include provisions preventing cancellation or non-renewal, except for cancellation based on non-payment of premiums, without at least 30 days prior notice to Grantee and Grantee shall forward such notice to the State in accordance with §14 within 7 days of Grantee's receipt of such notice.

F. Subrogation Waiver

All insurance policies secured or maintained by Grantee or its Subcontractors in relation to this Agreement shall include clauses stating that each carrier shall waive all rights of recovery under subrogation or otherwise against Grantee or the State, its agencies, institutions, organizations, officers, agents, employees, and volunteers.

G. Public Entities

If Grantee is a "public entity" within the meaning of the Colorado Governmental Immunity Act, §24-10-101, *et seq.*, C.R.S. (the "GIA"), Grantee shall maintain, in lieu of the liability insurance requirements stated above, at all times during the term of this Agreement such liability insurance, by commercial policy or self-insurance, as is necessary to meet its liabilities under the GIA. If a Subcontractor is a public entity within the meaning of the GIA, Grantee shall ensure that the Subcontractor maintain at all times during the terms of this Agreement, in lieu of the liability insurance requirements stated above, such liability insurance, by commercial policy or self-insurance, as is necessary to meet the Subcontractor's obligations under the GIA.

H. Certificates

For each insurance plan provided by Grantee under this Agreement, Grantee shall provide to the State certificates evidencing Grantee's insurance coverage required in this Agreement prior to the Effective Date. Grantee shall provide to the State certificates evidencing Subcontractor insurance coverage required under this Agreement prior to the Effective Date, except that, if Grantee's subcontract is not in effect as of the Effective Date, Grantee shall provide to the State certificates showing Subcontractor insurance coverage required under this Agreement within seven Business Days following Grantee's execution of the subcontract. No later than 15 days before the expiration date of Grantee's or any Subcontractor's coverage, Grantee shall deliver to the State certificates of insurance evidencing renewals of coverage. At any other time during the term of this Agreement, upon request by the State, Grantee shall, within seven Business Days following the request by the State, supply to the State evidence satisfactory to the State of compliance with the provisions of this section.

11. BREACH OF AGREEMENT

In the event of a Breach of Agreement, the aggrieved Party shall give written notice of Breach of Agreement to the other Party. If the notified Party does not cure the breach, at its sole expense, within 30 days after the delivery of written notice, the Party may exercise any of the remedies as described in §12 for that Party. Notwithstanding any provision of this Agreement to the contrary, the State, in its discretion, need not provide notice or a cure period and may immediately terminate this Agreement in whole or in part or institute any other remedy in this Agreement in order to protect the public interest of the State; or if Grantee is debarred or suspended under §24-109-105, C.R.S., the State, in its discretion, need not provide notice or cure period and may terminate this Agreement in whole or in part or institute any other remedy in this Agreement as of the date that the debarment or suspension takes effect.

12. REMEDIES**A. State's Remedies**

If Grantee is in breach under any provision of this Agreement and fails to cure such breach, the State, following the notice and cure period set forth in §11, shall have all of the remedies listed in this section in addition to all other remedies set forth in this Agreement or at law. The State may exercise any or all of the remedies available to it, in its discretion, concurrently or consecutively.

i. Termination for Breach of Agreement

In the event of Grantee's uncured breach, the State may terminate this entire Agreement or any part of this Agreement. Grantee shall continue performance of this Agreement to the extent not terminated, if any.

a. Obligations and Rights

To the extent specified in any termination notice, Grantee shall not incur further obligations or render further performance past the effective date of such notice, and shall terminate outstanding orders and subcontracts with third parties. However, Grantee shall complete and deliver to the State all Work not cancelled by the termination notice, and may incur obligations as necessary to do so within this Agreement's terms. At the request of the State, Grantee shall assign to the State all of Grantee's rights, title, and interest in and to such terminated orders or subcontracts. Upon termination, Grantee shall take timely, reasonable and necessary action to protect and preserve property in the possession of Grantee but in which the State has an interest. At the State's request, Grantee shall return materials owned by the State in Grantee's possession at the time of any termination. Grantee shall deliver all completed Work Product and all Work Product that was in the process of completion to the State at the State's request.

b. Payments

Notwithstanding anything to the contrary, the State shall only pay Grantee for accepted Work received as of the date of termination. If, after termination by the State, the State agrees that Grantee was not in breach or that Grantee's action or inaction was excusable, such termination shall be treated as a termination in the public interest, and the rights and obligations of the Parties shall be as if this Agreement had been terminated in the public interest under §2.E.

c. Damages and Withholding

Notwithstanding any other remedial action by the State, Grantee shall remain liable to the State for any damages sustained by the State in connection with any breach by Grantee, and the State may withhold payment to Grantee for the purpose of mitigating the State's damages until such time as the exact amount of damages due to the State from Grantee is determined. The State may withhold any amount that may be due Grantee as the State deems necessary to protect the State against loss including, without limitation, loss as a result of outstanding liens and excess costs incurred by the State in procuring from third parties replacement Work as cover.

ii. Remedies Not Involving Termination

The State, in its discretion, may exercise one or more of the following additional remedies:

a. Suspend Performance

Suspend Grantee's performance with respect to all or any portion of the Work pending corrective action as specified by the State without entitling Grantee to an adjustment in price or cost or an adjustment in the performance schedule. Grantee shall promptly cease performing Work and incurring costs in accordance with the State's directive, and the State shall not be liable for costs incurred by Grantee after the suspension of performance.

b. Withhold Payment

Withhold payment to Grantee until Grantee corrects its Work.

c. Deny Payment

Deny payment for Work not performed, or that due to Grantee's actions or inactions, cannot be performed or if they were performed are reasonably of no value to the State; provided, that any denial of payment shall be equal to the value of the obligations not performed.

d. Removal

Demand immediate removal of any of Grantee's employees, agents, or Subcontractors from the Work whom the State deems incompetent, careless, insubordinate, unsuitable, or otherwise unacceptable or whose continued relation to this Agreement is deemed by the State to be contrary to the public interest or the State's best interest.

e. Intellectual Property

If any Work infringes, or if the State in its sole discretion determines that any Work is likely to infringe, a patent, copyright, trademark, trade secret or other intellectual property right, Grantee shall, as approved by the State (i) secure that right to use such Work for the State and Grantee; (ii) replace the Work with noninfringing Work or modify the Work so that it becomes noninfringing; or, (iii) remove any infringing Work and refund the amount paid for such Work to the State.

B. Grantee's Remedies

If the State is in breach of any provision of this Agreement and does not cure such breach, Grantee, following the notice and cure period in §11 and the dispute resolution process in §13 shall have all remedies available at law and equity.

13. DISPUTE RESOLUTION

A. Initial Resolution

Except as herein specifically provided otherwise, disputes concerning the performance of this Agreement which cannot be resolved by the designated Agreement representatives shall be referred in writing to a senior departmental management staff member designated by the State and a senior manager designated by Grantee for resolution.

B. Resolution of Controversies

If the initial resolution described in §13.A fails to resolve the dispute within 10 Business Days, Grantee shall submit any alleged breach of this Agreement by the State to the Procurement Official of the State Agency named on the Cover Page of this Agreement as described in §24-101-301(30), C.R.S., for resolution following the same resolution of controversies process as described in §§24-106-109, and 24-109-101.1 through 24-109-505, C.R.S., (collectively, the "Resolution Statutes"), except that if Grantee wishes to challenge any decision rendered by the Procurement Official, Grantee's challenge shall be an appeal to the executive director of the Department of Personnel and Administration, or their delegate, in the same manner as described in the Resolution Statutes before Grantee pursues any further action. Except as otherwise stated in this Section, all requirements of the Resolution Statutes shall apply including, without limitation, time limitations regardless of whether the Colorado Procurement Code applies to this Agreement.

14. NOTICES and REPRESENTATIVES

Each individual identified as a Principal Representative on the Cover Page for this Agreement shall be the principal representative of the designating Party. All notices required or permitted to be given under this Agreement shall be in writing, and shall be delivered (A) by hand with receipt required, (B) by certified or registered mail to such Party's principal representative at the address set forth on the Cover Page for this Agreement or (C) as an email with read receipt requested to the principal representative at the email address, if any, set forth on the Cover Page for this Agreement. If a Party delivers a notice to another through email and the email is undeliverable, then, unless the Party has been provided with an alternate email contact, the Party delivering the notice shall deliver the notice by hand with receipt required or by certified or registered mail to such Party's principal representative at the address set forth on the Cover Page for this Agreement. Either Party may change its principal representative or principal representative contact information, or may designate specific other individuals to receive certain types of notices in addition to or in lieu of a principal representative, by notice submitted in accordance with this section without a formal amendment to this Agreement. Unless otherwise provided in this Agreement, notices shall be effective upon delivery of the written notice.

15. RIGHTS IN WORK PRODUCT AND OTHER INFORMATION

A. Work Product

Whether or not Grantee is under contract with the State at the time, Grantee shall execute applications, assignments, and other documents, and shall render all other reasonable assistance requested by the State, to enable the State to secure patents, copyrights, licenses and other intellectual property rights related to the Work Product. The Parties intend the Work Product to be works made for hire. Grantee assigns to the State and its successors and assigns, the entire right, title, and interest in and to all causes of action, either in law or in equity, for past, present, or future infringement of intellectual property rights related to the Work Product and all works based on, derived from, or incorporating the Work Product.

B. Exclusive Property of the State

Except to the extent specifically provided elsewhere in this Agreement, all State Records, documents, text, software (including source code), research, reports, proposals, specifications, plans, notes, studies, data, images, photographs, negatives, pictures, drawings, designs, models, surveys, maps, materials, ideas, concepts, know-how, and information provided by or on behalf of the State to Grantee are the exclusive property of the State (collectively, "State Materials"). Grantee shall not use, willingly allow, cause or permit Work Product or State Materials to be used for any purpose other than the performance of Grantee's obligations in this Agreement without the prior written consent of the State. Upon termination of this Agreement for any reason, Grantee shall provide all Work Product and State Materials to the State in a form and manner as directed by the State.

C. Exclusive Property of Grantee

Grantee retains the exclusive rights, title, and ownership to any and all pre-existing materials owned or licensed to Grantee including, but not limited to, all pre-existing software, licensed products, associated source code, machine code, text images, audio and/or video, and third-party materials, delivered by Grantee under this Agreement, whether incorporated in a Deliverable or necessary to use a Deliverable (collectively, "Grantee Property"). Grantee Property shall be licensed to the State as set forth in this Agreement or a State approved license agreement: (i) entered into as exhibits to this Agreement, (ii) obtained by the State from the applicable third-party vendor, or (iii) in the case of open source software, the license terms set forth in the applicable open source license agreement.

16. GENERAL PROVISIONS**A. Assignment**

Grantee's rights and obligations under this Agreement are personal and may not be transferred or assigned without the prior, written consent of the State. Any attempt at assignment or transfer without such consent shall be void. Any assignment or transfer of Grantee's rights and obligations approved by the State shall be subject to the provisions of this Agreement.

B. Subcontracts

Grantee shall not enter into any subgrant or subcontract in connection with its obligations under this Agreement without providing notice to the State. The State may reject any such Subcontractor, and Grantee shall terminate any subcontract that is rejected by the State and shall not allow any Subcontractor to perform any work after that Subcontractor's subcontract has been rejected by the State. Grantee shall submit to the State a copy of each such subgrant or subcontract upon request by the State. All subgrants and subcontracts entered into by Grantee in connection with this Agreement shall comply with all applicable federal and state laws and regulations, shall provide that they are governed by the laws of the State of Colorado, and shall be subject to all provisions of this Agreement.

C. Binding Effect

Except as otherwise provided in **§16.A.**, all provisions of this Agreement, including the benefits and burdens, shall extend to and be binding upon the Parties' respective successors and assigns.

D. Authority

Each Party represents and warrants to the other that the execution and delivery of this Agreement and the performance of such Party's obligations have been duly authorized.

E. Captions and References

The captions and headings in this Agreement are for convenience of reference only, and shall not be used to interpret, define, or limit its provisions. All references in this Agreement to sections (whether spelled out or using the § symbol), subsections, exhibits or other attachments, are references to sections, subsections, exhibits or other attachments contained herein or incorporated as a part hereof, unless otherwise noted.

F. Counterparts

This Agreement may be executed in multiple, identical, original counterparts, each of which shall be deemed to be an original, but all of which, taken together, shall constitute one and the same agreement.

G. Entire Understanding

This Agreement represents the complete integration of all understandings between the Parties related to the Work, and all prior representations and understandings related to the Work, oral or written, are merged into

this Agreement. Prior or contemporaneous additions, deletions, or other changes to this Agreement shall not have any force or effect whatsoever, unless embodied herein.

H. Digital Signatures

If any signatory signs this Agreement using a digital signature in accordance with the Colorado State Controller Contract, Grant and Purchase Order Policies regarding the use of digital signatures issued under the State Fiscal Rules, then any agreement or consent to use digital signatures within the electronic system through which that signatory signed shall be incorporated into this Agreement by reference.

I. Modification

Except as otherwise provided in this Agreement, any modification to this Agreement shall only be effective if agreed to in a formal amendment to this Agreement, properly executed and approved in accordance with applicable Colorado State law and State Fiscal Rules. Modifications permitted under this Agreement, other than Agreement amendments, shall conform to the policies issued by the Colorado State Controller.

J. Statutes, Regulations, Fiscal Rules, and Other Authority

Any reference in this Agreement to a statute, regulation, State Fiscal Rule, fiscal policy or other authority shall be interpreted to refer to such authority then current, as may have been changed or amended since the Effective Date of this Agreement.

K. External Terms and Conditions

Notwithstanding anything to the contrary herein, the State shall not be subject to any provision included in any terms, conditions, or agreements appearing on Grantee's or a Subcontractor's website or any provision incorporated into any click-through or online agreements related to the Work unless that provision is specifically referenced in this Agreement.

L. Severability

The invalidity or unenforceability of any provision of this Agreement shall not affect the validity or enforceability of any other provision of this Agreement, which shall remain in full force and effect, provided that the Parties can continue to perform their obligations under this Agreement in accordance with the intent of this Agreement.

M. Survival of Certain Agreement Terms

Any provision of this Agreement that imposes an obligation on a Party after termination or expiration of this Agreement shall survive the termination or expiration of this Agreement and shall be enforceable by the other Party.

N. Taxes

The State is exempt from federal excise taxes under I.R.C. Chapter 32 (26 U.S.C., Subtitle D, Ch. 32) (Federal Excise Tax Exemption Certificate of Registry No. 84-730123K) and from State and local government sales and use taxes under §§39-26-704(1), *et seq.*, C.R.S. (Colorado Sales Tax Exemption Identification Number 98-02565). The State shall not be liable for the payment of any excise, sales, or use taxes, regardless of whether any political subdivision of the State imposes such taxes on Grantee. Grantee shall be solely responsible for any exemptions from the collection of excise, sales or use taxes that Grantee may wish to have in place in connection with this Agreement.

O. Third Party Beneficiaries

Except for the Parties' respective successors and assigns described in **§16.A.**, this Agreement does not and is not intended to confer any rights or remedies upon any person or entity other than the Parties. Enforcement of this Agreement and all rights and obligations hereunder are reserved solely to the Parties. Any services or benefits which third parties receive as a result of this Agreement are incidental to this Agreement, and do not create any rights for such third parties.

P. Waiver

A Party's failure or delay in exercising any right, power, or privilege under this Agreement, whether explicit or by lack of enforcement, shall not operate as a waiver, nor shall any single or partial exercise of any right, power, or privilege preclude any other or further exercise of such right, power, or privilege.

Q. CORA Disclosure

To the extent not prohibited by federal law, this Agreement and the performance measures and standards required under §24-106-107, C.R.S., if any, are subject to public release through the CORA.

R. Standard and Manner of Performance

Grantee shall perform its obligations under this Agreement in accordance with the highest standards of care, skill and diligence in Grantee's industry, trade, or profession.

S. Licenses, Permits, and Other Authorizations.

- i. Grantee shall secure, prior to the Effective Date, and maintain at all times during the term of this Agreement, at its sole expense, all licenses, certifications, permits, and other authorizations required to perform its obligations under this Agreement, and shall ensure that all employees, agents and Subcontractors secure and maintain at all times during the term of their employment, agency or Subcontractor, all license, certifications, permits and other authorizations required to perform their obligations in relation to this Agreement.
- ii. Grantee, if a foreign corporation or other foreign entity transacting business in the State of Colorado, shall obtain prior to the Effective Date and maintain at all times during the term of this Agreement, at its sole expense, a certificate of authority to transact business in the State of Colorado and designate a registered agent in Colorado to accept service of process.

T. Federal Provisions

Grantee shall comply with all applicable requirements of Exhibit C at all times during the term of this Agreement.

17. COLORADO SPECIAL PROVISIONS (COLORADO FISCAL RULE 3-3)

These Special Provisions apply to all agreements except where noted in italics.

A. STATUTORY APPROVAL. §24-30-202(1), C.R.S.

This Agreement shall not be valid until it has been approved by the Colorado State Controller or designee. If this Agreement is for a Major Information Technology Project, as defined in §24-37.5-102(2.6), C.R.S., then this Agreement shall not be valid until it has been approved by the State's Chief Information Officer or designee..

B. FUND AVAILABILITY. §24-30-202(5.5), C.R.S.

Financial obligations of the State payable after the current State Fiscal Year are contingent upon funds for that purpose being appropriated, budgeted, and otherwise made available.

C. GOVERNMENTAL IMMUNITY.

Liability for claims for injuries to persons or property arising from the negligence of the State, its departments, boards, commissions committees, bureaus, offices, employees and officials shall be controlled and limited by the provisions of the Colorado Governmental Immunity Act, §24-10-101, *et seq.*, C.R.S.; the Federal Tort Claims Act, 28 U.S.C. Pt. VI, Ch. 171 and 28 U.S.C. 1346(b), and the State's risk management statutes, §§24-30-1501, *et seq.*, C.R.S. No term or condition of this Agreement shall be construed or interpreted as a waiver, express or implied, of any of the immunities, rights, benefits, protections, or other provisions, contained in these statutes.

D. INDEPENDENT CONTRACTOR.

Grantee shall perform its duties hereunder as an independent contractor and not as an employee. Neither Grantee nor any agent or employee of Grantee shall be deemed to be an agent or employee of the State. Grantee shall not have authorization, express or implied, to bind the State to any agreement, liability or understanding, except as expressly set forth herein. **Grantee and its employees and agents are not entitled to unemployment insurance or workers compensation benefits through the State and the State shall not pay for or otherwise provide such coverage for Grantee or any of its agents or employees. Grantee shall pay when due all applicable employment taxes and income taxes and local head taxes incurred pursuant to this Agreement. Grantee shall (i) provide and keep in force workers' compensation and unemployment compensation insurance in the amounts required by law, (ii) provide proof thereof when requested by the State, and (iii) be solely responsible for its acts and those of its employees and agents.**

E. COMPLIANCE WITH LAW.

Grantee shall comply with all applicable federal and State laws, rules, and regulations in effect or hereafter established, including, without limitation, laws applicable to discrimination and unfair employment practices.

F. CHOICE OF LAW, JURISDICTION, AND VENUE.

Colorado law, and rules and regulations issued pursuant thereto, shall be applied in the interpretation, execution, and enforcement of this Agreement. Any provision included or incorporated herein by reference which conflicts with said laws, rules, and regulations shall be null and void. All suits or actions related to this Agreement shall be filed and proceedings held in the State of Colorado and exclusive venue shall be in the City and County of Denver.

G. PROHIBITED TERMS.

Any term included in this Agreement that requires the State to indemnify or hold Grantee harmless; requires the State to agree to binding arbitration; limits Grantee's liability for damages resulting from death, bodily injury, or damage to tangible property; or that conflicts with this provision in any way shall be void ab initio. Nothing in this Agreement shall be construed as a waiver of any provision of §24-106-109, C.R.S.

H. SOFTWARE PIRACY PROHIBITION.

State or other public funds payable under this Agreement shall not be used for the acquisition, operation, or maintenance of computer software in violation of federal copyright laws or applicable licensing restrictions. Grantee hereby certifies and warrants that, during the term of this Agreement and any extensions, Grantee has and shall maintain in place appropriate systems and controls to prevent such improper use of public funds. If the State determines that Grantee is in violation of this provision, the State may exercise any remedy available at law or in equity or under this Agreement, including, without limitation, immediate termination of this Agreement and any remedy consistent with federal copyright laws or applicable licensing restrictions.

I. EMPLOYEE FINANCIAL INTEREST/CONFLICT OF INTEREST. §§24-18-201 and 24-50-507, C.R.S.

The signatories aver that to their knowledge, no employee of the State has any personal or beneficial interest whatsoever in the service or property described in this Agreement. Grantee has no interest and shall not acquire any interest, direct or indirect, that would conflict in any manner or degree with the performance of Grantee's services and Grantee shall not employ any person having such known interests.

J. VENDOR OFFSET AND ERRONEOUS PAYMENTS. §§24-30-202(1) and 24-30-202.4, C.R.S.

[Not applicable to intergovernmental agreements] Subject to §24-30-202.4(3.5), C.R.S., the State Controller may withhold payment under the State's vendor offset intercept system for debts owed to State agencies for: (i) unpaid child support debts or child support arrearages; (ii) unpaid balances of tax, accrued interest, or other charges specified in §§39-21-101, et seq., C.R.S.; (iii) unpaid loans due to the Student Loan Division of the Department of Higher Education; (iv) amounts required to be paid to the Unemployment Compensation Fund; and (v) other unpaid debts owing to the State as a result of final agency determination or judicial action. The State may also recover, at the State's discretion, payments made to Grantee in error for any reason, including, but not limited to, overpayments or improper payments, and unexpended or excess funds received by Grantee by deduction from subsequent payments under this Agreement, deduction from any payment due under any other contracts, grants or agreements between the State and Grantee, or by any other appropriate method for collecting debts owed to the State.

K. PUBLIC CONTRACTS FOR SERVICES. §§8-17.5-101, et seq., C.R.S.

[Not applicable to agreements relating to the offer, issuance, or sale of securities, investment advisory services or fund management services, sponsored projects, intergovernmental agreements, or information technology services or products and services] Grantee certifies, warrants, and agrees that it does not knowingly employ or contract with an illegal alien who will perform work under this Agreement and will confirm the employment eligibility of all employees who are newly hired for employment in the United States to perform work under this Agreement, through participation in the E-Verify Program or the State verification program established pursuant to §8-17.5-102(5)(c), C.R.S., Grantee shall not knowingly employ or contract with an illegal alien to perform work under this Agreement or enter into a contract with a Subcontractor that fails to certify to Grantee that the Subcontractor shall not knowingly employ or contract with an illegal alien to perform work under this Agreement. Grantee (i) shall not use E-Verify Program or the program procedures of the Colorado Department of Labor and Employment ("Department Program") to undertake pre-employment screening of job applicants while this Agreement is being performed, (ii) shall notify the Subcontractor and the contracting State agency or institution of higher education within three days if Grantee has actual knowledge that a Subcontractor is employing or contracting with an illegal alien for work under this Agreement, (iii) shall terminate the subcontract if a Subcontractor does not stop employing or contracting with the illegal alien within three days of receiving the notice, and (iv) shall comply with reasonable requests

made in the course of an investigation, undertaken pursuant to §8-17.5-102(5), C.R.S., by the Colorado Department of Labor and Employment. If Grantee participates in the Department program, Grantee shall deliver to the contracting State agency, Institution of Higher Education or political subdivision, a written, notarized affirmation, affirming that Grantee has examined the legal work status of such employee, and shall comply with all of the other requirements of the Department program. If Grantee fails to comply with any requirement of this provision or §§8-17.5-101, et seq., C.R.S., the contracting State agency, institution of higher education or political subdivision may terminate this Agreement for breach and, if so terminated, Grantee shall be liable for damages.

L. PUBLIC CONTRACTS WITH NATURAL PERSONS. §§24-76.5-101, et seq., C.R.S.

Grantee, if a natural person eighteen (18) years of age or older, hereby swears and affirms under penalty of perjury that Grantee (i) is a citizen or otherwise lawfully present in the United States pursuant to federal law, (ii) shall comply with the provisions of §§24-76.5-101, et seq., C.R.S., and (iii) has produced one form of identification required by §24-76.5-103, C.R.S., prior to the Effective Date of this Agreement.

EXHIBIT A, STATEMENT OF WORK AND BUDGET

Project Description	2023-MMOF-S: Bus Stop Solar Lights Project		
Project End Date	December 31, 2026		
Subrecipient	Pueblo, City of	UEID #	NJK3BNUDRHJ7
Contact Name	Kent Tompkins	Vendor #	2000036
Address	350 Alan Hamel Avenue Pueblo, Colorado 81003	Phone #	719-553-2710
Email	ktompkins@pueblo.us	Indirect Rate	N/A
WBS*	26634.10.50	ALI	N/A
Total Project Budget			\$130,399.00
State MMOF Funds (at 100% or less)			\$130,399.00
Local Funds (at 0% or more)			\$0.00
Total Project Amount Encumbered via this Grant Agreement			\$130,399.00

*The WBS numbers may be replaced without changing the amount of the grant at CDOT's discretion.

A. Project Description

City of Pueblo shall use 2023 MMOF funds, along with local matching funds, to complete the Bus Stop Solar Lights Project as more fully described below. The purchase will support the goals of the Statewide Transit Plan.

The City of Pueblo Transit Department will purchase and have installed 60 solar-powered light fixtures at/near fixed-route bus stops in the city and unincorporated Salt Creek. The city will coordinate with the Department of Public Works and Black Hills Energy on the installation of light fixtures, and perform a walk audit of the selected bus stops with the ADA committee to ensure the proposed placement of light fixtures will not impede accessibility.

B. Performance Standards

1. Project Milestones

Milestone Description	Original Estimated Completion Date
Submit Procurement Concurrence Request (PCR) in COTRAMS for Project Manager Approval	1/15/2025
Submit Procurement Authorization (PA) and solicitation docs in COTRAMS for Project Manager Approval	3/1/2025
Take Delivery of (First) Vehicle/Equipment/Project Property	5/2/2026
Take Delivery of and Accept All Vehicles/Equipment/Project Property	5/15/2026
Submit Reimbursement Request in COTRAMS	7/1/2026
IMPORTANT NOTE: All milestones in this Statement of Work (except for the final reimbursement request) must be completed no later than the expiration date of this Grant Agreement: December 31, 2026.	

2. City of Pueblo shall use the Capital Asset(s) purchased in its transit operations and shall perform regularly recurring maintenance with specific performance measures tied to City of Pueblo's written maintenance plans, including manufacturer's recommendations and warranty program(s). City of Pueblo will measure whether this project is successful and improves the efficiency, effectiveness, and safety of transportation.
3. Performance will be reviewed throughout the duration of this Grant Agreement. City of Pueblo shall report to the CDOT Project Manager whenever one or more of the following occurs:

- a. Budget or schedule changes;
 - b. Scheduled milestone or completion dates are not met;
 - c. Identification of problem areas and how the problems will be resolved; and/or
 - d. Expected impacts and the efforts to recover from delays.
4. City of Pueblo must comply and submit all reimbursements and reports associated, including the assignment of "Colorado Department of Transportation" as the lienholder on the Capital Asset(s), as a condition of project closeout.

C. Project Budget

1. The Total Project Budget is \$130,399.00. CDOT will pay no more than 100% of the eligible, actual project costs, up to the maximum amount of \$130,399.00. CDOT will retain any remaining balance of the state share of MMOF Funds. City of Pueblo shall be solely responsible for all costs incurred in the project in excess of the amount paid by CDOT from MMOF Funds for the state share of eligible, actual costs. For CDOT accounting purposes, the MMOF Funds of \$130,399.00 will be encumbered for this Grant Agreement.
2. No refund or reduction of the amount of City of Pueblo's share to be provided for the project will be allowed unless there is at the same time a refund or reduction of the state share of a proportionate amount.
3. City of Pueblo may use eligible federal funds for the Local Funds share. City of Pueblo's share, together with the State MMOF Funds share, must be enough to ensure payment of the Total Project Budget.
4. Per the terms of this Grant Agreement, CDOT shall have no obligation to provide state funds for use on this project. CDOT will administer MMOF funds for this project under the terms of this Grant Agreement, provided that the state share of MMOF funds to be administered by CDOT are made available and remain available. City of Pueblo shall initiate and prosecute to completion all actions necessary to enable City of Pueblo to provide its share of the Total Project Budget at or prior to the time that such funds are needed to meet the Total Project Budget.

D. Procurement

Procurement of this Capital Asset(s) will comply with state procurement procedures and the DTR Quick Procurement Guide. In addition to the state requirements outlined below, state procedures for purchase of this Capital Asset(s) must be followed and will be outlined prior to purchase.

1. The first step in the procurement process will be to obtain an Independent Cost Estimate (ICE).
2. The second step will be to obtain a Procurement Concurrence Request (PCR) approval from the CDOT Project Manager through COTRAMS.
3. Prior to entering into a purchasing agreement with the selected vendor, City of Pueblo shall request a Purchase Authorization (PA), and submit a purchase order for the Capital Asset(s) in COTRAMS.
4. Upon delivery, City of Pueblo shall be responsible for having the Capital Asset(s) inspected and accepted within **fifteen (15) calendar days of delivery**. If defects prevent acceptance of the Capital Asset(s), City of Pueblo will contact the vendor to resolve any defects and notify CDOT.
5. City of Pueblo shall be responsible for reimbursing the selected vendor within **forty-five (45) calendar days after acceptance** of the Capital Asset(s).

E. Reimbursement Eligibility

Requests for reimbursement for eligible project costs will be paid to City of Pueblo upon submission of a complete reimbursement packet in COTRAMS for those eligible costs incurred during the Grant Agreement effective dates.

Accepted reimbursement packets will include the following completed documents:

- Independent Cost Estimate (ICE)
- Procurement Concurrence Request (PCR)
- Purchase Authorization (PA)
- Invoice
- Proof of Payment

City of Pueblo must submit the final invoice within sixty (60) calendar days of acceptance of the Capital Asset(s), and submit a Grant Closeout and Liquidation (GCL) Form in COTRAMS within fifteen (15) calendar days of issuance of the final reimbursement payment.

F. State Interest-Service Life

CDOT maintains its share of the remaining state interest upon disposition of state assisted property before the end of its useful life or for a value greater than \$5,000 after the useful life has been met, according to the provisions of the State Management Plan.

The useful life of rolling stock begins on the date the vehicle is placed in revenue service and continues until it is removed from revenue service. The minimum useful life in years refers to total time in transit revenue service, not time spent stockpiled or otherwise unavailable for regular transit use. The minimum useful life in miles refers to total miles in transit revenue service. Non-revenue miles and periods of extended removal from service do not count towards useful life. Changes in operating circumstances, including unforeseen difficulty maintaining vehicles, higher cost of fuel, and changes in local law limiting where vehicles can be operated are not exemptions from minimum useful life requirements.

Minimum useful life is determined by years of service or accumulation of miles, whichever comes first, in accordance with the State Management Plan.

City of Pueblo shall not dispose or otherwise release the Capital Asset(s) to any other party while there is state interest in the Capital Asset(s) without approval from the CDOT Project Manager.

City of Pueblo is responsible for making the request to the CDOT Project Manager in a timely manner, providing appropriate documentation, if indicated, when a lien release is being requested in order to allow CDOT to process the release of a lien.

CDOT and City of Pueblo will work in conjunction with Department of Revenue (DOR) to assure the lien is released according to state rules.

G. Training

In an effort to enhance transit safety, City of Pueblo and any subrecipients and subcontractors shall make a good faith effort to ensure that appropriate training of agency and contracted personnel is occurring and that personnel are up to date in appropriate certifications. In particular, City of Pueblo shall ensure that driving personnel are provided professional training in defensive driving and training on the handling of mobility devices and transporting older adults and individuals with disabilities.

H. Safety Data

City of Pueblo and any subrecipients shall maintain and submit, as requested, data related to bus safety. This may include, but not be limited to, the number of vehicle accidents within certain measurement parameters set forth by CDOT, the number and extent of passenger injuries or claims, and the number and extent of employee accidents, injuries and incidents.

I. Restrictions on Lobbying

City of Pueblo is certifying that it complies with 2 CFR 200.450 by entering into this Subaward Agreement.

J. Special Conditions

1. City of Pueblo will comply with all requirements imposed by CDOT on City of Pueblo so that the state award is used in accordance with state statutes, regulations, and the terms and conditions of the state award.
2. City of Pueblo must permit CDOT and their auditors to have access to City of Pueblo's records and financial statements as necessary, with reasonable advance notice.
3. Except as provided in this Grant Agreement, City of Pueblo shall not be reimbursed for any purchase, issued purchase order, or leased capital equipment prior to the execution of this Grant Agreement.
4. City of Pueblo shall document any loss, damage, or theft of FTA- or state-funded property, equipment, or rolling stock in COTRAMS.
5. City of Pueblo shall ensure that it does not exclude from participation in, deny the benefits of, or subject to discrimination any person in the United States on the ground of race, color, national origin, sex, age or disability in accordance with Title VI of the Civil Rights Act of 1964.
6. City of Pueblo shall seek to ensure non-discrimination in its programs and activities by developing and maintaining a Title VI Program in accordance with the "Requirements for FTA Subrecipients" in CDOT's Title VI Program Plan and Federal Transit Administration Circular 4702.1B, "Title VI Requirements and Guidelines for FTA Recipients." The Party shall also facilitate FTA's compliance with Executive Order 12898 and DOT Order 5610.2(a) by incorporating the principles of environmental justice in planning, project development and public outreach in accordance with FTA Circular 4703.1 "Environmental Justice Policy Guidance for Federal Transit Administration Recipients."
7. City of Pueblo will provide transportation services to persons with disabilities, in accordance with Americans with Disabilities Act of 1990, as amended, 42 U.S.C. § 12101 et seq.
8. City of Pueblo shall develop and maintain an ADA Program in accordance with 28 CFR Part 35, Nondiscrimination on the Basis of Disability in State and Local Government Services, FTA Circular 4710.1, and any additional requirements established by CDOT for FTA subrecipients.
9. City of Pueblo shall ensure that it will comply with the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, FTA guidance, and any other federal, state, and/or local laws, rules and/or regulations. In any contract utilizing federal funds, land, or other federal aid, City of Pueblo shall require its subrecipients and/or contractors to provide a statement of written assurance that they will comply with Section 504 and not discriminate on the basis of disability.
10. City of Pueblo shall agree to produce and maintain documentation that supports compliance with the Americans with Disabilities Act to CDOT upon request..

EXHIBIT B, SAMPLE OPTION LETTER

State Agency Department of Transportation	Option Letter Number Insert the Option Number (e.g. "1" for the first option)
Grantee Insert Grantee's Full Legal Name, including "Inc.", "LLC", etc...	Original Agreement Number Insert CMS number or Other Contract Number of the Original Contract
Current Grant Agreement Amount MMOF-S Funds Maximum Amount Initial Term State Fiscal Year 20xx \$0.00 Extension Terms State Fiscal Year 20xx \$0.00 State Fiscal Year 20xx \$0.00 State Fiscal Year 20xx \$0.00 State Fiscal Year 20xx \$0.00 Local Funds \$0.00 Total for All State Fiscal Years \$0.00	Option Agreement Number Insert CMS number or Other Contract Number of this Option Agreement Performance Beginning Date The later of the Effective Date or Month, Day, Year Current Agreement Expiration Date Month, Day, Year

1. OPTIONS:

- A. Option to extend for an Extension Term or End of Term Extension.

2. REQUIRED PROVISIONS:

- A. **For use with Option 1(A):** In accordance with Section(s) 2.B/2.C of the Original Agreement referenced above, the State hereby exercises its option for an additional term/end of term extension, beginning Insert start date and ending on the current agreement expiration date shown above, at the rates stated in the Original Agreement, as amended.

3. OPTION EFFECTIVE DATE:

- A. The effective date of this Option Letter is upon approval of the State Controller or , whichever is later.

STATE OF COLORADO Jared S. Polis, Governor Department of Transportation Shoshana M. Lew, Executive Director By: _____ Name: _____ Title: _____ Date: _____	In accordance with §24-30-202, C.R.S., this Option Letter is not valid until signed and dated below by the State Controller or an authorized delegate. STATE CONTROLLER Robert Jaros, CPA, MBA, JD By: _____ Department of Transportation Option Letter Effective Date: _____
--	--

EXHIBIT C, TITLE VI – CIVIL RIGHTS

Nondiscrimination Requirements

The Parties shall not exclude from participation in, deny the benefits of, or subject to discrimination any person in the United States on the ground of race, color, national origin, sex, age or disability. During the performance of this Agreement, the Grantee, for itself, its assignees and successors in interest (hereinafter referred to as the “Grantee”) agrees as follows:

- (1) **Compliance with Regulations:** The Grantee shall comply with the Regulation relative to nondiscrimination in federally-assisted programs of the Department of Transportation (hereinafter, "DOT") Title 49, Code of Federal Regulations, Part 21, as they may be amended from time to time, (hereinafter referred to as the “Regulations”), which are herein incorporated by reference and made a part of this Agreement.
- (2) **Nondiscrimination:** The Grantee, with regard to the Work performed by it during the Agreement, shall not discriminate on the grounds of race, color, national origin, or sex in the selection and retention of subgrantees, including procurements of materials and leases of equipment. The Grantee shall not participate either directly or indirectly in the discrimination prohibited by section 21.5 of the Regulations, including employment practices when the Agreement covers a program set forth in Appendix B of the Regulations.
- (3) **Solicitations for Subgrantees, Including Procurements of Materials and Equipment:** In all solicitations either by competitive bidding or negotiation made by the Grantee for Work to be performed under a subcontract, including procurements of materials or leases of equipment, each potential subgrantee or supplier shall be notified by the Grantee of the Grantee's obligations under this Agreement and the Regulations relative to nondiscrimination on the grounds of race, color, national origin or sex.
- (4) **Information and Reports:** The Grantee shall provide all information and reports required by the Regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Colorado Department of Transportation to be pertinent to ascertain compliance with such Regulations, orders and instructions. Where any information required of a Grantee is in the exclusive possession of another who fails or refuses to furnish this information the Grantee shall so certify to the Colorado Department of Transportation as appropriate, and shall set forth what efforts it has made to obtain the information.
- (5) **Sanctions for Noncompliance:** In the event of the Grantee's noncompliance with the nondiscrimination provisions of this Agreement, the Colorado Department of Transportation shall impose such contract sanctions as it may determine to be appropriate, including, but not limited to:
 - (a) withholding of payments to the Grantee under the Agreement until the Grantee complies, and/or
 - (b) cancellation, termination or suspension of the Agreement, in whole or in part.
- (6) **Incorporation of Provisions:** The Grantee shall include the provisions of paragraphs (1) through (6) in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto.

The Grantee shall take such action with respect to any subcontract or procurement as the Colorado Department of Transportation may direct as a means of enforcing such provisions including sanctions for non-compliance; provided, however, that, in the event a Grantee becomes involved in, or is threatened with, litigation with a subgrantee or supplier as a result of such direction, the Grantee may request the Colorado Department of Transportation to enter into such litigation to protect the interests of the Colorado Department of Transportation.



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Benjamin Valdez, Director of Transit

SUBJECT: AN ORDINANCE APPROVING, ACCEPTING, AND BUDGETING A COLORADO ENERGY OFFICE STATE FUNDS GRANT YFTG0124 ADMINISTERED BY THE COLORADO ASSOCIATION OF TRANSIT AGENCIES, AWARD, AND APPLICABLE CONDITIONS PERTAINING THERETO, BETWEEN THE CITY OF PUEBLO A COLORADO MUNICIPAL CORPORATION AND COLORADO ASSOCIATION OF TRANSIT AGENCIES ESTABLISHING PROJECT NO. PT2405, BUDGETING AND APPROPRIATING \$62,213.39, AND AUTHORIZING THE MAYOR TO EXECUTE SAME

SUMMARY:

Attached is a Grant Award YFTG0124 between the City of Pueblo a Colorado Municipal Corporation and Colorado Association of Transit Agencies (CASTA) for \$62,213.39.

PREVIOUS COUNCIL ACTION:

No previous Council actions.

BACKGROUND:

The Youth Fare-Free Transit Grant in Colorado administered by Colorado Association of Transit Agencies (CASTA) on behalf of the Colorado Energy Office (CEO) through the Zero Fare Transit Grants Program provides Grants to eligible Transit Agencies in order to offer free Transit Services to youth riders in a calendar year beginning on October 1, 2024, and ending September 30, 2025. Youth Fare-Free Transit Grant is designed to support the State's Transit Agencies to rebuild Transit Ridership following the COVID-19 pandemic. The program's goals include reducing ozone formation, increasing youth ridership on Transit, and reducing vehicle miles traveled in the State. The Grant provided is 100%, with a 0% match. The grant scope of work includes the following project:

\$62,213.39 – Estimated Cost

\$62,213.39 Total Grant

FINANCIAL IMPLICATIONS:

The anticipated total Project cost is \$62,213.39. The State share is 100% with no City match requirement.

BOARD/COMMISSION RECOMMENDATION:

Pueblo Transit Board recommends approval.

STAKEHOLDER PROCESS:

Not applicable.

ALTERNATIVES:

The alternative, should this Ordinance not pass, is for the City of Pueblo a Colorado Municipal Corporation to not be able to provide the Youth Fare-Free Transit Grant Program for the calendar year from October 1, 2024, to September 30, 2025.

RECOMMENDATION:

Approval of the Ordinance.

ATTACHMENTS:

1. Attachment YFTG0124 Pueblo Transit - Award Letter Signed 092724 11-25-2024 Meeting

ORDINANCE NO.

AN ORDINANCE APPROVING, ACCEPTING, AND BUDGETING A COLORADO ENERGY OFFICE STATE FUNDS GRANT YFTG0124 ADMINISTERED BY THE COLORADO ASSOCIATION OF TRANSIT AGENCIES, AWARD, AND APPLICABLE CONDITIONS PERTAINING THERETO, BETWEEN THE CITY OF PUEBLO A COLORADO MUNICIPAL CORPORATION AND COLORADO ASSOCIATION OF TRANSIT AGENCIES ESTABLISHING PROJECT NO. PT2405, BUDGETING AND APPROPRIATING \$62,213.39, AND AUTHORIZING THE MAYOR TO EXECUTE SAME

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The Awarding of the Youth Fare-Free Transit Program Grant to the City of Pueblo a Colorado Municipal Corporation, Pueblo Transit, a true copy of which is attached hereto, is hereby approved and accepted in accordance with its terms and conditions.

SECTION 2.

The Mayor of the City is authorized to execute the Grant Award Acceptance in the name of and on behalf of the City, and the Mayor is authorized to execute any and all other certifications, assurances and other documents associated therewith.

SECTION 3.

Project Number PT2405 is hereby established, and the amount of \$62,213.39 is budgeted and appropriated, therefore.

SECTION 4.

The Officers and Staff of the City are directed and authorized to perform any and all acts consistent with the intent of this Ordinance and the attached Award to implement the policies and procedures described herein.

SECTION 5.

This Ordinance shall become effective on the date of final action by the Mayor and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on _____.

Final adoption of Ordinance by City Council on _____.

President of City Council

Action by the Mayor:

☐ Approved on _____.

☐ Disapproved on _____ based on the following objections:

Mayor

Action by City Council After Disapproval by the Mayor:

- ☐ Council did not act to override the Mayor's veto.
- ☐ Ordinance re-adopted on a vote of _____, on _____
- ☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

City Clerk

Youth Fare-Free Transit Grant Award Letter and Agreement

Oct 1, 2024

Pueblo Transit
350 S. Grand Ave
Pueblo, CO

Grant Number: YFTG0124

Dear Luana,

Congratulations, Pueblo Transit, hereafter known as subgrantee, has been awarded a Youth Fare-Free Transit Grant through the Zero Fare Transit Grants Program in the amount of \$62,213.39 to be used toward providing Free Transit Services to Youth Riders during the program period of October 1, 2024 to September 30, 2025. The Grantee is providing \$0 in matching funds for the project.

This Award Letter and Agreement, hereafter known as Agreement, outlines the terms and conditions of accepting the grant. Please read the Agreement carefully, sign, and return to autumnl@coloradotransit.com.

Upon signing this Agreement, subgrantee agrees to the following terms:

- Subgrantee will notify CASTA if there is any change in your ability to execute the terms of the grant;
- Subgrantee attests that it is committed to providing the free transit services to youth riders during the program period.
- Subgrantee will be held to the policies and procedure set forth in the 5.7 ZERO FARE TRANSIT GRANTS PROGRAM
- Grantee will utilize the grant funds for the purposes submitted in the grant application (attached) and only for activities that meet the Eligible Use of Grants Section 2 of CASTA Operating Procedure 5.7 ZERO FARE TRANSIT GRANTS PROGRAM and Colorado Revised Statutes Section 24-38.5-114 Zero fare transit grant programs.

Congratulations again on receiving this grant. We look forward to working with you during this Ozone Season.

Sincerely,

Authorized Signature of Grantor:  Date: 09/27/2024

CASTA Executive Director

Authorized Signature of Grantee:  Date 9/27/24

Agency Official

Attachments:

- [Operating Procedure 5.7 OZONE SEASON TRANSIT GRANT PROGRAM](#)
- [Subgrantee Reimbursement Request Uniform Guidance](#)
- [Subgrantee Application](#)



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Andrew Hayes, Public Works Director

SUBJECT: AN ORDINANCE SUSPENDING THE PAYMENT OF THE MONTHLY STREET REPAIR UTILITY SERVICE CHARGES FOR TWELVE CONSECUTIVE MONTHS BEGINNING WITH EACH UTILITY CUSTOMER'S JANUARY 2025 UTILITY BILL

SUMMARY:

This proposed Ordinance suspends the payment of monthly street repair utility service charges for calendar year 2025.

PREVIOUS COUNCIL ACTION:

The Pueblo Street Repair Utility Enterprise ("Enterprise") was created on December 26, 2017 by Ordinance No. 9217. On May 14, 2018, by Ordinance No. 9278, the City entered into an intergovernmental agreement with the Board of Water Works regarding the billing and collection of the Enterprise's monthly service fees. On October 9, 2018, by Ordinance No. 9353, Council set the Enterprise's initial monthly service fees which went into effect February 1, 2019. On August 26, 2019, by Ordinance No. 9534, City Council established the current street repair fees which went into effect on October 1, 2019.

On November 22, 2021, by Ordinance No. 10046, City Council suspended the payment of monthly street repair utility service charges for 12 consecutive months, beginning with each utility customer's January 2022 utility bill. On November 14, 2022 by Ordinance No. SRUE-001, City Council suspended the payment of monthly street repair utility service charges for 12 consecutive months, beginning with each utility customer's January 2023 utility bill. On December 26, 2023 by Ordinance 10626, City Council suspended the payment of monthly street repair utility service charges for 12 consecutive months, beginning with each utility customer's January 2024 utility bill.

BACKGROUND:

Section 12-11-6 of Pueblo Municipal Code authorizes City Council, as the *ex officio*

governing board of the Enterprise, to establish monthly street repair utility service charges. This proposed Ordinance suspends payment of the Enterprise's monthly service fees for 12 consecutive months.

FINANCIAL IMPLICATIONS:

The suspension of the payment of utility fees would result in a projected loss of revenue for the Enterprise of approximately \$2.8 million in 2025.

BOARD/COMMISSION RECOMMENDATION:

Not applicable to this Ordinance.

STAKEHOLDER PROCESS:

Not applicable to this Ordinance.

ALTERNATIVES:

Not applicable as the fee cannot be assessed unless based upon a fee study which has not been performed.

RECOMMENDATION:

Approval of this Ordinance.

ATTACHMENTS:

None

ORDINANCE NO.

AN ORDINANCE SUSPENDING THE PAYMENT OF THE
MONTHLY STREET REPAIR UTILITY SERVICE CHARGES FOR
TWELVE CONSECUTIVE MONTHS BEGINNING WITH EACH
UTILITY CUSTOMER'S JANUARY 2025 UTILITY BILL

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The payment of monthly street repair utility service charges to the City of Pueblo's Street Repair Utility Enterprise shall be and hereby are suspended for twelve (12) consecutive months, beginning with each utility customer's January 2025 utility bill.

SECTION 2.

The officers and staff of the City are authorized to perform any and all acts consistent with this Ordinance to implement the policies and procedures described herein.

SECTION 3.

This Ordinance shall be effective upon the date of final action by the Mayor and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on _____.

Final adoption of Ordinance by City Council on _____.

President of City Council

Action by the Mayor:

☐ Approved on _____.

☐ Disapproved on _____ based on the following objections:

Mayor

Action by City Council After Disapproval by the Mayor:

☐ Council did not act to override the Mayor's veto.

☐ Ordinance re-adopted on a vote of _____, on _____

☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

City Clerk



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Andra Ahrens, Director Wastewater

SUBJECT: AN ORDINANCE APPROVING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PUEBLO A COLORADO MUNICIPAL CORPORATION, BIOBOT ANALYTICS, INC. IN COLLABORATION WITH THE PUEBLO DEPARTMENT OF PUBLIC HEALTH & ENVIRONMENT TO DETECT HIGH-RISK SUBSTANCES AND SUBSTANCE USE DISORDER TREATMENT CHEMICALS WITHIN THE PUEBLO SEWERSHED AND AUTHORIZING THE MAYOR TO EXECUTE SAME

SUMMARY:

This Ordinance approves a memorandum of understanding to provide wastewater influent samples to help address the opioid crisis and other substance misuse issues in the Pueblo area by monitoring population consumption levels of substances to provide valuable insights for public health interventions.

PREVIOUS COUNCIL ACTION:

None

BACKGROUND:

The wastewater entering the James R. Dilorio Water Reclamation will be analyzed for high-risk substances and substance use disorder treatment chemicals. The data that this sampling provides will be used to inform targeted interventions, resource allocation and evidence-based strategies for prevention and harm reduction.

FINANCIAL IMPLICATIONS:

All costs will be covered by the contract between Biobot Analytics, Inc. and the Pueblo Health and the Environment.

BOARD/COMMISSION RECOMMENDATION:

Not applicable

STAKEHOLDER PROCESS:

None

ALTERNATIVES:

The no-action alternative would not provide the samples that might help the local health officials make good decisions.

RECOMMENDATION:

Approval of the Ordinance

ATTACHMENTS:

1. 11-25-24 MOU_ High Risk Biobot Analytics + Pueblo Wastewater ML

ORDINANCE NO.

AN ORDINANCE APPROVING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PUEBLO A COLORADO MUNICIPAL CORPORATION, BIOBOT ANALYTICS, INC. IN COLLABORATION WITH THE PUEBLO DEPARTMENT OF PUBLIC HEALTH & ENVIRONMENT TO DETECT HIGH-RISK SUBSTANCES AND SUBSTANCE USE DISORDER TREATMENT CHEMICALS WITHIN THE PUEBLO SEWERSHED AND AUTHORIZING THE MAYOR TO EXECUTE SAME

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The Memorandum of Understanding between the City of Pueblo a Colorado Municipal Corporation, and Biobot Analytics, Inc., in collaboration with the Pueblo Department of Public Health & Environment, a copy of which is attached hereto ("Agreement"), having been approved as to form by the City Attorney, is hereby approved. The Mayor is authorized to execute said Agreement for and on behalf of the City, and the City Clerk is authorized to affix the seal of the City thereto and attest the same.

SECTION 2.

The officers and staff of the City are authorized to perform any and all acts consistent with this Ordinance and the attached Agreement which are necessary or desirable to implement the transactions described therein.

SECTION 3.

This Ordinance shall become effective on the date of final action by the Mayor and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on _____.

Final adoption of Ordinance by City Council on _____.

President of City Council

Action by the Mayor:

☐ Approved on _____.

☐ Disapproved on _____ based on the following objections:

Mayor

Action by City Council After Disapproval by the Mayor:

☐ Council did not act to override the Mayor's veto.

☐ Ordinance re-adopted on a vote of _____, on _____

☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

City Clerk

Memorandum of Understanding

This is a Memorandum of Understanding between:

The City of Pueblo Wastewater Department and
Biobot Analytics Inc.

Date: November 7, 2024

Subject: Collaboration for High Risk Substance Wastewater Testing Program

This Memorandum of Understanding (MOU) outlines the agreement between the City of Pueblo Wastewater Department and Biobot Analytics (the “Parties”) regarding a wastewater testing program, in collaboration with the Pueblo Department of Public Health & Environment (PDPHE), aimed at detecting high-risk substances and substance use disorder treatment chemicals within the Pueblo sewershed.

Background:

Biobot Analytics’ wastewater testing program aims to help address the opioid crisis and other substance misuse issues in the Pueblo area by monitoring population consumption levels of substances to provide valuable insights for public health interventions. The project will generate county-wide public health data that inform targeted interventions, resource allocation, and evidence-based strategies for prevention and harm reduction.

Scope of Collaboration:

The City of Pueblo Wastewater Department agrees to support this wastewater testing program by providing influent wastewater samples for analysis to Biobot Analytics from the James R. DiIorio Water Reclamation Facility.

Responsibilities:

1. The City of Pueblo Wastewater Department will provide influent wastewater samples from the James R. DiIorio Water Reclamation Facility for analysis purposes.
2. Biobot Analytics will conduct the analysis of wastewater samples, focusing on the detection and quantification of fentanyl, methamphetamine, cocaine, xylazine, and their metabolites, as well as trans-3’-hydroxycotinine (a metabolite of nicotine). Biobot Analytics will also conduct analysis to detect and quantify naloxone, buprenorphine, and methadone.
3. Biobot Analytics will coordinate with the City of Pueblo Wastewater Department, PDPHE, and other relevant community stakeholders for the analysis and interpretation of wastewater samples.

Sampling Logistics:

1. All costs associated with sample collection and testing, including materials and shipping, will be covered via the contract between PDPHE and Biobot Analytics. There will be no costs charged to the City of Pueblo Wastewater Department.
2. The City of Pueblo Wastewater Department will provide one influent (24-hour composite) wastewater sample per week at the James R. DiIorio Water Reclamation Facility for the duration of the 12-month program.
3. Biobot Analytics will furnish sample collection kits, as well as detailed sampling instructions, to The City of Pueblo Wastewater Department to ensure proper sample collection, overnight shipping, and documentation of samples.
4. Biobot Analytics will provide logistics and communication support to all parties, available through Biobot's Customer Success team at support@biobot.io.
5. Samples will be tested for Biobot's high-risk substances panel (fentanyl, methamphetamine, cocaine, xylazine, nicotine), as well as Biobot's substance use disorder treatment panel (naloxone, buprenorphine, methadone).

Data Sharing and Use:

1. Biobot Analytics will provide access to data and evaluation products to PDPHE, the City of Pueblo Wastewater Department, and other Program Partners via a secure dashboard platform.
2. Wastewater data will be used solely for public health purposes.

Term:

The collaboration between The City of Pueblo Wastewater Department and Biobot Analytics will commence upon approval from all parties and continue through November 2025, with the option to extend the program beyond this period.

No Legal Effect:

This MOU signifies the commitment of Parties to collaborate effectively in the implementation of the wastewater testing program for the benefit of public health in the Pueblo area. This MOU is not intended to, nor should it be understood to, affect or extend the legal responsibilities of any Party to this MOU, create or change pre-existing legal obligations, nor to create or extend any legal rights to any person or entity not a party to this MOU. This MOU does not affect or modify any authority, powers, duties or obligations under the City Charter, ordinances, Executive Orders, or rules and regulations. The Parties to this MOU agree and acknowledge that this MOU sets forth the intent of the Parties, but is not a legally-binding document, and is not intended to confer remedies on either Party in the event of its breach.



City of Pueblo Wastewater Department

Signature: _____

Name: _____

Title: _____

Biobot Analytics, Inc.

Signature: _____ *Nicholas Durham*

Name: Nicholas Durham

Title: Government Business Director

City of Pueblo Municipal Administration

Signature: _____

Name: _____

Title: _____

Appendix

Program Benefits of Wastewater Monitoring for High Risk Substances

Wastewater monitoring serves as a cost-effective supplement to existing opioid datasets which are often incomplete, can be delayed by weeks to months, and fail to reliably predict surges or changes in consumption. By revealing consumption trends in a community, wastewater data can provide clear decision support on where and how prevention and harm reduction resources are most needed. It also provides an objective baseline for community substance use, enabling the measurement of an abatement program's efficacy in near real-time. Over time, this type of data enables proactive, rather than reactive, decision-making which can ultimately prevent overdoses and save lives.

Because everyone is connected to a sewer system and contributes to the waste stream every day, each of those individuals are represented in this anonymized data set. Everyone has a voice in the sewer. The inclusive nature of this data source engenders an unparalleled level of transparency and accuracy. Whereas the reach of other monitoring projects may be limited to those who interact with the health or justice systems, or those who self-identify in surveys, the scientific foundation of wastewater epidemiology guarantees the same comprehensive program reach throughout the program, regardless of changes in resources, reporting, or local politics.

The inclusive nature of wastewater data can also help engage historically underrepresented communities, since everyone contributes to and is represented in the data. Access to Biobot's results dashboard can be a key asset in engaging leaders of these communities, who can help communicate spikes in substance use with other stakeholders in educational, religious, professional, or other community groups.

Finally, the benefits of wastewater monitoring projects compound over time. As the project generates a greater understanding of wastewater data and community substance use trends, more community stakeholders can be looped in to create more awareness and more inclusive public health strategies, via public forums, social movements, or community workshops. Beyond this year, the data generated during this program can be used to inform the timing for public outreach campaigns based on expected repeating or seasonal surges. This means that health leadership can more precisely identify when community outreach campaigns need to begin and end, ultimately maximizing the available budget.

Data Use Cases

- Read our latest [blog](#) and research paper to explore how this data can help evaluate the efficacy of opioid interventions. For example, our data showed a consistent decrease in fentanyl levels in Kentucky communities following the state's decriminalization of fentanyl test strips.



- [This webinar](#) explains how Marin County, California used Biobot wastewater data to issue public health advisories on the emergence of xylazine and to help organize community feedback groups.
- Participants in our [NIDA-sponsored national monitoring program](#) are using this data to issue community alerts/texts, inform the efficacy of their naloxone distribution efforts, and more.
- Our [case study from Cary, North Carolina](#) shows how wastewater data informed community conversations and public projects that decreased opioid overdoses by 40%.
- Read New Castle County (DE)'s [press release](#) detailing how this data can inform more tailored opioid interventions.
- 'Sewage to Action': another [webinar](#) detailing the uses of wastewater data to complement ODMAP data and inform community interventions in Kansas
- Visit [Biobot.io/blog](https://biobot.io/blog) or contact support@biobot.io for more information

Supporting Evidence:

New BLOG: [New Uses of Wastewater Data on High-Risk Substances: Emerging Drug Detection, Overdose Prediction, and Drug Policy Evaluation](#)

- Biobot, Mathematica, Washington/Baltimore HIDTA, 2024
- [Wastewater-based monitoring could help guide responses to the USA opioid epidemic](#)
 - *Nature*, 2023
- [“Waste Not, Want Not” — Leveraging Sewer Systems and Wastewater-Based Epidemiology for Drug Use Trends and Pharmaceutical Monitoring](#)
 - *Journal of Medical Toxicology*, 2021
- [Mapping Community Opioid Exposure Through Wastewater-Based Epidemiology as a Means to Engage Pharmacies in Harm Reduction Efforts](#)
 - *Preventing Chronic Disease*, 2020
- [Rapid Assessment of Opioid Exposure and Treatment in Cities Through Robotic Collection and Chemical Analysis of Wastewater](#)
 - *Journal of Medical Toxicology*, 2020



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Andra Ahrens, Director Wastewater

SUBJECT: AN ORDINANCE APPROVING A JOINT FUNDING AGREEMENT BETWEEN THE CITY OF PUEBLO, A COLORADO MUNICIPAL CORPORATION, AND THE U.S. GEOLOGICAL SURVEY, UNITED STATES DEPARTMENT OF THE INTERIOR, TO CONTINUE THE COLLECTION OF HYDROLOGIC DATA ALONG FOUNTAIN CREEK AND THE ARKANSAS RIVER AND AUTHORIZING THE MAYOR TO EXECUTE SAID AGREEMENT.

SUMMARY:

This Ordinance approves and authorizes the Mayor to sign a Joint Funding Agreement between the City of Pueblo and the U.S. Geologic Survey ("USGS") for the 2025 calendar year, to continue the collection of hydrologic data, including gaging stations and sediment data

PREVIOUS COUNCIL ACTION:

Not applicable to this Ordinance

BACKGROUND:

Collection of Daily Suspended Sediment

The cost for operation and maintenance of the sediment monitor is shared by the City of Pueblo, Pueblo County, and Southeastern Colorado Water Activity Enterprise. The cost to the City of Pueblo is \$5,503.

Collection of Streamflow Data

The USGS will operate surface-water gages at 07099970 Arkansas River at Moffat Street and 07099973 Arkansas River Tributary above Hwy 227. Real-time data from These sites are also available on the worldwide web. The cost to the City of Pueblo for this program element is \$5,884.

FINANCIAL IMPLICATIONS:

SUMMARY OF CITY OF PUEBLO/USGS COOPERATIVE PROGRAM				
	Surface Water Program Element	City of Pueblo	USGS	Total
1.	Operation and maintenance of daily sediment site at Fountain Creek at Pueblo	\$5,503	\$1,754	\$7,257
2a.	Operation and maintenance of stream gage at 07099970 Arkansas River at Moffat Street	\$2,251	\$863	\$3,114
2b.	Operation and maintenance of stream gage at 07099973 Arkansas River Tributary above Hwy 227	\$3,633		\$3,633
	Totals	\$11,387	\$2,617	14,004

Funds for implementation of this agreement are included in the Wastewater Department's 2025 budget.

BOARD/COMMISSION RECOMMENDATION:

Not applicable to this Ordinance.

STAKEHOLDER PROCESS:

Not applicable to this Ordinance.

ALTERNATIVES:

The no-action alternative would jeopardize the continuation of the collection of hydrologic data, including gaging stations and sediment data, along Fountain Creek and the Arkansas River.

RECOMMENDATION:

Approval of the Ordinance

ATTACHMENTS:

1. 11-25-24 USGS City of Pueblo Cover Letter
2. 11-25-24 USGS City of Pueblo JFA 2025 BTF

ORDINANCE NO.

AN ORDINANCE APPROVING A JOINT FUNDING AGREEMENT BETWEEN THE CITY OF PUEBLO, A COLORADO MUNICIPAL CORPORATION, AND THE U.S. GEOLOGICAL SURVEY, UNITED STATES DEPARTMENT OF THE INTERIOR, TO CONTINUE THE COLLECTION OF HYDROLOGIC DATA ALONG FOUNTAIN CREEK AND THE ARKANSAS RIVER AND AUTHORIZING THE MAYOR TO EXECUTE SAID AGREEMENT.

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The January 1, 2025, Joint Funding Agreement ("Agreement") by and between the City of Pueblo, a Colorado Municipal Corporation, and the U.S. Geological Survey, the United States Department of the Interior, having been approved as to form by the City Attorney, is hereby approved.

SECTION 2.

Funds for this Agreement shall be paid from Sewer User Fees

SECTION 3.

The Mayor is hereby authorized to execute said Agreement on behalf of the City of Pueblo and the City Clerk is authorized to affix the seal of the City thereto and attest the same.

SECTION 4.

The officers and staff of the City are authorized to perform any and all acts consistent with this Ordinance and the attached Agreement which are necessary or appropriate to implement the transactions described therein.

SECTION 5.

This Ordinance shall become effective on the date of final action by the Mayor and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on _____.

Final adoption of Ordinance by City Council on _____.

President of City Council

Action by the Mayor:

☐ Approved on _____.

☐ Disapproved on _____ based on the following objections:

Mayor

Action by City Council After Disapproval by the Mayor:

- ☐ Council did not act to override the Mayor's veto.
- ☐ Ordinance re-adopted on a vote of _____, on _____
- ☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

City Clerk



United States Department of the Interior

U.S. GEOLOGICAL SURVEY
Colorado Water Science Center
Southeast Colorado Office
201 E. 9th Street
Pueblo, CO 81003
(719) 562-2840

October 10, 2024

Ms. Heather Graham
City Mayor
City of Pueblo
1 City Hall Place
Pueblo, CO 81003

Dear Ms. Graham:

Enclosed is an original Joint Funding Agreement (JFA) between the City of Pueblo and the U.S. Geological Survey (USGS) for calendar year 2025 to continue the collection of hydrologic data including gaging stations and sediment data, as described in the attachment. The total program is \$14,004 which includes \$11,387 from the City of Pueblo, and \$2,617 provided by USGS Cooperative Matching Funds (CMF) as listed in the table below:

City of Pueblo	USGS Cooperative Matching Funds	Total
\$11,387	\$2,617	\$14,004

Work performed with funds from this agreement will be conducted on a fixed-price basis. The results of all work under this agreement will be available for publication by the U.S. Geological Survey. If this program is satisfactory, please sign and return to Meghan Patterson at mpatterson@usgs.gov and Krystal Brown at kbrown@usgs.gov.

USGS policy requires us to obtain approval from our Regional Director to conduct work without a signed agreement. To assist us in complying with this policy, we request that you return the signed agreement by December 31, 2024. We appreciate whatever special effort you and others in your organization will make to respond to this request. If you have questions or concerns with this agreement please contact me at 719-250-0096 or Meghan Patterson at 720-456-5081.

Sincerely,

Krystal Brown
Supervisory Hydrologic Technician

Proposed Program for Calendar Year 2025

1. Collection of Daily Suspended Sediment

Fountain Creek is a major source of sediment to the Arkansas River. Channel aggradation of Fountain Creek and the Arkansas River downstream from Fountain Creek decreases the conveyance capacity of the river. Aggradation of the channel can also affect water levels in the alluvial aquifer of the Arkansas River valley. These data provide managers a means of assessing success of efforts to mitigate and reduce sediment transport.

An automatic suspended sediment sampler at the gage is activated by the satellite data collection platform. Samples are collected on a timed basis with extra samples collected on rises to define the suspended sediment concentration. The sampler is calibrated periodically by the field person who collects field samples using a hand sampler. The sampler will be operated from March to October and daily suspended sediment load will be computed.

During 2025, construction is expected to occur at the gage 07106500 Fountain Creek at Pueblo. During construction, the sediment location will be temporarily relocated approximately one mile downstream at the temporary streamgage 07106510 Fountain Creek at 8th St. at Pueblo, CO.

The cost for operation and maintenance of the sediment monitor is shared by City of Pueblo, Pueblo County, and Southeastern Colorado Water Activity Enterprise. The cost to the City of Pueblo is \$5,503.

2. Collection of Streamflow Data

The USGS will operate surface-water gages at 07099970 Arkansas River at Moffat Street and 07099973 Arkansas River Tributary above Hwy 227. Real-time data from these sites are also available on the world-wide web at <http://water.usgs.gov/nwis>. Total cost to the City of Pueblo for this program element is \$5,884.

SUMMARY OF CITY OF PUEBLO/USGS COOPERATIVE PROGRAM

	Program Element	City of Pueblo	USGS	Total	Surface-water Prioritization ¹
1.	Operation and maintenance of daily sediment site at Fountain Creek at Pueblo ²	\$5,503	\$1,754	\$7,257	--
2a.	Operation and maintenance of stream gage at 07099970 Arkansas River at Moffat Street ³	\$2,251	\$863	\$3,114	MEDIUM
2b.	Operation and maintenance of stream gage at 07099973 Arkansas River Tributary above Hwy 227. ³	\$3,633	--	\$3,633	VERY LOW
	Totals	\$11,387	\$2,617	\$14,004	

¹Surface-water prioritization USGS match percentage: Medium=27.7%. Very Low receives no Cooperative Matching Funds.

²Operation and maintenance shared equally by two other cooperators under separate agreements; Southeastern Colorado Water Activity Enterprise and Pueblo County.

³Operation and maintenance shared equally by six other cooperators under separate agreements; St. Charles Mesa Water District, Pueblo Board of Water Works, City of Aurora, Southeastern Colorado Water Activity Enterprise, Colorado Springs Utilities, and the City of Fountain.

⁴Operation and maintenance shared equally by five other cooperators under separate agreements: Pueblo Board of Water Works, City of Fountain, City of Aurora, Colorado Springs Utilities, and Southeastern Colorado Water Activity Enterprise.

U.S. Department of the Interior
U.S. Geological Survey
Joint Funding Agreement
FOR WATER RESOURCES INVESTIGATIONS

Customer No: 6000001058
Agreement No: 25REJFACO 208
Project No:
TIN #: 846000615

Fixed Cost
Agreement

☒ Yes ☐ No

THIS AGREEMENT is entered into as of the **1st day of January, 2025** by the U.S. GEOLOGICAL SURVEY, Colorado Water Science Center, UNITED STATES DEPARTMENT OF THE INTERIOR, party of the first part, and the **City of Pueblo**, party of the second part.

1. The parties hereto agree that subject to the availability of appropriations and in accordance with their respective authorities there shall be maintained in cooperation Water Resource Investigations , **collection of hydrologic data including gaging stations and sediment data**, herein called the program. The USGS legal authority is 43 USC 36C; 43 USC 50; and 43 USC 50b.
2. The following amounts shall be contributed to cover all of the cost of the necessary field and analytical work directly related to this program.
2(b) includes In-Kind Services in the amount of **\$0.00**.
 - (a) **\$2,617.00** by the party of the first part during the period
January 1, 2025 to December 31, 2025
 - (b) **\$11,387.00** by the party of the second part during the period
January 1, 2025 to December 31, 2025
 - (c) Contributions are provided by the party of the first part through other USGS regional or national programs, in the amount of:
\$0.00 Description of USGS regional/national program: **NA**
 - (d) Additional or reduced amounts by each party during the above period or succeeding periods as may be determined by mutual agreement and set forth in an exchange of letters between the parties.
 - (e) The performance period may be changed by mutual agreement and set forth in an exchange of letters between the parties.
3. The costs of this program may be paid by either party in conformity with the laws and regulations respectively governing each party.
4. The field and analytical work pertaining to this program shall be under the direction of or subject to periodic review by an authorized representative of the party of the first part.
5. The areas to be included in the program shall be determined by mutual agreement between the parties hereto or their authorized representatives. The methods employed in the field and office shall be those adopted by the party of the first part to insure the required standards of accuracy subject to modification by mutual agreement.
6. During the course of this program, all field and analytical work of either party pertaining to this program shall be open to the inspection of the other party, and if the work is not being carried on in a mutually satisfactory manner, either party may terminate this agreement upon 60 days written notice to the other party.
7. The original records resulting from this program will be deposited in the office of origin of those records. Upon request, copies of the original records will be provided to the office of the other party.
8. The maps, records or reports resulting from this program shall be made available to the public as promptly as possible. The maps, records or reports normally will be published by the party of the first part. However, the party of the second part reserves the right to publish the results of this program and, if already published by the party of the first part shall, upon request, be furnished by the party of the first part, at cost, impressions suitable for purposes of reproduction similar to that for which the original copy was prepared. The maps, records or reports published by either party shall contain a statement of the cooperative relations between the parties. The Parties acknowledge that scientific information and data developed as a result of the scope of work are subject to applicable USGS review, approval, and release requirements, which are available on the USGS Fundamental Science Practices website (<https://www.usgs.gov/about/organization/science-support/science-quality-and-integrity/fundamental-science-practices>).
9. Billing for this agreement will be rendered **semi-annually (in September and December)**. Invoices not paid within 60 days from date of bill will bear Interest, Penalties, and Administrative costs as the annual rate pursuant the Debt Collection Act of 1982, (codified at 31 U.S.C. 3717) established by the U.S. Treasury.

**U.S. Department of the Interior
U.S. Geological Survey
Joint Funding Agreement
FOR WATER RESOURCES INVESTIGATIONS**

Customer No: 6000001058
Agreement No: 25REJFACO 208
Project No:
TIN #: 846000615
Fixed Cost Agreement ☒ Yes ☐ No

USGS Technical Point of Contact

Name: Krystal Brown
Title: Supervisory Hydrologic Technician
Address: 201 E. 9th St.
City/State/Zip: Pueblo, CO 81003
Telephone: 719-562-2841
Fax: 719-544-2463
Email: kbrown@usgs.gov

Customer Technical Point of Contact

Name: Andra Ahrens
Title: Interim Wastewater Director
Address: 1300 South Queens Avenue
City/State/Zip: Pueblo, CO 81001
Telephone: 719-553-2896
Fax:
Email: aahrens@pueblo.us

USGS Billing Point of Contact

Name: Meghan Patterson
Title: Budget Analyst
Address: Denver Federal Center, MS-415, Building 53
City/State/Zip: Lakewood, CO 80225
Telephone: 720-456-5081
Fax: 303-236-4912
Email: mpatterson@usgs.gov

Customer Billing Point of Contact

Name: Heather Graham
Title: City Mayor
Address: City of Pueblo, 1 City Hall Place
City/State/Zip: Pueblo, CO 81003
Telephone: 719-553-2655
Fax:
Email: HGraham@pueblo.us

U.S. Geological Survey
United States
Department of Interior

City of Pueblo

SIGNATURE

By: **BRANDON FORBES**  Digitally signed by BRANDON FORBES
Date: 2024.10.17 16:55:01 -06'00' Date: _____
Name: (acting for) Matthew Ely
Title: Director, CWSC/USGS

SIGNATURES

By: _____ Date: _____
Name: Heather Graham
Title: City Mayor



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Marisa Pacheco, Director of Human Resources

SUBJECT: AN ORDINANCE PROVIDING FOR THE CITY OF PUEBLO DEPARTMENTAL AUTHORIZED PERSONNEL POSITIONS FOR THE FISCAL YEAR 2025.

SUMMARY:

This Ordinance reflects the authorized departmental staffing for Fiscal Year 2025.

PREVIOUS COUNCIL ACTION:

On December 11, 2023, Ordinance No. 10613 was approved by City Council. The Ordinance provided authorized staffing for Fiscal Year 2024.

BACKGROUND:

This Ordinance reflects the authorized departmental staffing total of 848 full-time equivalent (FTE) employees for 2025. In total, this is a reduction of 11 FTE's compared to 2024 staffing levels.

The staffing ordinance reflects the following new FTEs added to the 2025 budget that were not previously authorized in staffing. The new position in Finance will focus on economic development accounting activities and the six new positions represent the final phase of staffing for the new Fire Station 11.

<u>Classification</u>	<u>Department</u>	<u>Funding Source</u>
1. Accountant II	Finance	Econ Dev. 413
2. Fire Captain	Fire	General Fund
3. Fire Captain	Fire	General Fund
4. Fire Captain	Fire	General Fund
5. Emergency Medical Officer	Fire	General Fund
6. Emergency Medical Officer	Fire	General Fund
7. Emergency Medical Officer	Fire	General Fund

There were also several changes to better reflect the level of responsibilities and duties being performed through retitling, reclassifying, or converting positions. Changes will become effective January 1, 2025, if this ordinance is passed. These represent changes in classification or title only, not new additional positions or staff.

Title	Action	Department
1. HR Analyst I	Reclass to HR Analyst II	HR
2. Legal Support Assistant	Reclass to Paralegal	Law
3. Assistant City Attorney III	Reclass to Sr. Assistant City Atty	Law
4. Secretary to the Mayor	Reclass to Executive Assistant	Mayor
5. Administrative Assistant	Reclass to Executive Assistant	Mayor
6. Community Service Coord.	Reclass to Community Services Supervisor	Muni. Court
7. Land Use Technician	Reclass to Land Use Technician II	Planning
8. Program Coord. -Housing	Reclass to Housing & Comm Dev. Spec.	Planning
9. Purchasing Contract Coord.	Reclass to Purchasing Contract Admin.	Purchasing
10. Survey Party Chief (vacant)	Convert to Sr. Facilities Maint. Tech	Public Work

The following funded but vacant positions will be abolished from authorized staffing for 2025.

Abolished Position	Current Funded Status
1. Equipment Operator II	Unfunded
2. Equipment Operator II	Unfunded
3. Equipment Operator I	Unfunded
4. Equipment Operator I	Unfunded
5. Equipment Operator I	Unfunded
6. Equipment Operator I	Unfunded
7. Ice Arena Manager	Unfunded
8. Licensing Coordinator	Funded
9. Office Assistant	Unfunded
10. Parking Enforcer	Unfunded
11. Parks Manager	Unfunded
12. Senior Planner	Funded
13. Senior Planner	Funded
14. Sr. Traffic Signal Technician	Unfunded
15. Sr. Traffic Signal Technician	Unfunded
16. Surveyor	Funded
17. Traffic Control Utility Worker II	Funded
18. Utility Worker/Parks Caretaker	Unfunded

The following positions are included in the authorized staffing numbers for 2025, but do not have funding associated with them.

Vacant/Unfunded

1. Assistant Director/Info Technology
2. Deputy Mayor
3. Director of Planning
4. Director Stormwater
5. Police Deputy Chief
6. Sr. Planner

FINANCIAL IMPLICATIONS:

The costs associated with the staffing levels included in this Ordinance have been authorized and approved in the 2025 Budget as approved by ordinance on November 25, 2024.

BOARD/COMMISSION RECOMMENDATION:

Not Applicable.

STAKEHOLDER PROCESS:

Not Applicable.

ALTERNATIVES:

There are no alternatives to this Ordinance. If this Staffing Ordinance does not receive approval by City Council, there will not be an accurate staffing count available to City Administration and Department Heads.

RECOMMENDATION:

Approval of the Ordinance.

ATTACHMENTS:

1. DRAFT_2025 Staffing_BACKGROUND ONLY
2. DRAFT_20205_Staffing_ORDINANCE ONLY

ORDINANCE NO.

AN ORDINANCE PROVIDING FOR THE CITY OF PUEBLO
DEPARTMENTAL AUTHORIZED PERSONNEL POSITIONS FOR
THE FISCAL YEAR 2025.

WHEREAS, the Mayor has determined that the following staffing plan for the City Departments best meets the needs of the City; and

WHEREAS, the City Financial Plan (Budget) authorizes the positions as included in the staffing plan.

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The following positions shall be authorized for FY 2025:

City Council

City Council President	1
City Council Member	6
Administrative Assistant	1
Total	8

Mayor's Office

Mayor	1
Chief of Staff	1
Deputy Mayor	1
Director/Just Transitions Program	1
Director/Public Affairs	1
Grant & Resource Development Administrator	1
Grant Coordinator/Financial Empowerment	1
Marketing & Social Media Specialist	1
Non-Profit Compliance Coordinator	1
Executive Assistant	2
Total	11

City Clerk

City Clerk	1
Deputy City Clerk	1
Licensing Coordinator	1
Municipal Records & Technical Coordinator	1
Senior Office Assistant	1
Total	5

Civil Service

Civil Service Administrator	1
Civil Service Commissioner	3
Civil Service Analyst	1
Marketing and Recruiting Specialist	1
Total	6

Finance

Director of Finance	1
Accountant I	2
Accountant II	5
Accounting Manager	1
Accounting Technician II	2
Accounting Technician IV	4
Administration Technician	1
Assistant Accounting Manager	1
Budget Analyst	1
Grants Analyst	1
Payroll Coordinator	1
Senior Tax Auditor	1
Tax Audit Manager	1
Tax Auditor I	3
Tax Auditor II	2
Tax Compliance Technician	2
Total	29

Fire

Fire Chief	1
Deputy Fire Chief	2
Assistant Fire Chief	6
Fire Captain	36
Fire Lieutenant	6
Emergency Medical Officer	34
Fire Engineer	36
Fire Inspector	3
Firefighter	36
Administrative Technician	1
Community Risk Reduction Coordinator	1
Community Outreach Specialist	1
Senior Office Assistant	1
Total	164

Fleet Maintenance

Fleet Superintendent	1
Shops Supervisor	1
Fleet Mechanic	6
Fleet Service Writer	1
Parts Clerk	2
Senior Office Assistant	1
Total	12

Human Resources

Director of Human Resources	1
Assistant Director/Human Resources	1
Administrative Technician	1
HR Analyst I	1
HR Analyst II	2
Senior HR Analyst	1
Total	7

Information Technology

Director of Information Technology	1
Assistant Director of Information Technology	1
Business Systems Analyst	2
Sr. Network Communications Specialist	1
GIS Specialist I	1
Media Systems Administrator	1
Media Systems Specialist	1
PC Network Technician	2
Network Communications Specialist II	3
Senior GIS Administrator	1
Senior Integration Administrator	1
Senior Media Systems Administrator	1
Senior Network Administrator	1
Senior PC Network Technician	1
Senior Security Administrator	1
Senior System Administrator	1
System Administrator	1
Total	21

Law Department

City Attorney	1
Deputy City Attorney	2
Assistant City Attorney I/II/III	3
Sr. Assistant City Attorney	1
Paralegal	1
Legal Assistant	1
Total	9

Memorial Airport

Director of Aviation	1
Administrative Technician	1
Airport Operations/Maintenance Supervisor	1
Airport Operations/Maintenance Worker/Airport	8
Operations/Maintenance Specialist	
Aviation Security/Contracts Coordinator	1
Senior Airport Operations/Maintenance Specialist	2
Total	14

Municipal Court

Municipal Court Judge	1
Court Administrator	1
Community Services Supervisor	1
Community Service Specialist	1
Court Marshal	1
Court Technician II	1
Lead Court Technician	2
Court Technician	5
Probation Officer	2
Total	15

Parking

Parking Enforcer	1
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Total	1
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Parks and Recreation

Director of Parks	1
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Assistant Director of Parks and Recreation	1
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Administrative Technician	1
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Equipment Operator IV	1
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Gardener	1
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Horticulture Specialist	1
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Mason	1
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Office Assistant/Parks & Rec Tech	1
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Outdoor Recreation Administrator	1
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Park Caretaker II	2
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Park Caretaker II - Irrigation	5
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Park Caretaker II-Playground Inspector	1
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Park Ranger	2
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Parks Area Crew Leader	2
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Parks Maintenance Mechanic	4
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Parks Senior Mechanic / Welder	1
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Parks Supervisor	1
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Program Coordinator – Aquatics	1
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Program Coordinator – El Centro Del Quinto Sol	1
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Program Coordinator – Forestry	1
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Program Coordinator - Ice Arena	1
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Program Coordinator – Marketing	1
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Program Coordinator – Park Ranger	1
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Program Coordinator – Sports	1
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Recreation Supervisor	1
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Senior Office Assistant	1
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Trash Removal Coordinator	1
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Utility Worker / Park Caretaker I	10
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Total	47
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Planning & Community Development

Director of Planning & Community Development	1
Assistant Mayor/Community Investment	1
Administrative Technician	2
CDBG/HOME & Housing Administrator	1
Community Development Specialist	1
Housing/Community Development Coordinator II	1
Housing & Community Development Specialist	1
Land Use Technician II	1
Land Use Technician	1
MPO Manager	1
Planner	4
Principal Planner	1
Senior Office Assistant	1
Senior Planner	2
Transportation Planning Technician	1
Total	20

Police

Police Chief	1
Police Deputy Chief	3
Police Captain	8
Police Sergeant	25
Police Corporal	55
Police Patrol Officer	115
Abandoned Vehicle Coordinator	1
Abatement Worker	2
Administrative Technician	2
Building Custodian	1
Code Enforcement Manager	1
Code Enforcement Officer	9
Community Initiative to Reduce Violence (CIRV) Program Manager	1
Community Service Officer	6
Crime Analyst	1
Dispatch Manager	1
Dispatch Training Coordinator	1
Emergency Services Dispatcher	24
Emergency Services Dispatcher Supervisor	3
Office Assistant/ Police Records Technician	10
Office Assistant/Investigations Technician	1
Office Assistant/Police Services Technician	1
Office Assistant/Property & Evidence Technician	3
PD Community Engagement Manager	1
Police Payroll Technician	2
Police Records Manager	1
Real Time Crime Center Technician	4
Senior Office Assistant	8
Social Media Specialist	1
Total	292

Police-Safety Tax

Police Sergeant	4
Police Patrol Officer	20
Total	24

Public Works – Engineering

Director of Public Works	1
Deputy Director Public Works	1
Administrative Technician	2
Associate Engineer I	3
Associate Engineer II	2
Associate Field Engineer	3
Civil Engineer/Public Works	1
Construction Manager	1
Construction Inspector	4
Engineering Manager	1
Public Works Asset Coordinator	1
Public Works Projects Coordinator	1
Total	21

Public Works - Public Buildings

Facilities Maintenance Superintendent	1
Carpenter	2
Electrician	1
HVAC Technician	2
Painter	2
Plumber	1
Senior Facilities Maintenance Technician	2
Total	11

Public Works - Solid Waste

Solid Waste Coordinator	1
Utility Worker/Equipment Operator I	1
Total	2

Public Works - Street Cleaning

Sweeper Operator	4
Total	4

Public Works - Streets Division

Area Crew Leader	2
Equipment Operator II	3
Equipment Operator IV	6
Street Maintenance Supervisor	1
Streets Maintenance Mechanic	1
Utility Worker / Equipment Operator I	7
Total	20

Public Works - Traffic Control

Traffic Control Supervisor	1
Traffic Control Utility Worker II	1
Traffic Control Utility Worker III	1
Traffic Signal Technician	3
Traffic Signs & Marking Specialist	2
Total	8

Public Works - Transportation

Traffic Engineer	1
Administrative Technician	1
Civil Engineer/Transportation	1
Traffic Engineer Analyst	1
Total	4

Purchasing

Director of Purchasing	1
Purchasing/Contracts Administrator	2
Purchasing Specialist	1
Total	4

Stormwater

Director of Stormwater	1
Administrative Technician	1
Associate Engineer I Stormwater	2
Associate Engineer II Stormwater	1
Civil Engineer/ Drainage	2
Equipment Operator II	4
Equipment Operator IV	3
GPS Technician	1
Inspector/Stormwater	1
MS4 Permit Coordinator	1
Permit Compliance Specialist - SW	1
Stormwater Coordinator	1
Stormwater Crew Leader	1
Stormwater Engineering Manager	1
Stormwater Utility Maintenance Supervisor	1
Utility Locate Technician	1
Utility Worker/Equipment Operator I	4
Total	27

Wastewater Administration

Director of Wastewater	1
Accountant II	1
Regulatory Compliance Specialist	1
WW Compliance Officer	1
Administrative Technician	1
Total	5

Wastewater – Collection

WW Collection Supervisor	1
WW Utility Worker/WW Utility Worker I/ WW Utility Worker II/WW Utility Worker III/ WW Utility Worker IV	16
Total	17

Wastewater – Engineering

Associate Field Engineer	1
Civil Engineer – Wastewater	2
Inspector/WW	1
WW Data Technician	1
WW Data Technician II	1
WW Engineering Manager	1
Total	7

Wastewater- Pre-Treatment

Pretreatment Manager	1
Permit Compliance Specialist - WW	1
Pretreatment Compliance Technician	1
Total	3

Wastewater-Treatment Plant

Assistant WWTP Superintendent	1
Lab Analyst II	1
Lab Analyst III	2
Laboratory Pretreatment Specialist	2
SCADA Administrator	1
Senior Office Assistant	1
Senior WWTP Maintenance Mechanic	2
Wastewater Operator A	5
WRF Worker/WRF Worker I/WRF Worker II/WW Operator B	7
WW Instrument & Controls Specialist	1
WW Maintenance Coordinator	1
WW Maintenance Supervisor	1
WWTP Inventory Control Specialist	1
WWTP Lab Supervisor	1
WWTP Maintenance Mechanic	2
WWTP Superintendent	1
Total	30

GRAND TOTAL **848**

SECTION 2.

The officers and staff of the City are directed and authorized to perform any and all acts consistent with the intent of this Ordinance to effectuate and transactions described therein.

SECTION 3.

This Ordinance shall be deemed to amend the Fiscal Year 2024 Budget with respect to

the number and allocation of positions within Departments and shall become effective January 1, 2025.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on _____.

Final adoption of Ordinance by City Council on _____.

President of City Council

Action by the Mayor:

☐ Approved on _____.

☐ Disapproved on _____ based on the following objections:

Mayor

Action by City Council After Disapproval by the Mayor:

☐ Council did not act to override the Mayor's veto.

☐ Ordinance re-adopted on a vote of _____, on _____

☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

City Clerk



BACKGROUND PAPER FOR PROPOSED ORDINANCE

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council
 CC: Mayor Heather Graham
 VIA: Marisa Stoller, City Clerk
 FROM: Marisa Pacheco – Human Resources Director
 SUBJECT: AN ORDINANCE PROVIDING FOR THE CITY OF PUEBLO DEPARTMENTAL
 AUTHORIZED PERSONNEL POSITIONS FOR THE FISCAL YEAR 2025

SUMMARY:

This Ordinance reflects the authorized departmental staffing for Fiscal Year 2025.

PREVIOUS COUNCIL ACTION:

On December 11, 2023, Ordinance No. 10613 was approved by City Council. The Ordinance provided authorized staffing for Fiscal Year 2024.

BACKGROUND:

This Ordinance reflects the authorized departmental staffing total of 848 full-time equivalent (FTE) employees for 2025. In total, this is a reduction of 11 FTE's compared to 2024 staffing levels.

The staffing ordinance reflects the following new FTEs added to the 2025 budget that were not previously authorized in staffing. The new position in Finance will focus on economic development accounting activities and the six new positions represent the final phase of staffing for the new Fire Station 11.

<u>Classification</u>	<u>Department</u>	<u>Funding Source</u>
1. Accountant II	Finance	Econ Dev. 413
2. Fire Captain	Fire	General Fund
3. Fire Captain	Fire	General Fund
4. Fire Captain	Fire	General Fund
5. Emergency Medical Officer	Fire	General Fund
6. Emergency Medical Officer	Fire	General Fund
7. Emergency Medical Officer	Fire	General Fund

There were also several changes to better reflect the level of responsibilities and duties being performed through retitling, reclassifying, or converting positions. Changes will become effective January 1, 2025, if this ordinance is passed. These represent changes in classification or title only, not new additional positions or staff.

Title	Action	Department
1. HR Analyst I	Reclass to HR Analyst II	HR
2. Legal Support Assistant	Reclass to Paralegal	Law
3. Assistant City Attorney III	Reclass to Sr. Assistant City Atty	Law
4. Secretary to the Mayor	Reclass to Executive Assistant	Mayor
5. Administrative Assistant	Reclass to Executive Assistant	Mayor
6. Community Service Coord.	Reclass to Community Services Supervisor	Muni. Court
7. Land Use Technician	Reclass to Land Use Technician II	Planning
8. Program Coord. -Housing	Reclass to Housing & Comm Dev. Spec.	Planning
9. Purchasing Contract Coord.	Reclass to Purchasing Contract Admin.	Purchasing
10. Survey Party Chief (vacant)	Convert to Sr. Facilities Maint. Tech	Public Works

The following funded but vacant positions will be abolished from authorized staffing for 2025.

Abolished Position	Current Funded Status
1. Equipment Operator II	Unfunded
2. Equipment Operator II	Unfunded
3. Equipment Operator I	Unfunded
4. Equipment Operator I	Unfunded
5. Equipment Operator I	Unfunded
6. Equipment Operator I	Unfunded
7. Ice Arena Manager	Unfunded
8. Licensing Coordinator	Funded
9. Office Assistant	Unfunded
10. Parking Enforcer	Unfunded
11. Parks Manager	Unfunded
12. Senior Planner	Funded
13. Senior Planner	Funded
14. Sr. Traffic Signal Technician	Unfunded
15. Sr. Traffic Signal Technician	Unfunded
16. Surveyor	Funded
17. Traffic Control Utility Worker II	Funded
18. Utility Worker/Parks Caretaker	Unfunded

The following positions are included in the authorized staffing numbers for 2025, but do not have funding associated with them.

Vacant/Unfunded

1. Administrative Assistant
2. Assistant Director/Info Technology
3. Deputy Mayor
4. Director of Planning
5. Director Stormwater
6. Police Deputy Chief
7. Sr. Planner

FINANCIAL IMPLICATIONS:

The costs associated with the staffing levels included in this Ordinance have been authorized and approved in the 2025 Budget as approved by ordinance on November 25, 2024.

BOARD/COMMISSION RECOMMENDATION:

Not Applicable.

STAKEHOLDER PROCESS:

Not Applicable.

ALTERNATIVES:

There are no alternatives to this Ordinance. If this Staffing Ordinance does not receive approval by City Council, there will not be an accurate staffing count available to City Administration and Department Heads.

RECOMMENDATION:

Approval of the Ordinance.

ORDINANCE NO. _____

AN ORDINANCE PROVIDING FOR THE CITY OF PUEBLO
DEPARTMENTAL AUTHORIZED PERSONNEL POSITIONS FOR
THE FISCAL YEAR 2025

WHEREAS, the Mayor has determined that the following staffing plan for the City Departments best meets the needs of the City; and

WHEREAS, the City Financial Plan (Budget) authorizes the positions as included in the staffing plan.

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The following positions shall be authorized for FY 2025:

City Council

City Council President	1
City Council Member	6
Administrative Assistant	1
Total	8

Mayor's Office

Mayor	1
Chief of Staff	1
Deputy Mayor	1
Director/Just Transitions Program	1
Director/Public Affairs	1
Grant & Resource Development Administrator	1
Grant Coordinator/Financial Empowerment	1
Marketing & Social Media Specialist	1
Non-Profit Compliance Coordinator	1
Executive Assistant	2
Total	11

City Clerk

City Clerk	1
Deputy City Clerk	1
Licensing Coordinator	1
Municipal Records & Technical Coordinator	1
Senior Office Assistant	1
Total	5

Civil Service

Civil Service Administrator	1
Civil Service Commissioner	3
Civil Service Analyst	1
Marketing and Recruiting Specialist	1
Total	6

Finance

Director of Finance	1
Accountant I	2
Accountant II	5
Accounting Manager	1
Accounting Technician II	2
Accounting Technician IV	4
Administration Technician	1
Assistant Accounting Manager	1
Budget Analyst	1
Grants Analyst	1
Payroll Coordinator	1
Senior Tax Auditor	1
Tax Audit Manager	1
Tax Auditor I	3
Tax Auditor II	2
Tax Compliance Technician	2
Total	29

Fire

Fire Chief	1
Deputy Fire Chief	2
Assistant Fire Chief	6
Fire Captain	36
Fire Lieutenant	6
Emergency Medical Officer	34
Fire Engineer	36
Fire Inspector	3
Firefighter	36
Administrative Technician	1
Community Risk Reduction Coordinator	1
Community Outreach Specialist	1
Senior Office Assistant	1
Total	164

Fleet Maintenance

Fleet Superintendent	1
Shops Supervisor	1
Fleet Mechanic	6
Fleet Service Writer	1
Parts Clerk	2
Senior Office Assistant	1
Total	12

Human Resources

Director of Human Resources	1
Assistant Director/Human Resources	1
Administrative Technician	1
HR Analyst I	1
HR Analyst II	2
Senior HR Analyst	1
Total	7

Information Technology

Director of Information Technology	1
Assistant Director of Information Technology	1
Business Systems Analyst	2
Sr. Network Communications Specialist	1
GIS Specialist I	1
Media Systems Administrator	1
Media Systems Specialist	1
PC Network Technician	2
Network Communications Specialist II	3
Senior GIS Administrator	1
Senior Integration Administrator	1
Senior Media Systems Administrator	1
Senior Network Administrator	1
Senior PC Network Technician	1
Senior Security Administrator	1
Senior System Administrator	1
System Administrator	1
Total	21

Law Department

City Attorney	1
Deputy City Attorney	2
Assistant City Attorney I/II/III	3
Sr. Assistant City Attorney	1

Paralegal	1
Legal Assistant	1
Total	9

Memorial Airport

Director of Aviation	1
Administrative Technician	1
Airport Operations/Maintenance Supervisor	1
Airport Operations/Maintenance Worker/Airport Operations/Maintenance Specialist	8
Aviation Security/Contracts Coordinator	1
Senior Airport Operations/Maintenance Specialist	2
Total	14

Municipal Court

Municipal Court Judge	1
Court Administrator	1
Community Services Supervisor	1
Community Service Specialist	1
Court Marshal	1
Court Technician II	1
Lead Court Technician	2
Court Technician	5
Probation Officer	2
Total	15

Parking

Parking Enforcer	1
Total	1

Parks and Recreation

Director of Parks	1
Assistant Director of Parks and Recreation	1
Administrative Technician	1
Equipment Operator IV	1
Gardener	1
Horticulture Specialist	1
Mason	1
Office Assistant/Parks & Rec Tech	1
Outdoor Recreation Administrator	1
Park Caretaker II	2
Park Caretaker II - Irrigation	5
Park Caretaker II-Playground Inspector	1
Park Ranger	2
Parks Area Crew Leader	2

Parks Maintenance Mechanic	4
Parks Senior Mechanic / Welder	1
Parks Supervisor	1
Program Coordinator – Aquatics	1
Program Coordinator – El Centro Del Quinto Sol	1
Program Coordinator – Forestry	1
Program Coordinator - Ice Arena	1
Program Coordinator – Marketing	1
Program Coordinator – Park Ranger	1
Program Coordinator – Sports	1
Recreation Supervisor	1
Senior Office Assistant	1
Trash Removal Coordinator	1
Utility Worker / Park Caretaker I	10
Total	47

Planning & Community Development

Director of Planning & Community Development	1
Assistant Mayor/Community Investment	1
Administrative Technician	2
CDBG/HOME & Housing Administrator	1
Community Development Specialist	1
Housing/Community Development Coordinator II	1
Housing & Community Development Specialist	1
Land Use Technician II	1
Land Use Technician	1
MPO Manager	1
Planner	4
Principal Planner	1
Senior Office Assistant	1
Senior Planner	2
Transportation Planning Technician	1
Total	20

Police

Police Chief	1
Police Deputy Chief	3
Police Captain	8
Police Sergeant	25
Police Corporal	55
Police Patrol Officer	115
Abandoned Vehicle Coordinator	1
Abatement Worker	2
Administrative Technician	2
Building Custodian	1

Code Enforcement Manager	1
Code Enforcement Officer	9
Community Initiative to Reduce Violence (CIRV) Program Manager	1
Community Service Officer	6
Crime Analyst	1
Dispatch Manager	1
Dispatch Training Coordinator	1
Emergency Services Dispatcher	24
Emergency Services Dispatcher Supervisor	3
Office Assistant/ Police Records Technician	10
Office Assistant/Investigations Technician	1
Office Assistant/Police Services Technician	1
Office Assistant/Property & Evidence Technician	3
PD Community Engagement Manager	1
Police Payroll Technician	2
Police Records Manager	1
Real Time Crime Center Technician	4
Senior Office Assistant	8
Social Media Specialist	1

Total	292
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Police-Safety Tax

Police Sergeant	4
Police Patrol Officer	20

Total	24
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Public Works – Engineering

Director of Public Works	1
Deputy Director Public Works	1
Administrative Technician	2
Associate Engineer I	3
Associate Engineer II	2
Associate Field Engineer	3
Civil Engineer/Public Works	1
Construction Manager	1
Construction Inspector	4
Engineering Manager	1
Public Works Asset Coordinator	1
Public Works Projects Coordinator	1

Total	21
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Public Works - Public Buildings

Facilities Maintenance Superintendent	1
Carpenter	2
Electrician	1
HVAC Technician	2
Painter	2
Plumber	1
Senior Facilities Maintenance Technician	2
Total	11

Public Works - Solid Waste

Solid Waste Coordinator	1
Utility Worker/Equipment Operator I	1
Total	2

Public Works - Street Cleaning

Sweeper Operator	4
Total	4

Public Works - Streets Division

Area Crew Leader	2
Equipment Operator II	3
Equipment Operator IV	6
Street Maintenance Supervisor	1
Streets Maintenance Mechanic	1
Utility Worker / Equipment Operator I	7
Total	20

Public Works - Traffic Control

Traffic Control Supervisor	1
Traffic Control Utility Worker II	1
Traffic Control Utility Worker III	1
Traffic Signal Technician	3
Traffic Signs & Marking Specialist	2
Total	8

Public Works - Transportation

Traffic Engineer	1
Administrative Technician	1
Civil Engineer/Transportation	1
Traffic Engineer Analyst	1
Total	4

Purchasing

Director of Purchasing	1
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Purchasing/Contracts Administrator	2
Purchasing Specialist	1
Total	4

Stormwater

Director of Stormwater	1
Administrative Technician	1
Associate Engineer I Stormwater	2
Associate Engineer II Stormwater	1
Civil Engineer/ Drainage	2
Equipment Operator II	4
Equipment Operator IV	3
GPS Technician	1
Inspector/Stormwater	1
MS4 Permit Coordinator	1
Permit Compliance Specialist - SW	1
Stormwater Coordinator	1
Stormwater Crew Leader	1
Stormwater Engineering Manager	1
Stormwater Utility Maintenance Supervisor	1
Utility Locate Technician	1
Utility Worker/Equipment Operator I	4
Total	27

Wastewater Administration

Director of Wastewater	1
Accountant II	1
Regulatory Compliance Specialist	1
WW Compliance Officer	1
Administrative Technician	1
Total	5

Wastewater – Collection

WW Collection Supervisor	1
WW Utility Worker/WW Utility Worker I/ WW Utility Worker II/WW Utility Worker III/ WW Utility Worker IV	16
Total	17

Wastewater – Engineering

Associate Field Engineer	1
Civil Engineer – Wastewater	2
Inspector/WW	1
WW Data Technician	1

WW Data Technician II	1
WW Engineering Manager	1
Total	7

Wastewater- Pre-Treatment

Pretreatment Manager	1
Permit Compliance Specialist - WW	1
Pretreatment Compliance Technician	1
Total	3

Wastewater-Treatment Plant

Assistant WWTP Superintendent	1
Lab Analyst II	1
Lab Analyst III	2
Laboratory Pretreatment Specialist	2
SCADA Administrator	1
Senior Office Assistant	1
Senior WWTP Maintenance Mechanic	2
Wastewater Operator A	5
WRF Worker/WRF Worker I/WRF Worker II/WW Operator B	7
WW Instrument & Controls Specialist	1
WW Maintenance Coordinator	1
WW Maintenance Supervisor	1
WWTP Inventory Control Specialist	1
WWTP Lab Supervisor	1
WWTP Maintenance Mechanic	2
WWTP Superintendent	1
Total	30

GRAND TOTAL 848

SECTION 2.

The officers and staff of the City are directed and authorized to perform any and all acts consistent with the intent of this Ordinance to effectuate and transactions described therein.

SECTION 3.

This Ordinance shall be deemed to amend the Fiscal Year 2024 Budget with respect to the number and allocation of positions within Departments and shall become effective January 1, 2025.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on November 25, 2024.

Final adoption of Ordinance by City Council on December 9, 2024.

President of City Council

Action by the Mayor:

- ☐ Approved on _____.
- ☐ Disapproved on _____ based on the following objections:

Mayor

Action by City Council After Disapproval by the Mayor:

- ☐ Council did not act to override the Mayor's veto.
- ☐ Ordinance re-adopted on a vote of _____, on _____
- ☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST:

City Clerk



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Marisa Pacheco, Director of Human Resources

SUBJECT: AN ORDINANCE AMENDING SECTIONS 6-5-16 AND 6-5-18 OF CHAPTER 5, OF TITLE VI OF THE PUEBLO MUNICIPAL CODE RELATING TO THE CLASSIFICATION AND PAY PLAN FOR FISCAL YEAR 2025

SUMMARY:

This Ordinance amends the current classification and pay plan to reflect 2025 wages for classified General Service, Fire, Police, Management, and unclassified Appointed classifications to include the increase in the minimum wage for part-time positions resulting from the State minimum wage increase, effective January 1, 2025.

PREVIOUS COUNCIL ACTION:

On December 11, 2023, Ordinance No.10614 was approved by City Council. This Ordinance provided the classification and pay plan for fiscal year 2024.

BACKGROUND:

Section 8-8 of the City Charter titled Pay Schedule requires that the Personnel (Human Resources) Director provide a uniformed schedule of pay for the classified service, approved by the Mayor, and submitted to City Council. The 2025 wages have been determined by Collective Bargaining Agreements between the City of Pueblo and the Pueblo Association of Government Employees (General Service), International Association of Firefighters Local #3 (Fire) and International Brotherhood of Police Officers #537 (Police) and are reflected within the Pay Schedule.

The following wage increases will take effect January 1, 2025, by employee group, if this ordinance is approved:

Fire – International Association of Firefighter Local #3 – 7% increase for all steps of all ranks. Step increases within the range of Firefighter, as applicable, based on seniority will occur in 2025 as scheduled.

Police - International Brotherhood of Police Officers #537 (Police) –7% increase for all steps of the rank of Police Patrol Officer and Police Corporal. A 10% increase will be applied to all steps of the rank of Police Sergeant. Step increases within the range based on seniority will occur in 2025 as scheduled.

General Service – Pueblo Association of Government Employees –2.8% increase for all steps of all classifications. Step increases within the range based on seniority will occur in 2025 as scheduled.

Management and Appointed - 2.8% increase for all merit rates within the ranges, in general, for management and appointed positions. Due to larger increases in the sworn Police and Fire ranks, sworn Appointed and Class B Management ranks salary scales were increase commensurate with sworn line increases.

Unclassified Temporary and Seasonal Staff - Section 6-5-18 sets forth the minimum rate of pay of unclassified part-time positions of the City and is updated to reflect the change in pay rate for 2025. The City of Pueblo follows Federal minimum wage guidelines and/or the State of Colorado minimum wage, whichever is greater. The Colorado Minimum Wage is scheduled to increase from \$14.42 per hour to \$14.81 per hour effective January 1, 2025.

FINANCIAL IMPLICATIONS:

The salary schedules and related wage increases in this Ordinance were considered in the 2025 Budget and were approved by City Council on November 25, 2024.

BOARD/COMMISSION RECOMMENDATION:

Not Applicable.

STAKEHOLDER PROCESS:

None.

ALTERNATIVES:

There are no alternatives to this Ordinance. Section 8-8 of the City Charter requires that the Personnel (Human Resources) Director provide a uniform schedule of pay approved by the Mayor and City Council and must comply with applicable minimum wage laws. The uniformed schedule of pay must be posted for all current and future City employees to view and is a public record.

RECOMMENDATION:

Approval of the Ordinance.

ATTACHMENTS:

1. FINAL SALARY ORDINANCE 2025_ORD ONLY

ORDINANCE NO.

AN ORDINANCE AMENDING SECTIONS 6-5-16 AND 6-5-18 OF
CHAPTER 5, OF TITLE VI OF THE PUEBLO MUNICIPAL CODE
RELATING TO THE CLASSIFICATION AND PAY PLAN FOR
FISCAL YEAR 2025

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:
SECTION 1.

Section 6-5-16 of Chapter 5, of Title VI, of the Pueblo Municipal Code is hereby
repealed in its entirety and re-enacted as follows:

6-5-16. Schedule, classification, work week and monthly salary.

The following shall constitute:

1. The classification and pay range for all bargaining unit employees of the City
effective January 1, 2025;
2. The classification and pay range for all non-bargaining unit employees of the City
effective January 1, 2025;
3. The pay range for all unclassified employees of the City effective January 1, 2025.

**[CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – GENERAL SERVICE (NON-EX
2024**

<i>Class Title</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>
1. GENERAL SERVICE								
Abandoned Vehicle Coordinator	3971.53	4073.78	4275.49	4480.39	4580.95	4630.33	4696.29	4757.07
Abatement Worker	3388.99	3444.65	3501.77	3588.18	3762.50	3932.38	4018.79	4062.72
Accountant I	6012.16	6160.11	6453.04	6748.88	6893.87	6970.06	7060.84	7153.11
Accounting Technician II	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74
Accounting Technician III	3900.17	3996.38	4187.12	4381.30	4474.15	4768.43	4878.88	5008.08
Accounting Technician IV	4153.22	4255.08	4463.83	4670.89	4776.04	4999.59	5066.16	5224.35
Administrative Technician	4153.22	4255.08	4463.83	4670.89	4776.04	4999.59	5066.16	5224.35
Airport Ops/Maintenance Specialist	4146.21	4256.00	4369.09	4485.56	4605.53	4729.10	4856.37	4987.47
Airport Ops/Maintenance Worker	3501.77	3592.23	3681.23	3860.77	4035.75	4124.76	4169.99	4224.35
Area Crew Leader	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43
Associate Engineer I	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75
Associate Engineer II	5003.02	5133.37	5392.63	5656.26	5786.60	5852.49	5931.62	6015.10

Associate Engineer II - SW	5003.02	5133.37	5392.63	5656.26	5786.60	5852.49	5931.62	6015.10
Associate Engineer II- WW	5003.02	5133.37	5392.63	5656.26	5786.60	5852.49	5931.62	6015.10
Associate Field Engineer	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43
Auto Mechanic	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43
Aviation Operations Technician	3712.68	3803.46	3989.49	4174.04	4267.78	4387.45	4445.71	4503.96
Aviation Security/Contracts Coordinator	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16
Building Custodian	2710.68	2799.79	2888.93	2978.08	3067.22	3156.37	3245.50	3334.61
Business Systems Analyst	4875.75	5057.14	5238.49	5419.82	5601.18	5782.54	5963.91	6145.27
Carpenter	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77
Civil Service Analyst	4477.23	4592.91	4821.40	5052.81	5167.07	5225.66	5297.43	5369.18
Civil Service Technician	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74
Code Enforcement Officer	3837.15	3935.31	4125.69	4320.48	4417.15	4465.49	4525.54	4585.59
Community Development Specialist	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81
Community Risk Reduction Coordinator	3971.53	4073.78	4275.49	4480.39	4580.95	4630.33	4696.29	4757.07
Community Service Coordinator	4852.17	4975.20	5227.13	5480.51	5605.00	5749.72	5831.58	5910.44
Community Service Officer	4229.68	4338.58	4553.40	4771.62	4878.71	4931.30	5001.54	5066.28
Community Outreach Specialist	3837.15	3935.31	4125.69	4320.48	4417.15	4465.49	4525.54	4585.59
Community Service Specialist	3451.48	3536.62	3705.42	3877.25	3959.42	4075.58	4169.98	4280.41
Court Marshal	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77
Court Technician	3404.38	3474.60	3650.78	3860.09	3939.46	3989.96	4063.72	4133.21
Court Technician II	3574.60	3648.33	3833.32	4053.10	4136.43	4189.45	4266.91	4339.87
Dispatch Training Coordinator	4468.07	4612.06	4756.05	4900.07	5044.09	5339.19	5487.41	5635.62
Electrician	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77
Emergency Services Dispatch Supervisor	5540.36	5715.67	5890.96	6066.23	6241.52	6591.81	6771.89	6951.94
Emergency Services Dispatcher	4101.37	4245.36	4389.35	4533.38	4677.39	4961.81	5110.03	5258.24
Equipment Operator I	3501.77	3588.18	3762.50	3932.38	4018.79	4062.72	4115.48	4171.10
Equipment Operator II	3690.71	3781.52	3966.04	4150.60	4285.31	4329.68	4387.38	4446.56
Equipment Operator IV	4217.88	4323.94	4539.05	4754.21	4934.67	4989.26	5054.48	5100.46
Fire Support Technician	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74
Fleet Service Writer	3394.85	3478.31	3643.83	3812.28	3892.84	3941.15	3988.03	4047.80
Gardener	3875.24	3973.37	4167.08	4362.96	4505.71	4572.38	4634.82	4697.26
GIS Specialist I	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81
GPS Technician	3908.94	4007.06	4203.32	4399.60	4497.71	4547.49	4607.58	4672.04

Horticultural Specialist	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43
Housing/Comm. Dev. Coordinator II	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75
HR Records Technician	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74
HVAC Technician	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77
Inspector/Construction	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75
Inspector/Stormwater	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75
Inspector/Streets	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75
Inspector /Wastewater	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75
Lab Analyst	4717.43	4838.98	5083.57	5329.63	5449.73	5511.27	5588.85	5663.59
Lab Analyst II	5003.02	5133.37	5392.63	5656.26	5786.60	5852.49	5931.62	6015.10
Lab Analyst III	5558.12	5706.32	6000.46	6294.85	6440.10	6515.99	6606.83	6699.07
Lab Pretreatment Specialist	4717.43	4838.98	5083.57	5329.63	5449.73	5511.27	5588.85	5663.59
Land Use Technician	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.31	5224.35
Law Department Technician	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74
Lead Code Enforcement Officer	4229.68	4338.58	4553.40	4771.62	4878.71	4931.66	5001.54	5066.28
Lead Court Technician	4153.22	4255.08	4463.83	4670.89	4776.04	4999.59	5066.16	5224.35
Legal Support Assistant	4153.22	4255.08	4463.83	4670.89	4776.04	4999.59	5066.16	5224.35
Licensing Coordinator	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.31	5224.35
Marketing and Recruitment Specialist	4875.75	5057.14	5238.49	5419.82	5601.18	5782.54	5963.91	6145.27
Marketing and Social Media Specialist	4875.75	5057.14	5238.49	5419.82	5601.18	5782.54	5963.91	6145.27
Mason	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77
Media Systems Administrator	4875.75	5057.14	5238.49	5419.82	5601.18	5782.54	5963.91	6145.27
Media Systems Specialist	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81
Municipal Records Tech/Coordinator	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81
Office Assistant	3119.85	3193.02	3343.80	3496.10	3569.25	3608.09	3655.87	3700.67
Painter	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77
Parks Area Crew Leader	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43
Park Caretaker I	3501.77	3588.18	3762.50	3932.38	4018.79	4062.72	4115.48	4171.10
Park Caretaker II	3690.71	3781.52	3966.04	4150.60	4285.31	4329.68	4387.38	4446.56
Park Caretaker II - Irrigation	3875.24	3973.37	4167.08	4362.96	4505.71	4572.38	4634.82	4697.26
Park Caretaker II - Playground	3875.24	3973.37	4167.08	4362.96	4505.71	4572.38	4634.82	4697.26
Park Ranger	3837.15	3935.31	4125.69	4320.48	4417.15	4465.49	4525.54	4585.59
Parking Enforcer	3394.85	3478.31	3643.83	3812.28	3892.84	3941.15	3988.03	4039.30
Parks & Rec Technician	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74
Parks Maintenance Mechanic	4217.88	4323.94	4539.05	4754.21	4910.37	4964.69	5029.58	5100.46
Parks Senior Mechanic/Welder	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77
Parts Clerk	3394.85	3478.31	3643.83	3812.28	3892.84	3941.15	3988.03	4047.80

Payroll Coordinator	4813.02	4937.38	5183.00	5431.77	5554.60	5617.58	5694.74	5771.87
PC Network Technician	4058.87	4185.86	4312.83	4439.82	4566.80	4693.79	4820.76	4947.77
PD Investigations Technician	3404.38	3474.60	3650.78	3860.09	3939.46	3989.96	4063.72	4133.21
PD Records Technician	3404.38	3474.60	3650.78	3860.09	3939.46	3989.96	4063.72	4133.21
Permit Compliance Specialist - SW	5558.12	5706.31	6000.45	6294.85	6440.11	6515.99	6606.83	6699.07
Permit Compliance Specialist - WW	5558.12	5706.31	6000.45	6294.85	6440.11	6515.99	6606.83	6699.07
Planner	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81
Plumber	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77
Police Payroll Technician	4153.22	4255.08	4463.83	4670.89	4776.04	4999.59	5066.16	5224.35
Police Services Technician	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74
Pretreatment Compliance Technician	5003.02	5133.37	5392.63	5656.26	5786.60	5852.49	5931.62	6015.10
Probation Officer	5367.18	5506.59	5795.30	6062.71	6203.76	6271.04	6359.63	6446.51
Program Coordinator - Aquatics	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16
Program Coordinator - El Centro Del Quinto Sol	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16
Program Coordinator - Forestry	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16
Program Coordinator - Horticulture	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16
Program Coordinator - Housing	4229.68	4338.58	4553.40	4771.62	4878.71	4931.30	5001.54	5066.28
Program Coordinator - Ice Arena	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16
Program Coordinator - Marketing	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16
Program Coordinator - Park Ranger	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16
Program Coordinator - Sports	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16
Property/Evidence Technician	3404.38	3474.60	3650.78	3860.09	3939.46	3989.96	4063.72	4133.21
Purchasing/Contract Coordinator	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81
Purchasing Specialist	3775.66	3868.26	4058.03	4246.27	4341.86	4463.92	4523.35	4582.76
Public Works Asset Coordinator	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81
Public Works Projects Coordinator	6042.39	6201.34	6521.00	6840.92	6998.79	7081.27	7179.98	7280.21
Radio Technician	3875.24	3973.37	4166.72	4362.96	4461.10	4527.10	4588.93	4650.77
Radio Technician II	4456.47	4633.81	4811.17	4988.51	5165.88	5343.18	5520.52	5697.91
Real Time Crime Center Technician	4375.67	4489.71	4716.42	4940.37	5054.44	5111.47	5182.39	5253.35
Social Media Specialist	4875.75	5057.14	5238.49	5419.82	5601.18	5782.54	5963.91	6145.27
Solid Waste Coordinator	4607.58	4727.62	4966.39	5202.21	5322.32	5382.37	5457.06	5531.77
Sr. Airport Ops/Main. Specialist	4717.43	4844.36	4975.09	5109.75	5248.44	5391.30	5538.44	5690.00
Sr. Facilities	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77

Maintenance Technician								
Sr. Office Assistant	3900.17	3996.38	4187.12	4381.30	4474.15	4768.43	4878.88	5008.08
Sr. PC Network Technician	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81
Sr. Planner	5558.12	5706.32	6000.46	6294.85	6440.10	6515.99	6606.83	6699.07
Sr. Traffic Signal Technician	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77
Sr. WWTP Maintenance Mechanic	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77
Stormwater Crew Leader	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43
Streets Maintenance Mechanic	4217.88	4323.94	4539.05	4754.21	4910.37	4964.69	5029.58	5100.46
Survey Party Chief	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77
Survey Party Chief LS	5145.10	5268.12	5520.05	5773.41	5897.94	5960.89	6041.42	6119.07
Surveyor	3908.94	4007.06	4203.32	4399.60	4497.71	4547.49	4607.58	4672.04
Sweeper Operator	4033.44	4135.96	4338.08	4543.11	4690.62	4742.40	4808.98	4871.11
Systems Administrator	4875.75	5057.14	5238.49	5419.82	5601.18	5782.54	5963.91	6145.27
Tax Auditor	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81
Tax Auditor II	6012.16	6160.11	6453.04	6748.88	6893.87	6970.06	7060.84	7153.11
Tax Compliance Technician	4393.70	4524.86	4674.08	4813.35	4952.28	5182.58	5317.44	5544.60
Traffic Control Utility Worker II	3690.71	3781.52	3966.04	4150.60	4242.88	4286.82	4343.95	4402.53
Traffic Control Utility Worker III	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16
Traffic Engineering Analyst	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75
Traffic Signal Technician	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16
Traffic Signs/Markings Specialist	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16
Transportation Planning Technician	3823.97	3920.64	4109.58	4304.39	4398.13	4446.47	4505.05	4566.56
Trash Removal Coordinator	4717.43	4838.98	5083.57	5329.63	5449.73	5511.27	5588.85	5663.59
Utility Locate Technician	3690.71	3781.52	3966.04	4150.60	4285.31	4329.68	4387.38	4446.56
Utility Worker	3388.99	3444.65	3501.77	3588.18	3762.50	3932.38	4018.79	4062.72
Water Reclamation Worker	3388.99	3444.65	3501.77	3588.18	3762.50	3932.38	4018.79	4062.72
Water Reclamation Worker I	3690.71	3781.52	3966.04	4150.60	4242.88	4286.82	4343.95	4402.53
Water Reclamation Worker II	3823.97	3920.64	4109.58	4304.39	4398.13	4446.47	4505.05	4566.56
WW Compliance Officer	3837.15	3935.31	4125.69	4320.48	4417.15	4465.49	4525.54	4585.59
WW Data Technician	4477.23	4592.91	4821.40	5052.81	5167.07	5225.66	5297.43	5369.18
WW Data Technician II	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43
WW Instrument/Control Specialist	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77
WW Inventory/Control Specialist	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77
WW Maintenance Coordinator	4875.75	5057.14	5238.49	5360.49	5601.18	5782.54	5963.91	6145.27
WW Operator A	5455.19	5597.60	5668.80	5882.41	6024.82	6167.23	6309.64	6452.04

WW Operator B	4162.07	4270.72	4484.70	4699.93	4806.84	4860.99	4927.65	4995.80
WW SCADA Coordinator	5558.12	5706.32	6000.46	6294.85	6440.10	6515.99	6606.83	6699.07
WW Utility Worker	3388.99	3444.65	3501.77	3588.18	3762.50	3932.38	4018.79	4062.72
WW Utility Worker I	3676.86	3767.59	3950.62	4129.00	4219.74	4265.85	4321.25	4379.66
WW Utility Worker II	3912.16	4008.41	4204.01	4440.67	4497.45	4544.03	4604.58	4666.68
WW Utility Worker III	4436.45	4547.72	4773.38	4999.08	5111.87	5168.32	5235.74	5309.34
WW Utility Worker IV	4790.64	4914.42	5158.89	5406.51	5528.76	5591.46	5668.25	5745.02
WWTP Maintenance Mechanic	4146.21	4250.21	4461.10	4672.04	4777.46	4830.21	4893.21	4962.00

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CITY OF PUEBLO SALARY SCHEDULE MONTHLY SALARY SCHEDULE – FIRE (NON-EXEMPT) 2024

S TITLE

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Chief *1	10856.60
Medical Officer	7961.51
Captain *1	9409.05
Lieutenant	8685.28
Engineer*2	7744.38
Spectator	8106.26
S TITLE	Entrance
Firefighter *3	5341.50

		Step 2	Step 3	Step 4	Step 5	Step 6
		5783.45	5839.44	6010.87	6126.27	6241.67

* Denotes a 56-Hour Work Week.

¹ Captain (Administration) shall constitute an assignment for Captain and shall have assigned duties primarily relating to administrative functions including training and EMS Coordination. Captain (Administration) shall be a Group A Firefighter. The monthly base pay of a Captain (Administration) shall be the monthly base pay of Captain in the same grade who is a Group B Firefighter plus an additional \$550.

² Fire Engineers who possess and maintain an EMT-I certification or higher with the City shall be paid a monthly stipend of one percent (1%) of their monthly base pay in accordance with the City's usual and customary payroll practices. Fire Engineers hired on or after January 1, 2018 who are required as a condition of their employment as Fire Engineers with the City to possess and maintain an EMT-I Certification or higher pursuant to Section 49.2 of the collective bargaining agreement shall also be eligible for and paid said monthly stipend.

³ Firefighters assigned to Focus Response Unit (FRU) shall be a Group B Firefighter. They shall be allowed to work OT within the FRU classification when approved by the Chief or his/her designee.

* Denotes a 56-Hour Work Week.

¹ Captain (Administration) shall constitute an assignment for Captain and shall have assigned duties primarily relating to administrative functions including training and EMS Coordination. Captain (Administration) shall be a Group A Firefighter. The monthly base pay of t Captain (Administration) shall be the monthly base pay of Captain in the same grade who is a Group B Firefighter plus an additional \$550

² Fire Engineers who possess and maintain an EMT-I certification or higher with the City shall be paid a monthly stipend of one percent (1%) of their monthly base pay in accordance with the City's usual and customary payroll practices. Fire Engineers hired on or after January 1, 2018 who are required as a condition of their employment as Fire Engineers with the City to possess and maintain an EMT-I Certification or higher pursuant to Section 49.2 of the collective bargaining agreement shall also be eligible for and paid said monthly stipend.

³ Firefighters assigned to Focus Response Unit (FRU) shall be a Group B Firefighter. They shall be allowed to work OT within the FRU classification when approved by the Chief or his/her designee.

CITY OF PUEBLO SALARY SCHEDULE MONTHLY SALARY SCHEDULE – POLICE (NON-EXEMPT) 2024

<i>CLASS TITLE</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>
(A) POLICE								
Police Corporal	7372.98	7372.98	7372.98	7481.05	7481.05	7590.78		
Police Patrol Officer	5955.95	6463.36	6663.62	6767.11	6867.27	6970.81	7069.23	7265.48
Police Sergeant	8464.52	8547.44	8628.50	8713.10	8836.51			

CITY OF PUEBLO SALARY SCHEDULE MONTHLY SALARY SCHEDULE – CLASS B (EXEMPT) 2024

<i>CLASS TITLE</i>	<i>BASE SALAR Y</i>	<i>MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(B)</i>					
1. Administrative							
Accountant II	7111.97	7350.63	7631.33	7888.55	8145.70	8411.27	8686.96
Accounting Manager	8584.79	8842.30	9107.59	9380.74	9662.19	9952.00	10250.67
Administrative Assistant	5489.68	5676.29	5896.48	6098.16	6299.86	6508.31	6721.76
Airport Ops/Maintenance Supervisor	6221.12	6407.73	6599.98	6797.96	7001.91	7211.96	7428.32
Assistant Accounting Manager	7554.05	7809.51	8107.02	8382.71	8656.71	8939.06	9231.51
Assistant Director/Human Resources	8045.06	8317.13	8633.97	8927.58	9219.39	9520.09	9831.55
Assistant Director/Info Technology	7111.97	7350.63	7631.33	7888.55	8145.70	8411.27	8686.96
Assistant Director/Parks & Recreation	9314.40	9545.10	9781.60	10098.42	10498.92	10915.46	11364.41
Assistant WWTP Superintendent	7554.05	7809.51	8107.02	8382.71	8656.70	8939.06	9231.51
Budget Analyst	7111.97	7350.63	7631.33	7888.55	8145.70	8411.27	8686.96
CDBG/HOME & Housing Administrator	7554.05	7809.51	8107.02	8382.71	8656.70	8939.06	9231.51
Civil Engineer Drainage	7111.97	7330.29	7722.07	8113.85	8505.64	8897.42	9290.16

Civil Engineer Public Works	7111.97	7330.29	7722.07	8113.85	8505.64	8897.42	9290.16
Civil Engineer Transportation	7111.97	7330.29	7722.07	8113.85	8505.64	8897.42	9290.16
Civil Engineer Wastewater	7111.97	7330.29	7722.07	8113.85	8505.64	8897.42	9290.16
Civil Service Administrator	9142.22	9454.86	9821.26	10155.80	10490.23	10836.53	11194.52
Code Enforcement Manager	7111.97	7350.63	7631.33	7888.55	8145.70	8411.27	8686.96
Communications Supervisor	5690.18	6063.74	6437.32	6810.88	7184.47	7558.05	7931.62
Construction Manager	5612.63	5802.61	6022.81	6226.18	6429.57	6637.96	6854.81
Court Administrator	7111.97	7350.63	7631.33	7888.55	8145.70	8411.27	8686.96
Crime Analyst	5017.86	5215.54	5413.16	5610.84	5808.55	6006.21	6203.84
Deputy City Clerk	5575.66	5762.24	5982.46	6184.13	6385.84	6594.29	6807.74
Deputy Director Public Works	10050.89	10382.56	10735.57	11100.58	11478.00	11868.25	12316.59
Deputy Fire Chief	9755.38	10087.57	10480.02	10836.24	11194.26	11860.82	12185.28
Dispatch Manager	6349.62	6764.98	7180.36	7595.73	8011.08	8426.46	8841.78
Engineering Manager	9458.10	9967.30	10476.49	10985.69	11494.89	12004.09	12513.94
Facilities Maintenance Superintendent	7911.78	8180.79	8500.09	8789.23	9080.03	9379.21	9688.50
Fleet Superintendent	7911.78	8180.79	8500.09	8789.23	9080.03	9379.21	9688.50
Food Project Coordinator	5130.54	5304.94	5510.73	5699.22	5887.72	6082.54	6282.02
Grant & Resource Dev. Administrator	7111.97	7350.63	7631.33	7888.55	8145.70	8411.27	8686.96
Grants Analyst	6780.56	6926.24	7002.78	7093.99	7186.69	7277.93	7503.55
Grant Coordinator/Financial Empowerment	4872.31	5037.93	5233.36	5412.36	5591.38	5776.39	5965.83
HR Analyst I	4865.25	5126.36	5415.27	5712.56	6026.87	6358.21	6707.87
HR Analyst II	5619.36	5920.95	6254.63	6598.01	6961.04	7343.73	7747.60
Ice Arena Manager	7111.97	7350.63	7631.33	7888.55	8145.70	8411.27	8686.96
Landscape Architect	6221.12	6431.23	6674.95	6901.86	7127.11	7357.37	7599.45
Legal Assistant	4835.66	4993.81	5152.31	5310.61	5484.57	5658.93	5833.11
MPO Manager	7554.05	7809.51	8107.02	8382.71	8656.70	8939.06	9231.51
MS4 Permit Coordinator	6221.12	6431.23	6674.95	6901.86	7127.11	7357.37	7599.45
Non-Profit Compliance Coordinator	5619.36	5920.95	6254.63	6598.01	6961.04	7343.73	7747.60
Outdoor Recreation Administrator	5575.66	5762.24	5982.46	6184.13	6385.84	6594.29	6807.74
Parks Manager	7111.97	7350.63	7631.33	7888.55	8145.70	8411.27	8686.96
Parks Supervisor	5575.66	5762.24	5982.46	6184.13	6385.84	6594.29	6807.74
PD Community Engagement Manager	5886.62	6096.86	6307.10	6517.34	6727.58	6937.82	7148.08
Police Captain	8661.92	8959.04	9305.65	9624.00	9942.31	10267.74	10609.06
Police Deputy Chief	10065.46	10408.27	10813.16	11180.76	11550.11	11931.88	12326.14
Police Records Manager	5612.62	5802.61	6022.81	6226.18	6429.57	6637.96	6854.81
Pretreatment Manager	7554.05	7809.51	8107.02	8382.71	8656.70	8939.06	9231.51
Principal Planner	7554.05	7809.51	8107.02	8382.71	8656.70	8939.06	9231.51
Purchasing Contracts Administrator	5612.62	5802.61	6022.81	6226.73	6429.57	6637.96	6993.06
Recreation Supervisor	5575.66	5762.24	5982.46	6184.13	6385.84	6594.29	6807.74
Regulatory Compliance Specialist	7997.76	8266.75	8586.06	8875.20	9165.98	9465.17	9774.47
SCADA Administrator	7554.05	7809.51	8107.02	8382.71	8656.70	8939.06	9231.51

Shops Supervisor	6353.92	6567.37	6819.50	7048.11	7278.40	7515.38	7760.77
Sr. Business Systems Analyst	5690.18	6063.74	6437.32	6810.88	7184.47	7558.05	7931.62
Sr. GIS Administrator	5690.18	6063.74	6437.32	6810.88	7184.47	7558.05	7931.62
Sr. HR Analyst	6630.85	6986.72	7380.47	7785.65	8214.02	8665.61	9142.16
Sr. Integration Administrator	5690.18	6063.74	6437.32	6810.88	7184.47	7558.05	7931.62
Sr. Media Systems Administrator	5690.18	6063.74	6437.32	6810.88	7184.47	7558.05	7931.62
Sr. Network Administrator	5690.18	6063.74	6437.32	6810.88	7184.47	7558.05	7931.62
Sr. Security Administrator	5690.18	6063.74	6437.32	6810.88	7184.47	7558.05	7931.62
Sr. System Administrator	5690.18	6063.74	6437.32	6810.88	7184.47	7558.05	7931.62
Sr, Tax Auditor	7111.97	7350.63	7631.33	7888.55	8145.70	8411.27	8686.96
Stormwater Coordinator	7997.76	8266.75	8586.06	8875.20	9165.98	9465.17	9774.47
Stormwater Engineering Manager	9458.10	9967.30	10476.49	10985.69	11494.89	12004.09	12513.94
Stormwater Utility Maint. Supervisor	6221.12	6431.23	6674.95	6901.86	7127.11	7357.37	7599.45
Streets Maintenance Supervisor	6221.12	6431.23	6674.95	6901.86	7127.11	7357.37	7599.45
Tax Audit Manager	8584.79	8842.29	9107.59	9380.75	9662.20	9952.01	10250.67
Traffic Control Supervisor	6221.12	6431.23	6674.95	6901.86	7127.11	7357.37	7599.45
Traffic Engineer	8652.16	8948.10	9244.03	9539.97	9835.90	10131.83	10427.77
WW Collections Supervisor	6221.12	6431.23	6674.95	6901.86	7127.11	7357.37	7599.45
WW Engineering Manager	9458.10	9967.30	10476.49	10985.69	11494.89	12004.09	12513.94
WWTP Lab Supervisor	7554.05	7809.51	8107.02	8382.71	8656.70	8939.06	9231.51
WW Maintenance Supervisor	7554.05	7809.51	8107.02	8382.71	8656.70	8939.06	9231.51
WWTP Superintendent	8804.61	9102.08	9451.74	9771.10	10090.48	10419.94	10762.83

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CITY OF PUEBLO SALARY SCHEDULE MONTHLY SALARY SCHEDULE – APPOINTED 2024

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<i>CLASS TITLE</i>	<i>MONTHLY BASE SALARY</i>	<i>MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(B)</i>
(C) APPOINTED		
Assistant City Attorney I	6232.73	7790.91
Assistant City Attorney II	7790.92	8742.62
Assistant City Attorney III	8742.71	10699.43

Assistant Mayor/Comm Investment	8387.52	10802.14
City Attorney	13720.28	16767.69
City Clerk	9162.23	11200.37
Chief of Staff	8182.95	11861.62
Deputy City Attorney	11770.37	13720.91
Deputy Mayor	No monthly salary is provided with respect to appointment to the position of Deputy Mayor. All compensation received by the Department Director appointed to this position shall be continued.	
Director/Aviation	9162.23	11200.37
Director/Finance	10728.59	13112.32
Director/Human Resources	10426.49	12744.65
Director/Information Technology	10426.49	12744.65
Director/Just Transitions Program	6769.65	8220.29
Director/Parks & Recreation	10684.47	13058.61
Director/Planning & Community Development	10426.49	12744.65
Director/Public Affairs	6769.65	8220.29
Director/Public Works	12052.28	14730.16
Director/Purchasing	9162.23	11200.37
Director/Stormwater	9901.71	12103.18
Director/Wastewater	10789.22	13186.65
Fire Chief	11741.70	14350.02
Mayor	12500.00	12500.00
Municipal Court Judge	10118.29	13192.83
Police Chief	12052.28	14880.57
Secretary to the Mayor	4835.66	6401.80
Sr. Assistant City Attorney	10699.52	11770.27

END OF
2024

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – GENERAL SERVICE (NON-EX)
2025

<i>CLASS TITLE</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>
(A) GENERAL SERVICE								
Abandoned Vehicle Coordinator	4082.73	4187.85	4395.21	4605.84	4709.21	4759.98	4827.78	4890.27
Abatement Worker	3483.88	3541.10	3599.82	3688.65	3867.85	4042.48	4131.32	4176.47
Accountant I	6180.50	6332.59	6633.72	6937.85	7086.90	7165.22	7258.55	7353.40
Accounting Technician II	3451.27	3520.32	3696.82	3907.12	3973.12	4016.08	4068.27	4122.01
Accounting Technician III	4009.38	4108.28	4304.36	4503.97	4599.42	4901.94	5015.49	5148.30
Accounting Technician IV	4269.51	4374.23	4588.82	4801.68	4909.77	5139.58	5208.01	5370.63
Administrative Technician	4269.51	4374.23	4588.82	4801.68	4909.77	5139.58	5208.01	5370.63
Airport Ops/Maintenance Specialist	4262.31	4375.16	4491.43	4611.15	4734.49	4861.51	4992.35	5127.12
Airport Ops/Maintenance Worker	3599.82	3692.81	3784.31	3968.87	4148.75	4240.25	4286.75	4342.63
Area Crew Leader	4988.03	5114.50	5373.49	5633.96	5761.95	5910.71	5994.86	6075.93
Associate Engineer I	4939.08	5067.07	5321.53	5577.46	5706.95	5765.69	5849.99	5931.30
Associate Engineer II	5143.10	5277.10	5543.62	5814.64	5948.62	6016.35	6097.70	6183.52
Associate Engineer II - SW	5143.10	5277.10	5543.62	5814.64	5948.62	6016.35	6097.70	6183.52
Associate Engineer II - WW	5143.10	5277.10	5543.62	5814.64	5948.62	6016.35	6097.70	6183.52
Associate Field Engineer	4988.03	5114.50	5373.49	5633.96	5761.95	5910.71	5994.86	6075.93
Aviation Operations Technician	3816.63	3909.96	4101.20	4290.91	4387.28	4510.30	4570.19	4630.07
Aviation Security/Contracts Coordinator	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14
Building Custodian	2786.58	2878.19	2969.82	3061.47	3153.10	3244.74	3336.38	3427.98
Business Systems Analyst	5012.27	5198.74	5385.16	5571.57	5758.02	5944.45	6130.90	6317.34
Carpenter	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66
Civil Service Analyst	4602.59	4721.51	4956.40	5194.29	5311.75	5371.98	5445.76	5519.52
Civil Service Technician	3451.27	3520.32	3696.82	3907.12	3973.12	4016.08	4068.27	4122.01
Code Enforcement Officer	3944.59	4045.50	4241.21	4441.46	4540.83	4590.52	4652.25	4713.98
Community Development Specialist	4926.30	5054.26	5308.72	5564.70	5694.17	5755.92	5837.23	5916.98
Community Risk Reduction Coordinator	4082.73	4187.85	4395.21	4605.84	4709.21	4759.98	4827.78	4890.27
Community Service Coordinator	4988.03	5114.51	5373.49	5633.96	5761.94	5910.71	5994.86	6075.93
Community Service Officer	4348.11	4460.06	4680.90	4905.22	5015.31	5069.38	5141.59	5208.14
Community Outreach Specialist	3944.59	4045.50	4241.21	4441.46	4540.83	4590.52	4652.25	4713.98
Community Service Specialist	3548.12	3635.64	3809.17	3985.82	4070.29	4189.70	4286.74	4400.26
Court Marshal	4988.03	5114.51	5373.49	5633.96	5761.94	5910.71	5994.86	6075.93
Court Technician	3499.70	3571.89	3753.00	3968.18	4049.77	4101.68	4177.51	4248.94
Court Technician II	3674.69	3750.48	3940.65	4166.59	4252.26	4306.76	4386.38	4461.38

Dispatch Training Coordinator	4593.17	4741.19	4889.22	5037.27	5185.32	5488.68	5641.06	5793.41
Electrician	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66
Emergency Services Dispatch Supervisor	5695.50	5875.71	6055.90	6236.09	6416.28	6776.38	6961.51	7146.59
Emergency Services Dispatcher	4216.21	4364.23	4512.25	4660.31	4808.36	5100.74	5253.11	5405.47
Equipment Operator I	3599.82	3688.65	3867.85	4042.48	4131.32	4176.47	4230.71	4287.89
Equipment Operator II	3794.05	3887.40	4077.09	4266.82	4405.30	4450.92	4510.23	4571.06
Equipment Operator IV	4335.98	4445.01	4666.15	4887.33	5072.85	5128.96	5196.00	5243.28
Fire Support Technician	3451.27	3520.32	3696.82	3907.12	3973.12	4016.08	4068.27	4122.01
Fleet Mechanic	4988.03	5114.50	5373.49	5633.96	5761.95	5910.71	5994.86	6075.93
Fleet Service Writer	3489.91	3575.71	3745.85	3919.02	4001.83	4051.50	4099.70	4161.14
Gardener	3983.74	4084.62	4283.75	4485.12	4631.87	4700.40	4764.60	4828.78
GIS Specialist I	4926.30	5054.26	5308.72	5564.70	5694.17	5755.92	5837.23	5916.98
GPS Technician	4018.39	4119.26	4321.01	4522.79	4623.64	4674.82	4736.59	4802.86
Horticultural Specialist	4988.03	5114.50	5373.49	5633.96	5761.95	5910.71	5994.86	6075.93
Housing/Comm. Dev. Coordinator II	4939.08	5067.07	5321.53	5577.46	5706.95	5765.69	5849.99	5931.30
Housing/Comm. Development Specialist	4926.30	5053.96	5308.73	5564.71	5694.16	5755.92	5837.23	5916.97
HR Records Technician	3451.27	3520.32	3696.82	3907.12	3973.12	4016.08	4068.27	4122.01
HVAC Technician	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66
Inspector/Construction	4939.08	5067.07	5321.53	5577.46	5706.95	5765.69	5849.99	5931.30
Inspector/Stormwater	4939.08	5067.07	5321.53	5577.46	5706.95	5765.69	5849.99	5931.30
Inspector/Streets	4939.08	5067.07	5321.53	5577.46	5706.95	5765.69	5849.99	5931.30
Inspector /Wastewater	4939.08	5067.07	5321.53	5577.46	5706.95	5765.69	5849.99	5931.30
Lab Analyst	4849.52	4974.47	5225.91	5478.86	5602.33	5665.58	5745.34	5822.17
Lab Analyst II	5143.10	5277.10	5543.62	5814.64	5948.62	6016.35	6097.70	6183.52
Lab Analyst III	5713.75	5866.09	6168.47	6471.10	6620.43	6698.44	6791.82	6886.64
Lab Pretreatment Specialist	4849.52	4974.47	5225.91	5478.86	5602.33	5665.58	5745.34	5822.17
Land Use Technician	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.36	5370.63
Land Use Technician II	4525.80	4751.64	4974.47	5088.90	5144.61	5215.36	5370.63	5544.81
Law Department Technician	3451.27	3520.32	3696.82	3907.12	3973.12	4016.08	4068.27	4122.01
Lead Code Enforcement Officer	4348.11	4460.06	4680.90	4905.22	5015.31	5069.74	5141.59	5208.14
Lead Court Technician	4269.51	4374.23	4588.82	4801.68	4909.77	5139.58	5208.01	5370.63

Legal Support Assistant	<u>4269.51</u>	<u>4374.23</u>	<u>4588.82</u>	<u>4801.68</u>	<u>4909.77</u>	<u>5139.58</u>	<u>5208.01</u>	<u>5370.63</u>
Licensing Coordinator	<u>4409.85</u>	<u>4525.80</u>	<u>4751.64</u>	<u>4974.47</u>	<u>5088.90</u>	<u>5144.60</u>	<u>5215.36</u>	<u>5370.63</u>
Marketing and Recruitment Specialist	<u>5012.27</u>	<u>5198.74</u>	<u>5385.16</u>	<u>5571.57</u>	<u>5758.02</u>	<u>5944.45</u>	<u>6130.90</u>	<u>6317.34</u>
Marketing and Social Media Specialist	<u>5012.27</u>	<u>5198.74</u>	<u>5385.16</u>	<u>5571.57</u>	<u>5758.02</u>	<u>5944.45</u>	<u>6130.90</u>	<u>6317.34</u>
Mason	<u>4736.59</u>	<u>4860.03</u>	<u>5105.45</u>	<u>5347.87</u>	<u>5471.35</u>	<u>5533.08</u>	<u>5609.85</u>	<u>5686.66</u>
Media Systems Administrator	<u>5012.27</u>	<u>5198.74</u>	<u>5385.16</u>	<u>5571.57</u>	<u>5758.02</u>	<u>5944.45</u>	<u>6130.90</u>	<u>6317.34</u>
Media Systems Specialist	<u>4926.30</u>	<u>5054.26</u>	<u>5308.72</u>	<u>5564.70</u>	<u>5694.17</u>	<u>5755.92</u>	<u>5837.23</u>	<u>5916.98</u>
Municipal Records Tech/Coordinator	<u>4926.30</u>	<u>5054.26</u>	<u>5308.72</u>	<u>5564.70</u>	<u>5694.17</u>	<u>5755.92</u>	<u>5837.23</u>	<u>5916.98</u>
Network Communications Specialist I	<u>3983.74</u>	<u>4084.62</u>	<u>4283.39</u>	<u>4485.12</u>	<u>4586.01</u>	<u>4653.86</u>	<u>4717.42</u>	<u>4780.99</u>
Network Communications Specialist II	<u>4581.25</u>	<u>4763.56</u>	<u>4945.88</u>	<u>5128.19</u>	<u>5310.53</u>	<u>5492.79</u>	<u>5675.10</u>	<u>5857.46</u>
Office Assistant	<u>3207.21</u>	<u>3282.43</u>	<u>3437.42</u>	<u>3593.99</u>	<u>3669.19</u>	<u>3709.12</u>	<u>3758.23</u>	<u>3804.29</u>

Painter	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66
Parks Area Crew Leader	4988.03	5114.50	5373.49	5633.96	5761.95	5910.71	5994.86	6075.93
Park Caretaker I	3599.82	3688.65	3867.85	4042.48	4131.32	4176.47	4230.71	4287.89
Park Caretaker II	3794.05	3887.40	4077.09	4266.82	4405.30	4450.92	4510.23	4571.06
Park Caretaker II - Irrigation	3983.74	4084.62	4283.75	4485.12	4631.87	4700.40	4764.60	4828.78
Park Caretaker II - Playground	3983.74	4084.62	4283.75	4485.12	4631.87	4700.40	4764.60	4828.78
Park Ranger	3944.59	4045.50	4241.21	4441.46	4540.83	4590.52	4652.25	4713.98
Parking Enforcer	3489.91	3575.71	3745.85	3919.02	4001.83	4051.50	4099.70	4152.40
Parks & Rec Technician	3451.27	3520.32	3696.82	3907.12	3973.12	4016.08	4068.27	4122.01
Parks Maintenance Mechanic	4335.98	4445.01	4666.15	4887.33	5047.86	5103.70	5170.41	5243.28
Parks Senior Mechanic/Welder	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66
Parts Clerk	3489.91	3575.71	3745.85	3919.02	4001.83	4051.50	4099.70	4161.14
Payroll Coordinator	4947.78	5075.62	5328.13	5583.86	5710.13	5774.87	5854.19	5933.48
PC Network Technician	4172.52	4303.07	4433.59	4564.14	4694.67	4825.22	4955.74	5086.31
PD Investigations Technician	3499.70	3571.89	3753.00	3968.18	4049.77	4101.68	4177.51	4248.94
PD Records Technician	3499.70	3571.89	3753.00	3968.18	4049.77	4101.68	4177.51	4248.94
Permit Compliance Specialist - SW	5713.75	5866.09	6168.47	6471.10	6620.43	6698.44	6791.82	6886.65
Permit Compliance Specialist - WW	5713.75	5866.09	6168.47	6471.10	6620.43	6698.44	6791.82	6886.65
Planner	4926.30	5054.26	5308.72	5564.70	5694.17	5755.92	5837.23	5916.98
Plumber	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66
Police Payroll Technician	4269.51	4374.23	4588.82	4801.68	4909.77	5139.58	5208.01	5370.63
Police Services Technician	3451.27	3520.32	3696.82	3907.12	3973.12	4016.08	4068.27	4122.01
Pretreatment Compliance Technician	5143.10	5277.10	5543.62	5814.64	5948.62	6016.35	6097.70	6183.52
Probation Officer	5517.46	5660.78	5957.57	6232.47	6377.47	6446.63	6537.70	6627.01
Program Coordinator - Aquatics	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14
Program Coordinator - El Centro Del Quinto Sol	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14
Program Coordinator - Forestry	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14
Program Coordinator - Horticulture	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14
Program Coordinator - Housing	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14
Program Coordinator - Ice Arena	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14
Program Coordinator - Marketing	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14
Program Coordinator - Park Ranger	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14
Program Coordinator - Sports	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14
Property/Evidence Technician	3499.70	3571.89	3753.00	3968.18	4049.77	4101.68	4177.51	4248.94
Purchasing/Contract Coordinator	4926.30	5054.26	5308.72	5564.70	5694.17	5755.92	5837.23	5916.98
Purchasing Specialist	4009.38	4108.28	4304.36	4503.97	4599.42	4901.94	5015.49	5148.30
Public Works Asset Coordinator	4926.30	5054.26	5308.72	5564.70	5694.17	5755.92	5837.23	5916.98
Public Works Projects Coordinator	6211.57	6374.98	6703.59	7032.47	7194.75	7279.54	7381.01	7484.06
Real Time Crime Center Technician	4498.18	4615.42	4848.48	5078.70	5195.97	5254.59	5327.50	5400.44
Social Media Specialist	5012.27	5198.74	5385.16	5571.57	5758.02	5944.45	6130.90	6317.34
Solid Waste Coordinator	4736.59	4860.00	5105.45	5347.87	5471.35	5533.08	5609.86	5686.66
Sr. Airport Ops/Main. Specialist	4849.52	4980.01	5114.40	5252.82	5395.40	5542.26	5693.52	5849.32
Sr. Facilities Maintenance Technician	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66
Sr. Office Assistant	4009.38	4108.28	4304.36	4503.97	4599.42	4901.94	5015.49	5148.30

Sr. PC Network Technician	4926.30	5054.26	5308.72	5564.70	5694.17	5755.92	5837.23	5916.98
Sr. Planner	5713.75	5866.09	6168.47	6471.10	6620.43	6698.44	6791.82	6886.64
Sr. Traffic Signal Technician	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66
Sr. WWTP Maintenance Mechanic	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66
Stormwater Crew Leader	4988.03	5114.50	5373.49	5633.96	5761.95	5910.71	5994.86	6075.93
Streets Maintenance Mechanic	4335.98	4445.01	4666.15	4887.33	5047.86	5103.70	5170.41	5243.28
Survey Party Chief	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66
Survey Party Chief LS	5289.17	5415.63	5674.61	5935.07	6063.08	6127.80	6210.58	6290.40
Surveyor	4018.39	4119.26	4321.01	4522.79	4623.64	4674.82	4736.59	4802.86
Sweeper Operator	4146.37	4251.77	4459.55	4670.32	4821.95	4875.18	4943.63	5007.50
Systems Administrator	5012.27	5198.74	5385.16	5571.57	5758.02	5944.45	6130.90	6317.34
Tax Auditor	6180.50	6332.59	6633.72	6937.85	7086.90	7165.22	7258.55	7353.40
Tax Compliance Technician	4516.72	4651.56	4804.95	4948.12	5090.94	5327.69	5466.33	5699.85
Traffic Control Utility Worker II	3794.05	3887.40	4077.09	4266.82	4361.68	4406.85	4465.58	4525.80
Traffic Control Utility Worker III	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14
Traffic Engineering Analyst	4939.08	5067.07	5321.53	5577.46	5706.95	5765.69	5849.99	5931.30
Traffic Signal Technician	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14
Traffic Signs/Markings Specialist	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14
Transportation Planning Technician	3931.04	4030.42	4224.65	4424.91	4521.28	4570.97	4631.20	4694.43
Trash Removal Coordinator	4849.52	4974.47	5225.91	5478.86	5602.33	5665.58	5745.34	5822.17
Utility Locate Technician	3794.05	3887.40	4077.09	4266.82	4405.30	4450.92	4510.23	4571.06
Utility Worker	3483.88	3541.10	3599.82	3688.65	3867.85	4042.48	4131.32	4176.47
Water Reclamation Worker	3483.88	3541.10	3599.82	3688.65	3867.85	4042.48	4131.32	4176.47
Water Reclamation Worker I	3794.05	3887.40	4077.09	4266.82	4361.68	4406.85	4465.58	4525.80
Water Reclamation Worker II	3931.04	4030.42	4224.65	4424.91	4521.28	4570.97	4631.20	4694.43
WW Compliance Officer	3944.59	4045.50	4241.21	4441.46	4540.83	4590.52	4652.25	4713.98
WW Data Technician	4602.59	4721.51	4956.40	5194.29	5311.75	5371.98	5445.76	5519.52
WW Data Technician II	4988.03	5114.50	5373.49	5633.96	5761.95	5910.71	5994.86	6075.93
WW Instrument/Control Specialist	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66
WW Inventory/Control Specialist	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66
WW Maintenance Coordinator	5012.27	5198.74	5385.16	5510.58	5758.02	5944.45	6130.90	6317.34
WW Operator A	5607.94	5754.33	5827.53	6047.12	6193.52	6339.91	6486.30	6632.70
WW Operator B	4278.61	4390.30	4610.27	4831.52	4941.43	4997.10	5065.62	5135.68
WW SCADA Coordinator	5713.75	5866.09	6168.47	6471.10	6620.43	6698.44	6791.82	6886.64
WW Utility Worker	3483.88	3541.10	3599.82	3688.65	3867.85	4042.48	4131.32	4176.47
WW Utility Worker I	3779.81	3873.09	4061.23	4244.61	4337.89	4385.29	4442.24	4502.29
WW Utility Worker II	4021.70	4120.65	4321.72	4565.01	4623.38	4671.26	4733.51	4797.35
WW Utility Worker III	4560.67	4675.06	4907.03	5139.05	5255.01	5313.04	5382.34	5458.00
WW Utility Worker IV	4924.77	5052.02	5303.34	5557.89	5683.57	5748.02	5826.96	5905.88
WWTP Maintenance Mechanic	4262.31	4369.21	4586.01	4802.86	4911.22	4965.45	5030.22	5100.94

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – FIRE (NON-EXEMPT)
2025

CLASS TITLE						
(A) FIRE						
Assistant Fire Chief *	11616.56					
Emergency Medical Officer *	8518.81					
Fire Captain * ¹	10067.69					
Fire Lieutenant	9293.25					
Fire Engineer* ²	8286.48					
Fire Inspector	8673.70					
CLASS TITLE	Entrance	Step 2	Step 3	Step 4	Step 5	
Firefighter *3	5715.40	6188.29	6248.20	6431.63	6555.11	

* Denotes a 56-Hour Work Week.

¹ Captain (Administration) shall constitute an assignment for Captain and shall have assigned duties primarily relating to functions including training and EMS Coordination. Captain (Administration) shall be a Group A Firefighter. The month Captain (Administration) shall be the monthly base pay of Captain in the same grade who is a Group B Firefighter plus an

² Fire Engineers who possess and maintain an EMT-I certification or higher with the City shall be paid a monthly stipend (1%) of their monthly base pay in accordance with the City's usual and customary payroll practices. Fire Engineers hired January 1, 2018 who are required as a condition of their employment as Fire Engineers with the City to possess and maintain Certification or higher pursuant to Section 49.2 of the collective bargaining agreement shall also be eligible for and paid a stipend.

³ Firefighters assigned to Focus Response Unit (FRU) shall be a Group B Firefighter. They shall be allowed to work OT v classification when approved by the Chief or his/her designee.

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – POLICE (NON-EXEMPT)
2025

<i>CLASS TITLE</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>
(A) POLICE							
Police Corporal	<u>7889.09</u>	<u>7889.09</u>	<u>7889.09</u>	<u>8004.72</u>	<u>8004.72</u>	<u>8122.14</u>	
Police Patrol Officer	<u>6372.87</u>	<u>6915.79</u>	<u>7130.07</u>	<u>7240.81</u>	<u>7347.98</u>	<u>7458.76</u>	<u>7569.54</u>
Police Sergeant	<u>9310.98</u>	<u>9402.19</u>	<u>9491.35</u>	<u>9584.41</u>	<u>9720.16</u>		

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CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – CLASS B (EXEMPT
2025

<i>CLASS TITLE</i>	<i>BASE SALARY</i>	<i>MERIT PAY RANGES GRANTED UNDER</i>			
(B) ADMINISTRATIVE					
Accountant II	<u>7311.10</u>	<u>7556.45</u>	<u>7845.01</u>	<u>8109.43</u>	<u>8373.78</u>
Accounting Manager	<u>8825.16</u>	<u>9089.88</u>	<u>9362.60</u>	<u>9643.40</u>	<u>9932.73</u>
Administrative Assistant	<u>5643.39</u>	<u>5835.22</u>	<u>6061.58</u>	<u>6268.91</u>	<u>6476.26</u>
Airport Ops/Maintenance Supervisor	<u>6395.31</u>	<u>6587.15</u>	<u>6784.77</u>	<u>6988.31</u>	<u>7197.96</u>
Assistant Accounting Manager	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.43</u>	<u>8899.09</u>
Assistant Director/Human Resources	<u>8270.32</u>	<u>8550.01</u>	<u>8875.72</u>	<u>9177.55</u>	<u>9477.53</u>
Assistant Director/Info Technology	<u>7311.10</u>	<u>7556.45</u>	<u>7845.01</u>	<u>8109.43</u>	<u>8373.78</u>
Assistant Director/Parks & Recreation	<u>9575.21</u>	<u>9812.36</u>	<u>10055.48</u>	<u>10381.18</u>	<u>10792.89</u>
Assistant WWTP Superintendent	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>
Budget Analyst	<u>7311.10</u>	<u>7556.45</u>	<u>7845.01</u>	<u>8109.43</u>	<u>8373.78</u>
CDBG/HOME & Housing Administrator	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>
Community Initiative to Reduce Violence (CIRV) Program Manager	<u>4835.66</u>	<u>4993.81</u>	<u>5152.31</u>	<u>5310.61</u>	<u>5484.57</u>
Civil Engineer Drainage	<u>7311.10</u>	<u>7535.54</u>	<u>7938.29</u>	<u>8341.04</u>	<u>8743.79</u>
Civil Engineer Public Works	<u>7311.10</u>	<u>7535.54</u>	<u>7938.29</u>	<u>8341.04</u>	<u>8743.79</u>
Civil Engineer Transportation	<u>7311.10</u>	<u>7535.54</u>	<u>7938.29</u>	<u>8341.04</u>	<u>8743.79</u>
Civil Engineer Wastewater	<u>7311.10</u>	<u>7535.54</u>	<u>7938.29</u>	<u>8341.04</u>	<u>8743.79</u>
Civil Service Administrator	<u>8270.32</u>	<u>8550.01</u>	<u>8875.72</u>	<u>9177.55</u>	<u>9477.53</u>
Code Enforcement Manager	<u>7311.10</u>	<u>7556.45</u>	<u>7845.01</u>	<u>8109.43</u>	<u>8373.78</u>
Community Services Supervisor	<u>6531.83</u>	<u>6751.26</u>	<u>7010.45</u>	<u>7245.46</u>	<u>7482.19</u>
Construction Manager	<u>5769.78</u>	<u>5965.08</u>	<u>6191.45</u>	<u>6400.51</u>	<u>6609.59</u>
Court Administrator	<u>7311.10</u>	<u>7556.45</u>	<u>7845.01</u>	<u>8109.43</u>	<u>8373.78</u>
Crime Analyst	<u>5158.36</u>	<u>5361.58</u>	<u>5564.73</u>	<u>5767.95</u>	<u>5971.19</u>
Deputy City Clerk	<u>5731.78</u>	<u>5923.58</u>	<u>6149.96</u>	<u>6357.28</u>	<u>6564.64</u>
Deputy Director Public Works	<u>10332.31</u>	<u>10673.28</u>	<u>11036.17</u>	<u>11411.40</u>	<u>12171.25</u>
Deputy Fire Chief	<u>10438.25</u>	<u>10793.70</u>	<u>11213.62</u>	<u>11594.78</u>	<u>11977.86</u>
Dispatch Manager	<u>6527.41</u>	<u>6954.40</u>	<u>7381.41</u>	<u>7808.41</u>	<u>8235.39</u>
Engineering Manager	<u>9722.93</u>	<u>10246.38</u>	<u>10769.84</u>	<u>11293.29</u>	<u>11816.75</u>
Executive Assistant	<u>5709.27</u>	<u>5903.34</u>	<u>6132.34</u>	<u>6342.09</u>	<u>6551.86</u>
Facilities Maintenance Superintendent	<u>8133.31</u>	<u>8409.85</u>	<u>8738.09</u>	<u>9035.33</u>	<u>9334.27</u>
Fleet Superintendent	<u>8133.31</u>	<u>8409.85</u>	<u>8738.09</u>	<u>9035.33</u>	<u>9334.27</u>
Grant & Resource Dev. Administrator	<u>7311.10</u>	<u>7556.45</u>	<u>7845.00</u>	<u>8109.43</u>	<u>8373.78</u>
Grants Analyst	<u>6970.42</u>	<u>7120.17</u>	<u>7198.86</u>	<u>7292.62</u>	<u>7387.92</u>
Grant Coordinator/Financial Empowerment	<u>5008.74</u>	<u>5178.99</u>	<u>5379.89</u>	<u>5563.91</u>	<u>5747.94</u>

HR Analyst I	<u>5001.47</u>	<u>5269.90</u>	<u>5566.90</u>	<u>5872.51</u>	<u>6195.62</u>
HR Analyst II	<u>5776.70</u>	<u>6086.74</u>	<u>6429.76</u>	<u>6782.75</u>	<u>7155.95</u>
Landscape Architect	<u>6395.31</u>	<u>6611.30</u>	<u>6861.85</u>	<u>7095.11</u>	<u>7326.67</u>
Legal Assistant	<u>4971.06</u>	<u>5133.64</u>	<u>5296.57</u>	<u>5459.30</u>	<u>5638.14</u>
MPO Manager	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>
MS4 Permit Coordinator	<u>6395.31</u>	<u>6611.30</u>	<u>6861.85</u>	<u>7095.11</u>	<u>7326.67</u>
Non-Profit Compliance Coordinator	<u>5776.70</u>	<u>6086.74</u>	<u>6429.76</u>	<u>6782.75</u>	<u>7155.95</u>
Outdoor Recreation Administrator	<u>5731.78</u>	<u>5923.58</u>	<u>6149.96</u>	<u>6357.28</u>	<u>6564.64</u>
Paralegal	<u>4971.06</u>	<u>5133.64</u>	<u>5296.57</u>	<u>5459.30</u>	<u>5638.14</u>
Parks Manager	<u>7311.10</u>	<u>7556.45</u>	<u>7845.01</u>	<u>8109.43</u>	<u>8373.78</u>
Parks Supervisor	<u>6395.31</u>	<u>6587.15</u>	<u>6784.77</u>	<u>6988.31</u>	<u>7197.96</u>
PD Community Engagement Manager	<u>6051.45</u>	<u>6267.57</u>	<u>6483.70</u>	<u>6699.83</u>	<u>6915.95</u>
Police Captain	<u>9528.11</u>	<u>9854.95</u>	<u>10236.21</u>	<u>10586.40</u>	<u>10936.54</u>
Police Deputy Chief	<u>11072.01</u>	<u>11449.10</u>	<u>11894.48</u>	<u>12298.83</u>	<u>12705.13</u>
Police Records Manager	<u>5769.78</u>	<u>5965.08</u>	<u>6191.45</u>	<u>6400.51</u>	<u>6609.60</u>
Pretreatment Manager	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>
Principal Planner	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>
Purchasing Contracts Administrator	<u>5769.78</u>	<u>5965.08</u>	<u>6191.45</u>	<u>6401.08</u>	<u>6609.60</u>
Recreation Supervisor	<u>6395.31</u>	<u>6587.15</u>	<u>6784.77</u>	<u>6988.31</u>	<u>7197.96</u>
Regulatory Compliance Specialist	<u>8221.70</u>	<u>8498.22</u>	<u>8826.47</u>	<u>9123.70</u>	<u>9422.63</u>
SCADA Administrator	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>
Shops Supervisor	<u>6531.83</u>	<u>6751.26</u>	<u>7010.45</u>	<u>7245.46</u>	<u>7482.19</u>
Sr. Business Systems Analyst	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>
Sr. GIS Administrator	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>
Sr. HR Analyst	<u>6816.51</u>	<u>7182.35</u>	<u>7587.12</u>	<u>8003.65</u>	<u>8444.01</u>
Sr. Integration Administrator	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>
Sr. Media Systems Administrator	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>
Sr. Network Communications Specialist	<u>5849.50</u>	<u>6233.53</u>	<u>6617.56</u>	<u>7001.59</u>	<u>7385.64</u>
Sr. Network Administrator	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>
Sr. Security Administrator	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>
Sr. System Administrator	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>
Sr. Tax Auditor	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.43</u>	<u>8899.09</u>
Stormwater Coordinator	<u>8221.70</u>	<u>8498.22</u>	<u>8826.47</u>	<u>9123.70</u>	<u>9422.63</u>
Stormwater Engineering Manager	<u>9722.93</u>	<u>10246.38</u>	<u>10769.84</u>	<u>11293.29</u>	<u>11816.75</u>
Stormwater Utility Maint. Supervisor	<u>6395.31</u>	<u>6611.30</u>	<u>6861.85</u>	<u>7095.11</u>	<u>7326.67</u>
Streets Maintenance Supervisor	<u>6395.31</u>	<u>6611.30</u>	<u>6861.85</u>	<u>7095.11</u>	<u>7326.67</u>
Tax Auditor II	<u>7311.10</u>	<u>7556.45</u>	<u>7845.01</u>	<u>8109.43</u>	<u>8373.78</u>
Tax Audit Manager	<u>8825.16</u>	<u>9089.88</u>	<u>9362.60</u>	<u>9643.41</u>	<u>9932.74</u>
Traffic Control Supervisor	<u>6395.31</u>	<u>6611.30</u>	<u>6861.85</u>	<u>7095.11</u>	<u>7326.67</u>
Traffic Engineer	<u>8894.43</u>	<u>9198.65</u>	<u>9502.87</u>	<u>9807.08</u>	<u>10111.30</u>

WW Collections Supervisor	<u>6395.31</u>	<u>6611.30</u>	<u>6861.85</u>	<u>7095.11</u>	<u>7326.67</u>
WW Engineering Manager	<u>9722.93</u>	<u>10246.38</u>	<u>10769.84</u>	<u>11293.29</u>	<u>11816.75</u>
WWTP Lab Supervisor	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>
WW Maintenance Supervisor	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>
WWTP Superintendent	<u>9051.14</u>	<u>9356.94</u>	<u>9716.39</u>	<u>10044.69</u>	<u>10373.01</u>

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – APPOINTED
2025

<i>CLASS TITLE</i>	<i>MONTHLY BASE SALARY</i>	<i>MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(B)</i>
(C) APPOINTED		
Assistant City Attorney I	<u>6407.243</u>	<u>8009.059</u>
Assistant City Attorney II	<u>8009.06</u>	<u>8987.41</u>
Assistant City Attorney III	<u>8987.50</u>	<u>10999.01</u>
Assistant Mayor/Comm Investment	<u>8622.37</u>	<u>11104.60</u>
City Attorney	<u>14104.45</u>	<u>17237.18</u>
City Clerk	<u>9418.78</u>	<u>11513.98</u>
Chief of Staff	<u>8412.07</u>	<u>12193.75</u>
Deputy City Attorney	<u>12099.94</u>	<u>14105.10</u>
Deputy Mayor	No monthly salary is provided with respect to appointment to the position of Deputy Mayor. All compensation received by the Department Director appointed to this position shall be continued.	
Director/Aviation	<u>9418.78</u>	<u>11513.98</u>
Director/Finance	<u>11028.99</u>	<u>13479.46</u>
Director/Human Resources	<u>10718.43</u>	<u>13101.50</u>
Director/Information Technology	<u>10718.43</u>	<u>13101.50</u>
Director/Just Transitions Program	<u>6959.20</u>	<u>8450.46</u>
Director/Parks & Recreation	<u>10983.63</u>	<u>13424.25</u>
Director/Planning & Community Development	<u>10718.43</u>	<u>13101.50</u>
Director/Public Affairs	<u>6959.20</u>	<u>8450.46</u>
Director/Public Works	<u>12389.74</u>	<u>15142.60</u>
Director/Purchasing	<u>9418.78</u>	<u>11669.96</u>
Director/Stormwater	<u>9901.71</u>	<u>12103.18</u>
Director/Wastewater	<u>11091.32</u>	<u>13555.88</u>
Fire Chief	<u>12563.62</u>	<u>15354.52</u>
Mayor	<u>12500.00</u>	<u>12500.00</u>
Municipal Court Judge	<u>10401.61</u>	<u>13562.23</u>
Police Chief	<u>13257.50</u>	<u>16368.63</u>
Secretary to the Mayor	<u>4971.06</u>	<u>6581.05</u>
Sr. Assistant City Attorney	<u>10999.11</u>	<u>12099.83</u>

SECTION 2.

Section 18 of Chapter 5 of Title VI of the Pueblo Municipal Code is hereby amended to read as follows:

6-5-18. Unclassified part-time employees.

(a) The pay range with respect to all unclassified part-time employees of the City shall be not less than ~~[\$14.42]~~ \$14.81 per hour and not greater than \$40.00.

SECTION 3.

The officers and staff of the City are directed and authorized to perform any and all acts consistent with the intent of this Ordinance to effectuate and transactions described therein.

SECTION 4.

This Ordinance shall become effective January 1, 2025.

WW Utility Worker	<u>3483.88</u>	<u>3541.10</u>	<u>3599.82</u>	<u>3688.65</u>	<u>3867.85</u>	<u>4042.48</u>	<u>4131.32</u>	<u>4176.47</u>
WW Utility Worker I	<u>3779.81</u>	<u>3873.09</u>	<u>4061.23</u>	<u>4244.61</u>	<u>4337.89</u>	<u>4385.29</u>	<u>4442.24</u>	<u>4502.29</u>
WW Utility Worker II	<u>4021.70</u>	<u>4120.65</u>	<u>4321.72</u>	<u>4565.01</u>	<u>4623.38</u>	<u>4671.26</u>	<u>4733.51</u>	<u>4797.35</u>
WW Utility Worker III	<u>4560.67</u>	<u>4675.06</u>	<u>4907.03</u>	<u>5139.05</u>	<u>5255.01</u>	<u>5313.04</u>	<u>5382.34</u>	<u>5458.00</u>
WW Utility Worker IV	<u>4924.77</u>	<u>5052.02</u>	<u>5303.34</u>	<u>5557.89</u>	<u>5683.57</u>	<u>5748.02</u>	<u>5826.96</u>	<u>5905.88</u>
WWTP Maintenance Mechanic	<u>4262.31</u>	<u>4369.21</u>	<u>4586.01</u>	<u>4802.86</u>	<u>4911.22</u>	<u>4965.45</u>	<u>5030.22</u>	<u>5100.94</u>
Legal Support Assistant	<u>4269.51</u>	<u>4374.23</u>	<u>4588.82</u>	<u>4801.68</u>	<u>4909.77</u>	<u>5139.58</u>	<u>5208.01</u>	<u>5370.63</u>
Licensing Coordinator	<u>4409.85</u>	<u>4525.80</u>	<u>4751.64</u>	<u>4974.47</u>	<u>5088.90</u>	<u>5144.60</u>	<u>5215.36</u>	<u>5370.63</u>
Marketing and Recruitment Specialist	<u>5012.27</u>	<u>5198.74</u>	<u>5385.16</u>	<u>5571.57</u>	<u>5758.02</u>	<u>5944.45</u>	<u>6130.90</u>	<u>6317.34</u>
Marketing and Social Media Specialist	<u>5012.27</u>	<u>5198.74</u>	<u>5385.16</u>	<u>5571.57</u>	<u>5758.02</u>	<u>5944.45</u>	<u>6130.90</u>	<u>6317.34</u>
Mason	<u>4736.59</u>	<u>4860.03</u>	<u>5105.45</u>	<u>5347.87</u>	<u>5471.35</u>	<u>5533.08</u>	<u>5609.85</u>	<u>5686.66</u>
Media Systems Administrator	<u>5012.27</u>	<u>5198.74</u>	<u>5385.16</u>	<u>5571.57</u>	<u>5758.02</u>	<u>5944.45</u>	<u>6130.90</u>	<u>6317.34</u>
Media Systems Specialist	<u>4926.30</u>	<u>5054.26</u>	<u>5308.72</u>	<u>5564.70</u>	<u>5694.17</u>	<u>5755.92</u>	<u>5837.23</u>	<u>5916.98</u>
Municipal Records Tech/Coordinator	<u>4926.30</u>	<u>5054.26</u>	<u>5308.72</u>	<u>5564.70</u>	<u>5694.17</u>	<u>5755.92</u>	<u>5837.23</u>	<u>5916.98</u>
Network Communications Specialist I	<u>3983.74</u>	<u>4084.62</u>	<u>4283.39</u>	<u>4485.12</u>	<u>4586.01</u>	<u>4653.86</u>	<u>4717.42</u>	<u>4780.99</u>
Network Communications Specialist II	<u>4581.25</u>	<u>4763.56</u>	<u>4945.88</u>	<u>5128.19</u>	<u>5310.53</u>	<u>5492.79</u>	<u>5675.10</u>	<u>5857.46</u>
Office Assistant	<u>3207.21</u>	<u>3282.43</u>	<u>3437.42</u>	<u>3593.99</u>	<u>3669.19</u>	<u>3709.12</u>	<u>3758.23</u>	<u>3804.29</u>
WW Collections Supervisor	<u>6395.31</u>	<u>6611.30</u>	<u>6861.85</u>	<u>7095.11</u>	<u>7326.67</u>	<u>7563.</u>		
WW Engineering Manager	<u>9722.93</u>	<u>10246.38</u>	<u>10769.84</u>	<u>11293.29</u>	<u>11816.75</u>	<u>12340</u>		
WWTP Lab Supervisor	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>	<u>9189.</u>		
WW Maintenance Supervisor	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>	<u>9189.</u>		
WWTP Superintendent	<u>9051.14</u>	<u>9356.94</u>	<u>9716.39</u>	<u>10044.69</u>	<u>10373.01</u>	<u>10711</u>		

CLASS TITLE					
(A) FIRE					
Assistant Fire Chief *	11616.56				
Emergency Medical Officer *	8518.81				
Fire Captain * ¹	10067.69				
Fire Lieutenant	9293.25				
Fire Engineer* ²	8286.48				
Fire Inspector	8673.70				
CLASS TITLE	Entrance	Step 2	Step 3	Step 4	Step 5
Firefighter * ³	5715.40	6188.29	6248.20	6431.63	6555.11

* Denotes a 56-Hour Work Week.

¹ Captain (Administration) shall constitute an assignment for Captain and shall have assigned duties primarily relating to a functions including training and EMS Coordination. Captain (Administration) shall be a Group A Firefighter. The monthly Captain (Administration) shall be the monthly base pay of Captain in the same grade who is a Group B Firefighter plus an :

² Fire Engineers who possess and maintain an EMT-I certification or higher with the City shall be paid a monthly stipend o (1%) of their monthly base pay in accordance with the City's usual and customary payroll practices. Fire Engineers hired c January 1, 2018 who are required as a condition of their employment as Fire Engineers with the City to possess and mainta Certification or higher pursuant to Section 49.2 of the collective bargaining agreement shall also be eligible for and paid sai stipend.

³ Firefighters assigned to Focus Response Unit (FRU) shall be a Group B Firefighter. They shall be allowed to work OT wi classification when approved by the Chief or his/her designee.

Dispatch Training Coordinator	4593.17	4741.19	4889.22	5037.27	5185.32	5488.68	5641.06	5793.41
Electrician	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66
Emergency Services Dispatch Supervisor	5695.50	5875.71	6055.90	6236.09	6416.28	6776.38	6961.51	7146.59
Emergency Services Dispatcher	4216.21	4364.23	4512.25	4660.31	4808.36	5100.74	5253.11	5405.47
Equipment Operator I	3599.82	3688.65	3867.85	4042.48	4131.32	4176.47	4230.71	4287.89
Equipment Operator II	3794.05	3887.40	4077.09	4266.82	4405.30	4450.92	4510.23	4571.06
Equipment Operator IV	4335.98	4445.01	4666.15	4887.33	5072.85	5128.96	5196.00	5243.28
Fire Support Technician	3451.27	3520.32	3696.82	3907.12	3973.12	4016.08	4068.27	4122.01
Fleet Mechanic	4988.03	5114.50	5373.49	5633.96	5761.95	5910.71	5994.86	6075.93
Fleet Service Writer	3489.91	3575.71	3745.85	3919.02	4001.83	4051.50	4099.70	4161.14
Gardener	3983.74	4084.62	4283.75	4485.12	4631.87	4700.40	4764.60	4828.78
GIS Specialist I	4926.30	5054.26	5308.72	5564.70	5694.17	5755.92	5837.23	5916.98
GPS Technician	4018.39	4119.26	4321.01	4522.79	4623.64	4674.82	4736.59	4802.86
Horticultural Specialist	4988.03	5114.50	5373.49	5633.96	5761.95	5910.71	5994.86	6075.93
Housing/Comm. Dev. Coordinator II	4939.08	5067.07	5321.53	5577.46	5706.95	5765.69	5849.99	5931.30
Housing/Comm. Development Specialist	4926.30	5053.96	5308.73	5564.71	5694.16	5755.92	5837.23	5916.97
HR Records Technician	3451.27	3520.32	3696.82	3907.12	3973.12	4016.08	4068.27	4122.01
HVAC Technician	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66
Inspector/Construction	4939.08	5067.07	5321.53	5577.46	5706.95	5765.69	5849.99	5931.30
Inspector/Stormwater	4939.08	5067.07	5321.53	5577.46	5706.95	5765.69	5849.99	5931.30
Inspector/Streets	4939.08	5067.07	5321.53	5577.46	5706.95	5765.69	5849.99	5931.30
Inspector /Wastewater	4939.08	5067.07	5321.53	5577.46	5706.95	5765.69	5849.99	5931.30
Lab Analyst	4849.52	4974.47	5225.91	5478.86	5602.33	5665.58	5745.34	5822.17
Lab Analyst II	5143.10	5277.10	5543.62	5814.64	5948.62	6016.35	6097.70	6183.52
Lab Analyst III	5713.75	5866.09	6168.47	6471.10	6620.43	6698.44	6791.82	6886.64
Lab Pretreatment Specialist	4849.52	4974.47	5225.91	5478.86	5602.33	5665.58	5745.34	5822.17
Land Use Technician	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.36	5370.63
Land Use Technician II	4525.80	4751.64	4974.47	5088.90	5144.61	5215.36	5370.63	5544.81
Law Department Technician	3451.27	3520.32	3696.82	3907.12	3973.12	4016.08	4068.27	4122.01
Lead Code Enforcement Officer	4348.11	4460.06	4680.90	4905.22	5015.31	5069.74	5141.59	5208.14
Lead Court Technician	4269.51	4374.23	4588.82	4801.68	4909.77	5139.58	5208.01	5370.63

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Action by City Council:

Introduced and initial adoption of Ordinance by City Council on _____.

Final adoption of Ordinance by City Council on _____.

President of City Council

Action by the Mayor:

☐ Approved on _____.

☐ Disapproved on _____ based on the following objections:

Mayor

Action by City Council After Disapproval by the Mayor:

☐ Council did not act to override the Mayor's veto.

☐ Ordinance re-adopted on a vote of _____, on _____

☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

City Clerk

ORDINANCE NO. _____

AN ORDINANCE AMENDING SECTIONS 6-5-16 AND 6-5-18 OF CHAPTER 5,
OF TITLE VI OF THE PUEBLO MUNICIPAL CODE RELATING TO THE
CLASSIFICATION AND PAY PLAN FOR FISCAL YEAR 2025

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that: (brackets indicate matter being deleted,
underscore indicates matter being added)

SECTION 1.

Section 6-5-16 of Chapter 5, of Title VI, of the Pueblo Municipal Code is hereby repealed in its entirety
and re-enacted as follows:

6-5-16. Schedule, classification, work week and monthly salary.

The following shall constitute:

- A. The classification and pay range for all bargaining unit employees of the City effective January 1, 2025;
- B. The classification and pay range for all non-bargaining unit employees of the City effective January 1, 2025;
- C. The pay range for all unclassified employees of the City effective January 1, 2025.

**[CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – GENERAL SERVICE (NON-EXEMPT)
2024**

<i>Class Title</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>	<i>Step 9</i>	<i>Step 10</i>
(A) GENERAL SERVICE										
Abandoned Vehicle Coordinator	3971.53	4073.78	4275.49	4480.39	4580.95	4630.33	4696.29	4757.07	4822.81	4981.49
Abatement Worker	3388.99	3444.65	3501.77	3588.18	3762.50	3932.38	4018.79	4062.72	4115.48	4258.99
Accountant I	6012.16	6160.11	6453.04	6748.88	6893.87	6970.06	7060.84	7153.11	7243.92	7468.48
Accounting Technician II	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74	4060.51	4201.27
Accounting Technician III	3900.17	3996.38	4187.12	4381.30	4474.15	4768.43	4878.88	5008.08	5137.25	5489.56
Accounting Technician IV	4153.22	4255.08	4463.83	4670.89	4776.04	4999.59	5066.16	5224.35	5293.78	5683.89
Administrative Technician	4153.22	4255.08	4463.83	4670.89	4776.04	4999.59	5066.16	5224.35	5293.78	5683.89
Airport Ops/Maintenance Specialist	4146.21	4256.00	4369.09	4485.56	4605.53	4729.10	4856.37	4987.47	5122.50	5297.18
Airport Ops/Maintenance Worker	3501.77	3592.23	3681.23	3860.77	4035.75	4124.76	4169.99	4224.35	4281.63	4371.55
Area Crew Leader	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43	5993.80	6348.14
Associate Engineer I	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75	5844.46	6039.38
Associate Engineer II	5003.02	5133.37	5392.63	5656.26	5786.60	5852.49	5931.62	6015.10	6097.13	6296.11
Associate Engineer II - SW	5003.02	5133.37	5392.63	5656.26	5786.60	5852.49	5931.62	6015.10	6097.13	6296.11
Associate Engineer II- WW	5003.02	5133.37	5392.63	5656.26	5786.60	5852.49	5931.62	6015.10	6097.13	6296.11
Associate Field Engineer	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43	5993.80	6185.06
Auto Mechanic	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43	5993.80	6348.14
Aviation Operations Technician	3712.68	3803.46	3989.49	4174.04	4267.78	4387.45	4445.71	4503.96	4563.66	4899.87
Aviation Security/Contracts Coordinator	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Building Custodian	2710.68	2799.79	2888.93	2978.08	3067.22	3156.37	3245.50	3334.61	3423.75	3560.36
Business Systems Analyst	4875.75	5057.14	5238.49	5419.82	5601.18	5782.54	5963.91	6145.27	6326.62	6543.59

Carpenter	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Civil Service Analyst	4477.23	4592.91	4821.40	5052.81	5167.07	5225.66	5297.43	5369.18	5440.96	5620.04
Civil Service Technician	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74	4060.51	4201.27
Code Enforcement Officer	3837.15	3935.31	4125.69	4320.48	4417.15	4465.49	4525.54	4585.59	4645.63	4799.86
Community Development Specialist	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81	5832.03	6025.69
Community Risk Reduction Coordinator	3971.53	4073.78	4275.49	4480.39	4580.95	4630.33	4696.29	4757.07	4822.81	4981.49
Community Service Coordinator	4852.17	4975.20	5227.13	5480.51	5605.00	5749.72	5831.58	5910.44	5993.80	6185.07
Community Service Officer	4229.68	4338.58	4553.40	4771.62	4878.71	4931.30	5001.54	5066.28	5136.30	5305.29
Community Outreach Specialist	3837.15	3935.31	4125.69	4320.48	4417.15	4465.49	4525.54	4585.59	4645.63	4799.86
Community Service Specialist	3451.48	3536.62	3705.42	3877.25	3959.42	4075.58	4169.98	4280.41	4390.81	4536.82
Court Marshal	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5765.72
Court Technician	3404.38	3474.60	3650.78	3860.09	3939.46	3989.96	4063.72	4133.21	4213.80	4357.18
Court Technician II	3574.60	3648.33	3833.32	4053.10	4136.43	4189.45	4266.91	4339.87	4424.49	4575.04
Dispatch Training Coordinator	4468.07	4612.06	4756.05	4900.07	5044.09	5339.19	5487.41	5635.62	5783.80	6082.38
Electrician	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Emergency Services Dispatch Supervisor	5540.36	5715.67	5890.96	6066.23	6241.52	6591.81	6771.89	6951.94	7132.02	7449.92
Emergency Services Dispatcher	4101.37	4245.36	4389.35	4533.38	4677.39	4961.81	5110.03	5258.24	5406.42	5697.89
Equipment Operator I	3501.77	3588.18	3762.50	3932.38	4018.79	4062.72	4115.48	4171.10	4223.82	4367.45
Equipment Operator II	3690.71	3781.52	3966.04	4150.60	4285.31	4329.68	4387.38	4446.56	4505.71	5004.70
Equipment Operator IV	4217.88	4323.94	4539.05	4754.21	4934.67	4989.26	5054.48	5100.46	5166.89	5734.72
Fire Support Technician	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74	4060.51	4201.27
Fleet Service Writer	3394.85	3478.31	3643.83	3812.28	3892.84	3941.15	3988.03	4047.80	4141.02	4269.86
Gardener	3875.24	3973.37	4167.08	4362.96	4505.71	4572.38	4634.82	4697.26	4758.20	5281.80
GIS Specialist I	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81	5832.03	6025.69
GPS Technician	3908.94	4007.06	4203.32	4399.60	4497.71	4547.49	4607.58	4672.04	4732.08	4890.70
Horticultural Specialist	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43	5993.80	6348.14
Housing/Comm. Dev. Coordinator II	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75	5844.46	6039.38
HR Records Technician	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74	4060.51	4201.27
HVAC Technician	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Inspector/Construction	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75	5844.46	6039.38
Inspector/Stormwater	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75	5844.46	6039.38
Inspector/Streets	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75	5844.46	6039.38
Inspector /Wastewater	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75	5844.46	6039.38
Lab Analyst	4717.43	4838.98	5083.57	5329.63	5449.73	5511.27	5588.85	5663.59	5739.75	5929.10
Lab Analyst II	5003.02	5133.37	5392.63	5656.26	5786.60	5852.49	5931.62	6015.10	6097.13	6296.11
Lab Analyst III	5558.12	5706.32	6000.46	6294.85	6440.10	6515.99	6606.83	6699.07	6789.87	7007.84
Lab Pretreatment Specialist	4717.43	4838.98	5083.57	5329.63	5449.73	5511.27	5588.85	5663.59	5739.75	5929.10
Land Use Technician	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.31	5224.35	5293.78	5683.89
Law Department Technician	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74	4060.51	4201.27
Lead Code Enforcement Officer	4229.68	4338.58	4553.40	4771.62	4878.71	4931.66	5001.54	5066.28	5136.30	5305.29
Lead Court Technician	4153.22	4255.08	4463.83	4670.89	4776.04	4999.59	5066.16	5224.35	5293.78	5683.89
Legal Support Assistant	4153.22	4255.08	4463.83	4670.89	4776.04	4999.59	5066.16	5224.35	5293.78	5683.89
Licensing Coordinator	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.31	5224.35	5293.78	5683.89
Marketing and Recruitment Specialist	4875.75	5057.14	5238.49	5419.82	5601.18	5782.54	5963.91	6145.27	6326.62	6543.59
Marketing and Social Media Specialist	4875.75	5057.14	5238.49	5419.82	5601.18	5782.54	5963.91	6145.27	6326.62	6543.59
Mason	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Media Systems Administrator	4875.75	5057.14	5238.49	5419.82	5601.18	5782.54	5963.91	6145.27	6326.62	6543.59
Media Systems Specialist	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81	5832.03	6025.69
Municipal Records Tech/Coordinator	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81	5832.03	6025.69
Office Assistant	3119.85	3193.02	3343.80	3496.10	3569.25	3608.09	3655.87	3700.67	3748.43	3877.15
Painter	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Parks Area Crew Leader	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43	5993.80	6348.14

Park Caretaker I	3501.77	3588.18	3762.50	3932.38	4018.79	4062.72	4115.48	4171.10	4223.82	4367.45
Park Caretaker II	3690.71	3781.52	3966.04	4150.60	4285.31	4329.68	4387.38	4446.56	4505.71	5004.70
Park Caretaker II - Irrigation	3875.24	3973.37	4167.08	4362.96	4505.71	4572.38	4634.82	4697.26	4758.20	5281.80
Park Caretaker II - Playground	3875.24	3973.37	4167.08	4362.96	4505.71	4572.38	4634.82	4697.26	4758.20	5281.80
Park Ranger	3837.15	3935.31	4125.69	4320.48	4417.15	4465.49	4525.54	4585.59	4645.63	4799.86
Parking Enforcer	3394.85	3478.31	3643.83	3812.28	3892.84	3941.15	3988.03	4039.30	4090.58	4232.25
Parks & Rec Technician	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74	4060.51	4201.27
Parks Maintenance Mechanic	4217.88	4323.94	4539.05	4754.21	4910.37	4964.69	5029.58	5100.46	5166.89	5734.72
Parks Senior Mechanic/Welder	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	6223.67
Parts Clerk	3394.85	3478.31	3643.83	3812.28	3892.84	3941.15	3988.03	4047.80	4141.02	4269.86
Payroll Coordinator	4813.02	4937.38	5183.00	5431.77	5554.60	5617.58	5694.74	5771.87	5849.04	6294.45
PC Network Technician	4058.87	4185.86	4312.83	4439.82	4566.80	4693.79	4820.76	4947.77	5074.77	5237.33
PD Investigations Technician	3404.38	3474.60	3650.78	3860.09	3939.46	3989.96	4063.72	4133.21	4213.80	4357.18
PD Records Technician	3404.38	3474.60	3650.78	3860.09	3939.46	3989.96	4063.72	4133.21	4213.80	4357.18
Permit Compliance Specialist - SW	5558.12	5706.31	6000.45	6294.85	6440.11	6515.99	6606.83	6699.07	6789.87	7007.85
Permit Compliance Specialist - WW	5558.12	5706.31	6000.45	6294.85	6440.11	6515.99	6606.83	6699.07	6789.87	7007.85
Planner	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81	5832.03	6025.69
Plumber	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Police Payroll Technician	4153.22	4255.08	4463.83	4670.89	4776.04	4999.59	5066.16	5224.35	5293.78	5683.89
Police Services Technician	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74	4060.51	4201.27
Pretreatment Compliance Technician	5003.02	5133.37	5392.63	5656.26	5786.60	5852.49	5931.62	6015.10	6097.13	6296.11
Probation Officer	5367.18	5506.59	5795.30	6062.71	6203.76	6271.04	6359.63	6446.51	6531.87	6748.77
Program Coordinator - Aquatics	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Program Coordinator - El Centro Del Quinto Sol	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Program Coordinator - Forestry	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Program Coordinator - Horticulture	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Program Coordinator - Housing	4229.68	4338.58	4553.40	4771.62	4878.71	4931.30	5001.54	5066.28	5136.30	5305.29
Program Coordinator - Ice Arena	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Program Coordinator - Marketing	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Program Coordinator - Park Ranger	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Program Coordinator - Sports	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Property/Evidence Technician	3404.38	3474.60	3650.78	3860.09	3939.46	3989.96	4063.72	4133.21	4213.80	4357.18
Purchasing/Contract Coordinator	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81	5832.03	6025.69
Purchasing Specialist	3775.66	3868.26	4058.03	4246.27	4341.86	4463.92	4523.35	4582.76	4643.66	4985.87
Public Works Asset Coordinator	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81	5832.03	6025.69
Public Works Projects Coordinator	6042.39	6201.34	6521.00	6840.92	6998.79	7081.27	7179.98	7280.21	7378.90	7615.77
Radio Technician	3875.24	3973.37	4166.72	4362.96	4461.10	4527.10	4588.93	4650.77	4711.09	4868.01
Radio Technician II	4456.47	4633.81	4811.17	4988.51	5165.88	5343.18	5520.52	5697.91	5875.25	6088.17
Real Time Crime Center Technician	4375.67	4489.71	4716.42	4940.37	5054.44	5111.47	5182.39	5253.35	5322.89	5498.06
Social Media Specialist	4875.75	5057.14	5238.49	5419.82	5601.18	5782.54	5963.91	6145.27	6326.62	6543.59
Solid Waste Coordinator	4607.58	4727.66	4966.39	5202.21	5322.32	5382.37	5457.06	5531.77	5605.01	5789.46
Sr. Airport Ops/Main. Specialist	4717.43	4844.36	4975.09	5109.75	5248.44	5391.30	5538.44	5690.00	5846.10	6042.49
Sr. Facilities Maintenance Technician	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Sr. Office Assistant	3900.17	3996.38	4187.12	4381.30	4474.15	4768.43	4878.88	5008.08	5137.25	5489.56
Sr. PC Network Technician	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81	5832.03	6025.69
Sr. Planner	5558.12	5706.32	6000.46	6294.85	6440.10	6515.99	6606.83	6699.07	6789.87	7007.84
Sr. Traffic Signal Technician	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Sr. WWTP Maintenance Mechanic	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Stormwater Crew Leader	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43	5993.80	6348.14
Streets Maintenance Mechanic	4217.88	4323.94	4539.05	4754.21	4910.37	4964.69	5029.58	5100.46	5166.89	5734.72
Survey Party Chief	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Survey Party Chief LS	5145.10	5268.12	5520.05	5773.41	5897.94	5960.89	6041.42	6119.07	6201.13	6394.18
Surveyor	3908.94	4007.06	4203.32	4399.60	4497.71	4547.49	4607.58	4672.04	4732.08	4890.70
Sweeper Operator	4033.44	4135.96	4338.08	4543.11	4690.62	4742.40	4808.98	4871.11	4934.72	5480.28
Systems Administrator	4875.75	5057.14	5238.49	5419.82	5601.18	5782.54	5963.91	6145.27	6326.62	6543.59
Tax Auditor	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81	5832.03	6025.69
Tax Auditor II	6012.16	6160.11	6453.04	6748.88	6893.87	6970.06	7060.84	7153.11	7243.92	7468.48
Tax Compliance Technician	4393.70	4524.86	4674.08	4813.35	4952.28	5182.58	5317.44	5544.60	5677.58	6049.93
Traffic Control Utility Worker II	3690.71	3781.52	3966.04	4150.60	4242.88	4286.82	4343.95	4402.53	4461.10	4612.63
Traffic Control Utility Worker III	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Traffic Engineering Analyst	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75	5844.46	6039.38

Traffic Signal Technician	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Traffic Signs/Markings Specialist	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Transportation Planning Technician	3823.97	3920.64	4109.58	4304.39	4398.13	4446.47	4505.05	4566.56	4628.06	4899.87
Trash Removal Coordinator	4717.43	4838.98	5083.57	5329.63	5449.73	5511.27	5588.85	5663.59	5739.75	5929.10
Utility Locate Technician	3690.71	3781.52	3966.04	4150.60	4285.31	4329.68	4387.38	4446.56	4505.71	5004.70
Utility Worker	3388.99	3444.65	3501.77	3588.18	3762.50	3932.38	4018.79	4062.72	4115.48	4258.99
Water Reclamation Worker	3388.99	3444.65	3501.77	3588.18	3762.50	3932.38	4018.79	4062.72	4115.48	4258.99
Water Reclamation Worker I	3690.71	3781.52	3966.04	4150.60	4242.88	4286.82	4343.95	4402.53	4461.10	4612.63
Water Reclamation Worker II	3823.97	3920.64	4109.58	4304.39	4398.13	4446.47	4505.05	4566.56	4628.06	4782.04
WW Compliance Officer	3837.15	3935.31	4125.69	4320.48	4417.15	4465.49	4525.54	4585.59	4645.63	4799.86
WW Data Technician	4477.23	4592.91	4821.40	5052.81	5167.07	5225.66	5297.43	5369.18	5440.96	5620.04
WW Data Technician II	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43	5993.80	6185.06
WW Instrument/Control Specialist	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
WW Inventory/Control Specialist	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
WW Maintenance Coordinator	4875.75	5057.14	5238.49	5360.49	5601.18	5782.54	5963.91	6145.27	6326.62	6543.59
WW Operator A	5455.19	5597.60	5668.80	5882.41	6024.82	6167.23	6309.64	6452.04	6594.45	6770.26
WW Operator B	4162.07	4270.72	4484.70	4699.93	4806.84	4860.99	4927.65	4995.80	5063.59	5233.58
WW SCADA Coordinator	5558.12	5706.32	6000.46	6294.85	6440.10	6515.99	6606.83	6699.07	6789.87	7007.84
WW Utility Worker	3388.99	3444.65	3501.77	3588.18	3762.50	3932.38	4018.79	4062.72	4115.48	4258.99
WW Utility Worker I	3676.86	3767.59	3950.62	4129.00	4219.74	4265.85	4321.25	4379.66	4435.02	4585.83
WW Utility Worker II	3912.16	4008.41	4204.01	4440.67	4497.45	4544.03	4604.58	4666.68	4728.76	5304.94
WW Utility Worker III	4436.45	4547.72	4773.38	4999.08	5111.87	5168.32	5235.74	5309.34	5378.32	5557.13
WW Utility Worker IV	4790.64	4914.42	5158.89	5406.51	5528.76	5591.46	5668.25	5745.02	5821.83	6013.45
WWTP Maintenance Mechanic	4146.21	4250.21	4461.10	4672.04	4777.46	4830.21	4893.21	4962.00	5026.47	5193.58

CITY OF PUEBLO SALARY SCHEDULE

MONTHLY SALARY SCHEDULE – FIRE (NON-EXEMPT)

2024

<i>CLASS TITLE</i>						
(A) FIRE						
Assistant Fire Chief *	10856.60					
Emergency Medical Officer *	7961.51					
Fire Captain * ¹	9409.05					
Fire Lieutenant	8685.28					
Fire Engineer* ²	7744.38					
Fire Inspector	8106.26					
<i>CLASS TITLE</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>
Firefighter * ³	5341.50	5783.45	5839.44	6010.87	6126.27	7237.73

* Denotes a 56-Hour Work Week.

¹ Captain (Administration) shall constitute an assignment for Captain and shall have assigned duties primarily relating to administrative functions including training and EMS Coordination. Captain (Administration) shall be a Group A Firefighter. The monthly base pay of the Captain (Administration) shall be the monthly base pay of Captain in the same grade who is a Group B Firefighter plus an additional \$550.

² Fire Engineers who possess and maintain an EMT-I certification or higher with the City shall be paid a monthly stipend of one percent (1%) of their monthly base pay in accordance with the City's usual and customary payroll practices. Fire Engineers hired on or after January 1, 2018 who are required as a condition of their employment as Fire Engineers with the City to possess and maintain an EMT-I Certification or higher pursuant to Section 49.2 of the collective bargaining agreement shall also be eligible for and paid said monthly stipend.

³ Firefighters assigned to Focus Response Unit (FRU) shall be a Group B Firefighter. They shall be allowed to work OT within the FRU classification when approved by the Chief or his/her designee.

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – POLICE (NON-EXEMPT)
2024

<i>CLASS TITLE</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>
(A) POLICE								
Police Corporal	7372.98	7372.98	7372.98	7481.05	7481.05	7590.78		
Police Patrol Officer	5955.95	6463.36	6663.62	6767.11	6867.27	6970.81	7069.23	7265.48
Police Sergeant	8464.52	8547.44	8628.50	8713.10	8836.51			

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – CLASS B (EXEMPT)
2024

<i>CLASS TITLE</i>	<i>BASE SALARY</i>	<i>MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(B)</i>					
(B) Administrative							
Accountant II	7111.97	7350.63	7631.33	7888.55	8145.70	8411.27	8686.96
Accounting Manager	8584.79	8842.30	9107.59	9380.74	9662.19	9952.00	10250.67
Administrative Assistant	5489.68	5676.29	5896.48	6098.16	6299.86	6508.31	6721.76
Airport Ops/Maintenance Supervisor	6221.12	6407.73	6599.98	6797.96	7001.91	7211.96	7428.32
Assistant Accounting Manager	7554.05	7809.51	8107.02	8382.71	8656.71	8939.06	9231.51
Assistant Director/Human Resources	8045.06	8317.13	8633.97	8927.58	9219.39	9520.09	9831.55
Assistant Director/Info Technology	7111.97	7350.63	7631.33	7888.55	8145.70	8411.27	8686.96
Assistant Director/Parks & Recreation	9314.40	9545.10	9781.60	10098.42	10498.92	10915.46	11364.41
Assistant WWTP Superintendent	7554.05	7809.51	8107.02	8382.71	8656.70	8939.06	9231.51
Budget Analyst	7111.97	7350.63	7631.33	7888.55	8145.70	8411.27	8686.96
CDBG/HOME & Housing Administrator	7554.05	7809.51	8107.02	8382.71	8656.70	8939.06	9231.51
Civil Engineer Drainage	7111.97	7330.29	7722.07	8113.85	8505.64	8897.42	9290.16
Civil Engineer Public Works	7111.97	7330.29	7722.07	8113.85	8505.64	8897.42	9290.16
Civil Engineer Transportation	7111.97	7330.29	7722.07	8113.85	8505.64	8897.42	9290.16
Civil Engineer Wastewater	7111.97	7330.29	7722.07	8113.85	8505.64	8897.42	9290.16
Civil Service Administrator	9142.22	9454.86	9821.26	10155.80	10490.23	10836.53	11194.52
Code Enforcement Manager	7111.97	7350.63	7631.33	7888.55	8145.70	8411.27	8686.96
Communications Supervisor	5690.18	6063.74	6437.32	6810.88	7184.47	7558.05	7931.62
Construction Manager	5612.63	5802.61	6022.81	6226.18	6429.57	6637.96	6854.81
Court Administrator	7111.97	7350.63	7631.33	7888.55	8145.70	8411.27	8686.96
Crime Analyst	5017.86	5215.54	5413.16	5610.84	5808.55	6006.21	6203.84
Deputy City Clerk	5575.66	5762.24	5982.46	6184.13	6385.84	6594.29	6807.74
Deputy Director Public Works	10050.89	10382.56	10735.57	11100.58	11478.00	11868.25	12316.59
Deputy Fire Chief	9755.38	10087.57	10480.02	10836.24	11194.26	11860.82	12185.28
Dispatch Manager	6349.62	6764.98	7180.36	7595.73	8011.08	8426.46	8841.78
Engineering Manager	9458.10	9967.30	10476.49	10985.69	11494.89	12004.09	12513.94
Facilities Maintenance Superintendent	7911.78	8180.79	8500.09	8789.23	9080.03	9379.21	9688.50
Fleet Superintendent	7911.78	8180.79	8500.09	8789.23	9080.03	9379.21	9688.50
Food Project Coordinator	5130.54	5304.94	5510.73	5699.22	5887.72	6082.54	6282.02
Grant & Resource Dev. Administrator	7111.97	7350.63	7631.33	7888.55	8145.70	8411.27	8686.96
Grants Analyst	6780.56	6926.24	7002.78	7093.99	7186.69	7277.93	7503.55
Grant Coordinator/Financial Empowerment	4872.31	5037.93	5233.36	5412.36	5591.38	5776.39	5965.83

HR Analyst I	4865.25	5126.36	5415.27	5712.56	6026.87	6358.21	6707.87
HR Analyst II	5619.36	5920.95	6254.63	6598.01	6961.04	7343.73	7747.60
Ice Arena Manager	7111.97	7350.63	7631.33	7888.55	8145.70	8411.27	8686.96
Landscape Architect	6221.12	6431.23	6674.95	6901.86	7127.11	7357.37	7599.45
Legal Assistant	4835.66	4993.81	5152.31	5310.61	5484.57	5658.93	5833.11
MPO Manager	7554.05	7809.51	8107.02	8382.71	8656.70	8939.06	9231.51
MS4 Permit Coordinator	6221.12	6431.23	6674.95	6901.86	7127.11	7357.37	7599.45
Non-Profit Compliance Coordinator	5619.36	5920.95	6254.63	6598.01	6961.04	7343.73	7747.60
Outdoor Recreation Administrator	5575.66	5762.24	5982.46	6184.13	6385.84	6594.29	6807.74
Parks Manager	7111.97	7350.63	7631.33	7888.55	8145.70	8411.27	8686.96
Parks Supervisor	5575.66	5762.24	5982.46	6184.13	6385.84	6594.29	6807.74
PD Community Engagement Manager	5886.62	6096.86	6307.10	6517.34	6727.58	6937.82	7148.08
Police Captain	8661.92	8959.04	9305.65	9624.00	9942.31	10267.74	10609.06
Police Deputy Chief	10065.46	10408.27	10813.16	11180.76	11550.11	11931.88	12326.14
Police Records Manager	5612.62	5802.61	6022.81	6226.18	6429.57	6637.96	6854.81
Pretreatment Manager	7554.05	7809.51	8107.02	8382.71	8656.70	8939.06	9231.51
Principal Planner	7554.05	7809.51	8107.02	8382.71	8656.70	8939.06	9231.51
Purchasing Contracts Administrator	5612.62	5802.61	6022.81	6226.73	6429.57	6637.96	6993.06
Recreation Supervisor	5575.66	5762.24	5982.46	6184.13	6385.84	6594.29	6807.74
Regulatory Compliance Specialist	7997.76	8266.75	8586.06	8875.20	9165.98	9465.17	9774.47
SCADA Administrator	7554.05	7809.51	8107.02	8382.71	8656.70	8939.06	9231.51
Shops Supervisor	6353.92	6567.37	6819.50	7048.11	7278.40	7515.38	7760.77
Sr. Business Systems Analyst	5690.18	6063.74	6437.32	6810.88	7184.47	7558.05	7931.62
Sr. GIS Administrator	5690.18	6063.74	6437.32	6810.88	7184.47	7558.05	7931.62
Sr. HR Analyst	6630.85	6986.72	7380.47	7785.65	8214.02	8665.61	9142.16
Sr. Integration Administrator	5690.18	6063.74	6437.32	6810.88	7184.47	7558.05	7931.62
Sr. Media Systems Administrator	5690.18	6063.74	6437.32	6810.88	7184.47	7558.05	7931.62
Sr. Network Administrator	5690.18	6063.74	6437.32	6810.88	7184.47	7558.05	7931.62
Sr. Security Administrator	5690.18	6063.74	6437.32	6810.88	7184.47	7558.05	7931.62
Sr. System Administrator	5690.18	6063.74	6437.32	6810.88	7184.47	7558.05	7931.62
Sr. Tax Auditor	7111.97	7350.63	7631.33	7888.55	8145.70	8411.27	8686.96
Stormwater Coordinator	7997.76	8266.75	8586.06	8875.20	9165.98	9465.17	9774.47
Stormwater Engineering Manager	9458.10	9967.30	10476.49	10985.69	11494.89	12004.09	12513.94
Stormwater Utility Maint. Supervisor	6221.12	6431.23	6674.95	6901.86	7127.11	7357.37	7599.45
Streets Maintenance Supervisor	6221.12	6431.23	6674.95	6901.86	7127.11	7357.37	7599.45
Tax Audit Manager	8584.79	8842.29	9107.59	9380.75	9662.20	9952.01	10250.67
Traffic Control Supervisor	6221.12	6431.23	6674.95	6901.86	7127.11	7357.37	7599.45
Traffic Engineer	8652.16	8948.10	9244.03	9539.97	9835.90	10131.83	10427.77
WW Collections Supervisor	6221.12	6431.23	6674.95	6901.86	7127.11	7357.37	7599.45
WW Engineering Manager	9458.10	9967.30	10476.49	10985.69	11494.89	12004.09	12513.94
WWTP Lab Supervisor	7554.05	7809.51	8107.02	8382.71	8656.70	8939.06	9231.51
WW Maintenance Supervisor	7554.05	7809.51	8107.02	8382.71	8656.70	8939.06	9231.51
WWTP Superintendent	8804.61	9102.08	9451.74	9771.10	10090.48	10419.94	10762.83

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – APPOINTED
2024

<i>CLASS TITLE</i>	<i>MONTHLY BASE SALARY</i>	<i>MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(B)</i>
(C) APPOINTED		
Assistant City Attorney I	6232.73	7790.91
Assistant City Attorney II	7790.92	8742.62
Assistant City Attorney III	8742.71	10699.43
Assistant Mayor/Comm Investment	8387.52	10802.14
City Attorney	13720.28	16767.69
City Clerk	9162.23	11200.37
Chief of Staff	8182.95	11861.62
Deputy City Attorney	11770.37	13720.91
Deputy Mayor	No monthly salary is provided with respect to appointment to the position of Deputy Mayor. All compensation received by the Department Director appointed to this position shall be continued.	
Director/Aviation	9162.23	11200.37
Director/Finance	10728.59	13112.32
Director/Human Resources	10426.49	12744.65
Director/Information Technology	10426.49	12744.65
Director/Just Transitions Program	6769.65	8220.29
Director/Parks & Recreation	10684.47	13058.61
Director/Planning & Community Development	10426.49	12744.65
Director/Public Affairs	6769.65	8220.29
Director/Public Works	12052.28	14730.16
Director/Purchasing	9162.23	11200.37
Director/Stormwater	9901.71	12103.18
Director/Wastewater	10789.22	13186.65
Fire Chief	11741.70	14350.02
Mayor	12500.00	12500.00
Municipal Court Judge	10118.29	13192.83
Police Chief	12052.28	14880.57
Secretary to the Mayor	4835.66	6401.80
Sr. Assistant City Attorney	10699.52	11770.27

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END OF 2024

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – GENERAL SERVICE (NON-EXEMPT)
2025

<i>CLASS TITLE</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>	<i>Step 9</i>	<i>Step 10</i>
(A) GENERAL SERVICE										
Abandoned Vehicle Coordinator	<u>4082.73</u>	<u>4187.85</u>	<u>4395.21</u>	<u>4605.84</u>	<u>4709.21</u>	<u>4759.98</u>	<u>4827.78</u>	<u>4890.27</u>	<u>4957.85</u>	<u>5120.97</u>
Abatement Worker	<u>3483.88</u>	<u>3541.10</u>	<u>3599.82</u>	<u>3688.65</u>	<u>3867.85</u>	<u>4042.48</u>	<u>4131.32</u>	<u>4176.47</u>	<u>4230.71</u>	<u>4378.24</u>
Accountant I	<u>6180.50</u>	<u>6332.59</u>	<u>6633.72</u>	<u>6937.85</u>	<u>7086.90</u>	<u>7165.22</u>	<u>7258.55</u>	<u>7353.40</u>	<u>7446.75</u>	<u>7677.60</u>
Accounting Technician II	<u>3451.27</u>	<u>3520.32</u>	<u>3696.82</u>	<u>3907.12</u>	<u>3973.12</u>	<u>4016.08</u>	<u>4068.27</u>	<u>4122.01</u>	<u>4174.20</u>	<u>4318.90</u>
Accounting Technician III	<u>4009.38</u>	<u>4108.28</u>	<u>4304.36</u>	<u>4503.97</u>	<u>4599.42</u>	<u>4901.94</u>	<u>5015.49</u>	<u>5148.30</u>	<u>5281.09</u>	<u>5643.26</u>
Accounting Technician IV	<u>4269.51</u>	<u>4374.23</u>	<u>4588.82</u>	<u>4801.68</u>	<u>4909.77</u>	<u>5139.58</u>	<u>5208.01</u>	<u>5370.63</u>	<u>5442.00</u>	<u>5843.04</u>
Administrative Technician	<u>4269.51</u>	<u>4374.23</u>	<u>4588.82</u>	<u>4801.68</u>	<u>4909.77</u>	<u>5139.58</u>	<u>5208.01</u>	<u>5370.63</u>	<u>5442.00</u>	<u>5843.04</u>
Airport Ops/Maintenance Specialist	<u>4262.31</u>	<u>4375.16</u>	<u>4491.43</u>	<u>4611.15</u>	<u>4734.49</u>	<u>4861.51</u>	<u>4992.35</u>	<u>5127.12</u>	<u>5265.93</u>	<u>5445.50</u>
Airport Ops/Maintenance Worker	<u>3599.82</u>	<u>3692.81</u>	<u>3784.31</u>	<u>3968.87</u>	<u>4148.75</u>	<u>4240.25</u>	<u>4286.75</u>	<u>4342.63</u>	<u>4401.52</u>	<u>4493.95</u>
Area Crew Leader	<u>4988.03</u>	<u>5114.50</u>	<u>5373.49</u>	<u>5633.96</u>	<u>5761.95</u>	<u>5910.71</u>	<u>5994.86</u>	<u>6075.93</u>	<u>6161.63</u>	<u>6525.89</u>
Associate Engineer I	<u>4939.08</u>	<u>5067.07</u>	<u>5321.53</u>	<u>5577.46</u>	<u>5706.95</u>	<u>5765.69</u>	<u>5849.99</u>	<u>5931.30</u>	<u>6008.11</u>	<u>6208.49</u>
Associate Engineer II	<u>5143.10</u>	<u>5277.10</u>	<u>5543.62</u>	<u>5814.64</u>	<u>5948.62</u>	<u>6016.35</u>	<u>6097.70</u>	<u>6183.52</u>	<u>6267.85</u>	<u>6472.40</u>
Associate Engineer II - SW	<u>5143.10</u>	<u>5277.10</u>	<u>5543.62</u>	<u>5814.64</u>	<u>5948.62</u>	<u>6016.35</u>	<u>6097.70</u>	<u>6183.52</u>	<u>6267.85</u>	<u>6472.40</u>
Associate Engineer II - WW	<u>5143.10</u>	<u>5277.10</u>	<u>5543.62</u>	<u>5814.64</u>	<u>5948.62</u>	<u>6016.35</u>	<u>6097.70</u>	<u>6183.52</u>	<u>6267.85</u>	<u>6472.40</u>
Associate Field Engineer	<u>4988.03</u>	<u>5114.50</u>	<u>5373.49</u>	<u>5633.96</u>	<u>5761.95</u>	<u>5910.71</u>	<u>5994.86</u>	<u>6075.93</u>	<u>6161.63</u>	<u>6358.25</u>
Aviation Operations Technician	<u>3816.63</u>	<u>3909.96</u>	<u>4101.20</u>	<u>4290.91</u>	<u>4387.28</u>	<u>4510.30</u>	<u>4570.19</u>	<u>4630.07</u>	<u>4691.44</u>	<u>5037.06</u>
Aviation Security/Contracts Coordinator	<u>4409.85</u>	<u>4525.80</u>	<u>4751.64</u>	<u>4974.47</u>	<u>5088.90</u>	<u>5144.60</u>	<u>5215.37</u>	<u>5286.14</u>	<u>5355.42</u>	<u>5534.55</u>
Building Custodian	<u>2786.58</u>	<u>2878.19</u>	<u>2969.82</u>	<u>3061.47</u>	<u>3153.10</u>	<u>3244.74</u>	<u>3336.38</u>	<u>3427.98</u>	<u>3519.61</u>	<u>3660.05</u>
Business Systems Analyst	<u>5012.27</u>	<u>5198.74</u>	<u>5385.16</u>	<u>5571.57</u>	<u>5758.02</u>	<u>5944.45</u>	<u>6130.90</u>	<u>6317.34</u>	<u>6503.76</u>	<u>6726.81</u>
Carpenter	<u>4736.59</u>	<u>4860.03</u>	<u>5105.45</u>	<u>5347.87</u>	<u>5471.35</u>	<u>5533.08</u>	<u>5609.85</u>	<u>5686.66</u>	<u>5761.95</u>	<u>5951.56</u>
Civil Service Analyst	<u>4602.59</u>	<u>4721.51</u>	<u>4956.40</u>	<u>5194.29</u>	<u>5311.75</u>	<u>5371.98</u>	<u>5445.76</u>	<u>5519.52</u>	<u>5593.31</u>	<u>5777.40</u>
Civil Service Technician	<u>3451.27</u>	<u>3520.32</u>	<u>3696.82</u>	<u>3907.12</u>	<u>3973.12</u>	<u>4016.08</u>	<u>4068.27</u>	<u>4122.01</u>	<u>4174.20</u>	<u>4318.90</u>
Code Enforcement Officer	<u>3944.59</u>	<u>4045.50</u>	<u>4241.21</u>	<u>4441.46</u>	<u>4540.83</u>	<u>4590.52</u>	<u>4652.25</u>	<u>4713.98</u>	<u>4775.71</u>	<u>4934.26</u>
Community Development Specialist	<u>4926.30</u>	<u>5054.26</u>	<u>5308.72</u>	<u>5564.70</u>	<u>5694.17</u>	<u>5755.92</u>	<u>5837.23</u>	<u>5916.98</u>	<u>5995.32</u>	<u>6194.41</u>
Community Risk Reduction Coordinator	<u>4082.73</u>	<u>4187.85</u>	<u>4395.21</u>	<u>4605.84</u>	<u>4709.21</u>	<u>4759.98</u>	<u>4827.78</u>	<u>4890.27</u>	<u>4957.85</u>	<u>5120.97</u>
Community Service Coordinator	<u>4988.03</u>	<u>5114.51</u>	<u>5373.49</u>	<u>5633.96</u>	<u>5761.94</u>	<u>5910.71</u>	<u>5994.86</u>	<u>6075.93</u>	<u>6161.63</u>	<u>6525.89</u>
Community Service Officer	<u>4348.11</u>	<u>4460.06</u>	<u>4680.90</u>	<u>4905.22</u>	<u>5015.31</u>	<u>5069.38</u>	<u>5141.59</u>	<u>5208.14</u>	<u>5280.11</u>	<u>5453.83</u>
Community Outreach Specialist	<u>3944.59</u>	<u>4045.50</u>	<u>4241.21</u>	<u>4441.46</u>	<u>4540.83</u>	<u>4590.52</u>	<u>4652.25</u>	<u>4713.98</u>	<u>4775.71</u>	<u>4934.26</u>
Community Service Specialist	<u>3548.12</u>	<u>3635.64</u>	<u>3809.17</u>	<u>3985.82</u>	<u>4070.29</u>	<u>4189.70</u>	<u>4286.74</u>	<u>4400.26</u>	<u>4513.75</u>	<u>4663.85</u>
Court Marshal	<u>4988.03</u>	<u>5114.51</u>	<u>5373.49</u>	<u>5633.96</u>	<u>5761.94</u>	<u>5910.71</u>	<u>5994.86</u>	<u>6075.93</u>	<u>6161.63</u>	<u>6525.89</u>
Court Technician	<u>3499.70</u>	<u>3571.89</u>	<u>3753.00</u>	<u>3968.18</u>	<u>4049.77</u>	<u>4101.68</u>	<u>4177.51</u>	<u>4248.94</u>	<u>4331.78</u>	<u>4479.18</u>
Court Technician II	<u>3674.69</u>	<u>3750.48</u>	<u>3940.65</u>	<u>4166.59</u>	<u>4252.26</u>	<u>4306.76</u>	<u>4386.38</u>	<u>4461.38</u>	<u>4548.37</u>	<u>4703.14</u>

Dispatch Training Coordinator	<u>4593.17</u>	<u>4741.19</u>	<u>4889.22</u>	<u>5037.27</u>	<u>5185.32</u>	<u>5488.68</u>	<u>5641.06</u>	<u>5793.41</u>	<u>5945.75</u>	<u>6252.69</u>
Electrician	<u>4736.59</u>	<u>4860.03</u>	<u>5105.45</u>	<u>5347.87</u>	<u>5471.35</u>	<u>5533.08</u>	<u>5609.85</u>	<u>5686.66</u>	<u>5761.95</u>	<u>5951.56</u>
Emergency Services Dispatch Supervisor	<u>5695.50</u>	<u>5875.71</u>	<u>6055.90</u>	<u>6236.09</u>	<u>6416.28</u>	<u>6776.38</u>	<u>6961.51</u>	<u>7146.59</u>	<u>7331.72</u>	<u>7658.51</u>
Emergency Services Dispatcher	<u>4216.21</u>	<u>4364.23</u>	<u>4512.25</u>	<u>4660.31</u>	<u>4808.36</u>	<u>5100.74</u>	<u>5253.11</u>	<u>5405.47</u>	<u>5557.80</u>	<u>5857.43</u>
Equipment Operator I	<u>3599.82</u>	<u>3688.65</u>	<u>3867.85</u>	<u>4042.48</u>	<u>4131.32</u>	<u>4176.47</u>	<u>4230.71</u>	<u>4287.89</u>	<u>4342.09</u>	<u>4489.74</u>
Equipment Operator II	<u>3794.05</u>	<u>3887.40</u>	<u>4077.09</u>	<u>4266.82</u>	<u>4405.30</u>	<u>4450.92</u>	<u>4510.23</u>	<u>4571.06</u>	<u>4631.87</u>	<u>5144.84</u>
Equipment Operator IV	<u>4335.98</u>	<u>4445.01</u>	<u>4666.15</u>	<u>4887.33</u>	<u>5072.85</u>	<u>5128.96</u>	<u>5196.00</u>	<u>5243.28</u>	<u>5311.56</u>	<u>5895.29</u>
Fire Support Technician	<u>3451.27</u>	<u>3520.32</u>	<u>3696.82</u>	<u>3907.12</u>	<u>3973.12</u>	<u>4016.08</u>	<u>4068.27</u>	<u>4122.01</u>	<u>4174.20</u>	<u>4318.90</u>
Fleet Mechanic	<u>4988.03</u>	<u>5114.50</u>	<u>5373.49</u>	<u>5633.96</u>	<u>5761.95</u>	<u>5910.71</u>	<u>5994.86</u>	<u>6075.93</u>	<u>6161.63</u>	<u>6525.89</u>
Fleet Service Writer	<u>3489.91</u>	<u>3575.71</u>	<u>3745.85</u>	<u>3919.02</u>	<u>4001.83</u>	<u>4051.50</u>	<u>4099.70</u>	<u>4161.14</u>	<u>4256.96</u>	<u>4389.41</u>
Gardener	<u>3983.74</u>	<u>4084.62</u>	<u>4283.75</u>	<u>4485.12</u>	<u>4631.87</u>	<u>4700.40</u>	<u>4764.60</u>	<u>4828.78</u>	<u>4891.43</u>	<u>5429.69</u>
GIS Specialist I	<u>4926.30</u>	<u>5054.26</u>	<u>5308.72</u>	<u>5564.70</u>	<u>5694.17</u>	<u>5755.92</u>	<u>5837.23</u>	<u>5916.98</u>	<u>5995.32</u>	<u>6194.41</u>
GPS Technician	<u>4018.39</u>	<u>4119.26</u>	<u>4321.01</u>	<u>4522.79</u>	<u>4623.64</u>	<u>4674.82</u>	<u>4736.59</u>	<u>4802.86</u>	<u>4864.57</u>	<u>5027.64</u>
Horticultural Specialist	<u>4988.03</u>	<u>5114.50</u>	<u>5373.49</u>	<u>5633.96</u>	<u>5761.95</u>	<u>5910.71</u>	<u>5994.86</u>	<u>6075.93</u>	<u>6161.63</u>	<u>6525.89</u>
Housing/Comm. Dev. Coordinator II	<u>4939.08</u>	<u>5067.07</u>	<u>5321.53</u>	<u>5577.46</u>	<u>5706.95</u>	<u>5765.69</u>	<u>5849.99</u>	<u>5931.30</u>	<u>6008.11</u>	<u>6208.49</u>
Housing/Comm. Development Specialist	<u>4926.30</u>	<u>5053.96</u>	<u>5308.73</u>	<u>5564.71</u>	<u>5694.16</u>	<u>5755.92</u>	<u>5837.23</u>	<u>5916.97</u>	<u>5995.33</u>	<u>6194.41</u>
HR Records Technician	<u>3451.27</u>	<u>3520.32</u>	<u>3696.82</u>	<u>3907.12</u>	<u>3973.12</u>	<u>4016.08</u>	<u>4068.27</u>	<u>4122.01</u>	<u>4174.20</u>	<u>4318.90</u>
HVAC Technician	<u>4736.59</u>	<u>4860.03</u>	<u>5105.45</u>	<u>5347.87</u>	<u>5471.35</u>	<u>5533.08</u>	<u>5609.85</u>	<u>5686.66</u>	<u>5761.95</u>	<u>5951.56</u>
Inspector/Construction	<u>4939.08</u>	<u>5067.07</u>	<u>5321.53</u>	<u>5577.46</u>	<u>5706.95</u>	<u>5765.69</u>	<u>5849.99</u>	<u>5931.30</u>	<u>6008.11</u>	<u>6208.49</u>
Inspector/Stormwater	<u>4939.08</u>	<u>5067.07</u>	<u>5321.53</u>	<u>5577.46</u>	<u>5706.95</u>	<u>5765.69</u>	<u>5849.99</u>	<u>5931.30</u>	<u>6008.11</u>	<u>6208.49</u>
Inspector/Streets	<u>4939.08</u>	<u>5067.07</u>	<u>5321.53</u>	<u>5577.46</u>	<u>5706.95</u>	<u>5765.69</u>	<u>5849.99</u>	<u>5931.30</u>	<u>6008.11</u>	<u>6208.49</u>
Inspector /Wastewater	<u>4939.08</u>	<u>5067.07</u>	<u>5321.53</u>	<u>5577.46</u>	<u>5706.95</u>	<u>5765.69</u>	<u>5849.99</u>	<u>5931.30</u>	<u>6008.11</u>	<u>6208.49</u>
Lab Analyst	<u>4849.52</u>	<u>4974.47</u>	<u>5225.91</u>	<u>5478.86</u>	<u>5602.33</u>	<u>5665.58</u>	<u>5745.34</u>	<u>5822.17</u>	<u>5900.46</u>	<u>6095.11</u>
Lab Analyst II	<u>5143.10</u>	<u>5277.10</u>	<u>5543.62</u>	<u>5814.64</u>	<u>5948.62</u>	<u>6016.35</u>	<u>6097.70</u>	<u>6183.52</u>	<u>6267.85</u>	<u>6472.40</u>
Lab Analyst III	<u>5713.75</u>	<u>5866.09</u>	<u>6168.47</u>	<u>6471.10</u>	<u>6620.43</u>	<u>6698.44</u>	<u>6791.82</u>	<u>6886.64</u>	<u>6979.98</u>	<u>7204.06</u>
Lab Pretreatment Specialist	<u>4849.52</u>	<u>4974.47</u>	<u>5225.91</u>	<u>5478.86</u>	<u>5602.33</u>	<u>5665.58</u>	<u>5745.34</u>	<u>5822.17</u>	<u>5900.46</u>	<u>6095.11</u>
Land Use Technician	<u>4409.85</u>	<u>4525.80</u>	<u>4751.64</u>	<u>4974.47</u>	<u>5088.90</u>	<u>5144.60</u>	<u>5215.36</u>	<u>5370.63</u>	<u>5442.00</u>	<u>5843.04</u>
Land Use Technician II	<u>4525.80</u>	<u>4751.64</u>	<u>4974.47</u>	<u>5088.90</u>	<u>5144.61</u>	<u>5215.36</u>	<u>5370.63</u>	<u>5544.81</u>	<u>5843.04</u>	<u>5994.96</u>
Law Department Technician	<u>3451.27</u>	<u>3520.32</u>	<u>3696.82</u>	<u>3907.12</u>	<u>3973.12</u>	<u>4016.08</u>	<u>4068.27</u>	<u>4122.01</u>	<u>4174.20</u>	<u>4318.90</u>
Lead Code Enforcement Officer	<u>4348.11</u>	<u>4460.06</u>	<u>4680.90</u>	<u>4905.22</u>	<u>5015.31</u>	<u>5069.74</u>	<u>5141.59</u>	<u>5208.14</u>	<u>5280.11</u>	<u>5453.83</u>
Lead Court Technician	<u>4269.51</u>	<u>4374.23</u>	<u>4588.82</u>	<u>4801.68</u>	<u>4909.77</u>	<u>5139.58</u>	<u>5208.01</u>	<u>5370.63</u>	<u>5442.00</u>	<u>5843.04</u>
Legal Support Assistant	<u>4269.51</u>	<u>4374.23</u>	<u>4588.82</u>	<u>4801.68</u>	<u>4909.77</u>	<u>5139.58</u>	<u>5208.01</u>	<u>5370.63</u>	<u>5442.00</u>	<u>5843.04</u>
Licensing Coordinator	<u>4409.85</u>	<u>4525.80</u>	<u>4751.64</u>	<u>4974.47</u>	<u>5088.90</u>	<u>5144.60</u>	<u>5215.36</u>	<u>5370.63</u>	<u>5442.00</u>	<u>5843.04</u>
Marketing and Recruitment Specialist	<u>5012.27</u>	<u>5198.74</u>	<u>5385.16</u>	<u>5571.57</u>	<u>5758.02</u>	<u>5944.45</u>	<u>6130.90</u>	<u>6317.34</u>	<u>6503.76</u>	<u>6726.81</u>
Marketing and Social Media Specialist	<u>5012.27</u>	<u>5198.74</u>	<u>5385.16</u>	<u>5571.57</u>	<u>5758.02</u>	<u>5944.45</u>	<u>6130.90</u>	<u>6317.34</u>	<u>6503.76</u>	<u>6726.81</u>
Mason	<u>4736.59</u>	<u>4860.03</u>	<u>5105.45</u>	<u>5347.87</u>	<u>5471.35</u>	<u>5533.08</u>	<u>5609.85</u>	<u>5686.66</u>	<u>5761.95</u>	<u>5951.56</u>
Media Systems Administrator	<u>5012.27</u>	<u>5198.74</u>	<u>5385.16</u>	<u>5571.57</u>	<u>5758.02</u>	<u>5944.45</u>	<u>6130.90</u>	<u>6317.34</u>	<u>6503.76</u>	<u>6726.81</u>
Media Systems Specialist	<u>4926.30</u>	<u>5054.26</u>	<u>5308.72</u>	<u>5564.70</u>	<u>5694.17</u>	<u>5755.92</u>	<u>5837.23</u>	<u>5916.98</u>	<u>5995.32</u>	<u>6194.41</u>
Municipal Records Tech/Coordinator	<u>4926.30</u>	<u>5054.26</u>	<u>5308.72</u>	<u>5564.70</u>	<u>5694.17</u>	<u>5755.92</u>	<u>5837.23</u>	<u>5916.98</u>	<u>5995.32</u>	<u>6194.41</u>
Network Communications Specialist I	<u>3983.74</u>	<u>4084.62</u>	<u>4283.39</u>	<u>4485.12</u>	<u>4586.01</u>	<u>4653.86</u>	<u>4717.42</u>	<u>4780.99</u>	<u>4843.00</u>	<u>5004.32</u>
Network Communications Specialist II	<u>4581.25</u>	<u>4763.56</u>	<u>4945.88</u>	<u>5128.19</u>	<u>5310.53</u>	<u>5492.79</u>	<u>5675.10</u>	<u>5857.46</u>	<u>6039.75</u>	<u>6258.64</u>
Office Assistant	<u>3207.21</u>	<u>3282.43</u>	<u>3437.42</u>	<u>3593.99</u>	<u>3669.19</u>	<u>3709.12</u>	<u>3758.23</u>	<u>3804.29</u>	<u>3853.39</u>	<u>3985.71</u>

Painter	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66	5761.95	5951.56
Parks Area Crew Leader	4988.03	5114.50	5373.49	5633.96	5761.95	5910.71	5994.86	6075.93	6161.63	6525.89
Park Caretaker I	3599.82	3688.65	3867.85	4042.48	4131.32	4176.47	4230.71	4287.89	4342.09	4489.74
Park Caretaker II	3794.05	3887.40	4077.09	4266.82	4405.30	4450.92	4510.23	4571.06	4631.87	5144.84
Park Caretaker II - Irrigation	3983.74	4084.62	4283.75	4485.12	4631.87	4700.40	4764.60	4828.78	4891.43	5429.69
Park Caretaker II - Playground	3983.74	4084.62	4283.75	4485.12	4631.87	4700.40	4764.60	4828.78	4891.43	5429.69
Park Ranger	3944.59	4045.50	4241.21	4441.46	4540.83	4590.52	4652.25	4713.98	4775.71	4934.26
Parking Enforcer	3489.91	3575.71	3745.85	3919.02	4001.83	4051.50	4099.70	4152.40	4205.12	4350.75
Parks & Rec Technician	3451.27	3520.32	3696.82	3907.12	3973.12	4016.08	4068.27	4122.01	4174.20	4318.90
Parks Maintenance Mechanic	4335.98	4445.01	4666.15	4887.33	5047.86	5103.70	5170.41	5243.28	5311.56	5895.29
Parks Senior Mechanic/Welder	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66	5761.95	6397.93
Parts Clerk	3489.91	3575.71	3745.85	3919.02	4001.83	4051.50	4099.70	4161.14	4256.96	4389.41
Payroll Coordinator	4947.78	5075.62	5328.13	5583.86	5710.13	5774.87	5854.19	5933.48	6012.81	6470.69
PC Network Technician	4172.52	4303.07	4433.59	4564.14	4694.67	4825.22	4955.74	5086.31	5216.86	5383.98
PD Investigations Technician	3499.70	3571.89	3753.00	3968.18	4049.77	4101.68	4177.51	4248.94	4331.78	4479.18
PD Records Technician	3499.70	3571.89	3753.00	3968.18	4049.77	4101.68	4177.51	4248.94	4331.78	4479.18
Permit Compliance Specialist - SW	5713.75	5866.09	6168.47	6471.10	6620.43	6698.44	6791.82	6886.65	6979.99	7204.07
Permit Compliance Specialist - WW	5713.75	5866.09	6168.47	6471.10	6620.43	6698.44	6791.82	6886.65	6979.99	7204.07
Planner	4926.30	5054.26	5308.72	5564.70	5694.17	5755.92	5837.23	5916.98	5995.32	6194.41
Plumber	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66	5761.95	5951.56
Police Payroll Technician	4269.51	4374.23	4588.82	4801.68	4909.77	5139.58	5208.01	5370.63	5442.00	5843.04
Police Services Technician	3451.27	3520.32	3696.82	3907.12	3973.12	4016.08	4068.27	4122.01	4174.20	4318.90
Pretreatment Compliance Technician	5143.10	5277.10	5543.62	5814.64	5948.62	6016.35	6097.70	6183.52	6267.85	6472.40
Probation Officer	5517.46	5660.78	5957.57	6232.47	6377.47	6446.63	6537.70	6627.01	6714.76	6937.74
Program Coordinator - Aquatics	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14	5355.42	5895.29
Program Coordinator - El Centro Del Quinto Sol	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14	5355.42	5895.29
Program Coordinator - Forestry	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14	5355.42	5895.29
Program Coordinator - Horticulture	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14	5355.42	5895.29
Program Coordinator - Housing	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14	5355.42	5895.29
Program Coordinator - Ice Arena	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14	5355.42	5895.29
Program Coordinator - Marketing	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14	5355.42	5895.29
Program Coordinator - Park Ranger	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14	5355.42	5895.29
Program Coordinator - Sports	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14	5355.42	5895.29
Property/Evidence Technician	3499.70	3571.89	3753.00	3968.18	4049.77	4101.68	4177.51	4248.94	4331.78	4479.18
Purchasing/Contract Coordinator	4926.30	5054.26	5308.72	5564.70	5694.17	5755.92	5837.23	5916.98	5995.32	6194.41
Purchasing Specialist	4009.38	4108.28	4304.36	4503.97	4599.42	4901.94	5015.49	5148.30	5281.09	5643.26
Public Works Asset Coordinator	4926.30	5054.26	5308.72	5564.70	5694.17	5755.92	5837.23	5916.98	5995.32	6194.41
Public Works Projects Coordinator	6211.57	6374.98	6703.59	7032.47	7194.75	7279.54	7381.01	7484.06	7585.51	7829.01
Real Time Crime Center Technician	4498.18	4615.42	4848.48	5078.70	5195.97	5254.59	5327.50	5400.44	5471.93	5652.01
Social Media Specialist	5012.27	5198.74	5385.16	5571.57	5758.02	5944.45	6130.90	6317.34	6503.76	6726.81
Solid Waste Coordinator	4736.59	4860.00	5105.45	5347.87	5471.35	5533.08	5609.86	5686.66	5761.95	5951.56
Sr. Airport Ops/Main. Specialist	4849.52	4980.01	5114.40	5252.82	5395.40	5542.26	5693.52	5849.32	6009.79	6211.68
Sr. Facilities Maintenance Technician	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66	5761.95	5951.56
Sr. Office Assistant	4009.38	4108.28	4304.36	4503.97	4599.42	4901.94	5015.49	5148.30	5281.09	5643.26

Sr. PC Network Technician	4926.30	5054.26	5308.72	5564.70	5694.17	5755.92	5837.23	5916.98	5995.32	6194.41
Sr. Planner	5713.75	5866.09	6168.47	6471.10	6620.43	6698.44	6791.82	6886.64	6979.98	7204.06
Sr. Traffic Signal Technician	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66	5761.95	5951.56
Sr. WWTP Maintenance Mechanic	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66	5761.95	6397.93
Stormwater Crew Leader	4988.03	5114.50	5373.49	5633.96	5761.95	5910.71	5994.86	6075.93	6161.63	6525.89
Streets Maintenance Mechanic	4335.98	4445.01	4666.15	4887.33	5047.86	5103.70	5170.41	5243.28	5311.56	5895.29
Survey Party Chief	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66	5761.95	5951.56
Survey Party Chief LS	5289.17	5415.63	5674.61	5935.07	6063.08	6127.80	6210.58	6290.40	6374.76	6573.21
Surveyor	4018.39	4119.26	4321.01	4522.79	4623.64	4674.82	4736.59	4802.86	4864.57	5027.64
Sweeper Operator	4146.37	4251.77	4459.55	4670.32	4821.95	4875.18	4943.63	5007.50	5072.89	5633.73
Systems Administrator	5012.27	5198.74	5385.16	5571.57	5758.02	5944.45	6130.90	6317.34	6503.76	6726.81
Tax Auditor	6180.50	6332.59	6633.72	6937.85	7086.90	7165.22	7258.55	7353.40	7446.75	7677.60
Tax Compliance Technician	4516.72	4651.56	4804.95	4948.12	5090.94	5327.69	5466.33	5699.85	5836.55	6219.33
Traffic Control Utility Worker II	3794.05	3887.40	4077.09	4266.82	4361.68	4406.85	4465.58	4525.80	4586.01	4741.78
Traffic Control Utility Worker III	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14	5355.42	5534.55
Traffic Engineering Analyst	4939.08	5067.07	5321.53	5577.46	5706.95	5765.69	5849.99	5931.30	6008.11	6208.49
Traffic Signal Technician	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14	5355.42	5534.55
Traffic Signs/Markings Specialist	4409.85	4525.80	4751.64	4974.47	5088.90	5144.60	5215.37	5286.14	5355.42	5534.55
Transportation Planning Technician	3931.04	4030.42	4224.65	4424.91	4521.28	4570.97	4631.20	4694.43	4757.64	5037.06
Trash Removal Coordinator	4849.52	4974.47	5225.91	5478.86	5602.33	5665.58	5745.34	5822.17	5900.46	6095.11
Utility Locate Technician	3794.05	3887.40	4077.09	4266.82	4405.30	4450.92	4510.23	4571.06	4631.87	5144.84
Utility Worker	3483.88	3541.10	3599.82	3688.65	3867.85	4042.48	4131.32	4176.47	4230.71	4378.24
Water Reclamation Worker	3483.88	3541.10	3599.82	3688.65	3867.85	4042.48	4131.32	4176.47	4230.71	4378.24
Water Reclamation Worker I	3794.05	3887.40	4077.09	4266.82	4361.68	4406.85	4465.58	4525.80	4586.01	4741.78
Water Reclamation Worker II	3931.04	4030.42	4224.65	4424.91	4521.28	4570.97	4631.20	4694.43	4757.64	4915.93
WW Compliance Officer	3944.59	4045.50	4241.21	4441.46	4540.83	4590.52	4652.25	4713.98	4775.71	4934.26
WW Data Technician	4602.59	4721.51	4956.40	5194.29	5311.75	5371.98	5445.76	5519.52	5593.31	5777.40
WW Data Technician II	4988.03	5114.50	5373.49	5633.96	5761.95	5910.71	5994.86	6075.93	6161.63	6358.25
WW Instrument/Control Specialist	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66	5761.95	5951.56
WW Inventory/Control Specialist	4736.59	4860.03	5105.45	5347.87	5471.35	5533.08	5609.85	5686.66	5761.95	5951.56
WW Maintenance Coordinator	5012.27	5198.74	5385.16	5510.58	5758.02	5944.45	6130.90	6317.34	6503.76	6726.81
WW Operator A	5607.94	5754.33	5827.53	6047.12	6193.52	6339.91	6486.30	6632.70	6779.09	6959.83
WW Operator B	4278.61	4390.30	4610.27	4831.52	4941.43	4997.10	5065.62	5135.68	5205.37	5380.13
WW SCADA Coordinator	5713.75	5866.09	6168.47	6471.10	6620.43	6698.44	6791.82	6886.64	6979.98	7204.06
WW Utility Worker	3483.88	3541.10	3599.82	3688.65	3867.85	4042.48	4131.32	4176.47	4230.71	4378.24
WW Utility Worker I	3779.81	3873.09	4061.23	4244.61	4337.89	4385.29	4442.24	4502.29	4559.20	4714.23
WW Utility Worker II	4021.70	4120.65	4321.72	4565.01	4623.38	4671.26	4733.51	4797.35	4861.17	5453.47
WW Utility Worker III	4560.67	4675.06	4907.03	5139.05	5255.01	5313.04	5382.34	5458.00	5528.91	5712.73
WW Utility Worker IV	4924.77	5052.02	5303.34	5557.89	5683.57	5748.02	5826.96	5905.88	5984.84	6181.82
WWTP Maintenance Mechanic	4262.31	4369.21	4586.01	4802.86	4911.22	4965.45	5030.22	5100.94	5167.21	5339.00

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – FIRE (NON-EXEMPT)
2025

<i>CLASS TITLE</i>						
(A) FIRE						
Assistant Fire Chief *	<u>11616.56</u>					
Emergency Medical Officer *	<u>8518.81</u>					
Fire Captain * ¹	<u>10067.69</u>					
Fire Lieutenant	<u>9293.25</u>					
Fire Engineer* ²	<u>8286.48</u>					
Fire Inspector	<u>8673.70</u>					
<i>CLASS TITLE</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>
Firefighter *3	<u>5715.40</u>	<u>6188.29</u>	<u>6248.20</u>	<u>6431.63</u>	<u>6555.11</u>	<u>7744.38</u>

* Denotes a 56-Hour Work Week.

¹ Captain (Administration) shall constitute an assignment for Captain and shall have assigned duties primarily relating to administrative functions including training and EMS Coordination. Captain (Administration) shall be a Group A Firefighter. The monthly base pay of the Captain (Administration) shall be the monthly base pay of Captain in the same grade who is a Group B Firefighter plus an additional \$550.

² Fire Engineers who possess and maintain an EMT-I certification or higher with the City shall be paid a monthly stipend of one percent (1%) of their monthly base pay in accordance with the City's usual and customary payroll practices. Fire Engineers hired on or after January 1, 2018 who are required as a condition of their employment as Fire Engineers with the City to possess and maintain an EMT-I Certification or higher pursuant to Section 49.2 of the collective bargaining agreement shall also be eligible for and paid said monthly stipend.

³ Firefighters assigned to Focus Response Unit (FRU) shall be a Group B Firefighter. They shall be allowed to work OT within the FRU classification when approved by the Chief or his/her designee.

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – POLICE (NON-EXEMPT)
2025

<i>CLASS TITLE</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>
(A) POLICE								
Police Corporal	<u>7889.09</u>	<u>7889.09</u>	<u>7889.09</u>	<u>8004.72</u>	<u>8004.72</u>	<u>8122.14</u>		
Police Patrol Officer	<u>6372.87</u>	<u>6915.79</u>	<u>7130.07</u>	<u>7240.81</u>	<u>7347.98</u>	<u>7458.76</u>	<u>7564.07</u>	<u>7774.06</u>
Police Sergeant	<u>9310.98</u>	<u>9402.19</u>	<u>9491.35</u>	<u>9584.41</u>	<u>9720.16</u>			

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – CLASS B (EXEMPT)
2025

CLASS TITLE	BASE SALARY	MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(B)					
(B) ADMINISTRATIVE							
Accountant II	<u>7311.10</u>	<u>7556.45</u>	<u>7845.01</u>	<u>8109.43</u>	<u>8373.78</u>	<u>8646.79</u>	<u>8930.20</u>
Accounting Manager	<u>8825.16</u>	<u>9089.88</u>	<u>9362.60</u>	<u>9643.40</u>	<u>9932.73</u>	<u>10230.66</u>	<u>10537.69</u>
Administrative Assistant	<u>5643.39</u>	<u>5835.22</u>	<u>6061.58</u>	<u>6268.91</u>	<u>6476.26</u>	<u>6690.55</u>	<u>6909.97</u>
Airport Ops/Maintenance Supervisor	<u>6395.31</u>	<u>6587.15</u>	<u>6784.77</u>	<u>6988.31</u>	<u>7197.96</u>	<u>7413.89</u>	<u>7636.31</u>
Assistant Accounting Manager	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.43</u>	<u>8899.09</u>	<u>9189.35</u>	<u>9489.99</u>
Assistant Director/Human Resources	<u>8270.32</u>	<u>8550.01</u>	<u>8875.72</u>	<u>9177.55</u>	<u>9477.53</u>	<u>9786.65</u>	<u>10106.83</u>
Assistant Director/Info Technology	<u>7311.10</u>	<u>7556.45</u>	<u>7845.01</u>	<u>8109.43</u>	<u>8373.78</u>	<u>8646.79</u>	<u>8930.20</u>
Assistant Director/Parks & Recreation	<u>9575.21</u>	<u>9812.36</u>	<u>10055.48</u>	<u>10381.18</u>	<u>10792.89</u>	<u>11221.09</u>	<u>11682.62</u>
Assistant WWTP Superintendent	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>	<u>9189.35</u>	<u>9489.99</u>
Budget Analyst	<u>7311.10</u>	<u>7556.45</u>	<u>7845.01</u>	<u>8109.43</u>	<u>8373.78</u>	<u>8646.79</u>	<u>8930.20</u>
CDBG/HOME & Housing Administrator	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>	<u>9189.35</u>	<u>9489.99</u>
Community Initiative to Reduce Violence (CIRV) Program Manager	<u>4835.66</u>	<u>4993.81</u>	<u>5152.31</u>	<u>5310.61</u>	<u>5484.57</u>	<u>5658.93</u>	<u>5833.11</u>
Civil Engineer Drainage	<u>7311.10</u>	<u>7535.54</u>	<u>7938.29</u>	<u>8341.04</u>	<u>8743.79</u>	<u>9146.55</u>	<u>9550.28</u>
Civil Engineer Public Works	<u>7311.10</u>	<u>7535.54</u>	<u>7938.29</u>	<u>8341.04</u>	<u>8743.79</u>	<u>9146.55</u>	<u>9550.28</u>
Civil Engineer Transportation	<u>7311.10</u>	<u>7535.54</u>	<u>7938.29</u>	<u>8341.04</u>	<u>8743.79</u>	<u>9146.55</u>	<u>9550.28</u>
Civil Engineer Wastewater	<u>7311.10</u>	<u>7535.54</u>	<u>7938.29</u>	<u>8341.04</u>	<u>8743.79</u>	<u>9146.55</u>	<u>9550.28</u>
Civil Service Administrator	<u>8270.32</u>	<u>8550.01</u>	<u>8875.72</u>	<u>9177.55</u>	<u>9477.53</u>	<u>10096.27</u>	<u>10298.20</u>
Code Enforcement Manager	<u>7311.10</u>	<u>7556.45</u>	<u>7845.01</u>	<u>8109.43</u>	<u>8373.78</u>	<u>8646.79</u>	<u>8930.20</u>
Community Services Supervisor	<u>6531.83</u>	<u>6751.26</u>	<u>7010.45</u>	<u>7245.46</u>	<u>7482.19</u>	<u>7725.81</u>	<u>7978.07</u>
Construction Manager	<u>5769.78</u>	<u>5965.08</u>	<u>6191.45</u>	<u>6400.51</u>	<u>6609.59</u>	<u>6823.83</u>	<u>7046.74</u>
Court Administrator	<u>7311.10</u>	<u>7556.45</u>	<u>7845.01</u>	<u>8109.43</u>	<u>8373.78</u>	<u>8646.79</u>	<u>8930.20</u>
Crime Analyst	<u>5158.36</u>	<u>5361.58</u>	<u>5564.73</u>	<u>5767.95</u>	<u>5971.19</u>	<u>6174.38</u>	<u>6377.55</u>
Deputy City Clerk	<u>5731.78</u>	<u>5923.58</u>	<u>6149.96</u>	<u>6357.28</u>	<u>6564.64</u>	<u>6778.93</u>	<u>6998.36</u>
Deputy Director Public Works	<u>10332.31</u>	<u>10673.28</u>	<u>11036.17</u>	<u>11411.40</u>	<u>12171.25</u>	<u>12710.41</u>	<u>13314.59</u>
Deputy Fire Chief	<u>10438.25</u>	<u>10793.70</u>	<u>11213.62</u>	<u>11594.78</u>	<u>11977.86</u>	<u>12691.08</u>	<u>13038.25</u>
Dispatch Manager	<u>6527.41</u>	<u>6954.40</u>	<u>7381.41</u>	<u>7808.41</u>	<u>8235.39</u>	<u>8662.40</u>	<u>9089.35</u>
Engineering Manager	<u>9722.93</u>	<u>10246.38</u>	<u>10769.84</u>	<u>11293.29</u>	<u>11816.75</u>	<u>12340.20</u>	<u>12864.33</u>
Executive Assistant	<u>5709.27</u>	<u>5903.34</u>	<u>6132.34</u>	<u>6342.09</u>	<u>6551.86</u>	<u>6768.65</u>	<u>7106.92</u>
Facilities Maintenance Superintendent	<u>8133.31</u>	<u>8409.85</u>	<u>8738.09</u>	<u>9035.33</u>	<u>9334.27</u>	<u>9641.83</u>	<u>9959.77</u>
Fleet Superintendent	<u>8133.31</u>	<u>8409.85</u>	<u>8738.09</u>	<u>9035.33</u>	<u>9334.27</u>	<u>9641.83</u>	<u>9959.77</u>
Grant & Resource Dev. Administrator	<u>7311.10</u>	<u>7556.45</u>	<u>7845.00</u>	<u>8109.43</u>	<u>8373.78</u>	<u>8646.79</u>	<u>8930.19</u>
Grants Analyst	<u>6970.42</u>	<u>7120.17</u>	<u>7198.86</u>	<u>7292.62</u>	<u>7387.92</u>	<u>7481.71</u>	<u>7713.65</u>
Grant Coordinator/Financial Empowerment	<u>5008.74</u>	<u>5178.99</u>	<u>5379.89</u>	<u>5563.91</u>	<u>5747.94</u>	<u>5938.13</u>	<u>6132.88</u>

HR Analyst I	<u>5001.47</u>	<u>5269.90</u>	<u>5566.90</u>	<u>5872.51</u>	<u>6195.62</u>	<u>6536.24</u>	<u>6895.69</u>
HR Analyst II	<u>5776.70</u>	<u>6086.74</u>	<u>6429.76</u>	<u>6782.75</u>	<u>7155.95</u>	<u>7549.35</u>	<u>7964.53</u>
Landscape Architect	<u>6395.31</u>	<u>6611.30</u>	<u>6861.85</u>	<u>7095.11</u>	<u>7326.67</u>	<u>7563.38</u>	<u>7812.23</u>
Legal Assistant	<u>4971.06</u>	<u>5133.64</u>	<u>5296.57</u>	<u>5459.30</u>	<u>5638.14</u>	<u>5817.38</u>	<u>5996.44</u>
MPO Manager	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>	<u>9189.35</u>	<u>9489.99</u>
MS4 Permit Coordinator	<u>6395.31</u>	<u>6611.30</u>	<u>6861.85</u>	<u>7095.11</u>	<u>7326.67</u>	<u>7563.38</u>	<u>7812.23</u>
Non-Profit Compliance Coordinator	<u>5776.70</u>	<u>6086.74</u>	<u>6429.76</u>	<u>6782.75</u>	<u>7155.95</u>	<u>7549.35</u>	<u>7964.53</u>
Outdoor Recreation Administrator	<u>5731.78</u>	<u>5923.58</u>	<u>6149.96</u>	<u>6357.28</u>	<u>6564.64</u>	<u>6778.93</u>	<u>6998.36</u>
Paralegal	<u>4971.06</u>	<u>5133.64</u>	<u>5296.57</u>	<u>5459.30</u>	<u>5638.14</u>	<u>5817.38</u>	<u>5996.44</u>
Parks Manager	<u>7311.10</u>	<u>7556.45</u>	<u>7845.01</u>	<u>8109.43</u>	<u>8373.78</u>	<u>8646.79</u>	<u>8930.20</u>
Parks Supervisor	<u>6395.31</u>	<u>6587.15</u>	<u>6784.77</u>	<u>6988.31</u>	<u>7197.96</u>	<u>7413.89</u>	<u>7636.31</u>
PD Community Engagement Manager	<u>6051.45</u>	<u>6267.57</u>	<u>6483.70</u>	<u>6699.83</u>	<u>6915.95</u>	<u>7132.08</u>	<u>7348.23</u>
Police Captain	<u>9528.11</u>	<u>9854.95</u>	<u>10236.21</u>	<u>10586.40</u>	<u>10936.54</u>	<u>11294.51</u>	<u>11669.97</u>
Police Deputy Chief	<u>11072.01</u>	<u>11449.10</u>	<u>11894.48</u>	<u>12298.83</u>	<u>12705.13</u>	<u>13125.07</u>	<u>13558.76</u>
Police Records Manager	<u>5769.78</u>	<u>5965.08</u>	<u>6191.45</u>	<u>6400.51</u>	<u>6609.60</u>	<u>6823.82</u>	<u>7046.75</u>
Pretreatment Manager	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>	<u>9189.35</u>	<u>9489.99</u>
Principal Planner	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>	<u>9189.35</u>	<u>9489.99</u>
Purchasing Contracts Administrator	<u>5769.78</u>	<u>5965.08</u>	<u>6191.45</u>	<u>6401.08</u>	<u>6609.60</u>	<u>6823.82</u>	<u>7188.86</u>
Recreation Supervisor	<u>6395.31</u>	<u>6587.15</u>	<u>6784.77</u>	<u>6988.31</u>	<u>7197.96</u>	<u>7413.89</u>	<u>7636.31</u>
Regulatory Compliance Specialist	<u>8221.70</u>	<u>8498.22</u>	<u>8826.47</u>	<u>9123.70</u>	<u>9422.63</u>	<u>9730.20</u>	<u>10048.16</u>
SCADA Administrator	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>	<u>9189.35</u>	<u>9489.99</u>
Shops Supervisor	<u>6531.83</u>	<u>6751.26</u>	<u>7010.45</u>	<u>7245.46</u>	<u>7482.19</u>	<u>7725.81</u>	<u>7978.07</u>
Sr. Business Systems Analyst	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>	<u>9189.35</u>	<u>9489.99</u>
Sr. GIS Administrator	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>	<u>9189.35</u>	<u>9489.99</u>
Sr. HR Analyst	<u>6816.51</u>	<u>7182.35</u>	<u>7587.12</u>	<u>8003.65</u>	<u>8444.01</u>	<u>8908.24</u>	<u>9398.14</u>
Sr. Integration Administrator	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>	<u>9189.35</u>	<u>9489.99</u>
Sr. Media Systems Administrator	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>	<u>9189.35</u>	<u>9489.99</u>
Sr. Network Communications Specialist	<u>5849.50</u>	<u>6233.53</u>	<u>6617.56</u>	<u>7001.59</u>	<u>7385.64</u>	<u>7769.68</u>	<u>8153.70</u>
Sr. Network Administrator	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>	<u>9189.35</u>	<u>9489.99</u>
Sr. Security Administrator	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>	<u>9189.35</u>	<u>9489.99</u>
Sr. System Administrator	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>	<u>9189.35</u>	<u>9489.99</u>
Sr. Tax Auditor	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.43</u>	<u>8899.09</u>	<u>9189.35</u>	<u>9489.99</u>
Stormwater Coordinator	<u>8221.70</u>	<u>8498.22</u>	<u>8826.47</u>	<u>9123.70</u>	<u>9422.63</u>	<u>9730.20</u>	<u>10048.16</u>
Stormwater Engineering Manager	<u>9722.93</u>	<u>10246.38</u>	<u>10769.84</u>	<u>11293.29</u>	<u>11816.75</u>	<u>12340.20</u>	<u>12864.33</u>
Stormwater Utility Maint. Supervisor	<u>6395.31</u>	<u>6611.30</u>	<u>6861.85</u>	<u>7095.11</u>	<u>7326.67</u>	<u>7563.38</u>	<u>7812.23</u>
Streets Maintenance Supervisor	<u>6395.31</u>	<u>6611.30</u>	<u>6861.85</u>	<u>7095.11</u>	<u>7326.67</u>	<u>7563.38</u>	<u>7812.23</u>
Tax Auditor II	<u>7311.10</u>	<u>7556.45</u>	<u>7845.01</u>	<u>8109.43</u>	<u>8373.78</u>	<u>8646.79</u>	<u>8930.20</u>
Tax Audit Manager	<u>8825.16</u>	<u>9089.88</u>	<u>9362.60</u>	<u>9643.41</u>	<u>9932.74</u>	<u>10230.66</u>	<u>10537.69</u>
Traffic Control Supervisor	<u>6395.31</u>	<u>6611.30</u>	<u>6861.85</u>	<u>7095.11</u>	<u>7326.67</u>	<u>7563.38</u>	<u>7812.23</u>
Traffic Engineer	<u>8894.43</u>	<u>9198.65</u>	<u>9502.87</u>	<u>9807.08</u>	<u>10111.30</u>	<u>10415.52</u>	<u>10719.74</u>

WW Collections Supervisor	<u>6395.31</u>	<u>6611.30</u>	<u>6861.85</u>	<u>7095.11</u>	<u>7326.67</u>	<u>7563.38</u>	<u>7812.23</u>
WW Engineering Manager	<u>9722.93</u>	<u>10246.38</u>	<u>10769.84</u>	<u>11293.29</u>	<u>11816.75</u>	<u>12340.20</u>	<u>12864.33</u>
WWTP Lab Supervisor	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>	<u>9189.35</u>	<u>9489.99</u>
WW Maintenance Supervisor	<u>7765.56</u>	<u>8028.18</u>	<u>8334.02</u>	<u>8617.42</u>	<u>8899.09</u>	<u>9189.35</u>	<u>9489.99</u>
WWTP Superintendent	<u>9051.14</u>	<u>9356.94</u>	<u>9716.39</u>	<u>10044.69</u>	<u>10373.01</u>	<u>10711.70</u>	<u>11064.19</u>

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – APPOINTED
2025

<i>CLASS TITLE</i>	<i>MONTHLY BASE SALARY</i>	<i>MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(B)</i>
(C) APPOINTED		
Assistant City Attorney I	<u>6407.243</u>	<u>8009.059</u>
Assistant City Attorney II	<u>8009.06</u>	<u>8987.41</u>
Assistant City Attorney III	<u>8987.50</u>	<u>10999.01</u>
Assistant Mayor/Comm Investment	<u>8622.37</u>	<u>11104.60</u>
City Attorney	<u>14104.45</u>	<u>17237.18</u>
City Clerk	<u>9418.78</u>	<u>11513.98</u>
Chief of Staff	<u>8412.07</u>	<u>12193.75</u>
Deputy City Attorney	<u>12099.94</u>	<u>14105.10</u>
Deputy Mayor	No monthly salary is provided with respect to appointment to the position of Deputy Mayor. All compensation received by the Department Director appointed to this position shall be continued.	
Director/Aviation	<u>9418.78</u>	<u>11513.98</u>
Director/Finance	<u>11028.99</u>	<u>13479.46</u>
Director/Human Resources	<u>10718.43</u>	<u>13101.50</u>
Director/Information Technology	<u>10718.43</u>	<u>13101.50</u>
Director/Just Transitions Program	<u>6959.20</u>	<u>8450.46</u>
Director/Parks & Recreation	<u>10983.63</u>	<u>13424.25</u>
Director/Planning & Community Development	<u>10718.43</u>	<u>13101.50</u>
Director/Public Affairs	<u>6959.20</u>	<u>8450.46</u>
Director/Public Works	<u>12389.74</u>	<u>15142.60</u>
Director/Purchasing	<u>9418.78</u>	<u>11669.96</u>
Director/Stormwater	<u>9901.71</u>	<u>12103.18</u>
Director/Wastewater	<u>11091.32</u>	<u>13555.88</u>
Fire Chief	<u>12563.62</u>	<u>15354.52</u>
Mayor	<u>12500.00</u>	<u>12500.00</u>
Municipal Court Judge	<u>10401.61</u>	<u>13562.23</u>
Police Chief	<u>13257.50</u>	<u>16368.63</u>
Secretary to the Mayor	<u>4971.06</u>	<u>6581.05</u>
Sr. Assistant City Attorney	<u>10999.11</u>	<u>12099.83</u>

SECTION 2.

Section 18 of Chapter 5 of Title VI of the Pueblo Municipal Code is hereby amended to read as follows:

6-5-18. Unclassified part-time employees.

(a) The pay range with respect to all unclassified part-time employees of the City shall be not less than [~~\$14.42~~] \$14.81 per hour and not greater than \$40.00.

SECTION 3.

The officers and staff of the City are directed and authorized to perform any and all acts consistent with the intent of this Ordinance to effectuate and transactions described therein.

SECTION 4.

This Ordinance shall become effective January 1, 2025.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on November 25, 2024

Final adoption of Ordinance by City Council on December 9, 2024.

President of City Council

Action by the Mayor:

- ☐ Approved on _____.
- ☐ Disapproved on _____ based on the following objections:

Mayor

Action by City Council After Disapproval by the Mayor:

- ☐ Council did not act to override the Mayor's veto.
- ☐ Ordinance re-adopted on a vote of _____, on _____
- ☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

City Clerk



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Barb Huber, Fire Chief

SUBJECT: AN ORDINANCE APPROVE THE MEMORANDUM OF UNDERSTANDING BETWEEN THE COLORADO DEPARTMENT OF CORRECTIONS (DOC) AND THE PUEBLO FIRE DEPARTMENT ALLOWING THE AUTHORITY HAVING JURISDICTION (AHJ) OVER DOC FACILITIES OPERATIONS IN PUEBLO CITY LIMITS FOR BUILDING CONSTRUCTION PLAN REVIEW AND RELATED INSPECTIONS, FIRE SAFETY INSPECTIONS, AND FIRE SAFETY PERMITS AND AUTHORIZING THE MAYOR TO EXECUTE THE SAME

SUMMARY:

This Ordinance approves an MOU between the Colorado Department of Corrections and The Pueblo Fire Department for the life-safety services provided by AHJ for the best interest of the people serviced by the Colorado Department of Correction facilities that AHJ provide all review, inspections and oversight for fire and related life-safety issues for these facilities.

PREVIOUS COUNCIL ACTION:

Not applicable to this Ordinance.

BACKGROUND:

The Pueblo Fire Department, in collaboration with our community partner, enter into this MOU to allow for fire inspections as well as response. The awareness of operations and layout at this facility is a critical part of a safe response for the Pueblo Fire Department.

FINANCIAL IMPLICATIONS:

The cost of would the compliance with the MOU for building construction review and related inspections, fire safety inspections, and fire safety permits as provided in the MOU.

BOARD/COMMISSION RECOMMENDATION:

Not applicable to this Ordinance.

STAKEHOLDER PROCESS:

Not applicable to this Ordinance.

ALTERNATIVES:

Not applicable to this Ordinance.

RECOMMENDATION:

Passage of the Ordinance.

ATTACHMENTS:

1. MOU Pueblo Fire and Colorado DOC AMENDED

ORDINANCE NO.

AN ORDINANCE APPROVE THE MEMORANDUM OF UNDERSTANDING BETWEEN THE COLORADO DEPARTMENT OF CORRECTIONS (DOC) AND THE PUEBLO FIRE DEPARTMENT ALLOWING THE AUTHORITY HAVING JURISDICTION (AHJ) OVER DOC FACILITIES OPERATIONS IN PUEBLO CITY LIMITS FOR BUILDING CONSTRUCTION PLAN REVIEW AND RELATED INSPECTIONS, FIRE SAFETY INSPECTIONS, AND FIRE SAFETY PERMITS AND AUTHORIZING THE MAYOR TO EXECUTE THE SAME

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The MOU between the Colorado Department of Corrections and The Pueblo Fire Department, a copy of which is attached and incorporated herein, having been approved as to form by the City Attorney, is hereby approved.

SECTION 2.

The Mayor is hereby authorized to execute the Agreement in the name and on behalf of the City of Pueblo, where the Mayor may execute the Agreement by electronic signature and such electronic signature shall be attributable to the Mayor and the City of Pueblo.

SECTION 3.

The officers and staff of the City are directed and authorized to perform any and all acts consistent with the intent of this Ordinance and the attached Agreements to effectuate the transactions described therein.

SECTION 4.

If any section, paragraph, clause, or provision of this Ordinance shall for any reason be held to be invalid or unenforceable, the invalidity or unenforceability of such section, paragraph, clause, or provision shall not affect any of the remaining provisions of this Ordinance.

shall become effective on the date of final action by the Mayor and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on _____.

Final adoption of Ordinance by City Council on _____.

President of City Council

Action by the Mayor:

☐ Approved on _____.

☐ Disapproved on _____ based on the following objections:

Mayor

Action by City Council After Disapproval by the Mayor:

- ☐ Council did not act to override the Mayor's veto.
- ☐ Ordinance re-adopted on a vote of _____, on _____
- ☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

City Clerk

Memorandum of Understanding
between
Colorado Department of Corrections
and
The Pueblo Fire Department

THIS AGREEMENT has been made by and between the Pueblo Fire Protection District ("Fire Department") and the Colorado Department of Corrections (CDOC), singly referred to as an (MOU) for the purpose of facilitating emergency response cooperation between their respective Agencies for the CDOC facilities, buildings, operations and other properties associated with the La Vista Correctional Facility, Youthful Offender System and San Carlos Correctional Facility;

WHEREAS, included within the boundaries and jurisdiction of the Fire Department are some CDOC facilities, buildings, operations and other properties;

WHEREAS, CDOC requests Fire Department to provide certain fire prevention, fire suppression and hazardous material services to and for the benefit of CDOC, and Fire Department is agreeable to providing fire prevention, fire suppression and hazardous materials services and assistance to CDOC;

WHEREAS, Fire Department has authorities and responsibilities as defined in state statutes, rules and policy to serve as the responsible Fire Department within the fire district;

WHEREAS, the state of Colorado, acting through and by the CDOC, shall remain the authority of jurisdiction under the State Buildings Programs of the Office of the State Architect (OSA) rules, policies and adopted codes;

WHEREAS, the Fire Department has the statutory authority as the Designated Emergency Response Authority (DERA), the agency that is responsible for all operations related to a hazardous material incident.

NOW THEREFORE, the Agencies agree as follows:

A. POINT OF CONTACT INFORMATION:

1. Pueblo Fire Department

	Primary Representative	Alternative Contact
Name:	Barbara Huber	Keith Novak
Title:	Fire Chief	Deputy Chief
Telephone:	719-553-2830	719-553-2830
Mailing Address:	1551 Bonforte Blvd. Pueblo, CO 81001	1551 Bonforte Blvd. Pueblo, CO 81001
Email Address:	b.huber@pueblo.us	knovak@pueblo.us

2. CDCOC Contact Information:

	Primary Representative	Alternative Contact
Name:	Patrick Fhuere	Tom Werlich
Title:	Warden	Warden
Telephone:	719-269-5100	710-583-5707
Mailing Address:	1410 W. 13th Street PO Box 3 Pueblo, CO 81003	1300 W. 13th Street PO Box 35010 Pueblo, CO 81003
Email Address:	patrick.fhuere@state.co.us	tom.werlich@state.co.us

3. The Point of Contact (POC) for each Agency, Facility or property shall be indicated as above.

4. Each agency, without invalidating the MOU, may a) assign representatives, b) redefine their authorities and responsibilities, or c) establish them as the “designated representative” for the Agency for particular responsibilities. Each Agency shall endeavor to notify the other Agency in a timely manner of such new contact information without the need to formally revise this MOU.

5. Colorado Dept. of Corrections Key Personnel:

A: Executive Director: The Executive Director is the individual with the ultimate authority as representative for prison operations throughout CDOC.

B: Director of Prison Operations: The Director of Prison Operations is the CDOC individual designated as the administrative head and authorized representative for prison operations throughout the CDOC.

C: Warden: The CDOC facility Warden is the individual designated as the administrative head and authorized representative for specific facilities or properties. The Warden has the authority to delegate responsibilities to designated representatives for specific facilities or properties.

D: Life Safety Coordinator: The Life Safety Coordinator serves under the authority of the Warden for each CDOC facility; the Life Safety Coordinator is responsible for emergency preparedness; fire safety code compliance and coordination of inspections.

E: Facility Management Services: The CDOC Facility Management Services oversees regulatory agency and code compliance for CDOC facilities and properties, including representation by the Office of the State Architect (OSA) Delegate, and the Life Safety Administrator for the CDOC.

6. Fire Department Key Personnel:

A: Fire Chief: The Fire Chief is the individual with the authority as representative of the Fire Department.

B: Fire Department Officer in Charge: The Fire Department Officer in Charge is the individual with command authority for Fire Department personnel at an emergency incident.

C: Inspector: An Inspector is an individual certified as Fire Inspector I by the state of Colorado Division of Fire Prevention and Control (or equivalent certification at the discretion of the CDOC) who performs inspections of fire

prevention and suppression controls as installed or implemented in buildings, facilities, operations, and other properties within the Fire Department's jurisdiction.

7. Designees:

Each of the Agencies' Key Personnel and POCs may designate and authorize another person to act, serve, or make decisions in their stead. References to their titles in this MOU shall be deemed to also include their designees.

B. FIRE PREVENTION:

1. Annual Inspections shall be conducted as required by statute, rule, policy, code or standard for CDOC facilities, buildings, operations and other properties. The CDOC POC may request additional inspections for each facility.
2. The Fire Chief and CDOC POC for each facility shall coordinate the scheduling of inspections at least 72 hours prior to the inspection. The inspections may be conducted in presence of the Fire Chief, at his discretion or at the request of the CDOC POC, or their designated representatives.
3. The CDOC shall conduct, or cause to be conducted by an Inspector certified as Fire Inspector I by the state of Colorado Division of Fire Prevention and Control (DFPC or equivalent certification at the discretion of the CDOC).
4. In the event that the Fire Department does not have the staff or resources to conduct such inspections, the CDOC may, at its sole discretion and expense, contract for inspection services. An advanced technical service agreement will be filed out and submitted to the CDFPC. The Fire Department will be notified of such inspections and provided with a copy of the inspection reports within 14 calendar days of completion of the inspection, with a copy of the report sent to the Life Safety Coordinator and the Life Safety Administrator at FMS.
5. The CDOC shall conduct, or cause to be conducted, Plan Reviews for all Capital Construction and Controlled Maintenance projects through an approved OSA Plan Review Agent. DFPC shall be the Authority Having Jurisdiction (AHJ) for fire suppression and alarms plan review, permitting and inspections.
6. Fire Department, as the Local Jurisdiction, shall conduct plan reviews and inspections utilizing the fire code adopted by OSA or DFPC at the time of such plan review or inspection shall be utilized. Fire Department shall complete the plan within thirty days of receipt of plan review or inspection comments regarding specific measures, as determined by OSA and CDOC, to address such corrective action.
7. Testing of fire protection, suppression or alarm systems shall be conducted by the Life Safety Coordinator. Testing criteria and methodology shall be based on IFC and NFPA standards at the time of such testing. The Fire Department and Life Safety Administrator will be notified of such testing and provided with testing reports.
8. Under the authority of the Warden, the Life Safety Coordinator and the Life Safety Administrator shall be responsible for coordination and scheduling of inspections and distribution of reports, plans of action and tests to the Agencies as required by statute, rule, policy and this MOU.
9. Corrective action recommended by the Fire Department in plan review or inspection comments shall reference specific fire code provisions, and is subject to OSA and CDOC discretion and the state of Colorado's laws, policies and rules for funds being appropriated, budgeted and otherwise made available to CDOC. CDOC shall prepare a written plan of action within thirty days of receipt of plan review or inspection comments regarding specific measures, as determined by OSA and CDOC, to address such corrective action.

C. EMERGENCY FIRE SUPPRESSION:

1. The CDOC staff requesting emergency Fire Department response shall describe the specific fire emergency incident in as much detail as possible.

2. The CDOC facility reporting the emergency shall assign at least 1 staff member to serve as the Emergency Contact Person for the emergency incident. The Emergency Contact Person shall mobilize at the facility main entry or checkpoint, as applicable, to meet the direct incoming Fire Department and personnel. CDOC staff shall accompany the Fire Department officer in Charge of the incident to the scene of the emergency and act as escort, advisor and emergency contact person relative to Fire Department access and fire suppression systems.

3. The Fire Department Officer in Charge shall be responsible for all Fire Department operations related to the emergency incident. The Fire Department Officer in Charge shall assess manpower and equipment requirements for all Fire Department operations related to the emergency incident. The Fire Department Officer in Charge shall advise the CDOC Emergency Contact Person of the need to deploy additional equipment and manpower to the scene of the emergency incident. The CDOC Emergency Contact Person shall coordinate escorts for Fire Department personnel with the approval of the facilities shift commander. The Fire Department's tools and equipment will be inventoried before entering into any facility.

4. Fire Department personnel and equipment shall not to be expected to deploy and provide emergency response services in a situation which is not secure from offenders who are housed at the facility. CDOC shall, to extent possible, evacuate offenders from the scene of the emergency incident and the immediate area of the Fire Department equipment and personnel.

5. Following the Fire Department deployment and prior to departure from the scene, the Fire Department Officer in Charge and the CDOC POC for each facility shall advise of any safety or fire hazard issues related to the emergency incident and Fire Department response.

6. Following the Fire Department deployment, the Fire Department Officer in Charge and the CDOC POC for each facility shall inspect all Fire Department equipment for accountability and to ensure that no equipment was tampered with. In the event that there is an issue, an incident report shall be completed prior to departure of the affected Fire Department equipment.

D. HAZARDOUS MATERIALS INCIDENTS:

1. The CDOC staff requesting any Fire Department or Designated Emergency Response Authority (DERA) response shall describe the hazardous materials incident including specific hazardous materials substance(s), extent of contamination and involvement of inhabited areas in as much detail as possible.

2. The CDOC facility shall maintain for use by the DERA and the Fire department a current list of all Material Safety Data Sheets (MSDS) on hazardous materials. DOC shall ensure this documentation is readily available to CDOC, DERA and Fire Department staff at the facility location.

3. The Agencies shall coordinate response activities with the DERA.

4. Security and other provisions for "Fire Suppression" listed in paragraphs C.1 through C.6 above shall apply to hazardous materials incidents.

E. FIRE PLANS:

1. The Warden or designee of the CDOC facility shall prepare a Fire Plan, including, but not limited to, fire safety and evacuation plans for emergency response and evacuation, and shall provide the Fire Plan for the Fire Department on an annual basis for review.

2. CDOC maintains Emergency Operation Plans (EOP) and conducts Incident Alert Drills (IAD) including periodic training exercises or tests of the EOP. After prior coordination, the Fire Department will be included on any full scale training exercises.

F. GENERAL PROVISIONS:

1. Integration and Formality of changes:

This MOU is intended to be the complete integration of all understandings between the Agencies unless otherwise stated herein.

- A. With the exception of changes to Point of Contact information per paragraph A above, no prior or contemporaneous addition, deletion or other amendment here to shall have any force or effect whatsoever, unless embodied herein by writing. No subsequent notation, renewal, addition, deletion or other amendment here to shall have any force or effect unless embodied in a written agreement executed and approved by the appropriate authorities.
- B. Effective upon the final signature and execution of this MOU, all prior agreements or memoranda of understanding on the same subject (fire district services and support) are terminated.

2. Legal Authority:

The person or persons signing and executing this MOU do hereby warrant and guarantee that they have full authorization to execute this MOU.

3. Fiscal Obligation by CDOC:

CDOC will execute a commitment voucher prior to the creation of any financial obligation incurred by the CDOC.

4. Non-Binding Dispute Resolution:

Any failure of either party to perform in accordance with the terms of this MOU shall constitute a breach of the MOU.

- A. Should either party to this MOU object by written notification to the other party, regarding any action carried out or proposed subject to this MOU, the notified party shall respond in writing to the objecting party within fourteen calendar days.
- B. Within fourteen calendar days from the date of the written response, the Agencies, including the POCs, shall convene a meeting to attempt to resolve informally any dispute or alleged breaches concerning performance under this MOU.
- C. During the course of dispute resolution, the parties agree to maintain good-faith efforts to perform under the terms of this MOU.
- D. The preceding steps shall be completed prior to filing a court action regarding any dispute arising from this MOU, except actions filed by or against a third party.
- E. The Agencies will consult during this period to seek agreement on amendments to the MOU, or to take other actions that would avoid termination.

5. Term and Termination:

This MOU shall become effective upon the approval and signature by the authorized representatives of the agencies here to, and shall continue until such time as either agency gives thirty days of advance written notice of termination to the other agency. The parties will consult during this period under the provisions of non-binding dispute resolution (above) to seek agreement on amendments or other actions that would avoid termination. The agencies agree to conduct a good faith review of this MOU on or after the five year anniversary of the execution date, without invalidating this MOU.

ACCORDINGLY,

The duly authorized representatives of the respective Agencies to this MOU hereby sign and date as indicated below.

Pueblo Fire Department:

BY: _____ Title: _____ Date: _____

Authorized Representative

Colorado Department of Corrections:

By: _____ Date: _____

Matthew Hansen, Deputy Executive Director, CDOC

By: _____ Date: _____

Ashley Clark, Director of Finance and Administration , CDOC

END OF MEMORANDUM OF UNDERSTANDING



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Steven Meier, Director of Parks and Recreation

SUBJECT: AN ORDINANCE APPROVING AN INTERGOVERNMENTAL AGREEMENT BETWEEN THE CITY OF PUEBLO, A COLORADO MUNICIPAL CORPORATION, AND THE PUEBLO CONSERVANCY DISTRICT, A COLORADO CONSERVANCY DISTRICT, BY WHICH THE PUEBLO CONSERVANCY DISTRICT WILL PAY TO THE CITY OF PUEBLO \$75,000 FOR FUNDING OF A PORTION OF THE CITY PARK AND ARKANSAS RIVER CORRIDOR MASTER PLAN PROJECT, AUTHORIZING THE MAYOR TO EXECUTE THE SAME, ACCEPTING THE DISTRICT FUNDS, ESTABLISHING PROJECT NO. CI2456, AND BUDGETING AND APPROPRIATING THE FUNDS TO PROJECT NO. CI2456

SUMMARY:

This Ordinance approves and authorizes the Mayor to sign an Intergovernmental Agreement accepting Pueblo Conservancy District funds in the amount of \$75,000 to be used to fund, in part, the City Park and Arkansas River Corridor Master Plan Project.

PREVIOUS COUNCIL ACTION:

Not applicable to this Ordinance.

BACKGROUND:

In 2017, the City in cooperation with the Pueblo Conservancy District, championed an effort to provide a Master Plan for the 2.75-mile stretch of the Arkansas River Flood Levee adjacent to Historic Downtown Pueblo. The planning process was initiated in response to ongoing work at that time to lower the existing Levee in this area, develop safety features to the popular whitewater course, enhance the murals, and assess the opportunities and challenges of this urban river park. The plan laid out a vision for the area below 4th Street bridge, which increased community focus on active river recreation, improved connectivity to the river, improved the ecology of the river, and

increased economic development opportunities.

In early 2024, the City and the Pueblo Conservancy District partnered to solicit the expertise of a third-party consultant to help expand the vision of the Arkansas River Corridor for further development, specifically, from Pueblo Dam to Runyon Lake.

On November 11, 2024, City Council approved a Resolution awarding a contract to Confluence, Inc. for design services as part of the City Park and Arkansas River Corridor Master Plan Project ("Plan").

FINANCIAL IMPLICATIONS:

The Plan is expected to cost up to \$175,000. Pursuant to the Intergovernmental Agreement, the Pueblo Conservancy District will contribute \$75,000 to the project.

BOARD/COMMISSION RECOMMENDATION:

Not applicable to this Ordinance.

STAKEHOLDER PROCESS:

Not applicable to this Ordinance.

ALTERNATIVES:

The City Council could decide not to enter into the IGA to accept the \$75,000 offered by the Pueblo Conservancy District. The City Park and Arkansas River Corridor Master Plan Project will not be completed without the contribution from the Pueblo Conservancy District.

RECOMMENDATION:

Approval of the Ordinance.

ATTACHMENTS:

1. IGA with PCD for CP and Arkanas River Corridor MP_11.25.24

ORDINANCE NO.

AN ORDINANCE APPROVING AN INTERGOVERNMENTAL AGREEMENT BETWEEN THE CITY OF PUEBLO, A COLORADO MUNICIPAL CORPORATION, AND THE PUEBLO CONSERVANCY DISTRICT, A COLORADO CONSERVANCY DISTRICT, BY WHICH THE PUEBLO CONSERVANCY DISTRICT WILL PAY TO THE CITY OF PUEBLO \$75,000 FOR FUNDING OF A PORTION OF THE CITY PARK AND ARKANSAS RIVER CORRIDOR MASTER PLAN PROJECT, AUTHORIZING THE MAYOR TO EXECUTE THE SAME, ACCEPTING THE DISTRICT FUNDS, ESTABLISHING PROJECT NO. CI2456, AND BUDGETING AND APPROPRIATING THE FUNDS TO PROJECT NO. CI2456

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The Intergovernmental Agreement, dated November 25, 2024, by which the Pueblo Conservancy District will pay to the City \$75,000 to be used for the City Park and Arkansas River Corridor Master Plan Project, attached hereto, having been approved as to form by the City Attorney, is hereby approved.

SECTION 2.

The Mayor of the City is authorized to accept the funds from the Pueblo Conservancy District and to execute said Intergovernmental Agreement on behalf of the City and the City Clerk is authorized to affix the seal of the City thereto and attest the same.

SECTION 3.

Project No. CI2456 City Park and Arkansas River Corridor Master Plan Project is hereby established, and the amount of \$75,000 is budgeted and appropriated.

SECTION 4.

The officers and staff of the City are directed and authorized to perform any and all acts consistent with the intent of this Ordinance and the attached Intergovernmental Agreement to implement the policies and procedures described herein.

SECTION 5.

This Ordinance shall become effective on the date of final action by the Mayor and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on _____.

Final adoption of Ordinance by City Council on _____.

President of City Council

Action by the Mayor:

☐ Approved on _____.

☐ Disapproved on _____ based on the following objections:

Mayor

Action by City Council After Disapproval by the Mayor:

- ☐ Council did not act to override the Mayor's veto.
- ☐ Ordinance re-adopted on a vote of _____, on _____
- ☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

City Clerk

INTERGOVERNMENTAL AGREEMENT

THIS INTERGOVERNMENTAL AGREEMENT ("Agreement") is made and entered into as of the ____ day of _____, 2024 ("Effective Date") between the Pueblo Conservancy District, a Colorado conservancy district established under the Conservancy Law of Colorado, hereinafter referred to as "District" and the City of Pueblo, a Colorado Municipal Corporation, hereinafter referred to as the "City". Together these entities may be referred to herein as the "Parties" or each individually as a "Party".

RECITALS

A. This Agreement is entered into pursuant to Sections 18(2)(a) and (b) of Art. XIV of the Colorado Constitution and §29-1-203, C.R.S. Each of the parties is a political subdivision of the State of Colorado within the meaning of section 29-1-202(2), C.R.S. (2010), and therefore, each is a government within the meaning of section 29-1-202(1), C.R.S. (2010).

B. The District was formed after the 1921 Pueblo Flood for the principal purpose of providing flood protection in a portion of the City of Pueblo. In furtherance of said purpose, it has constructed and has since maintained the so-called "Pueblo Conservancy District Levee" (the "Levee").

C. City is a Colorado home rule city organized and existing under and by virtue of Article XX of the Colorado Constitution.

D. In 2017, the City in cooperation with the District championed an effort to provide a Master Plan for the 2.75-mile stretch of the Arkansas River Flood Levee adjacent to Historic Downtown Pueblo. The planning process was initiated in response to ongoing work at that time to lower the existing Levee in this area, develop safety features to the popular whitewater course, enhance the murals, and assess the opportunities and challenges of this urban river park. The plan laid out a vision for the area below 4th Street bridge, which increased community focus on active river recreation, improved connectivity to the river, improved the ecology of the river, and increased economic development opportunities.

E. In early 2024, the City and the District partnered to solicit the expertise of a third-party consultant to help expand the vision of the Arkansas River Corridor for further development, specifically, from Pueblo Dam to Runyon Lake. The City Park and Arkansas River Corridor Master Plan Project ("Plan") will highlight opportunities and strategies for the segments from the north boundary of City Park and extending through both whitewater parks.

F. On November 11, 2024, City Council approved a Resolution awarding a contract to Confluence, Inc. for design services as part of the Plan.

G. The Plan is expected to cost up to \$175,000, funded with \$75,000 from the District, \$50,000 from the City's existing Conservation Trust Funds, and \$50,000 from the City's ARPA funds.

AGREEMENT

NOW, THEREFORE, in consideration of the foregoing recitals and the terms and conditions set forth herein, the Parties hereto do mutually agree as follows:

Article 1. Specific Provisions:

1.1 The District agrees to provide the City \$75,000 for the purpose of funding a portion of the Plan as detailed above in Recital E. The Parties understand that the District's obligation under this Agreement is only to provide funding for the Plan and it is the City's obligation to complete the Plan. The City shall bear all risk and responsibility related to management of and completing the Plan.

1.2 The City will use all funding sources it deems appropriate to complete the Plan. Those funding sources include American Rescue Plan Act (ARPA) funds, Conservation Trust Funds, and District contributions.

1.3 The District will pay the sum of \$75,000 to the City within fourteen (14) days of the execution of this Intergovernmental Agreement by the Parties.

Article 2. District's Contribution:

The City agrees that the funds committed by the District pursuant to the Agreement are intended by the District to be used to complete the Plan.

Article 3. Miscellaneous.

3.1 All notices and other communications that are required or permitted to be given to the Parties under this Agreement shall be sufficient in all respects if given in writing and delivered in person, by express courier, or by First Class U.S. Mail, postage prepaid. Notice delivered in person or by courier shall be effective upon such delivery; notice through U.S. Mail shall be effective three (3) days after deposit in the U.S. Mail. Notice shall be given to the receiving party at the following addresses:

If to City:	Mayor, City of Pueblo 1 City Hall Place 2nd Floor Pueblo CO 81003
with a copy to:	City Attorney, City of Pueblo 1 City Hall Place 3rd Floor Pueblo CO 81003
If to District:	Pueblo Conservancy District c/o Mr. Rick Kidd

Kidd Engineering, Inc.
P.O. Box 234
Pueblo, CO 81002

with a copy to: Mr. Donald J. Banner
P. O. Box 583
Pueblo, CO 81002

or to such address as such Party may have given to the other by notice pursuant to this paragraph.

3.2 This Agreement may not be assigned by either Party without the prior written consent of the other Party. Any attempted assignment in violation of this provision shall be void.

3.3 This Agreement constitutes the entire agreement between the Parties relating to the subject matter hereof. All prior or contemporaneous oral agreements and discussions among the Parties or their respective agents or representatives relating to the subject matter are merged into this Agreement. This Agreement may be altered, amended, or revoked only by an instrument in writing signed by the Parties. Email and all other electronic (including voice) communications from either Party in connection with this Agreement are for informational purposes only. No such communication is intended by any Party to constitute either an electronic record or an electronic signature, or to constitute any agreement by any Party to conduct a transaction by electronic means. Any such intention or agreement is hereby expressly disclaimed.

3.4 This Agreement shall be governed by the laws of the State of Colorado. Venue for any action arising under this Agreement or for the enforcement of this Agreement shall be in a state court with jurisdiction located in Pueblo County, Colorado.

3.5 The failure of either of the Parties to insist upon the strict performance of any provisions of this Agreement or to exercise any right, power, or remedy upon a breach thereof shall not constitute a waiver of that or any other provision of this Agreement or limit that Party's right thereafter to enforce any provision or exercise any right.

3.6 This Agreement is binding upon the Parties hereto and upon their respective legal representatives and successors.

3.7 The governing bodies of each of the Parties have authorized the execution of this Agreement by resolution or ordinance.

3.8 Each paragraph of this Agreement is intertwined with the others and is not severable unless by mutual consent of the Parties.

3.9 If any portion of this Agreement is held invalid or unenforceable for any reason by a court of competent jurisdiction as to any Party or as to all Parties, the Parties will immediately negotiate valid alternative portion(s) that as nearly as possible give effect to any stricken portion(s).

3.10 Nothing in this Agreement is intended, nor should it be construed, to create any

rights, claims, or benefits or assume any liability for or on behalf of any third party, or to waive any immunities or limitations conferred under federal or state law, including but not limited to the Colorado Governmental Immunity Act, § 24-10-101 et seq., C.R.S.

IN WITNESS WHEREOF, the City and the District have executed this Agreement as of the date first above written.

ATTEST:

PUEBLO CONSERVANCY DISTRICT

Secretary

By:_____
President of the Board

ATTEST:

MAYOR CITY OF PUEBLO

Marisa Stoller, City Clerk

By:_____
Heather Graham

[S E A L]



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Steven Meier, Director of Parks and Recreation

SUBJECT: AN ORDINANCE APPROVING AND ACCEPTING A GRANT AGREEMENT FOR THE CITY OF PUEBLO FROM THE STATE BOARD OF THE GREAT OUTDOORS COLORADO TRUST FUND, AUTHORIZING THE MAYOR TO EXECUTE THE SAME, ESTABLISHING PROJECT NO. CI2455, AND BUDGETING AND APPROPRIATING FUNDS IN THE AMOUNT OF \$190,532.00 TO PROJECT NO. CI2455

SUMMARY:

This Ordinance approves and accepts a Generation Wild Planning Grant in the amount of \$190,532.00 awarded by the State Board of the Great Outdoors Colorado Trust Fund for the purpose of identifying access barriers to the outdoors for youth and families in Pueblo and Pueblo County.

PREVIOUS COUNCIL ACTION:

Not applicable to this Ordinance.

BACKGROUND:

Earlier this year, the City applied for a GOCO Generation Wild Planning Grant jointly with the Boys & Girls Club of Pueblo County, Pueblo County, Pueblo Zoo, Nature and Wildlife Discovery Center, and the Colorado Health Foundation (Communities That Care) to identify access barriers to the outdoors for youth and families in Pueblo and Pueblo County.

On October 2, 2024, the City was notified that the Great Outdoors Board voted to award the City of Pueblo the planning grant award of \$190,532. If the planning activities are well identified, another GOCO grant will be requested to cover Capital funds to enact the Pueblo Generation Wild Plan.

FINANCIAL IMPLICATIONS:

The match for this grant consists of in-kind which consists of Local Government Oversight of this grant by the Assistant Parks and Recreation Director.

BOARD/COMMISSION RECOMMENDATION:

Not applicable to this Ordinance.

STAKEHOLDER PROCESS:

Not applicable to this Ordinance.

ALTERNATIVES:

Should the Council choose not to approve this grant agreement, the planning for identifying barriers to outdoor recreation amenities in Pueblo and Pueblo County will not take place, which will prevent the City from applying for a GOCO Capital Grant to address those barriers.

RECOMMENDATION:

Approval of the Ordinance.

ATTACHMENTS:

1. Pueblo_GOCO Generation Wild Planning Grant Agreement
2. EXHIBIT B - GOCO Generation Wild of the Pueblo Region Planning Grant Proposal Narrative
3. EXHIBIT C - Universal Budget for GOCO Generation Wild of the Pueblo Region
4. EXHIBIT D - GOCO Generaton Wild MOU_Third Party Beneficiaries

ORDINANCE NO.

AN ORDINANCE APPROVING AND ACCEPTING A GRANT AGREEMENT FOR THE CITY OF PUEBLO FROM THE STATE BOARD OF THE GREAT OUTDOORS COLORADO TRUST FUND, AUTHORIZING THE MAYOR TO EXECUTE THE SAME, ESTABLISHING PROJECT NO. CI2455, AND BUDGETING AND APPROPRIATING FUNDS IN THE AMOUNT OF \$190,532.00 TO PROJECT NO. CI2455

WHEREAS, the State Board of the Great Outdoors Colorado Trust Fund has tendered a grant award in the total amount of \$190,532.00 upon conditions recited therein or incorporated therein by reference; and

WHEREAS, acceptance of the funding for the purposes for which it has been made is in the best interest of the City and will benefit the health, welfare, and safety of the citizens of the City; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The Grant Agreement, Generation Wild of the Pueblo Region, ("Agreement") between the City of Pueblo, a Colorado Municipal Corporation, and the State Board of the Great Outdoors Colorado Trust Fund, a copy of which is attached hereto, having been approved as to form by the City Attorney, is hereby approved.

SECTION 2.

The Mayor is hereby authorized to execute the Agreement in the name and on behalf of the City of Pueblo, where the Mayor may execute the Agreement by electronic signature and such electronic signature shall be attributable to the Mayor and the City of Pueblo.

SECTION 3.

Project No. CI2455 – GOCO Generation Wild of the Pueblo Region Project is hereby established.

SECTION 4.

The grant award from the State Board of the Great Outdoors Colorado Trust Fund, totaling \$190,532.00 is hereby approved and accepted in accordance with the Agreement.

SECTION 5.

All funds accepted pursuant to this Ordinance shall be budgeted and appropriated into Project No. CI2455. Said funds shall only be expended and used for this project.

SECTION 6.

Pursuant to the Agreement, the State Board of the Great Outdoors Colorado Trust Fund, may unilaterally amend the terms of the Agreement or the amount of grant funds pursuant to an Option Letter or Grant Funding Change Letter. In the event GOCO increases the grant award via such a letter, the additional funds may be accepted pursuant to this Ordinance and budgeted and appropriated into Project No. CI2455, where said funds shall only be expended and used for this project.

SECTION 7.

The officers and staff of the City are authorized to perform any and all acts consistent with the intent of this Ordinance to implement the policies and procedures described herein.

SECTION 8.

This Ordinance shall become effective on the date of final action by the Mayor and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on _____.

Final adoption of Ordinance by City Council on _____.

President of City Council

Action by the Mayor:

☐ Approved on _____.

☐ Disapproved on _____ based on the following objections:

Mayor

Action by City Council After Disapproval by the Mayor:

☐ Council did not act to override the Mayor's veto.

☐ Ordinance re-adopted on a vote of _____, on _____

☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

City Clerk

GRANT AGREEMENT

Project Name: Generation Wild of the Pueblo
Region
Completion Date: June 30, 2026
Contract No.:

PARTIES TO AGREEMENT

Board/GOCO: The State Board of the Great Outdoors Colorado Trust Fund
Address: 1900 Grant St., Suite 725, Denver, CO 80203
Telephone: 303-226-4533
Contact name: Leah Kahler

Grantee: City of Pueblo
Address: 1 City Hall Place, Pueblo, Colorado 81003
Primary Contact: Michael C. Sexton
Email: msexton@pueblo.us

Date: November 13, 2024

EXHIBITS

Exhibit A	Grantee Ordinance
Exhibit B	Project Application
Exhibit C	Approved Budget
Exhibit D	Governing Memorandum of Agreement between Grantee and Third-Party Beneficiaries

RECITALS

A. The State Board of the Great Outdoors Colorado Trust Fund (“GOCO” or the “Board”) is a political subdivision of the State of Colorado, created by Article XXVII of the Colorado Constitution, adopted at the November 1992 General Election, which article appropriates a portion of the net proceeds of the Colorado Lottery to GOCO and directs GOCO to invest those proceeds in the state’s parks, wildlife, open space and recreational resources.

B. In 2015, GOCO created a statewide grant program, known as Generation Wild, pursuant to which eligible entities could apply for grants to connect communities to the outdoors. Since then, the Board has prioritized continued Generation Wild support in the GOCO 2020 Strategic Plan to advance equitable access to the outdoors through local coalitions that provide program and pathway opportunities to youth and families.

C. City of Pueblo (“Grantee”) submitted a detailed application on behalf of Generation Wild of the Pueblo Region for planning of new Generation Wild communities. GOCO approved the community’s application on October 11, 2024. Their application is incorporated as Exhibit B (“Project Application”).

D. The Board used its discretionary authority to approve funding for Grantee for the Project for fiscal year 2025.

E. The parties intend this agreement to be the detailed grant agreement required by GOCO (“Agreement”).

AGREEMENT

NOW, THEREFORE, for good and valuable consideration, the receipt and adequacy of which are hereby acknowledged, the parties wish to enter into the Agreement as follows:

SECTION 1 – PROJECT SCOPE

1. Incorporation of Recitals. The Recitals set forth above are incorporated into this Agreement.

2. Grant and Project. GOCO awards to Grantee a grant in the amount not to exceed \$190,532.00 for fiscal year 2025 (“Grant”).

Payments shall be made to Grantee on an annual basis and subject to the terms and conditions set forth in this Agreement.

The Grant shall be used by Grantee solely to complete the Project as approved by GOCO. Grantee has provided GOCO with a resolution adopted by Grantee’s governing body authorizing Grantee’s acceptance of the Grant, subject to this Agreement, and designating an appropriate official to sign this Agreement on Grantee’s behalf. The resolution is attached as Exhibit A. Grantee agrees to use its best efforts to complete the Project.

3. Project Scope. Grantee will not materially modify the Project as described and incorporated as Exhibit B (“Project Application”) without the written approval of the Executive Director of GOCO (“Executive Director”). Any material change to the Project, whether or not such change is

approved in writing by GOCO, may result in a reduction of GOCO's Grant, and Grantor may require a refund to GOCO from Grantee, pursuant to Paragraph 10 of this Agreement. In addition, any material change to the Project that is not approved in writing by GOCO may result in termination of the Grant.

A. Outcomes. As noted in the Generation Wild planning grant request for proposals, the required minimum end product of this grant is as follows, in the form of one document sent to the GOCO Generation Wild Program Officer no later than July 1, 2025: 1. a proposed 5-year budget reflecting GOCO funds, matching funds, and other financial resources; 2. an operations plan for the next five years; 3. a list of desired programs and pathways for the next five years; and 4. commitments from partners. Your GOCO Generation Wild Program Officer is available to assist with this requirement. This requirement is in addition to the grant payment and reporting requirements enumerated in Section 2, Paragraph 8 of this Agreement.

4. Approved Budget. Grantee has completed a detailed budget that reflects all anticipated sources and uses of funds for the Project, including a detailed accounting of Grantee's anticipated direct costs associated with the Project, a copy of which is attached and incorporated as Exhibit C ("Budget").

5. Waiver. Prior to the disbursement of funds, the Executive Director in his or her discretion may waive certain conditions set forth in this Agreement. Anything else to the contrary notwithstanding, the exercise by GOCO staff ("Staff"), the Executive Director or GOCO of any right or discretion reserved to them under this Agreement shall not be deemed a waiver. Furthermore, no waiver by them under this Agreement shall constitute a waiver of any other requirements, actions, or conditions, nor shall any waiver granted be deemed a continuing waiver. No waiver by the Staff, the Executive Director, or GOCO shall be effective unless in writing executed by them. Additionally, any failure by the Staff, the Executive Director or GOCO to take any actions as set forth in this Agreement shall have no legal effect on the contractual duties of the Grantee. Further, no waiver with respect to this Project, Grant, or Agreement shall constitute a waiver in any other GOCO-funded project.

6. Future Funding. This Agreement and the Grant only apply to the Project specifically described in this Agreement. GOCO makes no representations regarding future funding for future phases of the Project, whether or not described in the Interim Planning Documents, Project Applications, or otherwise.

SECTION 2 – GRANT PAYMENT

7. Payment of Grant. Payment of the Grant is subject to GOCO's determination in its sole discretion that it has received and has available sufficient net lottery proceeds to fund the Grant and that Grantee has complied with this Agreement, including Grantee's fulfillment of all conditions precedent to funding as set forth in Section 3. In determining the sufficiency of net lottery proceeds, GOCO may consider all facts and circumstances as it deems necessary or desirable, including but not limited to adequate reserves, funding requirements and/or commitments for other past, current and future grants, and past, current and future GOCO operating expenses and budgetary needs.

8. Payment Options. GOCO offers the following payment options. The Grantee may

request either one advanced payment or one progress payment each fiscal year.

A. *Advanced Payment.* The Grantee may request one advanced payment prior to beginning work on the Project per fiscal year. The Grantee may request 100% of the grant amount tied to that given fiscal year's budget for the Project. Funds to be paid in advance must be committed via executed contracts or other documentation.

Annually, at the end of GOCO's fiscal year which concludes on June 30, GOCO will conduct an audit of all expenditures made by the Grantee using GOCO advanced payment funds during the year (July 1 – June 30). This may include requests for any invoices, receipts, billing statements, evidence of payment, or other supporting materials relating to the receipt and use of GOCO funds by Grantee or third-party beneficiaries. The Grantee agrees to provide GOCO materials requested as part of any such review by July 15. GOCO shall provide the parties written notification if such review indicates deficiencies, errors, or other issues with money previously advanced. The parties agree to confer in good faith within thirty (30) days of receipt of any notifications to achieve a resolution, as appropriate.

B. *Progress/Final Payments.* Once work has started, the Grantee may request one progress payment on the Project per fiscal year. The Grantee may request up to 100% of the grant amount tied to that given fiscal year's budget upon Grantee's submission and GOCO's approval of a progress payment request. Any funds remaining at the Completion Date shall be payable upon Grantee's submission and GOCO's approval of a final payment request.

9. Payment Schedule. Grant payments will follow the Grantee's implementation schedule as set for in Exhibit B. Upon execution of this Agreement, the Grantee is authorized to request an advanced payment for the first year of implementation. The Grantee must expend or be under contract for at least 50% of the first year's budget to request advanced payment for the next year of implementation.

10. Withdrawal of GOCO Funding; Termination of Agreement. Anything in this Agreement to the contrary notwithstanding, with prior notice to Grantee, GOCO reserves the right to withhold or withdraw all or a portion of the Grant, to require a full or partial refund of the Grant, and/or to terminate this Agreement if GOCO determines in its sole discretion that:

A. *Altered Expectations.* Facts have arisen or situations have occurred that fundamentally alter the expectations of the parties or make the purposes for the Project or the Grant as approved by GOCO infeasible or impractical;

B. *Material Project Changes.* Material changes in the scope or nature of the Project have occurred from how the Project was presented, approved by GOCO without prior written approval of the Executive Director;

C. *Inaccuracies.* Any statement or representation made or information provided by the Grantee in this Agreement is untrue, inaccurate or incomplete in any material respect; or

D. *Conditions Precedent Not Fulfilled or Unsatisfactory.* Any of the conditions precedent to funding listed in Section 3 below is not fulfilled by Grantee or is unsatisfactory to GOCO, in its sole discretion.

SECTION 3 – CONDITIONS PRECEDENT

11. Completion Date. Grantee shall spend down funds by December 31, 2025, and complete the Project and submit final payment reporting no later than June 30, 2026. Grantee may request an extension of the Completion Date in compliance with GOCO's Overdue Grants Policy, as may be amended from time to time by GOCO in its sole discretion. GOCO may elect to terminate this Agreement and deauthorize the Grant in the event this Completion Date is not met and/or Grantee fails to comply with the Overdue Grants Policy.
12. Grantee's Inability to Complete Project. If Grantee determines with reasonable probability that the Project will not or cannot be completed as approved by GOCO, Grantee will promptly advise GOCO in writing.
13. Third Party Beneficiaries. The Grantee is responsible for contracting with all third-party beneficiaries of the Grant to bind those beneficiaries to the terms and obligations set forth in this Agreement. Payments will not be released to any third-party beneficiary until a contract is in place. All contracts are to be attached as Exhibit D as executed.
14. Matching Funds. Matching funds in the minimum amount required by GOCO as set forth in Exhibit C, or as modified and approved in compliance with GOCO procedures, must have been received by Grantee, or the status of efforts to secure matching funding was disclosed and has been deemed satisfactory by Staff. Grantee shall provide evidence of matching funds as GOCO may require in its reasonable discretion.

SECTION 4 – OTHER PROVISIONS

15. Publicity and Project Information. GOCO has the right and must be provided the opportunity to use information gained from the Project; therefore, Grantee shall acknowledge GOCO funding in all news releases and other publicity issued by Grantee concerning the Project. If any events are planned in relationship to the Project, GOCO shall be acknowledged as a contributor in the invitation for the event. GOCO shall be notified of any such events 30 days in advance. Grantee shall give timely notice of the Project, its inauguration, significance, and completion to the local members of the Colorado General Assembly, members of the board of county commissioners of the county or counties in which the Project is located, as well as to other appropriate public officials. Grantee shall cooperate with GOCO in preparing public information pieces, providing slides and photos of the Project (collectively, "Project Materials") from time to time, and providing access to the Project for publicity purposes. Grantee agrees that all copyrights and other property rights in the Project Materials developed by Grantee in conjunction with the Project are further owned by GOCO. Grantee forever and irrevocably assigns to GOCO, without further consideration, all right, title and interest in such copyrights and other proprietary rights. Grantee agrees that GOCO, its successors and assigns shall have the exclusive right to file copyright applications in the United States and throughout the world to the Project Materials or any portion of them in the name of GOCO. Grantee agrees that GOCO, its successors, and assigns may act as attorney-in-fact to execute any documents that GOCO deems necessary to record this Agreement with the United States Copyright Office or elsewhere. Grantee agrees to execute any and all documents reasonably requested by GOCO to enforce GOCO's rights under this provision.

16. Reporting Data. Evaluation reporting must adhere to timelines, templates, and/or guidelines established by GOCO evaluator. Grantee will be required to plan and implement an evaluation of all programs, pathways, and places activities and report evaluation progress and results quarterly through a web-based system, with technical assistance from GOCO contract evaluator. Evaluation activities will include tracking program and pathway implementation (e.g., number of youth participating in each session), implementing youth surveys before and after select program and pathway opportunities, measuring activation of places, and tracking youth advisory council activities.

17. Liability.

A. *Liability.* To the extent allowed by law, Grantee shall be responsible for any and all liabilities, claims, demands, damages, or costs (including reasonable attorneys' fees) resulting from, growing out of, or in any way connected with or incident to Grantee's performance of this Agreement (with the exception of potential claims between GOCO and Grantee relating to performance of this Agreement). Grantee agrees that GOCO shall not be liable or responsible for any such liabilities resulting from, growing out of, or in any way connected with or incident to Grantee's performance of this Agreement. Grantee waives any and all rights to any right of contribution from the State of Colorado, GOCO, its members, officers, agents, or employees for any liability resulting from, growing out of, or in any way connected with or incident to this Agreement.

B. *No CGIA Waiver.* No term or condition of this Agreement shall be construed or interpreted as a waiver, either express or implied, of any of the immunities, rights, benefits or protections provided to GOCO under the Colorado Governmental Immunity Act as amended or as may be amended in the future (including without limitation any amendments to such statute, or under any similar statute that is subsequently enacted) ("CGIA"). This provision may apply to the Grantee if the Grantee qualifies for protection under the Colorado Governmental Immunity Act, C.R.S. § 24-10-101, et seq. GOCO and Grantee understand and agree that liability for claims for injuries to persons or property arising out of the negligence of GOCO, its members, officials, agents, and employees may be controlled and/or limited by the provisions of the CGIA. The parties agree that no provision of this Agreement shall be construed in such a manner as to reduce the extent to which the CGIA limits the liability of GOCO, its members, officers, agents and employees.

C. *Compliance with Regulatory Requirements and Federal and State Mandates.* Grantee assumes responsibility for compliance with all regulatory requirements in all applicable areas, including but not limited to nondiscrimination, worker safety, local labor preferences, preferred vendor programs, equal employment opportunity, use of competitive bidding, and other similar requirements.

D. *Nondiscrimination.* During the performance of this Agreement, Grantee and its contractors shall not unlawfully discriminate against any employee or applicant for employment because of race, religion, color, national origin, ancestry, physical handicap, medical condition, marital status, age or sex, and shall comply with any other applicable laws prohibiting

discrimination. Grantee and its contractors shall ensure that the evaluation and treatment of their employees and applicants for employment are free of such discrimination.

18. Audits and Accounting Records. Grantee shall maintain standard financial accounts, documents, and records relating to the acquisition, use, management, operation, and maintenance of the Project. Grantee shall retain the accounts, documents, and records related to the Project for five years following the date of disbursement by GOCO of the Grant funds, and they shall be subject to examination and audit by GOCO or its designated agent during this period. All accounts, documents, and records described in this paragraph shall be kept in accordance with generally accepted accounting principles.

19. Breach. In addition to other remedies available at law or in equity, in the event that Grantee breaches any of the terms or conditions of this Agreement, GOCO shall have the following non-exclusive remedies:

A. *Prior to Payment of Grant.* GOCO reserves the right to withdraw funding and/or terminate this Agreement.

B. *After Payment of Grant.* GOCO reserves the right to seek equitable relief and/or all other remedies as available to it under applicable law, including but not limited to the return of all or a portion of the Grant. Further, GOCO reserves the right to deem Grantee ineligible for participation in future GOCO grants, loans, or projects.

20. GOCO Policies. With regard to all named GOCO policies referenced in this Agreement, Grantee acknowledges it has received a copy of the policies or otherwise has access to the documents in connection with this Agreement and is familiar with their requirements.

21. Miscellaneous Provisions.

A. *Good Faith.* Both parties have an obligation of good faith, including the obligation to make timely communication of information that may reasonably be believed to be of interest to the other party.

B. *Assignment.* Grantee may not assign its rights or delegate its obligations under this Agreement without the express written consent of the Executive Director, who has the sole discretion to withhold consent to assign.

C. *Applicable Law.* Colorado law applies to the interpretation and enforcement of this Agreement.

D. *Status of Grantee.* The parties acknowledge that GOCO lacks the power and right to direct the actions of Grantee. Grantee acts in its separate capacity and not as an officer, employee, or agent of GOCO or the State of Colorado.

E. *Time is of the Essence.* Time is of the essence in this Agreement.

F. *Survival.* The terms and conditions of this Agreement, including but not limited to Grantee's obligations, shall survive the funding of the Grant and the Project.

G. *Fax and Counterparts.* This Agreement may be executed in one or more counterparts, each of which shall be an original, but all of which when taken together shall constitute one agreement. In addition, the parties agree to recognize signatures to this Agreement made electronically and transmitted electronically or by facsimile as if they were original signatures.

H. *Notice.* Any notice, demand, request, consent, approval, or communication that either party desires or is required to give the other shall be in writing and either served personally or sent by first-class mail, postage prepaid, to the addresses shown on Page 1 of this Agreement.

I. *Construction; Severability.* Each party has reviewed and revised (or requested revisions of) this Agreement, and therefore any rules of construction requiring that ambiguities be resolved against a particular party shall not be applicable in the construction and interpretation of this Agreement. If any provision in this Agreement is found to be ambiguous, an interpretation consistent with the purpose of this Agreement that would render the provision valid shall be favored over any interpretation that would render it invalid. If any provision of this Agreement is declared void or unenforceable, it shall be deemed severed from this Agreement, and the balance of this Agreement shall otherwise remain in full force and effect.

J. *Entire Agreement.* Except as expressly provided, this Agreement constitutes the entire agreement of the parties. No oral understanding or agreement not incorporated in this Agreement shall be binding upon the parties. No changes in this Agreement shall be valid unless made in writing and signed by the parties to this Agreement.

K. *Termination of the Board.* If Article XXVII of the Colorado Constitution, which established GOCO, is amended or repealed to terminate GOCO or merge GOCO into another entity, the rights and obligations of GOCO under this Agreement shall be assigned to and assumed by such other entity as provided by law, but in the absence of such direction, by the Colorado Department of Natural Resources or its successor.

IN WITNESS WHEREOF, the parties execute this Agreement effective as of _____.

STATE BOARD OF THE GREAT
OUTDOORS COLORADO TRUST FUND

GRANTEE:
By:

Jackie Miller
Executive Director

Name:
Title:

GOCO program staff:
Route Grant Agreement to
Executive Director for
signature:

Name: Leah Kahler
Title: Grants Officer

EXHIBIT A
Grantee Ordinance

EXHIBIT B
Project Application

EXHIBIT C
Approved Budget

EXHIBIT D
Governing Memorandum of Understanding between Grantee and
Third-Party Beneficiaries

Community

Pueblo City and County

Pueblo City and County are rich in cultural, ethnic, and economic diversity, with a population of around 170,000. Approximately 22% of the population is under 18 years old, and about 20% of these children live at or below the Federal Poverty Level. The majority race is white at 50%, followed by the Latinx population at 44%. The “Y-Zone” neighborhoods—Bessemer, Eastside, and Westside—were built by the mill’s immigrant workforce and exemplify challenges from historical discrimination. These areas, along with the low-income, rural community of Avondale in east Pueblo County, will be the focus of our initiative due to their economic disadvantages and historically low investment levels.

Why We Serve the Kids of Pueblo

We are compelled to serve Pueblo's kids because they face significant barriers to experiencing the outdoors. Many families live at or below the poverty level, limiting access to transportation and equipment for outdoor activities. Decades of discrimination have led to underinvestment and a lack of infrastructure in their neighborhoods, creating physical barriers like a lack of safe sidewalks, lighting, signage, and access to walkable green spaces. Additionally, a lack of culturally relevant programs and spaces can prevent families from participating in outdoor activities. Our initiative aims to enhance youth engagement in Pueblo's outdoor spaces by reducing these barriers and increasing access.

Core Team

The core team championing the planning activities for this new coalition includes the City of Pueblo Parks & Recreation, Pueblo Communities That Care (CTC), the Boys and Girls Clubs, the Nature and Wildlife Discovery Center (NWDC), the Pueblo Zoo, and the Pueblo County Department of Parks & Recreation.

Pueblo Communities That Care (CTC) is a key player in this coalition, funded through 2026 with the potential for an additional five-year extension. CTC exemplifies ongoing efforts aligned with the GenWild initiative’s goals, effectively engaging youth in its activities and decision-making processes.

The Boys and Girls Clubs of Pueblo County have successfully leveraged a CPW Outdoor Equity Grant to establish an outstanding Outdoor Equity and Education Manager. This role has developed strong partnerships with coalition partners, including Trout Unlimited, providing Club participants with enriching outdoor activities that promote awareness, learning, discovery, and passion for the outdoors while strengthening pro-social protective factors.

The Nature and Wildlife Discovery Center (NWDC) operates locations in Pueblo and Beulah and houses the only Raptor Rehabilitation Center in southern Colorado. Annually, NWDC engages over 20,000 participants through field trips, bird of prey presentations, community programming, and various outdoor recreational opportunities across the 650 acres of public land they manage. NWDC’s award-winning Earth Studies Program, Earthkeeper Nature School, and 36-week K-8 Outdoor Explorations Program provide comprehensive outdoor education for students. NWDC boasts strong, long-standing relationships with local school districts D60 and D70, as well as CSU-Pueblo, promoting pathways for outdoor career exploration.

The Pueblo Zoo is a vital partner, collaborating with the School and Outdoor Learning Environments (S.O.L.E.) program to target schools in need of nature education. The Zoo also offers a 36-week homeschool enrichment program in collaboration with Alpine International Preparatory Academy. The Zoo’s Director of Education is a member of TEN (Teaching Environmentalism Naturally) for Pueblo and

Fremont counties, empowering teachers with environmental resources and continuing education through the Colorado School of Mines.

Recently, the City of Pueblo was awarded a grant by the Colorado Outdoor Recreation Industry Office's Colorado State Outdoor Recreation Grant program to create the Pueblo Office of Outdoor Recreation, the second of its kind in Colorado. This office provides the coalition with direct access to both knowledge and decision-making influence within the city to further program goals.

The Pueblo County Department of Parks & Recreation is committed to participating in the planning coalition to ensure the County's outdoor resources are leveraged for this effort. They will facilitate the inclusion of targeted individuals living outside the city limits, specifically youth and their families from Avondale and, in the future, the Salt Creek neighborhood. The objectives of the GOCO Generation Wild grant align with the County's Master Plan to build a Natural Resources & Outdoor Education Department, with a focus on sustainability as a key planning tenet to avoid the need for human capital and other long-term costs and overhead that require ongoing resources.

Additional Partners

Partners anticipated to join the coalition early in the planning process include:

- **Colorado State University Pueblo:** Offers practicum and internship opportunities in Outdoor Recreation and Natural Resources.
- **Local School Districts:** Commit to annual budgetary allocations for outdoor experiences.
- **Colorado Parks and Wildlife:** Provides youth interpretive and wildlife educational opportunities through the TEN program and other activities at Lake Pueblo State Park.
- **Local Clubs:** Include the Colorado Mountain Club, Southern Colorado Trail Builders, Lake Pueblo Sailing Club, Pueblo Astronomical Society, Arkansas Valley Audubon, and Trout Unlimited.

Current State of Outdoor Places and Trails

Pueblo and its surrounding areas offer an abundance of outdoor amenities, providing diverse recreational opportunities. Lake Pueblo State Park, the most visited state park in Colorado, boasts miles of trails¹ for hiking and mountain biking, various water sports, and the Arkansas Headwaters. Nearby, Pike San Isabel National Forest and the city-owned Pueblo Mountain Park² provide access to a robust trail system in an entirely different ecosystem. Additionally, the extensive Pueblo River Trail System³ offers miles of maintained paths for pedestrians and bicyclists, along with a kayak course in downtown Pueblo. Some of Colorado's best rock climbing, fly fishing, and white-water rafting are less than an hour's drive, and with Monarch Mountain just 2.5 hours away, Pueblo is a gateway to year-round outdoor adventures.

Currently, outdoor spaces and trails in our community are widely used but face several challenges, primarily limited budgets, lack of connectivity, accessibility issues, and safety concerns. Consequently, these spaces are understaffed, lack essential amenities such as lighting and signage, and suffer from significant deferred maintenance, which can deter use, especially during evening hours or in less populated areas. While youth and families utilize these areas, the absence of structured programs and safe environments restricts Pueblo's outdoor recreational resources from reaching their full potential.

¹ [Lake Pueblo State Park Trails Map](#)

² [Pueblo Mountain Park Map](#)

³ [City of Pueblo Trails Map](#)

Planning

Barriers to Access

Despite living in an area with abundant natural beauty, Pueblo's youth and families face several barriers to accessing nearby nature. The Pueblo Communities That Care (CTC) coalition has focused on understanding how youth would like to engage in safe, enriching, youth-centered spaces, and addressing barriers to accessing these spaces. These barriers include⁴:

- **Family Obstructions:** Many parents do not prioritize outdoor activities.
- **Personal Hindrances:** Some youth are unsure of what activities to do outdoors or feel unprepared for nature-based experiences.
- **Distance:** Proximity to outdoor spaces is a significant barrier, with many youth living too far from parks and trails.
- **Transportation:** Lack of transportation options prevents many families from visiting outdoor spaces.

In addition to the specific barriers identified by the Pueblo CTC, the Pueblo GOCO GenWild vision encompasses further exploration of barriers to experiencing the outdoors. Data on similar communities suggest additional potential barriers, including:

- **Costs:** Travel, parking, and admission fees can be prohibitive.
- **Perceived Benefits:** Prospective participants may not see the benefit of attending outdoor activities.
- **Language Accessibility:** Language barriers can prevent effective communication and engagement.
- **Representation:** Participants may not see themselves reflected in the subject matter, place, or experience.
- **Expectations:** Not understanding what is expected during outdoor activities can lead to feelings of judgment or discomfort.
- **Equipment:** Lack of appropriate equipment for nature-based activities can be a significant barrier.
- These barriers underscore the critical need to support Pueblo's youth and promote positive outcomes.

Vision for Improvement

This initiative aims to enhance youth engagement in Pueblo's outdoor spaces by reducing barriers and increasing access. By working closely with community and organizational partners, we will jointly create a sustainable outline for safer and more inclusive outdoor activities, ensuring continuous engagement with the outdoors for all youth in our community. We are committed to developing pathways for outdoor experiences for youth and families, especially in the Y-Zone and Avondale areas.

Coalition Vision- Programs and Pathways

The coalition's vision is to connect Pueblo youth with the outdoors through strategic partnerships and diverse outdoor experiences. We aim for everyone to develop a lasting relationship with nature. Our strategy includes businesses, churches, nonprofits, schools, outdoor spaces, built environments, local government, and both formal and informal community leaders. Rather than creating new spaces, we focus on understanding how young people and families want to engage with our existing rich

⁴ Pueblo Department of Public Health & Environment Community and Youth Spaces Survey, 2022

environments and removing barriers to participation. We are committed to learning from current GenWild communities, but most importantly our own community groups to best open the outdoors to youth and families.

Our vision centers on the sustainable development of nature-based programming for individuals aged 0-24 through a scaffolded matrix of programs. These programs will range from school-based and out-of-school time to meeting youth where they are and increasing their engagement based on interests and skills. Starting with place-based programs close to home in parks, schoolyards, and local organizations, we aim to build knowledge, comfort, trust, and confidence before expanding beyond their backyard and into the backcountry. Through carefully cultivated opportunities and partnerships with Colorado Parks and Wildlife, CSU-Pueblo, and local outfitters, we aim to create a seamless progression of outdoor experiences. Our core team's existing relationships with local institutions of higher education provide the ideal opportunity to promote pathways that expand the professional aspirations of youth interested in the outdoors.

Pathways Vision

- **Volunteer Opportunities:** To fulfill High School student volunteer hour requirements
- **Youth Jobs:** Seasonal or year-round positions in partner organizations, providing practical work experience in the outdoors.
- **Internships:** Paid internship opportunities offering career exploration and mentorship in outdoor and environmental fields.
- **Family Learning:** Programs designed to equip families with the tools and knowledge to support youth in pursuing and sustaining outdoor career aspirations.

Leveraging Community Partnerships for Collective Impact

Our coalition has the unique opportunity to leverage Civic Canopy's expertise in collective impact and community engagement. To maximize this opportunity and ensure the coalition's long-term effectiveness, the core team plans to collaborate with Civic Canopy to initiate a comprehensive collective impact effort during the early stages of the planning process. This partnership aims to establish sustainable backbone support for the initiative, focusing on community-based facilitation and development. Through this collaboration, we aim to cultivate local leadership and ensure that the initiative is deeply rooted within the community, fostering continuous engagement and impactful outcomes. We will leverage the five Boys and Girls Clubhouses⁵ in the Y-Zone and Avondale as hubs to activate our initial community engagement initiatives, gathering feedback directly from families where they are located.

The goal of the planning process includes ensuring it is participatory, community-driven, and inclusive of underserved populations, with input directly influencing the program and pathways to increase Pueblo's youth and families' access to nature and the outdoors. Strategies to achieve this include:

- **Engaging Community Members:** Holding meetings, focus groups, and community forums to gather input and feedback from a broad range of stakeholders, in the contributors in their place of safety
- **Building Trust:** Working with trusted community leaders and organizations to facilitate discussions and ensure that all voices are heard and valued. While placing individuals with whom the community personally identifies in positions to engage with them.

⁵ See supplemental document [Pueblo County blight map – Y Zone – BGCPC sites.pdf](#)

- **Removing Barriers to Participation:** Practicing language justice, and providing food, childcare, and transportation to make it easier for community members to attend meetings and participate in the planning process.
- **Compensating Participants:** Offering gift cards to compensate participants for their time and contributions, recognizing the value of their input, and ensuring a more equitable process.
- **Youth Leadership:** Youth voices will play a prominent role in the planning process. Facilitators will help youth participants understand existing outdoor opportunities and envision new possibilities, equipping them to engage meaningfully in the planning and development of these spaces. The Pueblo CTC model, with its Youth Advisory Council (YAC), will guide our engagement strategy.
- **Continuous Feedback:** Creating mechanisms for ongoing feedback and adjustment to ensure that the planning process remains responsive to community needs and priorities.

Success Measures

The community planning phase will be successful if we can:

- **Human-Centered Design⁶:** Ensure our approach honors people through human-centered design and grounded-theory data collection and analysis⁷.
- **Sustained Relationships:** Build lasting relationships with key partner organizations that have trusted and respected community-based connections.
- **Diverse Engagement:** Engage an audience that fully represents the diverse demographic makeup of the Pueblo community.
- **Barrier Identification:** Identify and address barriers to entry to ensure inclusive participation.
- **Organizational Clarity:** Gain clarity on what each participating organization can sustain collectively and individually.
- **Sustainable Programming:** Develop a scaffolded, sustainable matrix of programs to support youth and families in deepening their connection to nature.
- **Collective Knowledge:** Formalize the collective knowledge and resources of the coalition partners to create a continuum of opportunities that lead youth to explore potential careers in the outdoors.
- **Five-Year Fiscal Plan:** Create a comprehensive five-year fiscal implementation plan to ensure long-term success and sustainability.

This comprehensive approach ensures that the community engagement process will not only inform the coalition's planning but also sustain long-term success and impact, creating lasting opportunities for Pueblo's youth to connect with and thrive in the outdoors. Our initiative has the full support of local government. Pueblo City Mayor Graham and City Councilmember Sarah Martinez have endorsed the application and pledged support, including financial contributions from the City Council and County Board of Commissioners, typically awarding \$1,000-\$2,000 for such initiatives. This robust local government backing is crucial for sustaining and expanding our efforts, ensuring the continued success and impact of our programs.

⁶ [What Is Human-Centered Design? | HBS Online](#)

⁷ [An Overview of Grounded Theory Qualitative Research \(lumivero.com\)](#)

PROJECT BUDGET & DETAILS

APPLICATION SCOPE OF WORK

Source of Funds (CASH)	Date Secured	GOCO Funds	Matching Funds
GOCO Generation Wild of the Pueblo Region	10/11/2024	\$190,532.00	
City of Pueblo (City Council Discretionary)	TBD ~ 10/11/2024		\$2,000.00
Pueblo County (Board of County Commissioners Discretionary)	TBD ~ 10/11/2024		\$2,000.00
Source of Funds (IN-KIND)			
City of Pueblo	TBD ~ 10/11/2024		\$7,475.00
Pueblo County	TBD ~ 10/11/2024		\$6,500.00
Boys & Girls Clubs of Pueblo County	TBD ~ 10/11/2024		\$600.00
Colorado Health Foundation/Civic Canopy	TBD ~ 10/11/2024		\$1,350.00
<i>subtotal</i>		\$190,532.00	\$19,925.00
TOTAL SOURCE OF FUNDS			\$210,457.00

Use of Funds (CASH)	Description	GOCO Funds	Matching Funds	Total Funding
Personnel Services - Contracted Services	These are third party contractor positions with subject matter expertise.	\$119,500.00	\$0.00	\$119,500.00
<i>Boys & Girls Club of Pueblo County</i>	Generation Wild of the Pueblo Region Project Manager (PM): This position is responsible for coordinating the Generation Wild project, including recruiting, supporting, leading, and maintaining the Community Coalition, Youth Advisory Council(s), and community outreach activities to engage the target community populations to inform planning efforts. This position will lead communication efforts related to the effort with the coalition and agency, reporting on the project to contract monitors and at the local-level, work to build capacity for coalition members to begin and continue the work, and broker relationships to overcome barriers to planning participation and identifying barriers to implementation. This position also helps to coordinate the budget and data collection and analysis to ensure project objectives are met. 1 FTE	\$84,500.00		\$84,500.00
<i>Community Outreach Facilitators</i>	Effective planning efforts will require retaining promotoras/community health workers to effectively engage communities. (10 promotoras @ \$25/hour; est 40 hours each)	\$10,000.00		\$10,000.00
<i>Civic Canopy/Consultant</i>	Civic Canopy or another consultant will act as consultant to assist the Pueblo Region Project Manager with facilitation and training.	\$25,000.00		\$25,000.00
Personnel Services - Salaried Employees		\$27,300.00	\$13,975.00	\$41,275.00
<i>Boys & Girls Clubs of Pueblo County</i>	Project Supervisor: This position provides overall supervision of the project and is ultimately responsible for meeting project outcomes; provides direction to PM; ensures communication with fiscal agent to seamlessly manage funds. .20 FTE	\$27,300.00		\$27,300.00
<i>City of Pueblo</i>	Local Government Oversight - City of Pueblo Director of Parks & Rec: This existing position is Point of Contact for the local government agency of record.		\$7,475.00	\$7,475.00

<i>Pueblo County</i>	Local Government Oversight - Pueblo County Assistant Director of Parks & Rec: This existing position liaises between City, County, and the Coalition to ensure human and outdoor assets across Pueblo County are represented.		\$6,500.00	\$6,500.00
Personnel Services - Hourly Employees		\$3,848.00	\$600.00	\$4,448.00
<i>Boys & Girls Clubs of Pueblo County</i>	Hourly Program Support: This position provides support to the PM to manage meeting schedules, food and supply purchases, technology during meetings, printing, and other logistics to support smooth facilitation of community engagement meetings. This position also helps to purchase and coordinate all travel for staff and coalition members.	\$3,848.00		\$3,848.00
<i>Boys & Girls Clubs of Pueblo County</i>	Hourly Child Care: This position provides on-site child care at Community Engagement Events.		\$600.00	\$600.00
Supplies & Operating Expenses		\$27,525.00	\$5,350.00	\$32,875.00
<i>Training - Various Subject Matter Experts</i>	Training sessions for Coalition Members relevant to Planning efforts. Topics include DEI; University of Washington Center for Communities that Care Risk and Protective Factors; Collective Impact; Human Centered Design principles. To respect time limitations of coalition members, trainings will be Train the Trainer format to build members' ongoing internal capacity. Trainings will be held at different times but the cost is shown as a lump sum.	\$8,650.00	\$1,350.00	\$10,000.00
<i>Training - GOCO</i>	GOCO Shared Learning event, January 2025 travel costs/meals for 4 people [Denver GSA reimbursement rate for 3 dinner meals per participant (\$36 per meal) and mileage reimbursement at \$.65/mile for round trip Pueblo-Denver (230 miles)]. Partners in the Outdoors 2025 Conference for 2 people [\$700 person; this amount is inclusive of hotel, conference registration, and travel expenses].	\$2,430.00		\$2,430.00
<i>Office Supplies - Various Suppliers</i>	Items such as pens, paper, sticky notes, highlighters, tablets, file folders, desk equipment and organizational supplies, presentation boards, flash drives, batteries, and facilitation supplies that will be used by Program Manager at meetings and trainings. Budgeted \$300. Laptop and equipment for Program Manager. The laptops and equipment will not surpass \$1,600.	\$1,900.00		\$1,900.00
<i>Meeting Costs - Various Suppliers</i>	Snacks/food for meetings per month (estimated at \$10 per person x 15 persons x 10 meetings over 9 months) Total \$1500.00. Food at coalition capacity trainings (estimated at \$7 per person, at 15 persons for 3 trainings) Total \$315. Total \$1815.00	\$1,815.00		\$1,815.00
<i>Incentives - Various Suppliers</i>	Youth Advisers will be directly involved with the Planning project including helping to create and implement an action plan, provide youth voice in meetings, and attend outreach events for coalition member recruitment. Incentives to encourage community member participation (parent, youth, or resident) time and expertise to contribute to the goals of the coalition which can include gift cards, or other items with a monetary value such as food vouchers, gas cards etc. Youth advisors: 10 at a \$25 per 1.5 hour meeting per month (estimated at \$25 per month x 10 Youth Advisors x 9 months = \$2,250). Incentives for community member participation at 1 event per year including (estimated at 30 community members x \$100 each x 10 events = \$10,000).	\$8,250.00	\$4,000.00	\$12,250.00
<i>Technology Costs - Various Suppliers</i>	Zoom license for access to coalition meetings. One license at \$200. Wifi boosters such as hot spots or signal amplifiers, ear phones for coalition members to enable participation in meetings (estimated at \$25 each x 2 coalition members), website domains for coalition work \$100. Office 365 licenses for Community Mobilizers (\$30/month x 12=\$360) x 2=\$720. Total: \$1070.00	\$1,070.00		\$1,070.00

<i>Copy & Print Supplies - Various Suppliers</i>	Community engagement and meeting materials, training materials, flyers, promotional cards, and educational materials for surveys and events. Average is \$10 per month. Materials will be provided in English and Spanish as needed.	\$200.00		\$200.00
<i>Advertising and Promotional Costs - Various Suppliers</i>	Costs for recruiting and educating the community about efforts through social media boosts (using Facebook and Instagram platforms) and other media platforms such as Google ads.	\$1,000.00		\$1,000.00
<i>Translation - Various Suppliers</i>	Costs to translate printed items \$0.25 per word or provide translators for coalition meetings, trainings, etc. Average of \$100 per hour verbal translation.	\$2,000.00		\$2,000.00
<i>Postage</i>	Postage for direct mailings to coalition members, youth advisors, invitations, note cards, and other mailing of educational materials or correspondence. Estimated at \$5 postage x 12 months.	\$60.00		\$60.00
<i>Mileage for Staff</i>	Mileage paid at the City reimbursement rate of \$0.65 per mile for PM and program support/promotoras.	\$150.00		\$150.00
Grant Administration		\$12,359.00	\$0.00	\$12,359.00
<i>City of Pueblo</i>	Grant administration and oversight by fiscal agent equal to 5% of Total Direct Costs	\$12,359.00		\$12,359.00
<i>subtotal</i>		<i>\$190,532.00</i>	<i>\$19,925.00</i>	<i>\$210,457.00</i>
Use of Funds (IN-KIND)	Description	Matching Funds		
Category				
<i>vendor/service provider</i>				\$0.00
Category				
<i>vendor/service provider</i>				\$0.00
Category				
<i>vendor/service provider</i>				\$0.00
Category				
<i>vendor/service provider</i>				\$0.00
<i>subtotal</i>				<i>\$0.00</i>
		GOCO Funds	Matching Funds	
		<i>subtotal</i>	<i>\$190,532.00</i>	<i>\$19,925.00</i>
TOTAL USE OF FUNDS*				\$210,457.00

* The Total Use of Funds must equal the Total Source of Funds in the section above.

OTHER LEVERAGED RESOURCES (OPTIONAL)

CASH OR IN-KIND	Description	Total Funding
Category		
<i>Civic Canopy</i>	Coalition members have received training from Civic Canopy for \$12,250 (49 hours x \$250/hr quoted by Civic Canopy as their hourly rate). These trainings are relevant to these Planning efforts.	\$12,250.00
Category		
<i>vendor/service provider</i>		\$0.00
Category		
<i>vendor/service provider</i>		\$0.00
Category		
<i>vendor/service provider</i>		\$0.00
<i>subtotal</i>		<i>\$12,250.00</i>

TOTAL PROJECT VALUE	\$222,707.00
<i>GOCO % of project cost</i>	<i>91%</i>
<i>GOCO % of project value</i>	<i>86%</i>

EXHIBIT D

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING (MOU) is made effective as of November 25th, 2024 between the Boys & Girls Club of Pueblo County, Pueblo Zoo, Nature and Wildlife Discovery Center, Pueblo County, Colorado Health Foundation/Civic Canopy, and the City of Pueblo, a Colorado Municipal Corporation. These entities are also referred to herein separately as Party or collectively as Parties.

I. Recitals

A. The City has applied for and received a planning grant from Great Outdoors Colorado, (GOCO) for Generation Wild of the Pueblo Region;

B. The Nature and Wildlife Discovery Center and the Pueblo Zoo are ineligible recipients of the grant, and the parties intend by this agreement for the City to be the conduit through which the Parties will receive the benefit of the grant;

C. The Grant Agreement is attached to this agreement as Exhibit “A”.

D. The City intends to bind itself to the Parties for all of the City’s obligations stated in the Grant Agreement;

E. The Parties intend to convey to the City a limited interest in the real property described in Exhibit “B” which limited property interest shall be for the purposes of satisfying the terms and conditions of the Grant Agreement;

Commented [MS1]: Is this required?

NOW, THEREFORE, in consideration of the foregoing Recitals, incorporated by this reference, and their mutual promises, stated below and other valuable consideration, the Parties have reached the following understanding:

II. Agreement

1. The City shall use its best efforts to fulfill all the conditions precedent to obtain the grant stated in the Grant Agreement. The Parties will cooperate with the City and provide all documents necessary for the City to fulfill the conditions precedent. The Parties further assume all other City liabilities and binds itself to the City for all the City’s obligations to GOCO, contained in the Grant Agreement.

2. The Parties agree to pledge the following in-kind match to the GOCO Generation Wild Planning Project: (i) Boys & Girls Club of Pueblo County, \$600 for hourly childcare during community engagement events; (ii) City, \$7,475 for Local Government Oversight; (iii) Pueblo County, \$6,500 for Local Government Oversight; (iv) Colorado Health Foundation/Civic Canopy, \$1,350 for community engagement events.

EXHIBIT D

3. Subject to any necessary appropriation by the respective Party's governing board, the Parties agree to pledge the following cash match amounts: (i) City of Pueblo, \$2,000 (City Council Discretionary); (ii) Pueblo County, \$2,000 (Board of County Commissioners Discretionary).

Commented [MS2]: All information from the Project Budget & Details. Should this information be referred to as Grant Agreement Exhibit C Approved Budget?

4. Unless a claim by GOCO arises out of the negligence or other wrongful act of the City, the Parties shall be responsible to the City for any claim under the Grant Agreement, in the same manner and extent as the City may be responsible to GOCO.

5. By executing this Agreement, the Parties do not waive any immunity or limit liability contained in the Colorado Governmental Immunity Act; do not create a multi-year fiscal obligation; and do not create any other financial obligation not supported by a current appropriation.

6. This agreement does not create any rights in any individual not a party to this agreement.

7. This document, and exhibits, shall constitute the entire agreement of the parties.

8. The Parties hereby grants to the City a limited license in, and right of entry to, the property described in Ex. "B" for the purposes stated in the Grant Agreement, Ex. "A", and for no other purpose. Such license and right of entry shall be exercised only in the event the Parties has failed to comply with the requirements of the Grant Agreement and shall include all rights reasonably necessary, as determined by the City, for the City to enter upon the property and perform its obligations to GOCO under the Grant Agreement. This right includes the ability of the City to use its employees, agents or outside contractors. This license and right of entry further includes the right to enter upon the property with any equipment or vehicles.

9. This agreement, including the limited right of entry and license, shall terminate simultaneously with the termination of all City obligations under the Grant Agreement.

10. All notices provided by any Party to another Party will be in writing and will be deemed to have been duly given when delivered personally or when deposited in the United States Main, First Class, postage prepaid, addressed as follows:

Boys & Girls Club of Pueblo County: Angela Giron, President/CEO, 635 W. Corona Avenue, Suite 100, Pueblo, CO 81004

City of Pueblo: Heather Graham, Mayor, 1 City Hall Place, Pueblo, CO 81003.

Pueblo County: Amanda Hobson, Deputy Director Pueblo County Parks and Recreation Department, 1543 Cooper Place, Pueblo, CO 81006

Colorado Health Foundation/Civic Canopy: Morgan Schmehl, Collaboration Manager, 3532 Franklin Street, Suite 1, Denver, CO 80205

EXHIBIT D

IN WITNESS WHEREOF, the Parties have executed this MOU as of the dates indicated below.

BOYS & GIRLS CLUB OF PUEBLO
COUNTY

By: _____
Name: Angela Giron
Title: President/CEO

MAYOR CITY OF PUEBLO

By: _____
Name: Heather Graham
Title: Mayor

PUEBLO COUNTY

By: _____
Name: Amanda Hobson
Title: Deputy Parks & Recreation Director

COLORADO HEALTH FOUNDATION
CIVIC CANOPY

By: _____
Name:
Title:



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Chris Noeller, Chief of Police

SUBJECT: AN ORDINANCE APPROVING AN AGREEMENT BETWEEN PUEBLO SCHOOL DISTRICT 60, DBA PUEBLO CITY SCHOOLS, AND THE CITY OF PUEBLO FOR THE SCHOOL RESOURCE OFFICER PROGRAM DURING THE PERIOD OF JANUARY 1 THROUGH DECEMBER 31, 2025, AND AUTHORIZING THE MAYOR TO EXECUTE THE SAME

SUMMARY:

The attached agreement details the obligations and responsibilities of each entity (City of Pueblo and Pueblo City Schools) in regard to the School Resource Officer (SRO) program from January 1, 2025, through December 31, 2025. It includes a compensation schedule by Pueblo City Schools (PCS) to the City of Pueblo, that represents a 9% increase in revenue over the 2024 schedule. The increase is the result of a pay raise that all officers will receive in 2025 and the corresponding benefit cost increases. Moreover, some School Resource Officers also received a salary step increase.

PREVIOUS COUNCIL ACTION:

On December 11, 2023, City Council approved Ordinance Number 10620 which provided for a similar agreement for the calendar year of 2024.

BACKGROUND:

This Ordinance approves an agreement between Pueblo School District 60, dba Pueblo City Schools, and the City of Pueblo regarding the School Resource Officer program. This agreement is an extension of services that have been provided since 1999. In order to provide law enforcement assistance and safety enhancing services for Pueblo School District 60, dba Pueblo City Schools, and its students, the City shall designate 10 Police Officers to serve as School Resource Officers in the four District 60 high schools, five middle schools, and Paragon Learning Center.

FINANCIAL IMPLICATIONS:

The City of Pueblo will see a 9% increase in total payments received from PCS in 2025 (an increase of \$13,292 over the course of the agreement). The increase is primarily the result of all officers receiving a salary increase for 2025 and the resulting impact on benefit costs. The City will receive \$67,986.66 per month for the months of January through December 2025. This compares to \$66,878.96 per month received in 2024. Total receipts in 2025 will be \$815,839.97 compared to \$802,547.51 received in 2024.

BOARD/COMMISSION RECOMMENDATION:

This agreement has been approved by the Pueblo City Schools Board of Education. The agreement was approved when it went before that board at their meeting on November 12, 2024.

STAKEHOLDER PROCESS:

Not applicable.

ALTERNATIVES:

This agreement is an extension of services that have been provided since 1999. Without this agreement, there will be no School Resource Officers in the ten identified schools, nor any of the Pueblo City Schools. The City of Pueblo would also be giving up \$815,839.97 in revenue absent this agreement.

RECOMMENDATION:

Approval of the Ordinance.

ATTACHMENTS:

1. SRO Agreement 2025 signed by D60

ORDINANCE NO.

AN ORDINANCE APPROVING AN AGREEMENT BETWEEN PUEBLO SCHOOL DISTRICT 60, DBA PUEBLO CITY SCHOOLS, AND THE CITY OF PUEBLO FOR THE SCHOOL RESOURCE OFFICER PROGRAM DURING THE PERIOD OF JANUARY 1 THROUGH DECEMBER 31, 2025, AND AUTHORIZING THE MAYOR TO EXECUTE THE SAME

WHEREAS, the City Council of Pueblo has the authority on behalf of the City of Pueblo, including its Police Department, to approve and enter into Agreements; and

WHEREAS, approval of the Agreement for the purposes for which it has been made is in the best interest of the City; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The Agreement dated January 1, 2025, between Pueblo School District 60 and the City of Pueblo pertaining to the School Resource Officer Program during the period of January 1 through December 31, 2025, a copy of which is attached hereto, having been approved as to form by the City Attorney, is hereby approved.

SECTION 2.

The Mayor is authorized to execute the Agreement in the name of the City, and the City Clerk is directed to affix the seal of the City thereto and attest same.

SECTION 3.

The officers and staff of the City are authorized to perform any and all acts consistent with the intent of this Ordinance and the attached Agreement to effectuate the policies and procedures described therein.

SECTION 4.

This Ordinance shall become effective on the date of final action by Mayor Graham and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on _____.

Final adoption of Ordinance by City Council on _____.

President of City Council

Action by the Mayor:

☐ Approved on _____.

☐ Disapproved on _____ based on the following objections:

Mayor

Action by City Council After Disapproval by the Mayor:

- ☐ Council did not act to override the Mayor's veto.
- ☐ Ordinance re-adopted on a vote of _____, on _____
- ☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

City Clerk

SCHOOL RESOURCE OFFICER AGREEMENT

THIS AGREEMENT is made and entered into effective as of January 1, 2025, by and between the Board of Education, Pueblo School District No. 60, Pueblo, Colorado (hereinafter referred to as the "District"), 315 West 11th Street, Pueblo, Colorado, and the City of Pueblo, a Colorado Municipal Corporation, for and on behalf of its Police Department (hereinafter referred to as the "City"), 200 South Main, Pueblo, Colorado.

WHEREAS, City and District have for several years undertaken a cooperative and cost-shared program known as the School Resource Officer Program (hereinafter referred to as the "Program"), involving the placement of a City Police Officer in each of District's high schools (grades 9 through 12) and District's middle schools (grades 6 through 8) in order to enhance safety and reduce crime within the schools to provide other law enforcement assistance to students and their families, and to enable students to internalize and accept a positive presence as a societal norm; and

WHEREAS, City and District mutually desire to extend the Program, at the schools identified in this Agreement or subsequently agreed upon, through calendar year 2025, subject to annual appropriation; and

WHEREAS, the District has authority to enter an agreement with respect to the Program pursuant to law, including but not limited to §22-32-122 and §29-1-203, C.R.S.; and

WHEREAS, it is necessary and appropriate for the City and District to enter into a written agreement setting forth their respective obligations and other terms and conditions for the Program, including the agreement of the parties with respect to cost-sharing for the program.

NOW, THEREFORE, in consideration of the foregoing recitals and the mutual covenants and promises contained herein, City and District agree as follows:

I. OBLIGATIONS OF CITY

A. City shall designate certain City Police Officers, and a Police Sergeant, in the Pueblo Police Department ("Police Officers") associated with the Program to utilize space to be provided by District at each of the following District schools, unless otherwise agreed: South High School, East High School, Centennial High School, Central High School, Pueblo Academy of Arts, Nettie S. Freed Expeditionary School, Risley International Academy of Innovation, Heaton Middle School, Corwin International Magnet School, Paragon Learning Center (hereinafter collectively referred to as "Assigned Schools"). The City will designate a total of ten Police Officers and one Police Sergeant in order to provide law enforcement assistance and safety enhancing services for the District and its students. The designated Police Officers may also develop and conduct additional programs, which serve the purposes of the Program; provided that the nature of such additional programs shall be approved in advance by the District. The District is familiar with the services and activities currently being conducted under the Program at the Assigned Schools and agrees that these services and activities may be undertaken at the Assigned Schools. The designated Police Officers will, at all times during the effective term of this Agreement, remain employees of City. City will be responsible for providing such individual(s) with payment of

wages, health care benefits, and Workers' Compensation Insurance (including occupational disease) in accordance with applicable workers' compensation laws, FICA, and other requirements of law. Such Police Officers shall report to the City's assigned Program supervisor in the performance of services under this Agreement. City may, from time to time, reassign its employees and designate one or more replacement school resource Police Officers at any time.

B. The City shall also respond to and handle non-emergency calls at other schools of the District where there is not an assigned Police Officer and, to the extent reasonably possible, will dispatch a Police Officer from an Assigned School to do so. In order to facilitate notifying the City's Program Supervisor or his or her backup of a need for response to a school, the City will provide the District with a "contact or phone tree." The Police Sergeant will also provide support for the District's elementary schools to the extent that his/her services are not required at other Assigned Schools.

C. It is commonly recognized that Police Officers are required to maintain their efficiency and expertise through ongoing in-service and periodic specialized training courses. These training courses occasionally necessitate the officer being away from his or her Assigned School(s) for varied periods of time. In cases where the training is limited to five consecutive (5) days or less, the SRO Supervisor will rotate the existing remaining Police Officers to cover the shortage at the school affected by the training absence. In cases where the training absence is more than five consecutive (5) days, the City will provide a "substitute" Police Officer to cover the absence(s).

D. Similarly, Police Officers may not be available due to sick, injury, military or other types of leave, including scheduled vacation. In cases where the leave or vacation is limited to five consecutive (5) days or less, the Program Supervisor will rotate or temporarily reassign the existing remaining Police Officers associated with the Program to cover the shortage at the Assigned School affected by the absence, so that the Assigned School is not completely left without coverage. In addition, an appropriate credit in the District's ensuing month's payment under Subparagraph II.C.1.(a) below will be made for any Police Officer who is absent during a month for more than two consecutive (2) days, but less than five consecutive (5) days, and such absence was prearranged so that he/she could engage in activities other than those provided under this Agreement such as training, SWAT commitments, school closures, etc. Such credit will be given to the District at the rate of \$312.88¹ per day. In no event shall a credit be given for more than three (3) days for each period of Police Officer absence. In cases where the absence is more than five consecutive (5) days, the City will provide a "substitute" Police Officer to cover the absence(s).

E. When a substitute Police Officer is required, the City will be cognizant in its selection of the desirability of utilizing Police Officers who have previous experience as a School Resource Officer ("SRO") or are otherwise compatible for school environments. In addition and in order to provide a more consistent atmosphere, the City will, when reasonably possible, utilize

¹ Daily credit is calculated as follows: \$815,839.97 / 10 (SROs) = \$81,584.00 (avg salary) / 12 (months) = \$6,798.67 / 173.83 (hours per month) = \$39.11 (hourly) x 8 (hours per day) = \$312.88 credit per day.

the same officers for substitute purposes, rather than providing a different substitute officer every day.

F. After-School Activities: Each school, normally covered by a Police Officer, participates in annually recurring events that generally occur outside the normal school hours (After School Activities). Each School's assigned Police Officer may be asked to attend certain After School Activities. The City authorizes the applicable Police Officers to attend After School Activities set forth in Attachment No. 1.

G. Notwithstanding anything contained herein to the contrary, any liability of the City hereunder shall be subject to the conditions precedent and limits on liability set forth in the Colorado Governmental Immunity Act.

H. The parties understand and agree that City shall, at all times during the term of this Agreement, be deemed an independent contractor and not an employee of the District, and shall be responsible in accordance with law for all withholding taxes, social security, unemployment, workers' compensation, and/or other employment taxes with respect to its employees, and shall indemnify and hold the District harmless from and against any and all claims for the same.

I. All records of police reports and citations associated with the Police Officer duties will be maintained by the Pueblo Police Department and will comply with the school reporting requirements set forth in § 22-32-146, C.R.S.

II. OBLIGATIONS OF THE DISTRICT

A. The District shall designate an office space at each high school and each middle school mutually agreed upon by City and the Principal, and will provide such space, including light and heat, at no charge to City, for the exclusive use of City's Police Officers. District shall also furnish, at District's expense, for the use of the assigned Police Officers at each school within the office space, the following items: one desk, three chairs, a telephone with at least one outside phone line, and a lockable three-drawer file cabinet which file cabinet shall be for the exclusive use of City's officers.

B. The designated office space shall be available to City's assigned Police Officers at all times when a school is open for educational or extracurricular activities. In addition, the District shall make reasonable effort to accommodate the City's need, in connection with the Program, to use such designated space at other hours when the school may not otherwise be open. Except in emergency circumstances, the District shall provide City at least 72-hour notification if the portion of the building allocated herein to City becomes temporarily unavailable.

C. The District will budget ten thousand dollars (\$10,000.00) ("Training Fund Monies") for potential use by the Police Officers associated with the Program to receive additional training and education during the year 2025. Training Fund Monies are intended to increase the skills of the Police Officers to meet the goals and needs of the Program and will not be used for "Basic School Resource Officer Training." All recognized and accredited school resource officer advanced training and educational opportunities which are directly related to the work performed for the Program shall be eligible. City shall submit proposed courses, programs, materials, or other opportunities to District for approval at least fifteen (15) business days prior to the proposed date

of the training. District shall notify of its approval of the training in writing within ten (10) business days of receipt of the proposal, which approval shall not be unreasonably withheld so long as the training is to increase the basic skills of the Police Officer to perform his or her duties in the public school environment. Failure of the District to respond in writing within ten (10) business days shall be deemed unconditioned approval for the training. District shall promptly pay invoices for training directly to the vendor or other provider. Travel expenses, including but not limited to meal stipend, gas mileage, and other ancillary costs shall be eligible for payment or reimbursement subject to the overall budget established by District under this Paragraph II.C. If District fails to promptly pay an invoice directly to a provider within forty-five (45) days after submission by City, City may pay the vendor and present to District an invoice requesting reimbursement, which shall be paid by District within thirty (30) days of the date of City's invoice.

D. Costs, Payment and Default:

(1) District shall promptly pay for District's share of Program costs within fifteen (15) days of the date of the invoice from the City as follows:

(a) For the City's ten (10) Police Officers and one (1) Police Sergeant in Assigned Schools, \$67,986.66 per month for the months of January through December 2025.

(b) If District defaults in any monthly payment of its share of Program costs, City may terminate this Agreement upon ten (10) days prior written notice.

(2) Both District and City are political subdivisions of the State of Colorado. City's Fiscal Year ends on December 31 of each calendar year, and District's Fiscal Year ends on June 30 of each calendar year. If either party does not appropriate sufficient funds to fulfill its cost sharing obligation under this Agreement for any Fiscal Year, then that party shall promptly notify the other party of such non-appropriation at least thirty (30) days prior to the end of the then expiring fiscal year and this Agreement shall be terminated effective upon expiration of the Fiscal Year (of the party that does not appropriate sufficient funds) in respect of which sufficient funds to make cost sharing payment were last appropriated.

(3) In the event of an early termination of this Agreement under section II.D. of this Agreement, any obligation of City to furnish Police Officers for the Program at District's schools shall cease.

D. Notwithstanding anything contained herein to the contrary, any liability of each of the parties hereto shall be subject to the conditions precedent and limits on the liability set forth in the Colorado Governmental Immunity Act.

E. The parties understand and agree that the District shall, at all times during the term of this Agreement, be deemed an independent contractor and not an employee of City, and shall be responsible in accordance with law for all withholding taxes, social security, unemployment, workers' compensation, and/or other employment taxes with respect to its employees, and shall indemnify and hold City harmless from and against any and all claims for the same.

III. TERM/TERMINATION

Unless sooner terminated as provided herein, this Agreement shall commence on January 1, 2025, and terminate on December 31, 2025. By October 15, 2025, City will notify District of its proposed terms for a successor agreement for the following calendar year. District will respond to City within thirty (30) days regarding its acceptance or rejection of City's proposed terms; any additional terms District wishes to revise, delete, or add; and District's proposed contract price. Thereafter, representatives from the City and the District agree to negotiate a successor agreement for the following calendar year within a reasonable time, but no later than December 31, 2025.

IV. THIRD-PARTY RIGHTS NOT CREATED

This Agreement is not intended and shall not create any duty to any student, teacher, District employee, parent or any other person, firm or entity with regard to the provision of any law enforcement services, security, level of safety, or activities undertaken by City's officers or conditions resulting therefrom. No student, teacher, District employee, parent or other person, firm or entity shall be granted or have any private right of action, claim or civil liability remedy against the City or the District, or their respective officers, employees or agents, by virtue of this Agreement. Nothing in this Agreement shall be construed to create any liability, or to waive any of the immunities, limitations on liability or other provisions of the Governmental Immunity Act, §24-10-101 *et seq.*, C.R.S., or to waive any immunities or limitations on liability otherwise available to the City, the District, or their officers, employees or agents.

V. OTHER

A. This Agreement constitutes the entire agreement between the parties, and supersedes all prior and contemporaneous agreements, representations and understandings of the parties. No modification of this Agreement, and no waiver of any of the Agreement's provisions or conditions, shall be binding unless made by written document signed by the parties. Any delegation or assignment of this Agreement by either party, without the prior written consent of the other party, shall be void. This Agreement shall be governed by, and construed according to, the laws of the State of Colorado.

B. This Agreement is intended to govern the agreement of the parties only with respect to conduct of the Program in the District's Assigned Schools, and, subject to the provisions of Paragraph I.B., the District's elementary schools.

C. The District certifies that neither it nor any members of its Board of Education, officers or employees has or will derive any personal or financial interest or benefit from the activity or activities undertaken with federal financial assistance pursuant to this Agreement, nor has an interest in any contract, subcontract or agreement with respect thereto, nor the proceeds thereunder, either for themselves or for those with whom they have family or business ties, during their tenure and for one year thereafter. The District and the City further agree that each respectively shall avoid all conflicts of interest which are prohibited by applicable federal regulations.

D. The City shall perform periodic reviews of this agreement. The Pueblo Police Department shall be responsible for this review, which shall be performed on periodic basis, as

requested by either party, by the School Resource Officer Sergeant, or otherwise as the Chief of Police shall designate, and shall include a representative of District, as designated by the Superintendent of Schools. The periodic review shall include, where appropriate, compliance with the terms and conditions of this agreement; identification of issues or problems and recommendations for improvement; and assessment of quality of services provided.

The parties agree always to be open to discussing any matter which may help maximize the positive effects of the services provided hereunder, or minimize its undesirable impacts. Nothing herein shall preclude a party from requesting the other party to initiate discussions regarding any provision herein, provided that this Agreement shall remain in effect during the period during which the parties are conducting such discussions. It is hereby understood that this clause subjects the parties to this Agreement to a simple obligation to consider in good faith any proposed modification(s) of this Agreement, subject to Article V, Section A. This Agreement shall remain unaltered and in force during any such period of consideration.

E. In the event this Agreement or any material provision hereof shall be declared to be invalid, unenforceable, or in violation of any applicable federal, state or local laws or regulations, the parties will immediately begin negotiations to modify or amend this Agreement in order that this Agreement shall, as amended, express and contain the understanding and intentions of the parties.

F. The subject heading of the paragraphs of this Agreement are included for purposes of convenience only, and shall not affect the construction or interpretation of its provisions.

G. Except as set forth elsewhere in this paragraph, all notices to be given under this Agreement shall be made in writing, and shall be sufficient if delivered personally, or mailed by First Class United States Mail, postage prepaid, to the other party at the following addresses:

If to the District: Pueblo School District 60
 Attention: Superintendent
 315 W. 11th Street
 Pueblo, CO 81003
 Telephone: (719) 549-7100
 barbara.kimzey@pueblod60.org

With a copy to: Michael Bayer
 315 W.11th Street
 Pueblo, CO 81003
 Director of School Culture, Wellness and Safety
 michael.bayer@pueblod60.org

If to the City: Pueblo Police Department
 Attention: Chief of Police
 200 South Main Street
 Pueblo, CO 81003
 Telephone: (719) 553-2420

With a copy to:

City of Pueblo Department of Law
Attn: Police Legal Advisor
1 City Hall Place
Pueblo, CO 81003
Telephone: (719) 562-3897

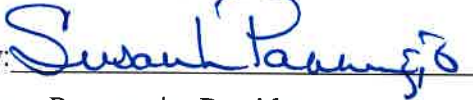
H. The District and the City shall comply with the provisions of applicable state and federal law, including the Family Education and Privacy Act of 1974 and its regulations, in providing access to and maintaining the confidentiality of student education records, personally identifiable information concerning students, and criminal justice agency records concerning students.

I. With regard to legal issues and contingencies, each signatory to this agreement acknowledges that they, and the other signatory, are subject to, and controlled by the provisions of the Colorado Governmental Immunity Act, Section 24-10-10 *et seq.*, C.R.S.

(SIGNATURE PAGE TO FOLLOW)

IN WITNESS WHEREOF, the parties have entered into this Agreement the day and year first written above.

BOARD OF EDUCATION
PUEBLO SCHOOL DISTRICT NO. 60
PUEBLO, COLORADO

By: 

Susan Pannunzio, President
Board of Education

CITY OF PUEBLO
A COLORADO MUNICIPAL CORPORATION

By: _____

Mayor Heather Graham

Attest: _____

City Clerk

Approved as to form:



Richard Bump
Caplan and Earnest LLC
Attorneys for Pueblo School District No. 60

Approved as to form:



Harley G. Gifford
Deputy City Attorney

Attachment No. 1

2025 School Resource Officer Program After-School Activities

Each school, normally covered by a Police Officer of the Pueblo Police Department (PPD), participates in annually recurring events that generally occur outside the normal school hours (after school activities). The following activities are authorized for Police Officer participation, and services will be provided by PPD Police Officers, as directed below, by school.

The four (4) high schools generally require the following, however high school principals have the flexibility of scheduling up to a maximum of any five (5) after school activities. Those five (5) scheduled activities must be scheduled with the School Resource Officer Program Sergeant **no later than 30 days prior to the event in which a Police Officer is requested**. Under no circumstances will the PPD provide Police Officer services for more than the five (5) after school activities that are detailed. If the District desires more PPD Police Officer services than those detailed in this attachment, they may obtain those services by paying the extra duty rate for Police Officers, which is currently \$107.91 per hour, per officer.

Centennial High School

1. Bell Bash – event held night before bell game where community, parents, students attend
 - a. 1 officer
 - b. 5 hours maximum
2. Bell Game
 - a. 3 officers
 - b. 5 hours maximum
3. Prom and after Prom
 - a. 1 officer
 - b. 8 hours maximum
4. Homecoming Dance
 - a. 1 officer
 - b. 8 hours maximum
5. Graduation
 - a. 1 officer
 - b. 5 hours maximum

Central High School

1. Bell Bash – event held night before bell game where community, parents, students attend
 - a. 1 officer
 - b. 5 hours maximum
2. Bell Game
 - a. 3 officers
 - a. 5 hours maximum
3. Prom and after Prom

- a. 1 officer
 - b. 8 hours maximum
- 4. Homecoming Dance
 - a. 1 officer
 - b. 8 hours maximum
- 5. Graduation
 - a. 1 officer
 - b. 5 hours maximum

South High School

- 1. Cannon Bash – event held night before bell game where community, parents, students attend
 - a. 1 officer
 - b. 5 hours maximum
- 2. Cannon Game
 - a. 3 officers
 - b. 5 hours maximum
- 3. Prom and after Prom
 - a. 1 officer
 - b. 8 hours maximum
- 4. Homecoming Dance
 - a. 1 officer
 - b. 8 hours maximum
- 5. Graduation
 - a. 1 officer
 - b. 5 hours maximum

East High School

- 1. Cannon Bash – event held night before bell game where community, parents, students attend
 - a. 1 officer
 - b. 5 hours maximum
- 2. Cannon Game
 - a. 3 officers
 - b. 5 hours maximum
- 3. Prom and after Prom
 - a. 1 officer
 - b. 8 hours maximum
- 4. Homecoming Dance
 - a. 1 officer
 - b. 8 hours maximum
- 5. Graduation
 - a. 1 officer
 - b. 5 hours maximum

The five (5) middle schools generally require the following, however middle school principals have the flexibility of scheduling up to a maximum of any five (5) after school

activities. Those five (5) scheduled activities **must be scheduled with the School Resource Officer Program Sergeant no later than 30 days prior to the event in which a Police Officer is requested.** Under no circumstances will the PPD provide Police Officer services for more than the five (5) after school activities that are detailed. If the District desires more PPD Police Officer services, than those detailed in this attachment, they may obtain those services by paying the extra duty rate for Police Officers, which is currently \$107.91 per hour, per officer.

Corwin Middle School

1. Open house for new students, parents, community
 - a. 1 officer
 - b. 2 hours
2. 8th Grade Graduation/Continuum
 - a. 1 officer
 - b. 2 hours
3. Carnival, Sporting Event or other similar after school activity
 - a. 1 officer
 - b. 2 hours
4. Carnival, Sporting Event or other similar after school activity
 - a. 1 officer
 - b. 2 hours
5. Carnival, Sporting Event or other similar after school activity
 - a. 1 officer
 - b. 2 hours

Paragon Learning Center

1. Open house for new students, parents, community
 - a. 1 officer
 - b. 2 hours
2. 8th Grade Graduation/Continuum
 - a. 1 officer
 - b. 2 hours
3. Carnival, Sporting Event or other similar after school activity
 - a. 1 officer
 - b. 2 hours
4. Carnival, Sporting Event or other similar after school activity
 - a. 1 officer
 - b. 2 hours
5. Carnival, Sporting Event or other similar after school activity
 - a. 1 officer
 - b. 2 hours

Heaton Middle School

1. Open house for new students, parents, community
 - a. 1 officer
 - b. 2 hours
2. 8th Grade Graduation/Continuum

- a. 1 officer
 - b. 2 hours
- 3. Carnival, Sporting Event or other similar after school activity
 - a. 1 officer
 - b. 2 hours
- 4. Carnival, Sporting Event or other similar after school activity
 - a. 1 officer
 - b. 2 hours
- 5. Carnival, Sporting Event or other similar after school activity
 - a. 1 officer
 - b. 2 hours

Pueblo Academy of Arts

- 1. Open house for new students, parents, community
 - a. 1 officer
 - b. 2 hours
- 2. 8th Grade Graduation/Continuum
 - a. 1 officer
 - b. 2 hours
- 3. Carnival, Sporting Event or other similar after school activity
 - a. 1 officer
 - b. 2 hours
- 4. Carnival, Sporting Event or other similar after school activity
 - a. 1 officer
 - b. 2 hours
- 5. Carnival, Sporting Event or other similar after school activity
 - a. 1 officer
 - b. 2 hours

Risley Middle School

- 1. Open house for new students, parents, community
 - a. 1 officer
 - b. 2 hours
- 2. 8th Grade Graduation/Continuum
 - a. 1 officer
 - b. 2 hours
- 3. Carnival, Sporting Event or other similar after school activity
 - a. 1 officer
 - b. 2 hours
- 4. Carnival, Sporting Event or other similar after school activity
 - a. 1 officer
 - b. 2 hours
- 5. Carnival, Sporting Event or other similar after school activity
 - a. 1 officer
 - b. 2 hours

Nettie S. Freed Expeditionary School

1. Open house for new students, parents, community
 - a. 1 officer
 - b. 2 hours
2. 8th Grade Graduation/Continuum
 - a. 1 officer
 - b. 2 hours
3. Carnival, Sporting Event or other similar after school activity
 - a. 1 officer
 - b. 2 hours
4. Carnival, Sporting Event or other similar after school activity
 - a. 1 officer
 - b. 2 hours
5. Carnival, Sporting Event or other similar after school activity
 - a. 1 officer
 - b. 2 hours

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2025 Pueblo Police Department (PPD) School Resource Officer (SRO) Costs

2016																	
NAME	RANK	WAGE	Uniform Allow	Health Ins or Other Pay	Death/Disa b 1-1-97NH-		Dental	FPPA (10.0%) (PERA)	Health Ins Single / Other	Health Ins E+S, E+C Family	HSA Contri	HSA Fee	Medicare (1.45%)	Workers Comp	5-Star Life Single	5-Star Life Family	TOTAL BENEFITS
					Pol	Disa											
Perez, Stephen	Sergeant	\$ 106,038	\$ 450		\$ 2,718	\$ 300	\$ 10,604		\$ 23,001	\$ 1,674	\$ 5,247	\$ 76	\$ 43,620				
Alvarez, Ray A.	Corporal	91,089	\$ 450		2,368	300	\$ 9,109		18,085	800	45	1,404	4,238	76	36,425		
Cira, Michael	Patrol Officer	83,650	\$ 450		2,175	300	\$ 8,365		23,001			1,226	3,585	76	38,728		
Baca, Javier	Patrol Officer	83,650	\$ 450		2,175	300	\$ 8,365		17,758			1,137	3,580	76	33,391		
Tillman, Brent D.	Corporal	91,089	\$ 450		2,368	300	\$ 9,109		17,837			1,226	3,898	76	34,814		
Purkett, Matthew A.	Corporal	91,089	\$ 450		2,368		\$ 9,109		21,407	800	45	1,264	3,789	76	38,858		
Corwin, Gavin	Patrol Officer	84,831	\$ 450		2,206	300	\$ 8,483		0			1,388	4,058	76	16,511		
Rue, Bryce	Patrol Officer	83,650	\$ 450		2,175	300	\$ 8,365		21,407	800	45	1,243	3,792	76	38,203		
Quintana, Adam	Corporal	88,476	\$ 450		2,300	300	\$ 8,848		23,001			1,347	3,935	76	39,807		
Giconi, Richard	Corporal	89,773	\$ 450		2,334	300	\$ 8,977		21,491	800	45	1,213	3,735	76	38,971		
Massmann, Ryan	Patrol Officer	88,476	\$ 450		2,300	300	\$ 8,848		21,407	800	45	1,207	3,681	76	38,664		

= significant decrease from predecessor

2024 SRO Agreement

NAME	RANK	WAGE
Perez, Stephen	Sergeant	\$ 105,154
Alvarez, Ray A.	Corporal	91,089
Cira, Michael	Patrol Officer	81,561
Baca, Javier	Patrol Officer	80,668
Tillman, Brent D.	Corporal	91,089
Purkett, Matthew A.	Corporal	91,089
Corwin, Gavin	Patrol Officer	82,183
Rue, Bryce	Patrol Officer	82,407
Quintana, Adam	Patrol Officer	84,708
Giconi, Richard	Corporal	88,476
Massmann, Ryan	Patrol Officer	88,476

Summary of 2024 Agreement Costs (last year)

2024 Proposed SRO Agreement has a total cost for SRO salaries and benefits of \$1,362,245.91. This increase is due to SRO staffing changes from 2023 to 2024 along with officers step pay increases. The City is proposing maintaining the previously agreed to share of 50/50 for the SRO Sgt and the 60/40 split for the ten (10) SRO's. (60% for PCS and 40% for the City)

PCS's share will be \$802,547.51 - payable in monthly amounts of \$66,878.96 (\$66,878.96 x 12 = \$749,031.52)

This represents a 7.13% increase in costs for PCS from 2023 to 2024.

	2025 SRO Agreement	2023 SRO Agreement	2024 SRO Agreement	Proposed 2025 SRO Agreement
2025 TOTAL EXPENSE	60% for 10 SRO's and 50% for Sgt	60% for 10 SRO's and 50% for Sgt	60% for 10 SRO's and 50% for Sgt	60% for 10 SRO's and 50% for Sgt
\$ 150,107.93				\$75,053.97
\$ 127,964.30				\$76,778.58
\$ 122,827.69				\$73,696.62
\$ 117,490.89				\$70,494.42
\$ 126,353.30				\$75,811.98
\$ 130,397.30				\$78,238.38
\$ 101,791.84				\$61,075.10
\$ 122,302.69				\$73,381.62
\$ 128,732.34				\$77,239.40
\$ 129,193.86				\$77,516.32
\$ 127,589.34				\$76,553.60
\$ 1,384,751.26	\$728,266.39	\$749,031.22	\$802,547.51	\$815,839.97

These three (3) columns included only to display a historical record of payments over the last three (3) years.

Monthly Amt= \$67,986.66

2025 Proposed SRO Agreement has a total cost for SRO salaries and benefits of \$1,384,751.26. This increase is due to SRO staffing changes from 2023 to 2024 along with officers step pay increases. The City is proposing maintaining the previously agreed to share of 50/50 for the SRO Sgt and the 60/40 split for the ten (10) SRO's. (60% for PCS and 40% for the City)

PCS's share will be \$815,839.97 - payable in monthly amounts of \$67,986.66 (\$67,986.66 x 12 = \$815,839.92)

This represents a 9% increase in costs for PCS from 2024 to 2025.



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Robert Jagger, Deputy City Attorney

SUBJECT: AN ORDINANCE AMENDING SECTION 15 OF CHAPTER 1 OF TITLE IV OF THE PUEBLO MUNICIPAL CODE RELATING TO BUILDING PERMITS AND CIRCUMSTANCES IN WHICH PERMITS MAY NOT BE ISSUED

SUMMARY:

The proposed Ordinance amends Section 15 of Chapter 1 of Title IV of the Pueblo Municipal Code relating to building permits and circumstances in which permits may not be issued.

PREVIOUS COUNCIL ACTION:

Not applicable.

BACKGROUND:

City Code currently prohibits the issuance of building permits to persons who have failed to obtain a contractor's license or who are delinquent or indebted to the Pueblo Regional Building Department. The proposed Ordinance expands these requirements to the City. Building permits should not be issued to persons who are required to and have failed to obtain a City business license or who are indebted to the City including delinquent and unpaid sales taxes.

FINANCIAL IMPLICATIONS:

Costs to the City with respect to implementing and enforcing this requirement will be minimal and should result in financial benefit to City.

BOARD/COMMISSION RECOMMENDATION:

Not applicable.

STAKEHOLDER PROCESS:

The Regulatory Compliance Committee recommends approval of the proposed changes.

ALTERNATIVES:

Not approve the Ordinance.

RECOMMENDATION:

Approve and adopt the Ordinance.

ATTACHMENTS:

1. Ordinance 4-1-15 building permits

ORDINANCE NO. _____

AN ORDINANCE AMENDING SECTION 15 OF CHAPTER 1
OF TITLE IV OF THE PUEBLO MUNICIPAL CODE
RELATING TO BUILDING PERMITS AND
CIRCUMSTANCES IN WHICH PERMITS MAY NOT BE
ISSUED

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that: (brackets indicate matter being deleted, underscoring indicates new matter being added)

SECTION 1.

Section 15 of Chapter 1 of Title IV of the Pueblo Municipal Code is amended to read as follows:

Sec. 4-1-15. License fees and expiration dates.

- (a) The fees and charges for licenses, examinations, permits, inspections, reinspections and all other services or activities performed by the Department, the Building Official and the Boards shall be established by the resolution of the City Council. Unless specifically provided otherwise in this Title IV or in any major code or minor code, no fee or charge shall be pro-rated or refunded.
- (b) Before any license or registration is issued, the applicant shall pay an annual license or registration fee. All licenses or registrations shall become delinquent on December 31 of the year issued and shall be renewed annually upon application and payment of the license or registration fee; subject, however, to the following limitations:
 - (1) **Renewal fees.**
 - a. For all licenses renewed between December 1 and January 31 of the following year, the fee shall be equal to the annual fee.
 - b. For licenses renewed between February 1 and March 31 of each year, the fee shall be the annual license fee plus a penalty of fifty percent (50%) of the annual fee.
 - c. For licenses renewed between April 1 and May 31 of each year, the fee shall be twice the annual license fee. No license or registration shall be renewed after June 1.
 - (2) **Application fee.** An application fee as set by City Council shall be paid when an application is submitted to the Department. After review and acceptance of the application, the applicant will be notified of the outcome.
- (c) No permit shall be issued to:

- (1) [any] **Any** unlicensed or unregistered person engaged in the construction business[, or];
- (2) **Any person who has failed to obtain a license required under Title IX of the Code with respect to any permit to perform work activities in the City;**
- (3) [to any] **Any** licensed or registered person who is delinquent in paying the annual license or registration fee, who has failed to comply with a provisional order, whose license or registration is suspended or revoked, who is in any manner indebted to the Department or whose insurance has expired; **or**
- (4) **Any licensed or registered person who is in any manner indebted to the City including without limitation any licensed or registered person who is delinquent to the City for any taxes imposed pursuant to Title XIV of the Code.**

SECTION 2.

The officers and staff of the City are authorized and directed to perform any and all acts consistent with the intent of this Ordinance to effectuate the policies and procedures described herein.

SECTION 3.

This Ordinance shall become effective on the thirtieth day after the date of final action by the Mayor and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on _____.

Final adoption of Ordinance by City Council on _____.

President of City Council

Action by the Mayor:

☐ Approved on _____.

☐ Disapproved on _____ based on the following objections:

Mayor

Action by City Council After Disapproval by the Mayor:

- ☐ Council did not act to override the Mayor's veto.
- ☐ Ordinance re-adopted on a vote of _____, on _____
- ☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

City Clerk



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Carla Sikes, City Attorney

SUBJECT: AN ORDINANCE APPROVING AMENDMENT NO. 1 TO THE REAL ESTATE LEASE AGREEMENT BETWEEN THE PUEBLO RESCUE MISSION AND SAFESIDE RECOVERY FOR THE PROPERTY AT 710 WEST 4TH STREET SUBSEQUENT TO THE ACQUISITION OF THE PROPERTY BY THE CITY OF PUEBLO AND AUTHORIZING THE MAYOR TO EXECUTE THE SAME

SUMMARY:

Attached is an Ordinance approving Amendment No. 1 to the Real Estate Lease Agreement between the Pueblo Rescue Mission and Safeside Recovery for the property at 710 West 4th Street and authorizing the Mayor to sign the same.

PREVIOUS COUNCIL ACTION:

On October 23, 2023, by Ordinance No. 10581, City Council approved a Subrecipient Agreement with the Pueblo Rescue Mission by which Pueblo Rescue Mission executed a Promissory Note in favor of the City in the amount of \$400,000 for the purchase of the real property located at 710 W. 4th Street, Pueblo, Colorado (the "710 Property"). On October 15, 2024, by Ordinance No. 10819, City Council approved a new Subrecipient Agreement with the Pueblo Rescue Mission by which Pueblo Rescue Mission transferred the 710 Property back to the City as well as transferred 728 W. 4th Street, Pueblo, Colorado to the City.

BACKGROUND:

During its ownership, the Pueblo Rescue Mission leased office space in the 710 Property to SafeSide Recovery. The lease expires on September 15, 2025 and the current rent is \$450 per month. Amendment No. 1 recognizes the City as the new owner of the property, provides new notice provisions, and clarifies to whom rent payments should be paid.

SafeSide Recovery provides addiction support and recovery services to homeless and near homeless individuals in the City of Pueblo. SafeSide is assisting the City with the transition of the Rescue Mission and emergency shelter to a new provider. It has provided day programming for residents and assisted with staffing. It volunteered to provide this assistance without compensation. By Amendment No. 1 and in recognition of its assistance and efforts, the City is forgiving its monthly rent from November 1, 2024 through March 31, 2024.

FINANCIAL IMPLICATIONS:

The lease requires SafeSide to pay base rent to the City in the amount of \$450 per month beginning April 1, 2024.

BOARD/COMMISSION RECOMMENDATION:

Not applicable to this Ordinance.

STAKEHOLDER PROCESS:

Not applicable to this Ordinance.

ALTERNATIVES:

If this Ordinance is not approved, lease between the Pueblo Rescue Mission and SafeSide Recovery will not be amended.

RECOMMENDATION:

Approve the Ordinance.

ATTACHMENTS:

1. Amendment No.1 to the Real Estate Lease Agreement for SafeSide Recovery

ORDINANCE NO.

AN ORDINANCE APPROVING AMENDMENT NO. 1 TO THE REAL ESTATE LEASE AGREEMENT BETWEEN THE PUEBLO RESCUE MISSION AND SAFESIDE RECOVERY FOR THE PROPERTY AT 710 WEST 4TH STREET SUBSEQUENT TO THE ACQUISITION OF THE PROPERTY BY THE CITY OF PUEBLO AND AUTHORIZING THE MAYOR TO EXECUTE THE SAME

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The Amendment No. 1 to Real Estate Lease Agreement between the City of Pueblo, a Colorado Municipal Corporation and Life Continues, LLC, a foreign limited liability company dba SafeSide Recovery, a copy of which is attached hereto, having been approved as to form by the City Attorney, is hereby approved. The Mayor is authorized to execute and deliver the lease in the name of the City and the City Clerk is directed to affix the seal of the City thereto and attest same.

SECTION 2.

The officers and staff of the City are authorized and directed to perform any and all acts consistent with this Ordinance and the attached Lease which are necessary or desirable to effectuate the transactions described therein.

SECTION 3.

This Ordinance shall become effective on the date of final action by the Mayor and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on _____.

Final adoption of Ordinance by City Council on _____.

President of City Council

Action by the Mayor:

☐ Approved on _____.

☐ Disapproved on _____ based on the following objections:

Mayor

Action by City Council After Disapproval by the Mayor:

☐ Council did not act to override the Mayor's veto.

☐ Ordinance re-adopted on a vote of _____, on _____

☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

City Clerk

**AMENDMENT NO. 1 TO THE
REAL ESTATE LEASE AGREEMENT**

THIS AMENDMENT NO. 1 ("Amendment No. 1") to the Real Estate Lease Agreement is made and entered into this ____ day of December 2024 ("Effective Date") by and between the City of Pueblo, a municipal corporation ("City") and Life Continues, LLC, a foreign limited liability company dba SafeSide Recovery ("SafeSide").

WHEREAS, SafeSide entered into the Real Estate Lease Agreement with the Pueblo Rescue Mission on April 1, 2024, for the lease of two designated offices within 710 W. 4th Street, Suite G, Pueblo, Colorado (the "Leased Property"); and

WHEREAS, the City acquired 710 W. 4th Street, Pueblo, Colorado, including the Leased Property, by Quit Claim Deed from the Pueblo Rescue Mission on October 3, 2024; and

WHEREAS, SafeSide is assisting the City with the operation of an emergency shelter at 710 W. 4th Street, Pueblo, Colorado.

NOW, THEREFORE, in consideration of the foregoing and the terms and conditions set forth herein, the parties agree as follows:

1. Landlord as used in the Real Estate Lease Agreement shall mean the City of Pueblo, 1 City Hall Place, Pueblo, Colorado 81003.
2. Tenant as used in the Real Estate Lease Agreement shall mean Life Continues, LLC dba SafeSide Recovery, 252 Writers Way, 201, Colorado Springs, Colorado 80903.
3. All lease payments shall hereinafter be made to the City of Pueblo, Department of Finance, 1 City Hall Place, Pueblo, Colorado 81003.
4. Monthly lease payments shall be suspended from November 1, 2024, through March 31, 2025. Lease payments shall renew again beginning on April 1, 2025, and be due pursuant to the terms of the Real Estate Lease Agreement until the expiration of the lease term or any extension thereof.

IN WITNESS WHEREOF, City and SafeSide have executed this Amendment No. 1 as of the date first written above.

ATTEST:

CITY OF PUEBLO,
a Municipal Corporation

City Clerk

By _____
Heather Graham, Mayor

APPROVED AS TO FORM:

City Attorney

Life Continues, LLC dba SafeSide Recovery

By: Rob D Miller

Rob D Miller
Print Name

Its: President



**Background Paper for Proposed
Resolution**

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Sarah Martinez, Councilor

SUBJECT: A RESOLUTION AUTHORIZING PAYMENT FROM THE COUNCIL CONTINGENCIES ACCOUNT IN THE 2024 GENERAL FUND BUDGET TO PUEBLO DISTRICT 60 FOUNDATION IN THE AMOUNT OF \$1,500 TO SPONSOR THE CHRISTMAS EXTRAVAGANZA IN SUPPORT OF MINNEQUA & COLUMBIAN ELEMENTARY SCHOOLS ON FRIDAY, DECEMBER 20, 2024

SUMMARY:

Attached for consideration is a request for support of Pueblo District 60 Foundation in the amount of \$1,500 to sponsor the Christmas Extravaganza in support of Minnequa & Columbian Elementary Schools on Friday, December 20, 2024.

PREVIOUS COUNCIL ACTION:

Council supported this event for \$500 in 2019 and \$600 in 2018. City Council provided sponsorship for this program in 2012, 2013, 2014, 2016 and 2017 which was called the Bessemer Christmas Stocking Giveaway.

BACKGROUND:

City Council Member Sarah Martinez is requesting \$1,500 to support the children in Bessemer this Christmas via the Christmas Extravaganza. On December 20, the Christmas Extravaganza will bring joy and happiness to children and their families from Minnequa & Columbian Elementary Schools. The all-volunteer event will provide food, gifts and books to students that most of these children don't have. Last year, our Christmas Extravaganza had more than 1,200 children and 1,200 parents in attendance. We gave away approximately 33,750 pounds of groceries with the partnership of the Pueblo Food Project and the Care and Share Food Program. We also gave away nearly 50 scooters to high-performing children who earn points from learning new vocabulary words. We distributed 600 stuffed stockings and over 2,000 age-appropriate books were distributed, as well as educational toys.

For many years, founder and former City Councilor Ray Aguilera delighted in dressing up as Santa Claus. He loved interacting with the kids, praising them for accomplishments, encouraging them and asking them what they wanted for Christmas. He shared that many of these children did not ask for toys and games for themselves, rather, they asked for gifts for their parents or siblings. One year, a little girl told Santa all she wanted for Christmas was for her mom to stop crying. Last year, a little boy didn't want anything for himself for Christmas, but instead asked Santa to bring his brothers some toys and a bicycle. Many children in these schools have worries other children do not have, and by providing this event, we feel we are able to bring them some joy and help them with their concerns.

FINANCIAL IMPLICATIONS:

Payment of funds in the amount of \$1,500 would be paid from the Council Contingencies Account in the 2024 General Fund Budget to Pueblo District 60 Foundation.

BOARD/COMMISSION RECOMMENDATION:

N/A

STAKEHOLDER PROCESS:

N/A

ALTERNATIVES:

City Council could choose not to authorize funding for this purpose.

RECOMMENDATION:

This Resolution is at the request of Council Member Sarah Martinez.

ATTACHMENTS:

1. 11-25-24 Pueblo Dist 60 Foundation
2. Colorado Secretary of State - Organization Record Confirmation Pueblo Dist 60 Foundation
3. 2024 Contingencies (Council) Pueblo District 60 Foundation Bessemer Extravaganza

RESOLUTION NO. 15833

A RESOLUTION AUTHORIZING PAYMENT FROM THE COUNCIL CONTINGENCIES ACCOUNT IN THE 2024 GENERAL FUND BUDGET TO PUEBLO DISTRICT 60 FOUNDATION IN THE AMOUNT OF \$1,500 TO SPONSOR THE CHRISTMAS EXTRAVAGANZA IN SUPPORT OF MINNEQUA & COLUMBIAN ELEMENTARY SCHOOLS ON FRIDAY, DECEMBER 20, 2024

BE IT RESOLVED BY THE CITY COUNCIL OF PUEBLO, that

SECTION 1.

Payment in the amount of \$1,500 from the Council Contingencies Account in the 2024 General Fund Budget is authorized to be paid to Pueblo District 60 Foundation to sponsor the Christmas Extravaganza in support of Minnequa & Columbian Elementary Schools on Friday, December 20, 2024.

SECTION 2.

The officers and staff of the City are authorized to perform any and all acts consistent with the intent of this Resolution to effectuate the policies and procedures described herein.

SECTION 3.

This Resolution shall become effective upon passage and approval.

INTRODUCED: November 25, 2024

BY: Brett Boston
MEMBER OF CITY COUNCIL

APPROVED: Mark Cliff
PRESIDENT OF CITY COUNCIL

ATTESTED BY: 
CITY CLERK

Subject: RE: [External] Bessemer Extravaganza

On Oct 9, 2024, at 11:09 AM, Tracey Sample <tsample@pueblo.us> wrote:

Good morning Abbie,

Thank you for reaching out. The funds for the hoodies actually came from the COVID funds that had been given to governments. Those funds are not provided to us anymore.

I will send this out to City Council to see if they would like to provide a **monetary** sponsorship for the Christmas Extravaganza. If one of them agrees to sponsor, I will let you know how much they are offering.

Thank you!

Tracey

*Tracey Sample
Administrative Assistant – Mayor's Office
1 City Hall Place
Pueblo, CO 81003
719-553-2611*

<image001.png>

[choose Pueblo, Click here!](#)

From: Abigail Spillman <abigail.spillman@pueblod60.org>

Sent: Wednesday, October 9, 2024 9:48 AM

To: Tracey Sample <tsample@pueblo.us>

Subject: [External] Bessemer Extravaganza

External email. Please use caution.

Dear Mayor's Office,

Good afternoon. I am writing to you, per Ms. Haley's request, and the Mayor to respectfully request your support of children in Bessemer this Christmas via the Christmas Extravaganza. In years past we were fortunate to receive 400 hoodies from the Mayor's office to distribute, and we hope you will consider this contribution this year.

On December 20th the Christmas Extravaganza will bring joy and happiness to children and their families from Minnequa & Columbian Elementary Schools. The all-volunteer event will provide food, gifts and books to students that most of these children don't have. Last year, our Christmas Extravaganza had more than 1,200 children and 1,200 parents in attendance. We gave away approximately 33,750 pounds of groceries with the partnership of the Pueblo Food Project and the Care and Share Food Program. We also gave away nearly 50 scooters to high performing children who earn points from learning new vocabulary words. We distributed 600 stuffed stockings and over 2,000 age-appropriate books were distributed as well as educational toys.

For many years, founder and former city councilman Ray Aguilera delighted in dressing up as Santa Claus. He loved interacting with the kids, praising them for accomplishments, encouraging them and asking them what they wanted for Christmas. He shared that many of these children did not ask for toys and games for themselves, rather, they asked for gifts for their parents or siblings. One year, a little girl told Santa all she wanted for Christmas was for her mom to stop crying. Last year, a little boy didn't want anything for himself for Christmas, but instead asked Santa to bring his brothers some toys and a bicycle. Many children in these schools have worries other children do not have, and by providing this event, we feel we are able to bring them some joy and help them with their concerns.

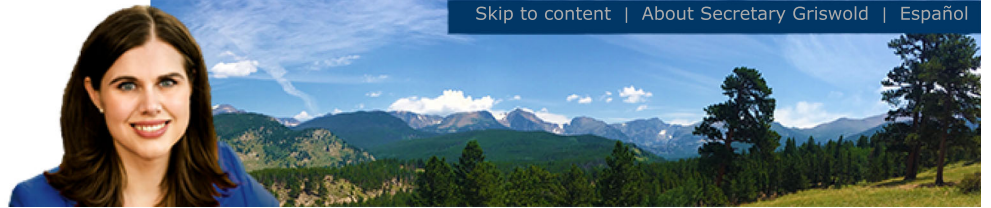
We have received donations from numerous businesses and organizations, the Pueblo Poverty Foundation, the El Pomar Foundation and numerous individual donors to help make this event bring the spirit of Christmas alive. We would be thrilled and grateful to receive support from the city via warm and cozy hoodies for our students.

Please let me know if you need additional information or have questions. We truly appreciate your partnership and generosity.

With gratitude,

Abbie Spillman

This e-mail transmission (including any attachments) contains information that is confidential and may be legally privileged. It is intended for the use of the addressee only. If you received this e-mail in error, we request that you contact us immediately by telephone or return e-mail, and that you delete this message from your computer. If you are not the intended recipient, please be advised that any dissemination, distribution, or copying of this e-mail is strictly prohibited. [CoP]



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Organization Record Confirmation

Review and select "Confirm" if this entity is the correct business organization.

ID Number: 19901076911
Name: THE SCHOOL DISTRICT 60 EDUCATION FOUNDATION, INC.
Principal Street Address: 315 W 11th St, Pueblo, CO, 81003, US
Principal Mailing Address:

Registered Agent: Radford Dalton Sprouse
Registered Agent Street Address: 315 W 11th St, Pueblo, CO, 81003, US
Registered Agent Mailing Address: 315 W 11th St, Pueblo, CO, 81003, US

Status: Good Standing
Form: Nonprofit Corporation
Jurisdiction: CO
Formation Date: 1990-07-25

[Previous Page](#)

[Confirm](#)

DATE	BALANCE IN 2024 CONTINGENCIES ACCOUNT	DEBIT	CREDIT	BALANCE
	Beginning Balance			\$ 100,000.00
Bal. Fwd.	Desiree Tamlich - Mural Levee Project Remaining Balance	\$ 1,500.00		\$ 98,500.00
1/8/24	Mt. Carmel Veterans Services Salute to Heroes Event	\$ 1,000.00		\$ 97,500.00
1/22/24	PFP Sun Soil Water Ag Summit	\$ 2,000.00		\$ 95,500.00
1/22/24	Latino Chamber 45th Anniversary Dinner Table	\$ 1,100.00		\$ 94,400.00
1/22/24	Boys & Girls Club Champions of Youth Dinner VIP Table	\$ 1,800.00		\$ 92,600.00
2/5/24	Desiree Tamlich - Mural Levee Project Remaining Balance	\$ 1,500.00		\$ 91,100.00
2/12/24	Pueblo Friends of the Arkansas Trout on the Routt	\$ 250.00		\$ 90,850.00
2/12/24	Firefighters Historical Society Ball Table Sponsorship	\$ 1,500.00		\$ 89,350.00
2/26/24	Pueblo Child Advocacy Center Blue Sneaker Ball	\$ 1,200.00		\$ 88,150.00
3/11/24	Pueblo Children's Chorale	\$ 3,000.00		\$ 85,150.00
3/11/24	Latino Veterans Profiles in Courage	\$ 1,500.00		\$ 83,650.00
3/11/24	Mariposa Center for Safety - Mother's Day	\$ 1,000.00		\$ 82,650.00
3/11/24	Hip Hop Festival - Mad Fresh Productions	\$ 2,000.00		\$ 80,650.00
3/11/24	Super Team PCSO - St. Baldricks Head Shaving Event	\$ 1,000.00		\$ 79,650.00
3/11/24	Pueblo Has Talent Event	\$ 3,800.00		\$ 75,850.00
3/25/24	Southern Colorado Press Club Sheep Dip	\$ 1,000.00		\$ 74,850.00
3/25/24	Juneteenth Organization	\$ 1,000.00		\$ 73,850.00
3/25/24	El Movimiento Sigue fiscal sponsor for Cinco de Mayo	\$ 2,000.00		\$ 71,850.00
3/25/24	Boys & Girls Club the PLACE Community Block Party	\$ 1,000.00		\$ 70,850.00
3/25/24	The ARC of Pueblo Golden Tortilla	\$ 400.00		\$ 70,450.00
4/8/24	Southern Colorado Equality Alliance Spring Fling	\$ 280.00		\$ 70,170.00
4/22/24	C Cubed Training - Girls in IT Day	\$ 700.00		\$ 69,470.00
4/22/24	Downtown Association Levee Walk	\$ 1,000.00		\$ 68,470.00
5/13/24	AMR Safety Jam	\$ 2,000.00		\$ 66,470.00
5/13/24	Boy Scout Troop 19	\$ 1,000.00		\$ 65,470.00
5/28/24	Sangre de Cristo Arts Center Gala	\$ 1,500.00		\$ 63,970.00
5/28/24	Pueblo Zoo - Zoofari	\$ 1,500.00		\$ 62,470.00
5/28/24	CSU Pueblo President's Gala	\$ 200.00		\$ 62,270.00
6/10/24	District 60 Summer Musical	\$ 1,000.00		\$ 61,270.00
6/24/24	Pueblo Spay and Neuter Now	\$ 1,125.00		\$ 60,145.00
6/24/24	Colorado State Fair Fiesta Committee Noche de Fiesta	\$ 500.00		\$ 59,645.00
6/24/24	RMSER: Youth Kickback Events	\$ 1,000.00		\$ 58,645.00
6/24/24	PDI Dancing with the Pueblo Starz	\$ 1,250.00		\$ 57,395.00
7/8/24	American Cancer Society Relay for Life	\$ 1,500.00		\$ 55,895.00
7/8/24	Assistance League - Operation School Bell	\$ 2,000.00		\$ 53,895.00
7/8/24	A Caring Pregnancy Center Annual Fundraiser	\$ 1,500.00		\$ 52,395.00
7/8/24	Mad Fresh Productions - Multicultural Festival	\$ -		\$ 52,395.00
7/22/24	Genealogical Society of Hispanic America	\$ 2,000.00		\$ 50,395.00
7/22/24	Elks Brotherhood #90	\$ 2,000.00		\$ 48,395.00
8/12/24	Pueblo Chile Balloon Fest	\$ 2,500.00		\$ 45,895.00
8/12/24	Servicios de la Raza Children's Day	\$ 2,000.00		\$ 43,895.00
8/26/24	Southern Colorado Fashion and Fall Showcase	\$ 1,000.00		\$ 42,895.00
8/26/24	Mariposa Center for Safety - Tribute to Women	\$ 1,000.00		\$ 41,895.00
8/26/24	Spark the Change Suicide Memory Walk	\$ 1,500.00		\$ 40,395.00
8/26/24	Latino Chamber Tostada Event	\$ 1,000.00		\$ 39,395.00
9/9/24	Pueblo Choral Society Old Fashioned Christmas Concert	\$ 2,500.00		\$ 36,895.00
9/9/24	Latino Chamber Lifetime Achievement Awards	\$ 1,000.00		\$ 35,895.00
10/15/24	Latino Chamber Development - Festival of Trees	\$ 1,000.00		\$ 34,895.00
10/15/24	NAACP Freedom Fund Banquet	\$ 750.00		\$ 34,145.00
10/15/24	Pueblo Library Booklovers Ball	\$ 1,750.00		\$ 32,395.00
10/15/24	Pueblo Downtown Association Parade of Lights	\$ 1,250.00		\$ 31,145.00
10/15/24	PAWS for Life Leachpit	\$ 7,500.00		\$ 23,645.00
11/11/24	Historic Pueblo Damon Days Banquet	\$ 1,000.00		\$ 22,645.00
11/25/24	Pueblo District 60 Foundation Bessemer Extravaganza	\$ 1,500.00		\$ 21,145.00
				\$ 21,145.00
				\$ 21,145.00



**Background Paper for Proposed
Resolution**

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Andrew Hayes, Public Works Director

SUBJECT: A RESOLUTION AWARDING A CONSTRUCTION CONTRACT IN THE AMOUNT OF \$1,554,540.88 TO MONTANO CONCRETE, FOR PROJECT NO. 24-065, MINNEQUA LAKE CONCRETE TRAIL, SETTING FORTH \$195,459.12 FOR CONTINGENCIES, AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE SAME

SUMMARY:

Attached is a resolution awarding a construction contract to Montano Concrete, for Project No. 24-065, Minnequa Lake Concrete Trail.

PREVIOUS COUNCIL ACTION:

Ordinance 10711, dated May 30, 2024, approved and accepted a grant agreement from the State of Colorado Department of Natural Resources, Colorado Parks and Wildlife, for a Land, Water, Conservation Fund (LWCF) Grant to construct an accessible paved trail around Lake Minnequa connecting to a fishing dock and playground at Veteran's Park at Lake Minnequa.

BACKGROUND:

In 2009, the City purchased Lake Minnequa from the steel mill and began developing the regional stormwater detention facility into a Community Park that would benefit the entire community. Initially, the trail was developed with gravel, but with time has become difficult to maintain as an ADA accessible path. The award of the funds will allow the City to renovate and upgrade the existing trails with new concrete trails. This new surface will provide accessible routes to the fishing dock, playground area, restroom and concession, basketball/pickleball courts, sports fields, exercise equipment and parking lots.

In general, this project will consist of the construction of 6" concrete and 7" reinforced concrete trails, installation of stormwater pipes, and the installation of shade shelters and benches at Lake Minnequa Veteran's Memorial Park, 3005 Lakeshore Ave.

This Resolution awards the construction contract to Montano Concrete.

FINANCIAL IMPLICATIONS:

Funding for the concrete improvements, in the amount of \$777,270.44 plus \$97,729.56 for contingencies will be paid from Project CI2113, ARPA Funds.

Funding for the concrete improvements, in the amount of \$777,270.44 plus \$97,729.56 for contingencies will be paid from Project CI2441, Minnequa Lake Trail.

BOARD/COMMISSION RECOMMENDATION:

None.

STAKEHOLDER PROCESS:

None.

ALTERNATIVES:

Denial of this resolution will cancel this project.

RECOMMENDATION:

Approval of the Resolution.

ATTACHMENTS:

1. 24-065 Bid Summary

RESOLUTION NO. 15834

A RESOLUTION AWARDDING A CONSTRUCTION CONTRACT IN THE AMOUNT OF \$1,554,540.88 TO MONTANO CONCRETE, FOR PROJECT NO. 24-065, MINNEQUA LAKE CONCRETE TRAIL, SETTING FORTH \$195,459.12 FOR CONTINGENCIES, AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE SAME

WHEREAS, competitive bids for Project No. 24-065, Minnequa Lake Concrete Trail have been received and examined; AND,

WHEREAS, the proposal of Montano Concrete, was the lowest bid determined to be responsive, and the Committee of Awards recommends to the City Council that it authorize Project No. 24-065, Minnequa Lake Concrete Trail to be performed; NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF PUEBLO, that

SECTION 1.

The City Council authorizes Project No. 24-065, Minnequa Lake Concrete Trail, to be performed, and the contract for said project is hereby awarded to Montano Concrete, in the amount of \$1,750,000.00.

SECTION 2.

The Purchasing Agent is hereby authorized to execute said contract on behalf of the City of Pueblo, a Colorado Municipal Corporation, and the City Clerk shall affix the seal of the City thereto and attest same.

SECTION 3.

In addition to the amount of the bid set forth, as aforementioned, an additional amount as stipulated in this section is hereby established for contingencies and additional work.

Contingencies and Additional Work.....\$195,459.12.

SECTION 4.

Funds for Project No. 24-065, Minnequa Lake Concrete Trail, in the amount of \$875,000.00 (\$777,270.44 + \$97,729.56 for contingencies and additional work) shall be from Project Account CI2113, ARPA Funds

SECTION 5.

Funds for Project No. 24-065, Minnequa Lake Concrete Trail, in the amount of \$875,000.00 (\$777,270.44 + \$97,729.56 for contingencies and additional work) shall be from Project Account CI2441, Minnequa Lake Trail.

SECTION 6.

The officers of the City of Pueblo are authorized to perform any and all acts consistent with this Resolution to implement the policies and procedures described herein.

SECTION 7.

This Resolution shall become effective immediately upon passage and approval.

INTRODUCED: November 25, 2024

BY: Brett Boston
MEMBER OF CITY COUNCIL

APPROVED: Mark Bliff
PRESIDENT OF CITY COUNCIL

ATTESTED BY: 
CITY CLERK



EVALUATION TABULATION
IFB No. 24-065 (CI2441, CI2113)
Minnequa Lake Concrete Trail
RESPONSE DEADLINE: November 13, 2024 at 11:00 am
Report Generated: Wednesday, November 13, 2024

VENDOR TOTALS

Vendor	Base Bid	Add Alternate No. 1	Add Alternate No. 2	Add Alternate No. 3	Add Alternate No. 4	Total
MONTANO CONCRETE INC	\$1,434,569.66	\$77,689.22	\$23,082.00	\$150,000.00	\$19,200.00	\$1,704,540.88
W.W. Clyde & Co.	\$1,591,160.16	\$89,151.15	\$16,516.12	\$147,133.70	\$18,455.80	\$1,862,416.93
Pyramid Construction, Inc.	\$1,595,104.50	\$107,063.50	\$21,862.00	\$135,000.00	\$24,500.00	\$1,883,530.00
Miller Pipeline, LLC	\$1,732,605.10	\$120,672.30	\$42,865.00	\$160,000.00	\$15,800.00	\$2,071,942.40
Lucky Dog Contracting	\$1,902,567.75	\$126,249.25	\$36,800.00	\$140,000.00	\$14,500.00	\$2,220,117.00
Gray Matter Construction	\$1,908,264.10	\$117,942.78	\$26,885.00	\$195,000.00	\$15,000.00	\$2,263,091.88
TLM Constructors, Inc	\$2,051,729.50	\$161,749.00	\$22,540.00	\$146,000.00	\$19,000.00	\$2,401,018.50
STANDARD CONCRETE, INC.	\$1,878,246.36	\$208,273.74	\$99,820.00	\$216,830.00	\$27,070.00	\$2,430,240.10
JARCCO Construction LLC	\$2,286,293.00	\$135,211.00	\$41,350.00	\$234,000.00	\$20,000.00	\$2,716,854.00
Bedrock LLC	\$2,693,656.70	\$164,191.99	\$26,472.16	\$198,563.80	\$11,223.40	\$3,094,108.05
Baha Construction, Inc.	\$3,329,560.50	\$173,117.00	\$26,050.00	\$235,000.00	\$24,250.00	\$3,787,977.50

EVALUATION TABULATION
IFB No. 24-065 (CI2441, CI2113)
Minnequa Lake Concrete Trail

BASE BID (Table 1 of 3)

Base Bid					Baha Construction, Inc.		Bedrock LLC		Gray Matter Construction		JARCCO Construction LLC		Lucky Dog Contracting	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total
X	1	Unclassified Excavation	957	C.Y.	\$40.00	\$38,280.00	\$122.28	\$117,021.96	\$20.00	\$19,140.00	\$80.00	\$76,560.00	\$55.00	\$52,635.00
X	2	Import Embankment (CIP)	1206	C.Y.	\$80.00	\$96,480.00	\$152.03	\$183,348.18	\$28.00	\$33,768.00	\$101.00	\$121,806.00	\$65.00	\$78,390.00
X	3	Install 4-inch Concrete (Rest Area 6'x12')	720	S.F.	\$14.00	\$10,080.00	\$10.64	\$7,660.80	\$9.42	\$6,782.40	\$10.00	\$7,200.00	\$10.00	\$7,200.00
X	4	Install 6-inch Concrete Trail	149120	S.F.	\$17.00	\$2,535,040.00	\$12.77	\$1,904,262.40	\$10.59	\$1,579,180.80	\$10.00	\$1,491,200.00	\$10.00	\$1,491,200.00
X	5	Install 7-inch Reinforced Concrete Trail	5500	S.F.	\$19.00	\$104,500.00	\$17.02	\$93,610.00	\$13.53	\$74,415.00	\$13.00	\$71,500.00	\$14.00	\$77,000.00
X	6	Install Soil Amendments and Native Seeding	7175	S.Y.	\$5.50	\$39,462.50	\$9.67	\$69,382.25	\$3.50	\$25,112.50	\$18.00	\$129,150.00	\$4.50	\$32,287.50
X	7	Install Silt Fence	14203	L.F.	\$6.00	\$85,218.00	\$2.93	\$41,614.79	\$1.80	\$25,565.40	\$9.00	\$127,827.00	\$1.75	\$24,855.25
X	8	Install Concrete Washout Structure	3	EA.	\$8,500.00	\$25,500.00	\$3,989.36	\$11,968.08	\$2,000.00	\$6,000.00	\$1,850.00	\$5,550.00	\$2,000.00	\$6,000.00
X	9	Install Vehicle Tracking Control Pad	3	EA.	\$2,500.00	\$7,500.00	\$1,950.35	\$5,851.05	\$2,050.00	\$6,150.00	\$3,500.00	\$10,500.00	\$2,500.00	\$7,500.00

EVALUATION TABULATION
IFB No. 24-065 (CI2441, CI2113)
Minnequa Lake Concrete Trail

Base Bid					Baha Construction, Inc.		Bedrock LLC		Gray Matter Construction		JARCCO Construction LLC		Lucky Dog Contracting	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total
X	10	Install 6-foot Wide Bench	10	EA.	\$3,000.00	\$30,000.00	\$1,118.09	\$11,180.90	\$1,800.00	\$18,000.00	\$1,500.00	\$15,000.00	\$1,450.00	\$14,500.00
X	11	Install Class 6 Base Material (Place and Compact)	100	TON	\$85.00	\$8,500.00	\$79.79	\$7,979.00	\$60.00	\$6,000.00	\$110.00	\$11,000.00	\$55.00	\$5,500.00
X	12	Install Crushed Concrete Base Material (Place and Compact)	100	TON	\$120.00	\$12,000.00	\$79.79	\$7,979.00	\$52.00	\$5,200.00	\$105.00	\$10,500.00	\$55.00	\$5,500.00
X	13	Install Tensor® Biaxial Geogrid BX1100	1000	S.F.	\$12.00	\$12,000.00	\$4.26	\$4,260.00	\$3.30	\$3,300.00	\$3.50	\$3,500.00	\$5.00	\$5,000.00
X	14	Erosion and Sediment Control Management	1	L.S.	\$10,000.00	\$10,000.00	\$11,914.89	\$11,914.89	\$6,950.00	\$6,950.00	\$21,000.00	\$21,000.00	\$35,000.00	\$35,000.00
X	15	Traffic Control	1	L.S.	\$15,000.00	\$15,000.00	\$18,723.40	\$18,723.40	\$12,700.00	\$12,700.00	\$34,000.00	\$34,000.00	\$10,000.00	\$10,000.00
X	16	Mobilization	1	L.S.	\$300,000.00	\$300,000.00	\$196,900.00	\$196,900.00	\$80,000.00	\$80,000.00	\$150,000.00	\$150,000.00	\$50,000.00	\$50,000.00
Total						\$3,329,560.50		\$2,693,656.70		\$1,908,264.10		\$2,286,293.00		\$1,902,567.75

EVALUATION TABULATION
IFB No. 24-065 (CI2441, CI2113)
Minnequa Lake Concrete Trail

BASE BID (Table 2 of 3)

Base Bid					Miller Pipeline, LLC		MONTANO CONCRETE INC		Pyramid Construction, Inc.		STANDARD CONCRETE, INC.		TLM Constructors, Inc	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total
X	1	Unclassified Excavation	957	C.Y.	\$70.00	\$66,990.00	\$54.00	\$51,678.00	\$43.50	\$41,629.50	\$144.00	\$137,808.00	\$73.00	\$69,861.00
X	2	Import Embankment (CIP)	1206	C.Y.	\$148.00	\$178,488.00	\$73.00	\$88,038.00	\$98.50	\$118,791.00	\$161.00	\$194,166.00	\$116.00	\$139,896.00
X	3	Install 4-inch Concrete (Rest Area 6'x12')	720	S.F.	\$18.00	\$12,960.00	\$7.00	\$5,040.00	\$6.65	\$4,788.00	\$18.25	\$13,140.00	\$17.50	\$12,600.00
X	4	Install 6-inch Concrete Trail	149120	S.F.	\$7.85	\$1,170,592.00	\$6.76	\$1,008,051.20	\$7.75	\$1,155,680.00	\$7.40	\$1,103,488.00	\$9.00	\$1,342,080.00
X	5	Install 7-inch Reinforced Concrete Trail	5500	S.F.	\$11.70	\$64,350.00	\$7.77	\$42,735.00	\$10.25	\$56,375.00	\$23.00	\$126,500.00	\$17.75	\$97,625.00
X	6	Install Soil Amendments and Native Seeding	7175	S.Y.	\$4.00	\$28,700.00	\$3.3449	\$23,999.6575	\$4.00	\$28,700.00	\$1.75	\$12,556.25	\$4.04	\$28,987.00
X	7	Install Silt Fence	14203	L.F.	\$1.70	\$24,145.10	\$2.60	\$36,927.80	\$2.00	\$28,406.00	\$3.38	\$48,006.14	\$3.50	\$49,710.50
X	8	Install Concrete Washout Structure	3	EA.	\$3,600.00	\$10,800.00	\$2,000.00	\$6,000.00	\$3,220.00	\$9,660.00	\$2,000.00	\$6,000.00	\$3,200.00	\$9,600.00
X	9	Install Vehicle Tracking Control Pad	3	EA.	\$3,800.00	\$11,400.00	\$4,000.00	\$12,000.00	\$2,200.00	\$6,600.00	\$3,000.00	\$9,000.00	\$4,300.00	\$12,900.00

EVALUATION TABULATION
IFB No. 24-065 (CI2441, CI2113)
Minnequa Lake Concrete Trail

Base Bid					Miller Pipeline, LLC		MONTANO CONCRETE INC		Pyramid Construction, Inc.		STANDARD CONCRETE, INC.		TLM Constructors, Inc	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total
X	10	Install 6-foot Wide Bench	10	EA.	\$1,838.00	\$18,380.00	\$1,900.00	\$19,000.00	\$2,100.00	\$21,000.00	\$1,495.50	\$14,955.00	\$2,100.00	\$21,000.00
X	11	Install Class 6 Base Material (Place and Compact)	100	TON	\$130.00	\$13,000.00	\$60.00	\$6,000.00	\$80.00	\$8,000.00	\$300.00	\$30,000.00	\$67.00	\$6,700.00
X	12	Install Crushed Concrete Base Material (Place and Compact)	100	TON	\$125.00	\$12,500.00	\$81.00	\$8,100.00	\$79.25	\$7,925.00	\$170.00	\$17,000.00	\$65.00	\$6,500.00
X	13	Install Tensor® Biaxial Geogrid BX1100	1000	S.F.	\$1.30	\$1,300.00	\$2.00	\$2,000.00	\$3.85	\$3,850.00	\$1.00	\$1,000.00	\$1.25	\$1,250.00
X	14	Erosion and Sediment Control Management	1	L.S.	\$18,800.00	\$18,800.00	\$9,000.00	\$9,000.00	\$44,200.00	\$44,200.00	\$5,000.00	\$5,000.00	\$16,500.00	\$16,500.00
X	15	Traffic Control	1	L.S.	\$23,500.00	\$23,500.00	\$8,000.00	\$8,000.00	\$21,000.00	\$21,000.00	\$5,000.00	\$5,000.00	\$26,000.00	\$26,000.00
X	16	Mobilization	1	L.S.	\$76,700.00	\$76,700.00	\$108,000.00	\$108,000.00	\$38,500.00	\$38,500.00	\$154,626.97	\$154,626.97	\$210,520.00	\$210,520.00
Total						\$1,732,605.10		\$1,434,569.66		\$1,595,104.50		\$1,878,246.36		\$2,051,729.50

EVALUATION TABULATION
IFB No. 24-065 (CI2441, CI2113)
Minnequa Lake Concrete Trail

BASE BID (Table 3 of 3)

Base Bid					W.W. Clyde & Co.	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total
X	1	Unclassified Excavation	957	C.Y.	\$51.14	\$48,940.98
X	2	Import Embankment (CIP)	1206	C.Y.	\$78.05	\$94,128.30
X	3	Install 4-inch Concrete (Rest Area 6'x12')	720	S.F.	\$7.83	\$5,637.60
X	4	Install 6-inch Concrete Trail	149120	S.F.	\$8.25	\$1,230,240.00
X	5	Install 7-inch Reinforced Concrete Trail	5500	S.F.	\$12.07	\$66,385.00
X	6	Install Soil Amendments and Native Seeding	7175	S.Y.	\$4.33	\$31,067.75
X	7	Install Silt Fence	14203	L.F.	\$2.95	\$41,898.85
X	8	Install Concrete Washout Structure	3	EA.	\$1,637.39	\$4,912.17
X	9	Install Vehicle Tracking Control Pad	3	EA.	\$2,093.02	\$6,279.06
X	10	Install 6-foot Wide Bench	10	EA.	\$1,864.56	\$18,645.60
X	11	Install Class 6 Base Material (Place and Compact)	100	TON	\$71.27	\$7,127.00
X	12	Install Crushed Concrete Base Material (Place and Compact)	100	TON	\$80.00	\$8,000.00
X	13	Install Tensor® Biaxial Geogrid BX1100	1000	S.F.	\$0.77	\$770.00
X	14	Erosion and Sediment Control Management	1	L.S.	\$4,935.09	\$4,935.09
X	15	Traffic Control	1	L.S.	\$4,793.28	\$4,793.28
X	16	Mobilization	1	L.S.	\$17,399.48	\$17,399.48
Total						\$1,591,160.16

EVALUATION TABULATION
IFB No. 24-065 (CI2441, CI2113)
Minnequa Lake Concrete Trail

ADD ALTERNATE NO. 1 (Table 1 of 3)

East / West Concrete Trail

ADD ALTERNATE NO. 1					Baha Construction, Inc.		Bedrock LLC		Gray Matter Construction		JARCCO Construction LLC		Lucky Dog Contracting	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total
X	17	Install 7-inch Reinforced Concrete Trail	8246	S.F.	\$19.00	\$156,674.00	\$17.02	\$140,346.92	\$13.53	\$111,568.38	\$13.00	\$107,198.00	\$14.00	\$115,444.00
X	18	Import Embankment (C.I.P.)	106	C.Y.	\$80.00	\$8,480.00	\$152.03	\$16,115.18	\$28.00	\$2,968.00	\$101.00	\$10,706.00	\$65.00	\$6,890.00
X	19	Install Soil Amendments and Native Seeding	550	S.Y.	\$5.50	\$3,025.00	\$9.67	\$5,318.50	\$3.50	\$1,925.00	\$18.00	\$9,900.00	\$4.50	\$2,475.00
X	20	Install Silt Fence	823	L.F.	\$6.00	\$4,938.00	\$2.93	\$2,411.39	\$1.80	\$1,481.40	\$9.00	\$7,407.00	\$1.75	\$1,440.25
Total						\$173,117.00		\$164,191.99		\$117,942.78		\$135,211.00		\$126,249.25

EVALUATION TABULATION
IFB No. 24-065 (CI2441, CI2113)
Minnequa Lake Concrete Trail

ADD ALTERNATE NO. 1 (Table 2 of 3)

East / West Concrete Trail

ADD ALTERNATE NO. 1					Miller Pipeline, LLC		MONTANO CONCRETE INC		Pyramid Construction, Inc.		STANDARD CONCRETE, INC.		TLM Constructors, Inc	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total
X	17	Install 7-inch Reinforced Concrete Trail	8246	S.F.	\$11.70	\$96,478.20	\$7.77	\$64,071.42	\$11.00	\$90,706.00	\$23.00	\$189,658.00	\$17.75	\$146,366.50
X	18	Import Embankment (C.I.P.)	106	C.Y.	\$200.00	\$21,200.00	\$73.00	\$7,738.00	\$110.00	\$11,660.00	\$139.00	\$14,734.00	\$92.00	\$9,752.00
X	19	Install Soil Amendments and Native Seeding	550	S.Y.	\$2.90	\$1,595.00	\$6.80	\$3,740.00	\$4.80	\$2,640.00	\$2.00	\$1,100.00	\$5.00	\$2,750.00
X	20	Install Silt Fence	823	L.F.	\$1.70	\$1,399.10	\$2.60	\$2,139.80	\$2.50	\$2,057.50	\$3.38	\$2,781.74	\$3.50	\$2,880.50
Total						\$120,672.30		\$77,689.22		\$107,063.50		\$208,273.74		\$161,749.00

ADD ALTERNATE NO. 1 (Table 3 of 3)

East / West Concrete Trail

ADD ALTERNATE NO. 1					W.W. Clyde & Co.	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total
X	17	Install 7-inch Reinforced Concrete Trail	8246	S.F.	\$9.83	\$81,058.18
X	18	Import Embankment (C.I.P.)	106	C.Y.	\$41.97	\$4,448.82
X	19	Install Soil Amendments and Native Seeding	550	S.Y.	\$2.81	\$1,545.50
X	20	Install Silt Fence	823	L.F.	\$2.55	\$2,098.65
Total						\$89,151.15

EVALUATION TABULATION
IFB No. 24-065 (CI2441, CI2113)
Minnequa Lake Concrete Trail

ADD ALTERNATE NO. 2 (Table 1 of 3)

Stormwater Improvements

ADD ALTERNATE NO. 2					Baha Construction, Inc.		Bedrock LLC		Gray Matter Construction		JARCCO Construction LLC		Lucky Dog Contracting	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total
X	21	Remove Storm Pipe	70	L.F.	\$50.00	\$3,500.00	\$83.59	\$5,851.30	\$145.00	\$10,150.00	\$85.00	\$5,950.00	\$25.00	\$1,750.00
X	22	Install 12-inch Diameter HP Storm Pipe	56	L.F.	\$100.00	\$5,600.00	\$121.28	\$6,791.68	\$155.00	\$8,680.00	\$225.00	\$12,600.00	\$200.00	\$11,200.00
X	23	Install 15-inch Diameter HP Storm Pipe	14	L.F.	\$150.00	\$2,100.00	\$165.35	\$2,314.90	\$160.00	\$2,240.00	\$275.00	\$3,850.00	\$300.00	\$4,200.00
X	24	Install 12-inch Metal Flared End Section	8	EA.	\$550.00	\$4,400.00	\$525.46	\$4,203.68	\$360.00	\$2,880.00	\$1,300.00	\$10,400.00	\$1,000.00	\$8,000.00
X	25	Install 15-inch Diameter Metal Flared End Section	2	EA.	\$600.00	\$1,200.00	\$683.46	\$1,366.92	\$450.00	\$900.00	\$1,500.00	\$3,000.00	\$1,200.00	\$2,400.00
X	26	Install Riprap 6-inch	37	TON	\$250.00	\$9,250.00	\$160.64	\$5,943.68	\$55.00	\$2,035.00	\$150.00	\$5,550.00	\$250.00	\$9,250.00
Total						\$26,050.00		\$26,472.16		\$26,885.00		\$41,350.00		\$36,800.00

EVALUATION TABULATION
IFB No. 24-065 (CI2441, CI2113)
Minnequa Lake Concrete Trail

ADD ALTERNATE NO. 2 (Table 2 of 3)

Stormwater Improvements

ADD ALTERNATE NO. 2					Miller Pipeline, LLC		MONTANO CONCRETE INC		Pyramid Construction, Inc.		STANDARD CONCRETE, INC.		TLM Constructors, Inc	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total
X	21	Remove Storm Pipe	70	L.F.	\$148.00	\$10,360.00	\$15.00	\$1,050.00	\$32.00	\$2,240.00	\$120.00	\$8,400.00	\$48.00	\$3,360.00
X	22	Install 12-inch Diameter HP Storm Pipe	56	L.F.	\$253.00	\$14,168.00	\$155.00	\$8,680.00	\$100.00	\$5,600.00	\$155.00	\$8,680.00	\$115.00	\$6,440.00
X	23	Install 15-inch Diameter HP Storm Pipe	14	L.F.	\$298.00	\$4,172.00	\$180.00	\$2,520.00	\$198.00	\$2,772.00	\$160.00	\$2,240.00	\$130.00	\$1,820.00
X	24	Install 12-inch Metal Flared End Section	8	EA.	\$595.00	\$4,760.00	\$660.00	\$5,280.00	\$525.00	\$4,200.00	\$6,000.00	\$48,000.00	\$330.00	\$2,640.00
X	25	Install 15-inch Diameter Metal Flared End Section	2	EA.	\$651.00	\$1,302.00	\$1,000.00	\$2,000.00	\$750.00	\$1,500.00	\$7,000.00	\$14,000.00	\$625.00	\$1,250.00
X	26	Install Riprap 6-inch	37	TON	\$219.00	\$8,103.00	\$96.00	\$3,552.00	\$150.00	\$5,550.00	\$500.00	\$18,500.00	\$190.00	\$7,030.00
Total						\$42,865.00		\$23,082.00		\$21,862.00		\$99,820.00		\$22,540.00

ADD ALTERNATE NO. 2 (Table 3 of 3)

Stormwater Improvements

ADD ALTERNATE NO. 2					W.W. Clyde & Co.	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total
X	21	Remove Storm Pipe	70	L.F.	\$21.69	\$1,518.30
X	22	Install 12-inch Diameter HP Storm Pipe	56	L.F.	\$71.14	\$3,983.84
X	23	Install 15-inch Diameter HP Storm Pipe	14	L.F.	\$91.99	\$1,287.86
X	24	Install 12-inch Metal Flared End Section	8	EA.	\$468.96	\$3,751.68
X	25	Install 15-inch Diameter Metal Flared End Section	2	EA.	\$491.20	\$982.40
X	26	Install Riprap 6-inch	37	TON	\$134.92	\$4,992.04
Total						\$16,516.12

ADD ALTERNATE NO. 3 (Table 1 of 3)

Install Shade Structures at Rest Areas

ADD ALTERNATE NO. 3					Baha Construction, Inc.		Bedrock LLC		Gray Matter Construction		JARCCO Construction LLC		Lucky Dog Contracting	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total
X	27	Install Shade Structure	10	EA.	\$23,500.00	\$235,000.00	\$19,856.38	\$198,563.80	\$19,500.00	\$195,000.00	\$23,400.00	\$234,000.00	\$14,000.00	\$140,000.00
Total						\$235,000.00		\$198,563.80		\$195,000.00		\$234,000.00		\$140,000.00

ADD ALTERNATE NO. 3 (Table 2 of 3)

Install Shade Structures at Rest Areas

ADD ALTERNATE NO. 3					Miller Pipeline, LLC		MONTANO CONCRETE INC		Pyramid Construction, Inc.		STANDARD CONCRETE, INC.		TLM Constructors, Inc	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total
X	27	Install Shade Structure	10	EA.	\$16,000.00	\$160,000.00	\$15,000.00	\$150,000.00	\$13,500.00	\$135,000.00	\$21,683.00	\$216,830.00	\$14,600.00	\$146,000.00
Total						\$160,000.00		\$150,000.00		\$135,000.00		\$216,830.00		\$146,000.00

ADD ALTERNATE NO. 3 (Table 3 of 3)

Install Shade Structures at Rest Areas

ADD ALTERNATE NO. 3					W.W. Clyde & Co.	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total
X	27	Install Shade Structure	10	EA.	\$14,713.37	\$147,133.70
Total						\$147,133.70

ADD ALTERNATE NO. 4 (Table 1 of 3)

Install Trash Receptacles at Rest Areas

ADD ALTERNATE NO. 4					Baha Construction, Inc.		Bedrock LLC		Gray Matter Construction		JARCCO Construction LLC		Lucky Dog Contracting	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total
X	28	Install Trash Receptacle	10	EA.	\$2,425.00	\$24,250.00	\$1,122.34	\$11,223.40	\$1,500.00	\$15,000.00	\$2,000.00	\$20,000.00	\$1,450.00	\$14,500.00
Total						\$24,250.00		\$11,223.40		\$15,000.00		\$20,000.00		\$14,500.00

ADD ALTERNATE NO. 4 (Table 2 of 3)

Install Trash Receptacles at Rest Areas

ADD ALTERNATE NO. 4					Miller Pipeline, LLC		MONTANO CONCRETE INC		Pyramid Construction, Inc.		STANDARD CONCRETE, INC.		TLM Constructors, Inc	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total
X	28	Install Trash Receptacle	10	EA.	\$1,580.00	\$15,800.00	\$1,920.00	\$19,200.00	\$2,450.00	\$24,500.00	\$2,707.00	\$27,070.00	\$1,900.00	\$19,000.00
Total						\$15,800.00		\$19,200.00		\$24,500.00		\$27,070.00		\$19,000.00

ADD ALTERNATE NO. 4 (Table 3 of 3)

Install Trash Receptacles at Rest Areas

ADD ALTERNATE NO. 4					W.W. Clyde & Co.	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total
X	28	Install Trash Receptacle	10	EA.	\$1,845.58	\$18,455.80
Total						\$18,455.80

EVALUATION TABULATION
IFB No. 24-065 (CI2441, CI2113)
Minnequa Lake Concrete Trail

VENDOR QUESTIONNAIRE PASS/FAIL

Question Title	Baha Construction, Inc.	Bedrock LLC	Gray Matter Construction	JARCCO Construction LLC	Lucky Dog Contracting	MONTANO CONCRETE INC	Miller Pipeline, LLC	Pyramid Construction, Inc.	STANDARD CONCRETE, INC.	TLM Constructors, Inc	W.W. Clyde & Co.
BID GUARANTEE	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
CONFIRMATION OF UNDERSTANDING AND OFFER	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
NAME, TITLE, AND CONTACT INFORMATION	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
SAM.gov REGISTRATION	Pass	Pass	Pass		Pass	Pass	Pass	Pass	Pass	Pass	Pass
ACKNOWLEDGEMENTS											
AFFIRMATIVE ACTION PLAN REQUIREMENT:	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
COLORADO LABOR REQUIREMENT:	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
INSURANCE REQUIREMENTS	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
SPECIAL FUNDING REQUIREMENTS	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
CERTIFICATION REGARDING BYRD ANTI-LOBBYING	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
SALES AND/OR USE TAX INFORMATION	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
Has/is this firm or any officer or partner of this firm:											
Convicted of a criminal offense	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
Convicted under state or federal statutes	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
Convicted under state or federal antitrust statutes	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
Failed to perform	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
Suspension or Debarment	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
Unqualified	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
Unlicensed	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
Delinquent	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
Confirmation	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass



**Background Paper for Proposed
Resolution**

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Steven Meier, Director of Parks and Recreation

SUBJECT: A RESOLUTION AUTHORIZING PAYMENT IN THE AMOUNT OF \$677,413.65 FROM PROJECT CI2113 - AMERICAN RESCUE PLAN ACT, AND TRANSFER \$28,474.27 FROM CAPITAL PROJECT CI2113 - P&R HYBRID TRUCKS, \$16,350.28 FROM CAPITAL PROJECT CI2113 - AIRPORT MOWER & FORKLIFT, AND \$100,000.00 FROM CAPITAL PROJECT CI2113 - TRAIL REPAIR, TOTALING \$822,238.20 INTO CAPITAL PROJECT CI2113 - TENNIS CLUB REPLACE BUILDING AS AUTHORIZED BY SECTION 603 (A) OF THE AMERICAN RESCUE PLAN ACT AND U.S. TREASURY FINAL RULE 31 CFR 35

SUMMARY:

This Resolution will authorize payment in the amount of \$677,413.65 from Capital Project CI2113 – American Rescue Plan Act and transfer of \$28,474.27 from Capital Project CI2113 – P&R Hybrid Trucks, \$16,350.28 from Capital Project CI2113 – Airport Mower & Forklift, and \$100,000.00 from Capital Project CI2113 – Trail Repair, totaling \$822,238.20 into Capital Project CI2113 – Tennis Club Replace Building.

PREVIOUS COUNCIL ACTION:

Not applicable to this Resolution.

BACKGROUND:

Construction bids for the City Park Tennis Clubhouse Replacement Project 24-112 were open on Wednesday, October 30. The low bid for this project exceeded the available project budget, with contingency, by over \$1,300,000.00. City staff determined several Capital Projects that had funds available which could be transferred into existing ARPA Funds – Tennis Club Replacement Building project accounts to be used to get this project underway.

FINANCIAL IMPLICATIONS:

Funding in the amount of \$677,413.65 will be paid out of Capital Project CI2113 – American Rescue Plan Act. Also, previously allocated but unused ARPA funds in the amount of \$144,824.55 will be transferred into ARPA Project CI2113 – Tennis Club Replacement Building Project. Total ARPA funds will be \$822,238.20. ARPA funds will be utilized with other budgeted and appropriated Capital Project funding to award the City Park Tennis Clubhouse Replacement Project 24-112 to the low bidder in the amount of \$2,717,392.00 plus contingency in the amount of \$245,000.00 for a total of \$2,962,392.

BOARD/COMMISSION RECOMMENDATION:

Not applicable to this Resolution.

STAKEHOLDER PROCESS:

Not applicable to this Resolution.

ALTERNATIVES:

City Council could decide not to approve these transfers, and the funds will remain in the existing Capital Project accounts.

RECOMMENDATION:

Approval of the Resolution.

ATTACHMENTS:

None

RESOLUTION NO.

A RESOLUTION AUTHORIZING PAYMENT IN THE AMOUNT OF \$677,413.65 FROM PROJECT CI2113 - AMERICAN RESCUE PLAN ACT, AND TRANSFER \$28,474.27 FROM CAPITAL PROJECT CI2113 - P&R HYBRID TRUCKS, \$16,350.28 FROM CAPITAL PROJECT CI2113 - AIRPORT MOWER & FORKLIFT, AND \$100,000.00 FROM CAPITAL PROJECT CI2113 - TRAIL REPAIR, TOTALING \$822,238.20 INTO CAPITAL PROJECT CI2113 - TENNIS CLUB REPLACE BUILDING AS AUTHORIZED BY SECTION 603 (A) OF THE AMERICAN RESCUE PLAN ACT AND U.S. TREASURY FINAL RULE 31 CFR 35

WHEREAS, on March 11, 2021, President Biden signed the U.S. Senate-amended H.R. 1319 (P.L. 117-2) known as the American Rescue Plan Act ("ARPA"); and

WHEREAS, on May 10, 2021, the U.S. Treasury issued the Interim Final Rule to implement ARPA in Title 31, Part 35 of the Code of Federal Regulations ("CFR"); and

WHEREAS, by Ordinance No. 9931, approved on May 17, 2021, the City Council established Project No. CI2113 and budgeted and appropriated up to \$36.7 million in funds which were expected to be distributed to the City from ARPA for covered costs and eligible expenses to be incurred during the period which began on March 3, 2021, until December 31, 2024 (to be expended by December 31, 2026); and

WHEREAS, on January 6, 2022, the U.S. Treasury issued, with an effective date of April 1, 2022, the Final Rule to implement ARPA in Title 31, Part 35 of the CFR; and

WHEREAS, under the Final Rule, recipients may use Coronavirus State and Local Fiscal Recovery Funds ("SLFRF") to respond to the COVID-19 public health emergency and the negative economic consequences resulting therefrom; NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF PUEBLO, that

SECTION 1.

Payment in the amount of \$677,413.65 is hereby authorized from Capital Project CI2113 – American Rescue Plan Act to Capital Project CI2113 - Tennis Club Replacement Building project.

SECTION 2.

Funds in the amount of \$28,474.27 in Capital Project CI2113 – P&R Hybrid Trucks will be transferred into Capital Project CI2113 – Tennis Club Replace Building.

SECTION 3.

Funds in the amount of \$16,350.28 in Capital Project CI2113 – Airport Mowers & Forklift will be transferred into Capital Project CI2113 – Tennis Club Replace Building.

SECTION 4.

Funds in the amount of \$100,000.00 in Capital Project CI2113 – Trail Repair will be transferred into Capital Project CI2113 – Tennis Club Replace Building.

SECTION 5.

The officers and staff of the City are authorized to perform any and all acts consistent with the intent of this Resolution which are necessary or desirable to implement the transactions described herein.

SECTION 6.

This Resolution shall become effective immediately upon final passage.

INTRODUCED: November 25, 2024

BY: Brett Boston
MEMBER OF CITY COUNCIL

APPROVED: _____
PRESIDENT OF CITY COUNCIL

ATTESTED BY: _____
CITY CLERK



**Background Paper for Proposed
Resolution**

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Andrew Hayes, Public Works Director

SUBJECT: A RESOLUTION AWARDING A CONSTRUCTION CONTRACT IN THE AMOUNT OF \$2,717,392, TO SPIRE BUILDING GROUP, FOR PROJECT NO. 24-112, CONSTRUCTION OF CITY PARK TENNIS COMPLEX, SETTING FORTH \$245,000 FOR CONTINGENCIES, AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE SAME

SUMMARY:

Attached is a resolution awarding a construction contract to Spire Building Group, for Project No. 24-112, Construction of City Park Tennis Complex

PREVIOUS COUNCIL ACTION:

In 2014, funding in the amount of \$200,000 was budgeted into Capital Improvement Project CI1108 - City Park Tennis Clubhouse Renovation.

The 2023 Budget, approved on November 28, 2022, budgeted an additional \$500,000 to project CI1108 - City Park Tennis Clubhouse Renovation.

Ordinance 10712, dated May 28, 2024, accepted a grant from the Robert Hoag Rawlings Foundation in the amount of \$182,000 to support the construction of the City Park Tennis Complex Clubhouse and Restrooms, approved the grant agreement and authorized the Mayor to execute the same, established project No. CI2439 and budgeted and appropriated funds in the amount of \$182,000 to project No. CI2439.

BACKGROUND:

The City Park Tennis Complex, comprised of 17 hard surface courts, hosts many tournaments each year, including the Colorado High School 4A Boys tournaments, Girls Regional and State Competitions, and several United States Tennis Association (USTA) sanctioned tournaments. The original building (clubhouse) was constructed in stone in the late 1930's and then a wood frame-built addition with stucco exterior was added several years later; it is primarily utilized as office space, meeting room for

tournaments, storage, and restrooms. Currently, the restrooms are approx. 1,700 sq. ft., and are not ADA-accessible and they cannot adequately facilitate day-to-day use of tournament staff, players, and spectators.

The goal of the project includes renovation of the existing building to be ADA accessible, and usable for office space, meeting room, storage, and restrooms. The project also includes adding HVAC equipment to the existing building to make this building available for use year-round. In addition, the project will seek to level the nearby plaza between the building and tennis courts and design this area to accommodate tennis events, incorporating the old stone tower and archway into the plaza.

This project consists of demolition of the existing tennis restroom building, a new 3,500 square-foot single-story structure at the City Park Tennis Courts including tournament office, main entry lobby, teams conference room, restrooms, and storage area. The new building requires a new foundation, which includes dewatering for helical piers, with concrete slab on grade and crawl space at larger restrooms. The structure is made of wood and structural steel with new plumbing, HVAC, and all electrical utilities. Excavation, site work, plaza and landscaping finish the project.

This Resolution awards the construction contract to Spire Building Group.

FINANCIAL IMPLICATIONS:

Funding for the contract, in the amount of \$868,153.80, will be paid from Project Account CI1108 - City Pk Tennis Renovation

Funding for the contract, in the amount of \$1,322,238.20 will be paid from Project Account CI2113 - ARPA Funds

Funding, in the amount of \$590,000 (\$527,000 for the contract plus \$63,000 for contingencies), will be paid from Project Account LT2301 - City Park - Tennis Club & Bleachers

Funding for the remaining contingencies, in the amount of \$182,000, will be paid from Project Account CI2439 - Clubhouse Tennis Court Reno

BOARD/COMMISSION RECOMMENDATION

None.

STAKEHOLDER PROCESS:

None.

ALTERNATIVES:

Denial of this resolution will cancel the project.

RECOMMENDATION:

Approval of the Resolution.

ATTACHMENTS:

1. 24-112 Bid Summary

RESOLUTION NO.

A RESOLUTION AWARDING A CONSTRUCTION CONTRACT IN THE AMOUNT OF \$2,717,392, TO SPIRE BUILDING GROUP, FOR PROJECT NO. 24-112, CONSTRUCTION OF CITY PARK TENNIS COMPLEX, SETTING FORTH \$245,000 FOR CONTINGENCIES, AND AUTHORIZING THE PURCHASING AGENT TO EXECUTE SAME

WHEREAS, competitive bids for Project No. 24-112, Construction of City Park Tennis Complex have been received and examined; AND,

WHEREAS, the proposal of Spire Building Group, was the lowest bid determined to be responsive, and the Committee of Awards recommends to the City Council that it authorize Project No. 24-112, Construction of City Park Tennis Complex to be performed; NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF PUEBLO, that

SECTION 1.

The City Council authorizes Project No. 24-112, Construction of City Park Tennis Complex to be performed, and the contract for said project is hereby awarded to Spire Building Group, in the amount of \$2,717,392.

SECTION 2.

The Purchasing Agent is hereby authorized to execute said contract on behalf of the City of Pueblo, a Colorado Municipal Corporation, and the City Clerk shall affix the seal of the City thereto and attest same.

SECTION 3.

In addition to the amount of the bid set forth, as aforementioned, an additional amount as stipulated in this section is hereby established for contingencies and additional work.

Contingencies and Additional Work.....\$245,000

SECTION 4.

Funding for the contract, in the amount of \$868,153.80 shall be from Project Account CI1108 - City Pk Tennis Renovation.

SECTION 5.

Funding for the contract, in the amount of \$1,322,238.20 shall be from Project Account CI2113 - ARPA Funds.

SECTION 6.

Funding, in the amount of \$590,000 (\$527,000 for the contract plus \$63,000 for contingencies) shall be from Project Account LT2301 - City Park - Tennis Club & Bleachers.

SECTION 7.

Funding for the remaining contingencies, in the amount of \$182,000 shall be from Project Account CI2439 - Clubhouse Tennis Court Reno.

SECTION 8.

The officers of the City of Pueblo are authorized to perform any and all acts consistent with this Resolution to implement the policies and procedures described herein.

SECTION 9.

This Resolution shall become effective immediately upon passage and approval.

INTRODUCED: November 25, 2024

BY: Brett Boston
MEMBER OF CITY COUNCIL

APPROVED:
PRESIDENT OF CITY COUNCIL

ATTESTED BY:
CITY CLERK



EVALUATION TABULATION
IFB No. 24-112 (LT2301, CI1108, CI2113, CI2439)
Construction of City Park Tennis Complex
RESPONSE DEADLINE: October 30, 2024 at 3:30 pm
Report Generated: Wednesday, October 30, 2024

VENDOR TOTALS

Vendor	BASE BID	ASBESTOS ABATEMENT - BASE BID	BID ALTERNATE 1	BID ALTERNATE 2	Total
Spire Building Group	\$2,589,391.00	\$8,000.00	\$120,000.00	\$1.00	\$2,717,392.00
H. W. Houston Construction, LLC	\$2,840,397.00	\$7,070.00	\$120,228.00	\$55,000.00	\$3,022,695.00
Arc Valley Construction	\$3,212,335.00	\$9,250.00	\$125,550.00	\$55,000.00	\$3,402,135.00

EVALUATION TABULATION
 IFB No. 24-112 (LT2301, CI1108, CI2113, CI2439)
 Construction of City Park Tennis Complex

BASE BID

Base Bid					Arc Valley Construction		H. W. Houston Construction, LLC		Spire Building Group	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total
X	01000	General Requirements	1	LS	\$335,100.00	\$335,100.00	\$435,794.00	\$435,794.00	\$421,000.00	\$421,000.00
X	02000	Existing Conditions	1	LS	\$116,710.00	\$116,710.00	\$21,756.00	\$21,756.00	\$10,000.00	\$10,000.00
X	03000	Concrete	1	LS	\$184,300.00	\$184,300.00	\$249,105.00	\$249,105.00	\$306,323.00	\$306,323.00
X	04000	Masonry	1	LS	\$141,750.00	\$141,750.00	\$130,282.00	\$130,282.00	\$77,420.00	\$77,420.00
X	05000	Metals	1	LS	\$192,850.00	\$192,850.00	\$161,633.00	\$161,633.00	\$139,382.00	\$139,382.00
X	06000	Woods, Plastics & Composites	1	LS	\$162,000.00	\$162,000.00	\$199,673.00	\$199,673.00	\$150,028.00	\$150,028.00
X	07000	Thermal & Moisture Protection	1	LS	\$360,105.00	\$360,105.00	\$335,427.00	\$335,427.00	\$155,248.00	\$155,248.00
X	08000	Openings	1	LS	\$205,730.00	\$205,730.00	\$128,776.00	\$128,776.00	\$166,768.00	\$166,768.00
X	09000	Finishes	1	LS	\$419,180.00	\$419,180.00	\$229,195.00	\$229,195.00	\$271,685.00	\$271,685.00
X	10000	Specialties	1	LS	\$45,740.00	\$45,740.00	\$41,432.00	\$41,432.00	\$22,397.00	\$22,397.00
X	12000	Furnishings	1	LS	\$52,390.00	\$52,390.00	\$0.00	\$0.00	\$1.00	\$1.00
X	22000	Plumbing	1	LS	\$118,200.00	\$118,200.00	\$399,048.00	\$399,048.00	\$100,000.00	\$100,000.00
X	23000	Heating, Ventilation and Air Conditioning	1	LS	\$208,900.00	\$208,900.00	\$0.00	\$0.00	\$369,013.00	\$369,013.00
X	26000	Electrical	1	LS	\$272,550.00	\$272,550.00	\$269,364.00	\$269,364.00	\$254,430.00	\$254,430.00

EVALUATION TABULATION

IFB No. 24-112 (LT2301, CI1108, CI2113, CI2439)

Construction of City Park Tennis Complex

Base Bid					Arc Valley Construction		H. W. Houston Construction, LLC		Spire Building Group	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total
X	27000	Communications	1	LS	\$26,800.00	\$26,800.00	\$0.00	\$0.00	\$20,693.00	\$20,693.00
X	28000	Electronic Safety & Security	1	LS	\$0.00	\$0.00	\$0.00	\$0.00	\$1.00	\$1.00
X	31000	Earthwork	1	LS	\$217,600.00	\$217,600.00	\$157,324.00	\$157,324.00	\$125,000.00	\$125,000.00
X	32000	Exterior Improvements: On-site	1	LS	\$135,230.00	\$135,230.00	\$47,622.00	\$47,622.00	\$1.00	\$1.00
X	33000	Utilities	1	LS	\$17,200.00	\$17,200.00	\$33,966.00	\$33,966.00	\$1.00	\$1.00
Total						\$3,212,335.00		\$2,840,397.00		\$2,589,391.00

ASBESTOS ABATEMENT - BASE BID

Asbestos Abatement - Base Bid					Arc Valley Construction		H. W. Houston Construction, LLC		Spire Building Group	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total
X	1	Asbestos Abatement	1	LS	\$9,250.00	\$9,250.00	\$7,070.00	\$7,070.00	\$8,000.00	\$8,000.00
Total						\$9,250.00		\$7,070.00		\$8,000.00

EVALUATION TABULATION

Public Improvement Invitation for Bid - Construction of City Park Tennis Complex

Page 3

EVALUATION TABULATION
 IFB No. 24-112 (LT2301, CI1108, CI2113, CI2439)
 Construction of City Park Tennis Complex

BID ALTERNATE 1

Bid Alternate 1					Arc Valley Construction		H. W. Houston Construction, LLC		Spire Building Group	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total
X	1	Bid Alternate 1 - Provide additional Plaza area as shown in plans.	1	LS	\$125,550.00	\$125,550.00	\$120,228.00	\$120,228.00	\$120,000.00	\$120,000.00
Total						\$125,550.00		\$120,228.00		\$120,000.00

BID ALTERNATE 2

Bid Alternate 2					Arc Valley Construction		H. W. Houston Construction, LLC		Spire Building Group	
Selected	Line Item	Description	Quantity	Unit of Measure	Unit Cost	Total	Unit Cost	Total	Unit Cost	Total
X	2	Bid Alternate 2 - Provide fold up lift glass door in lieu of roll up in base bid.	1	LS	\$55,000.00	\$55,000.00	\$55,000.00	\$55,000.00	\$1.00	\$1.00
Total						\$55,000.00		\$55,000.00		\$1.00

EVALUATION TABULATION
IFB No. 24-112 (LT2301, CI1108, CI2113, CI2439)
Construction of City Park Tennis Complex

VENDOR QUESTIONNAIRE PASS/FAIL

Question Title	Arc Valley Construction	H. W. Houston Construction, LLC	Spire Building Group
BID GUARANTEE	Pass	Pass	Pass
CONFIRMATION OF UNDERSTANDING AND OFFER	Pass	Pass	Pass
NAME, TITLE, AND CONTACT INFORMATION	Pass	Pass	Pass
SAM.gov REGISTRATION	Pass	Pass	
ACKNOWLEDGEMENTS			
AFFIRMATIVE ACTION PLAN REQUIREMENT:	Pass	Pass	Pass
PERFORMANCE OF WORK REQUIREMENT:	Pass	Pass	Pass
INSURANCE REQUIREMENTS	Pass	Pass	Pass
SPECIAL FUNDING REQUIREMENTS	Pass	Pass	Pass
COLORADO LABOR REQUIREMENT:	Pass	Pass	Pass
CERTIFICATION REGARDING BYRD ANTI-LOBBYING	Pass	Pass	Pass
SALES AND/OR USE TAX INFORMATION	Pass	Pass	Pass
Has/is this firm or any officer or partner of this firm:			
Convicted of a criminal offense	Pass	Pass	Pass
Convicted under state or federal statutes	Pass	Pass	Pass

EVALUATION TABULATION
IFB No. 24-112 (LT2301, CI1108, CI2113, CI2439)
Construction of City Park Tennis Complex

Question Title	Arc Valley Construction	H. W. Houston Construction, LLC	Spire Building Group
Convicted under state or federal antitrust statutes	Pass	Pass	Pass
Failed to perform	Pass	Pass	Pass
Suspension or Debarment	Pass	Pass	Pass
Unqualified	Pass	Pass	Pass
Unlicensed	Pass	Pass	Pass
Delinquent	Pass	Pass	Pass
Confirmation	Pass	Pass	Pass



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Danny Nunn, Acting Finance Director
Heather Graham, Mayor

SUBJECT: AN ORDINANCE LEVYING AND CERTIFYING THE CITY OF PUEBLO
PROPERTY TAX MILL LEVY MADE IN 2024 FOR THE 2025 BUDGET
YEAR

SUMMARY:

The attached Ordinance sets the mill levy for the property tax to be assessed and collected for use in the 2025 budget.

PREVIOUS COUNCIL ACTION:

None.

BACKGROUND:

For the purpose of meeting the general operating expenses of the City of Pueblo during the 2025 Fiscal Year this Ordinance will impose a mill levy upon real property located within the City of Pueblo.

FINANCIAL IMPLICATIONS:

The levy is set at 15.633 mills, which is the same as 2024. It is estimated to generate \$19,317,371 in property tax, this amount is net of estimated uncollectible taxes. The assessed value, as provided by the Pueblo County Assessor, is \$1,261,265,984.

BOARD/COMMISSION RECOMMENDATION:

Not applicable.

STAKEHOLDER PROCESS:

Not applicable.

ALTERNATIVES:

Not applicable.

RECOMMENDATION:

Approval of this Ordinance.

ATTACHMENTS:

None

ORDINANCE NO. 10838

AN ORDINANCE LEVYING AND CERTIFYING THE CITY OF
PUEBLO PROPERTY TAX MILL LEVY MADE IN 2024 FOR THE
2025 BUDGET YEAR

WHEREAS, the City of Pueblo's budget for fiscal year 2025 has been prepared and approved, and

WHEREAS, the 2024 net assessed valuation of all taxable property in the City of Pueblo as certified by the Pueblo County Assessor is \$1,261,265,984, and

WHEREAS, the property tax revenue for the fiscal year 2024 is estimated to be \$19,317,371; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

For the purpose of meeting the general operating expenses of the City of Pueblo during the 2025 Fiscal Year, there is hereby made, set and levied a tax of 15.633 mills upon each dollar of the total assessed valuation of all taxable property located within the City of Pueblo on the assessment date.

SECTION 2.

The City Council of the City of Pueblo does hereby certify to the County Commissioners of Pueblo County, Colorado the following mill levy imposed by this Ordinance upon each dollar of the total valuation for assessment of all taxable property located within the City of Pueblo on the assessment date:

Gross Mill Levy

15.633 mills

SECTION 3.

The City Clerk is hereby directed to deliver a certified copy of this Ordinance, together with a Certificate of Tax Levies, form DLG 70, properly completed by the Director of Finance, to the County of Commissioners of Pueblo County, Colorado, and the Division of Local Government immediately after passage of this Ordinance.

SECTION 4.

All increases to the City of Pueblo's net fund balance shall constitute and be considered "reserve increases" and therefore a part of the City of Pueblo's 2025 fiscal year spending. All 2025 year-end balances shall constitute and be considered "reserves" and all subsequent expenditures and transfers from such reserves shall be excluded from the City of Pueblo's fiscal year spending within the meaning of Article X, Section 20 (2)(e) of the Colorado Constitution.

SECTION 5.

The officers and the staff of the City are authorized to perform any and all acts consistent with the intent of this Ordinance to implement the policies and procedures described herein.

SECTION 6.

This Ordinance shall become effective on the date of final action by the Mayor and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on November 11, 2024.

Final adoption of Ordinance by City Council on November 25, 2024.

DocuSigned by:
Mark Aliff
B7A4F51823AB462...
President of City Council

Action by the Mayor:

☒ Approved on 12/2/2024 | 1:25 PM MST.

☐ Disapproved on _____ based on the following objections:

Signed by:
Heather Graham
3A85930B7BCA462...
Mayor

Action by City Council After Disapproval by the Mayor:

- ☐ Council did not act to override the Mayor's veto.
- ☐ Ordinance re-adopted on a vote of _____, on _____
- ☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

DocuSigned by:
[Signature]
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City Clerk



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Danny Nunn, Acting Director of Finance
Heather Graham, Mayor

SUBJECT: AN ORDINANCE LEVYING AND CERTIFYING THE BANDERA BOULEVARD SPECIAL IMPROVEMENT MAINTENANCE DISTRICT PROPERTY TAX MILL LEVY MADE IN 2024 FOR THE 2025 BUDGET YEAR

SUMMARY:

The attached Ordinance sets the mill levy for the property tax within the Bandera Boulevard Special Improvement Maintenance District to be assessed and collected for use in the 2025 budget.

PREVIOUS COUNCIL ACTION:

None.

BACKGROUND:

The City Council as the governing body of the Bandera Boulevard Special Improvement Maintenance District, for the purpose of meeting maintenance and reserve expenses of the District, through this Ordinance sets and levies a tax of 5.000 mills upon taxable real property located within the Bandera Boulevard Special Improvement Maintenance District.

FINANCIAL IMPLICATIONS:

By approval of the voters within the District, the levy is fixed at 5.000 mills. The mill levy of 5.000 mills is estimated to generate \$46,784 in property taxes on an assessed valuation of \$9,356,726.

BOARD/COMMISSION RECOMMENDATION:

Approval of this Ordinance.

STAKEHOLDER PROCESS:

The Bandera Boulevard Special Improvement Maintenance District Advisory Committee met in October of 2024 to discuss the 2025 operations and budget of the District. The Advisory Committee recommended the mill levy remain at 5.000 mills with no temporary credit for 2024 to be collected in 2025.

ALTERNATIVES:

Not applicable.

RECOMMENDATION:

Approval of the Ordinance.

ATTACHMENTS:

None

ORDINANCE NO. 10839

AN ORDINANCE LEVYING AND CERTIFYING THE BANDERA
BOULEVARD SPECIAL IMPROVEMENT MAINTENANCE
DISTRICT PROPERTY TAX MILL LEVY MADE IN 2024 FOR
THE 2025 BUDGET YEAR

WHEREAS, the Bandera Boulevard Special Improvement Maintenance District's budget for fiscal year 2025 has been prepared and approved, and

WHEREAS, the 2024 net assessed valuation of all taxable property in the Bandera Boulevard Special Improvements Maintenance District as certified by the Pueblo County Assessor is \$9,356,726 and

WHEREAS, the tax revenue for the fiscal year 2025 is estimated to be \$46,784; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The City Council as the governing body of the Bandera Boulevard Special Improvement Maintenance District, for the purpose of meeting maintenance expenses of the District, does hereby make, set and levy a tax of 5.000 mills upon each dollar of the total assessed valuation of all taxable real property located within the Bandera Boulevard Special Improvement Maintenance District on the assessment date to meet the cost of maintenance and reserve requirements for fiscal year 2025.

SECTION 2.

The City Council of the City of Pueblo does hereby fix and certify to the County Commissioners of Pueblo County, Colorado the following mill levy imposed by this Ordinance upon each dollar of the total valuation for assessment of all taxable real property located within the Bandera Boulevard Special Improvement Maintenance District on the assessment date:

Gross Mill Levy

5.000 mills

SECTION 3.

The City Clerk is hereby directed to deliver a certified copy of this Ordinance, together with a Certificate of Tax Levies, from DLG 70, properly completed by the Director of Finance, to the County Commissioners of Pueblo County, Colorado, and the Division of Local Government immediately after passage of this Ordinance.

SECTION 4.

All increases to the District's net fund balance shall constitute and be considered "reserve increases" and therefore a part of the District's 2025 fiscal year spending. All 2025 year-end balance shall constitute and be considered "reserves" and all subsequent

expenditures and transfers from such reserves shall be excluded from the District's fiscal year spending within the meaning of Article X, Section 20 (20)(e) of the Colorado Constitution.

SECTION 5.

The officers and the staff of the City are authorized to perform any and all acts consistent with the intent of this Ordinance to implement the policies and procedures described herein.

SECTION 6.

The Ordinance shall become effective on the date of final action by the Mayor and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on November 11, 2024.

Final adoption of Ordinance by City Council on November 25, 2024.

DocuSigned by:

B7A4F51823AB462...

President of City Council

Action by the Mayor:

☒ Approved on 12/2/2024 | 1:24 PM MST.

☐ Disapproved on _____ based on the following objections:

Signed by:

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Mayor

Action by City Council After Disapproval by the Mayor:

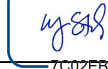
- ☐ Council did not act to override the Mayor's veto.
- ☐ Ordinance re-adopted on a vote of _____, on _____
- ☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

City Clerk

DocuSigned by:



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Bandera Boulevard Special Improvement Maintenance District Advisory Committee

800 Goodnight Avenue
Pueblo, CO 81005

October 22, 2024

Mark Aliff, Council President
City of Pueblo
#1 City Hall Place
Pueblo, CO 81003

Dear Council President:

The Bandera Special Improvement Maintenance District Advisory Committee has conducted their annual budget meeting and has recommended the following operations and budget for the District in FY2025:

A. Improvements to be maintained:

1. The landscaped right-of way on both sides of Bandera Boulevard from Bridle Trail south of Pascadero Drive, including the medians.
2. The landscaped right-of way of approximately 200 feet of the south side Bridle Trail from Bandera Boulevard west.
3. The landscaped right-of way on the west side of Bandera Boulevard from SH 78 north to Siena Drive including the medians - Ventana only.
4. The landscaped right-of-way of approximately 200 feet of Siena Drive from Bandera Boulevard west to Ventana Circle.
5. The landscaped median and roundabout median on Venezia Way and Ventana Circle approximately 200 feet from Bandera Boulevard west.
6. The landscaped right-of-way and a 2-acre drainage utility and public use parcel at Bandera Boulevard and Mojave Drive - supplemental maintenance over and above the normal maintenance of the Parks Department.
7. Maintenance along trail along Bandera Boulevard south from Highway 47.

1. It is recommended that the mill levy remain at the current rate of 5 mills.

2. Projected Budget:

Projected Beginning Fund Balance, Jan. 1, 2025	\$ 28,019
Projected 2025 Income	<u>\$ 46,784</u>
TOTAL REVENUE BUDGETED	\$ 74,803

3. Projected 2025 Expenditures

1. Contract Services	\$ 37,000
2. Utilities	\$ 8,000
3. Repair & Maintenance	<u>\$ 20,000</u>
Sub-total	\$ 65,000
4. Projects To Be Determined	<u>\$ 9,803</u>
TOTAL	\$ 74,803

Projected Ending Fund Balance, Dec. 31, 2025 **\$ 0**

Members of the Committee make these recommendations unanimously and have authorized the Chairperson signature.



Bob Cook, Chairperson

Pc.: Heather Graham, Mayor
Members of the Committee:
Bob Cook, El Camino Property Owner
Ted Hernandez, Ventana Property Owner
Alexandria Romero, Director of Finance
Andrew Hayes, Director of Public Works
Steven Meier, Parks & Rec. Director



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Danny Nunn, Acting Director of Finance
Heather Graham, Mayor

SUBJECT: AN ORDINANCE LEVYING AND CERTIFYING THE SOUTHPOINTE SPECIAL IMPROVEMENT MAINTENANCE DISTRICT PROPERTY TAX MILL LEVY MADE IN 2024 FOR THE 2025 BUDGET YEAR

SUMMARY:

The attached Ordinance sets the mill levy for property tax within the SouthPointe Special Improvement Maintenance District to be assessed and collected for use in the 2025 budget.

PREVIOUS COUNCIL ACTION:

None.

BACKGROUND:

The City Council as the governing body of the SouthPointe Special Improvement Maintenance District, for the purpose of meeting maintenance expenses of the District, through this Ordinance sets and levies a tax of 5.000 mills upon taxable real property located within the SouthPointe Special Improvement Maintenance District.

FINANCIAL IMPLICATIONS:

By approval of the voters within the District, the levy is fixed at 5.000 mils. It is estimated to generate \$38,592 in property taxes on an assessed valuation of \$7,718,372.

BOARD/COMMISSION RECOMMENDATION:

Approval of this Ordinance.

STAKEHOLDER PROCESS:

The Southpointe Special Improvement Maintenance District Advisory Committee met in October of 2024 to discuss the 2025 operations and budget of the District. The Advisory Committee recommended the mill levy remain at 5.000 mills for 2024 to be collected in 2025.

ALTERNATIVES:

Not applicable.

RECOMMENDATION:

Approval of this Ordinance.

ATTACHMENTS:

None

ORDINANCE NO. 10840

AN ORDINANCE LEVYING AND CERTIFYING THE
SOUTHPOINTE SPECIAL IMPROVEMENT MAINTENANCE
DISTRICT PROPERTY TAX MILL LEVY MADE IN 2024 FOR
THE 2025 BUDGET YEAR

WHEREAS, the SouthPointe Special Improvement Maintenance District's budget for fiscal year 2025 has been prepared and approved, and

WHEREAS, the 2024 net assessed valuation of all taxable property in the SouthPointe Special Improvement Maintenance District as certified by the Pueblo County Assessor is \$7,718,372, and

WHEREAS, the property tax revenue for the fiscal year 2025 is estimated to be \$38,592;
NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The City Council as the governing body of the SouthPointe Special Improvement Maintenance District, for the purpose of meeting maintenance expenses of the District, does hereby make, set and levy a tax of 5.000 mills upon each dollar of the total assessed valuation of all taxable real property located within the SouthPointe Special Improvement Maintenance District on the assessment date.

SECTION 2.

The City Council of the City of Pueblo does hereby fix and certify to the County Commissioners of Pueblo County, Colorado the following mill levy imposed by this Ordinance upon each dollar of the total valuation for assessment of all taxable real property located within the SouthPointe Special Improvement Maintenance District on the assessment date:

Gross Mill Levy	5.000 mills
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SECTION 3.

The City Clerk is hereby directed to deliver a certified copy of this Ordinance, together with a Certificate of Tax Levies, form DLG 70, properly completed by the Director of Finance, to the County Commissioners of Pueblo County, Colorado, and the Division of Local Government immediately after passage of this Ordinance.

SECTION 4.

All increases to the District's net fund balance shall constitute and be considered "reserve increases" and therefore a part of the district's 2025 fiscal year spending. All 2025 year-end balances shall constitute and be considered "reserves" and all subsequent expenditures and transfers from such reserves shall be excluded from the District's fiscal year spending within the meaning of Article X, Section 20 (2)(e) of the Colorado Constitution.

SECTION 5.

The officers and the staff of the City are directed and authorized to perform any and all acts consistent with the intent of this Ordinance to effectuate the policies and procedures described herein.

SECTION 6.

This Ordinance shall become effective on the date of final action by the Mayor and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on November 11, 2024.

Final adoption of Ordinance by City Council on November 25, 2024.

DocuSigned by:
Mark Aliff
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President of City Council

Action by the Mayor:

☒ Approved on 12/2/2024 | 1:24 PM MST.

☐ Disapproved on _____ based on the following objections:

Signed by:
Heather Graham
3A85950B7BCA462...

Mayor

Action by City Council After Disapproval by the Mayor:

- ☐ Council did not act to override the Mayor's veto.
- ☐ Ordinance re-adopted on a vote of _____, on _____
- ☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

DocuSigned by:
[Signature]
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City Clerk

**SouthPointe Special Improvement Maintenance District
Advisory Committee**

800 Goodnight Ave.
Pueblo, CO 81005

October 22, 2024

Mark Aliff, Council President
City of Pueblo
#1 City Hall Place
Pueblo, CO 81003

Dear Council President:

The SouthPointe Special Improvement Maintenance District Advisory Committee has conducted their annual budget meeting and has recommended to City Council the following operations and budget for the District in FY2025:

A. List of District Maintenance items:

1. Landscape in medians located on Hollywood Drive, Prairie Hawk Lane, and Prairie Ave.
2. Streetscaped ROW along Prairie Ave. & West side of Hollywood Dr. south of Pronghorn Ln.
3. The ROW landscaping around Drainage Crossings at Pheasant & Bobcat Lanes including ROW areas adjacent to Stormwater maintained drainage.
4. The signage in Raccoon Ln. ROW, Prairie Ave. ROW, and Hollywood Dr. median.
5. Maintenance of the road and neighborhood trail located along the drainage way and open space, running from Prairie Avenue west to Heritage Village Filing No. 4.
6. Landscaped rock and drainage areas located at the east end of the Bison Lane, north ends of Lions Pride Ln., Fox Den Ct., and Lion's Den Ct. adjacent to the drainage way.

B. Budget and mill levy:

1. It is recommended that the mill levy remain at the current rate of 5 mills.

2. Projected Budget:

Projected Beginning Fund Balance, Jan. 1, 2025	\$111,838
Projected 2025 Income	<u>\$ 38,592</u>
TOTAL REVENUE PROJECTED	\$150,430

3. Projected 2025 Expenditures

1. Contract Services	\$ 35,000
2. Utilities	\$ 5,000
3. Repair & Maintenance	\$ 20,000
4. Insurance	\$ 1,500
5. Postage	<u>\$ 200</u>
Sub-total	\$ 61,700
6. Projects To Be Determined	<u>\$ 88,730</u>
TOTAL EXPENSE	\$150,430

Projected Ending Fund Balance, Dec. 31, 2025 \$ 0

Members of the Committee make these recommendations unanimously and have authorized the Chairperson signature.



Mack Martinez, Chairperson

Pc.: Heather Graham, Mayor
Members of the Committee:
Mack Martinez
Weston Burrer
Jack Scanio
Steven Meier, Parks & Rec. Director



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Chris Noeller, Chief of Police

SUBJECT: AN ORDINANCE ESTABLISHING PROJECT PS2410, THE REAL TIME CRIME CENTER PROJECT, TRANSFERRING \$1,000,000 FROM 10120502-51040 TO PS2410, BUDGETING AND APPROPRIATING FUNDS IN THE AMOUNT OF \$1,000,000 AND AUTHORIZING MAYOR GRAHAM TO EXECUTE SAME

SUMMARY:

This Ordinance creates Project PS2410, transfers funds in the amount of \$1,000,000.00 from 10120502-51040 to the project, and budgets and appropriates funds totaling \$1,000,000.00 for the project for the purpose of providing funds to match a Colorado Department of Local Affairs grant to help fund the Pueblo Police Department's Real Time Crime Center.

PREVIOUS COUNCIL ACTION:

None.

BACKGROUND:

The Real Time Crime Center (RTCC) was formally launched in July 2024. The RTCC leverages technology for the purpose of helping the Pueblo Police Department be more efficient in reducing crime and improving the quality of life in the City of Pueblo. The Police Department applied for, and was awarded, a \$1,000,000.00 grant from the Colorado Department of Local Affairs to help fund its Real Time Crime Center. The grantor requires a \$1,000,000.00 match from the City of Pueblo. The RTCC would like to expand its use of technology, such as increasing the area covered by gunshot detection. This funding will help purchase this technology.

FINANCIAL IMPLICATIONS:

The funds in the amount of \$1,000,000.00 are being transferred from 10120502-51040, Wages / General Service, to PS2410.

BOARD/COMMISSION RECOMMENDATION:

None.

STAKEHOLDER PROCESS:

None.

ALTERNATIVES:

Decline the grant.

RECOMMENDATION:

Approve the Ordinance.

ATTACHMENTS:

None

ORDINANCE NO. 10841

AN ORDINANCE ESTABLISHING PROJECT PS2410, THE REAL TIME CRIME CENTER PROJECT, TRANSFERRING \$1,000,000 FROM 10120502-51040 TO PS2410, BUDGETING AND APPROPRIATING FUNDS IN THE AMOUNT OF \$1,000,000 AND AUTHORIZING MAYOR GRAHAM TO EXECUTE SAME

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

Project PS2410, the Real Time Crime Center Project, is hereby established.

SECTION 2.

Funds in the amount of \$1,000,000.00 are hereby transferred from account 10120502-51040 into account Project PS2410, the Real Time Crime Center Project, and budgeted and appropriated for Project PS2410.

SECTION 3.

The officers of the City of Pueblo are authorized to perform any and all acts consistent with this Ordinance to implement the policies and procedures described herein.

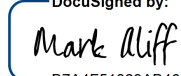
SECTION 4.

This Ordinance shall become effective on the date of final action by Mayor Graham and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on November 11, 2024.

Final adoption of Ordinance by City Council on November 25, 2024.

DocuSigned by:

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President of City Council

Action by the Mayor:

☒ Approved on 12/2/2024 | 1:23 PM MST.

☐ Disapproved on _____ based on the following objections:

Signed by:
Heather Graham
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Mayor

Action by City Council After Disapproval by the Mayor:

- ☐ Council did not act to override the Mayor's veto.
- ☐ Ordinance re-adopted on a vote of _____, on _____
- ☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST
DocuSigned by:
ms
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City Clerk



**Background Paper for Proposed
Action Item**

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Chris Noeller, Chief of Police

SUBJECT: AN ORDINANCE APPROVING AN AGREEMENT BETWEEN AXON ENTERPRISE, INC., A DELAWARE CORPORATION, AND THE CITY OF PUEBLO, A COLORADO MUNICIPAL CORPORATION, FOR THE CONTINUATION OF VIDEO STORAGE SERVICES AND PURCHASE OF NEW BODY WORN CAMERA HARDWARE AND RELATED SERVICES AND ACCESSORIES, AND AUTHORIZING MAYOR GRAHAM TO EXECUTE SAME

SUMMARY:

Attached is a proposed Ordinance approving a Master Services and Purchasing Agreement between the City of Pueblo and Axon Enterprise, Inc., including Quote No. Q-536002-45559.636M dated 010/23/2024.

PREVIOUS COUNCIL ACTION:

City Council approved the previous agreements and quotes with Axon.

BACKGROUND:

The use of body worn cameras allows police officers to record video and audio of their interactions with the public. Body worn cameras can provide conclusive evidence of conduct that may assist in the prosecution of criminal cases, resolve citizen complaints, and increase transparency. The use of body worn cameras by police officers in this and other jurisdictions has resulted in an overwhelmingly positive impact, enhancing officer safety, reducing liability, and increasing training opportunities.

In 2014, the Pueblo Police Department ("PPD") began its body worn camera program. At that time, cameras from three manufacturers were tested and Axon's body worn cameras received the highest marks on officer surveys for quality of video, comfort and ease of use. As a result, Officers unanimously recommended Axon's products. Since that time, Axon's hardware, software, and cloud-based storage system (Evidence.com) have been used by nearly every staff member of the PPD.

Axon's cloud-based video storage system, Evidence.com, is a hosted video management platform that provides the necessary security, unlimited access and storage, and ease of use to enable efficient and effective record-keeping and in-system sharing between staff of the department and necessary external entities such as district attorney offices, defense attorneys, and other law enforcement agencies. Axon's service (Evidence.com) currently maintains all body worn camera video recorded by the PPD to date. It has features that automatically activate the camera when an officer responds to a call, and tags and associates recorded video with that call. These features allow for accurate and efficient metadata tagging, audit trails and chain of custody, permission-controlled access, and automated retention scheduling.

Axon is the only vendor that provides a complete technology package, including: a high quality camera; secure hosted video management and storage service; multiple accessories that automatically activate the cameras during calls; numerous accessory software applications, including those that allow for officers to upload evidence on-scene, a platform that allows citizens to upload evidence themselves, live-video streaming, and a feature that performs automatic redaction of protected content; a transcription service, and taser electric conducted weapons and accessories. The combination of technology offered through the agreement is considered sole-source in accordance with Section 5.4(1) of the City's Purchasing Policies and Procedures.

FINANCIAL IMPLICATIONS:

Payment for the body worn cameras, software, and services will be made as set forth in the Quote and Agreement will come from Public Safety Sales Tax (2B) funds.

BOARD/COMMISSION RECOMMENDATION:

Not applicable for this Ordinance.

STAKEHOLDER PROCESS:

Not applicable for this Ordinance.

ALTERNATIVES:

City Council may refuse to execute the agreement which will cause the Department's body worn camera program and related services to terminate.

RECOMMENDATION:

Approval of the Ordinance.

ATTACHMENTS:

1. Complete_with_Docusign_Pueblo_PD_(CO)-Axon_M

ORDINANCE NO. 10842

AN ORDINANCE APPROVING AN AGREEMENT BETWEEN AXON ENTERPRISE, INC., A DELAWARE CORPORATION, AND THE CITY OF PUEBLO, A COLORADO MUNICIPAL CORPORATION, FOR THE CONTINUATION OF VIDEO STORAGE SERVICES AND PURCHASE OF NEW BODY WORN CAMERA HARDWARE AND RELATED SERVICES AND ACCESSORIES, AND AUTHORIZING MAYOR GRAHAM TO EXECUTE SAME

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The Master Services and Purchasing Agreement between the City of Pueblo, a Colorado Municipal Corporation, and Axon Enterprise, Inc., a Delaware Corporation, including Quote No. Q-536002-45559.636M dated 09/24/2024 and appendices, relating to the Pueblo Police Department's purchase of body worn cameras and video storage, copies of which are attached hereto, having been approved as to form by the City Attorney, is hereby approved.

SECTION 2.

The Mayor of the City of Pueblo is hereby authorized and directed to execute said Master Services and Purchasing Agreement and related Quote in the name of the City and the City Clerk is hereby authorized and directed to affix the official seal of the City of Pueblo and attest same.

SECTION 3.

The officers and staff of the City of Pueblo are directed and authorized to perform any and all acts consistent with the intent of this Ordinance and the attached agreement to effectuate the transactions described therein.

SECTION 4.

This Ordinance shall become effective on the date of final action by Mayor Graham and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on November 11, 2024.

Final adoption of Ordinance by City Council on November 25, 2024.

DocuSigned by:

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President of City Council

Action by the Mayor:

- ☒ Approved on 12/2/2024 | 1:23 PM MST.
- ☐ Disapproved on _____ based on the following objections:

Signed by:

Heather Graham

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Mayor

Action by City Council After Disapproval by the Mayor:

- ☐ Council did not act to override the Mayor's veto.
- ☐ Ordinance re-adopted on a vote of _____, on _____
- ☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

DocuSigned by:

msj

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City Clerk



Master Services and Purchasing Agreement for Customer

This Master Services and Purchasing Agreement ("**Agreement**") is between Axon Enterprise, Inc. ("**Axon**"), and the customer listed below or, if no customer is listed below, the customer on the Quote attached hereto ("**Customer**"). This Agreement is effective as of the later of the (a) last signature date on this Agreement or (b) date of acceptance of the Quote ("**Effective Date**"). Axon and Customer are each a "**Party**" and collectively "**Parties**". This Agreement governs Customer's purchase and use of the Axon Devices and Services detailed in the Quote as defined below. It is the intent of the Parties that this Agreement will govern all subsequent purchases by Customer for the same Axon Devices and Services in the Quote, and all such subsequent quotes accepted by Customer shall be also incorporated into this Agreement by reference as a Quote. The Parties agree as follows:

1. **Definitions.**

- 1.1. "**Axon Cloud Services**" means Axon's web services, including but not limited to, Axon Evidence, Axon Records, Axon Dispatch, FUSUS services and interactions between Axon Evidence and Axon Devices or Axon client software. Axon Cloud Service excludes third-party applications, hardware warranties, and my.evidence.com.
- 1.2. "**Axon Device**" means all hardware provided by Axon under this Agreement. Axon-manufactured Devices are a subset of Axon Devices.
- 1.3. "**Quote**" means an offer to sell and is only valid for devices and services on the offer at the specified prices. Any inconsistent or supplemental terms within Customer's purchase order in response to a Quote will be void. Orders are subject to prior credit approval. Changes in the deployment estimated ship date may change charges in the Quote. Shipping dates are estimates only. Axon is not responsible for typographical errors in any Quote by Axon, and Axon reserves the right to cancel any orders resulting from such errors.
- 1.4. "**Services**" means all services provided by Axon under this Agreement, including software, Axon Cloud Services, and professional services.

2. **Term.** This Agreement begins on the Effective Date and continues until all subscriptions hereunder have expired or have been terminated ("**Term**").

- 2.1. All subscriptions including Axon Evidence, Axon Fleet, Officer Safety Plans, Technology Assurance Plans, and TASER 7 or TASER 10 plans begin on the date stated in the Quote. Each subscription term ends upon completion of the subscription stated in the Quote ("**Subscription Term**").
- 2.2. Upon completion of the Subscription Term, the Subscription Term will automatically renew for an additional 5 years ("**Renewal Term**"). For purchase of TASER 7 or TASER 10 as a standalone, Axon may increase pricing to its then-current list pricing for any Renewal Term. For all other purchases, Axon may increase pricing on all line items in the Quote by up to 3% at the beginning of each year of the Renewal Term. New devices and services may require additional terms. Axon will not authorize services until Axon receives a signed Quote or accepts a purchase order, whichever is first.

3. **Payment.** Axon invoices for Axon Devices upon shipment, or on the date specified within the invoicing plan in the Quote. Payment is due Net 30 days from the invoice date. Axon invoices for Axon Cloud Services on an upfront annual basis prior to the beginning of the Subscription Term and upon the anniversary of the Subscription Term. Payment obligations are non-cancelable. Customer will pay invoices without setoff, deduction, or withholding. If Axon sends a past due account to collections, Customer is responsible for collection and attorneys' fees. The Parties agree that the Customer has the right to add additional products and services to the contract without restriction or requirement to purchase a specific quantity.

4. **Taxes.** Customer is responsible for sales and other taxes associated with the order unless Customer provides Axon a valid tax exemption certificate.

5. **Shipping.** Axon may make partial shipments and ship Axon Devices from multiple locations. All shipments are FOB Final Destination via common carrier. Customer is responsible for any shipping charges in the Quote.

6. **Returns.** All sales are final. Axon does not allow refunds or exchanges, except warranty returns or as provided by state or federal law.

7. **Warranty.**

- 7.1. **Limited Warranty.** Axon warrants that Axon-manufactured Devices are free from defects in workmanship and materials for one (1) year from the date of Customer's receipt, except Signal Sidearm which Axon warrants for thirty (30) months from Customer's receipt and Axon-manufactured accessories, which Axon warrants for ninety (90) days from Customer's receipt, respectively, from the date of Customer's receipt. Used conducted energy weapon ("**CEW**") cartridges are deemed to have operated properly. Extended warranties run from the expiration of the one (1) year hardware warranty through the extended warranty term purchased.

Title: Master Services and Purchasing Agreement between Axon and Customer

Department: Legal

Version: 22

Release Date: 8/2/2024



Master Services and Purchasing Agreement for Customer

- 7.2. **Disclaimer.** All software and Axon Cloud Services are provided "AS IS," without any warranty of any kind, either express or implied, including without limitation the implied warranties of merchantability, fitness for a particular purpose and non-infringement. Axon Devices and Services that are not manufactured, published or performed by Axon ("Third-Party Products") are not covered by Axon's warranty and are only subject to the warranties of the third-party provider or manufacturer.
- 7.3. **Claims.** If Axon receives a valid warranty claim for an Axon-manufactured Device during the warranty term, Axon's sole responsibility is to repair or replace the Axon-manufactured Device with the same or like Axon-manufactured Device, at Axon's option. A replacement Axon-manufactured Device will be new or like new. Axon will warrant the replacement Axon-manufactured Device for the longer of (a) the remaining warranty of the original Axon-manufactured Device or (b) ninety (90) days from the date of repair or replacement.
- 7.3.1. If Customer exchanges an Axon Device or part, the replacement item becomes Customer's property, and the replaced item becomes Axon's property. Before delivering an Axon-manufactured Device for service, Customer must upload Axon-manufactured Device data to Axon Evidence or download it and retain a copy. Axon is not responsible for any loss of software, data, or other information contained in storage media or any part of the Axon-manufactured Device sent to Axon for service.
- 7.4. **Spare Axon Devices.** At Axon's reasonable discretion, Axon may provide Customer a predetermined number of spare Axon Devices as detailed in the Quote ("**Spare Axon Devices**"). Spare Axon Devices are intended to replace broken or non-functioning units while Customer submits the broken or non-functioning units, through Axon's warranty return process. Axon will repair or replace the unit with a replacement Axon Device. Title and risk of loss for all Spare Axon Devices shall pass to Customer in accordance with shipping terms of this Agreement. Axon assumes no liability or obligation in the event Customer does not utilize Spare Axon Devices for the intended purpose.
- 7.5. **Limitations.** Axon's warranty excludes damage related to: (a) failure to follow Axon Device use instructions; (b) Axon Devices used with equipment not manufactured or recommended by Axon; (c) abuse, misuse, or intentional damage to Axon Device; (d) force majeure; (e) Axon Devices repaired or modified by persons other than Axon without Axon's written permission; or (f) Axon Devices with a defaced or removed serial number. Axon's warranty will be void if Customer resells Axon Devices.
- 7.5.1. **To the extent permitted by law, the above warranties and remedies are exclusive. Axon disclaims all other warranties, remedies, and conditions, whether oral, written, statutory, or implied. If statutory or implied warranties cannot be lawfully disclaimed, then such warranties are limited to the duration of the warranty described above and by the provisions in this Agreement. Customer confirms and agrees that in deciding whether to sign this Agreement, Customer has not relied on any statement or representation by Axon or anyone acting on behalf of Axon related to the subject matter of this Agreement that is not in this Agreement.**
- 7.5.2. **Axon's cumulative liability to any party for any loss or damage resulting from any claim, demand, or action arising out of or relating to this Agreement will not exceed the purchase price paid to Axon for the Axon Device, or if for Services, the amount paid for such Services over the twelve (12) months preceding the claim. Neither Party will be liable for special, indirect, incidental, punitive or consequential damages, however caused, whether for breach of warranty or contract, negligence, strict liability, tort or any other legal theory.**
- 7.6. **Online Support Platforms.** Use of Axon's online support platforms (e.g., Axon Academy and MyAxon) is governed by the Axon Online Support Platforms Terms of Use Appendix available at www.axon.com/sales-terms-and-conditions.
- 7.7. **Third-Party Software and Services.** Use of software or services other than those provided by Axon is governed by the terms, if any, entered into between Customer and the respective third-party provider, including, without limitation, the terms applicable to such software or services located at www.axon.com/sales-terms-and-conditions, if any.
- 7.8. **Axon Aid.** Upon mutual agreement between Axon and Customer, Axon may provide certain products and services to Customer, as a charitable donation under the Axon Aid program. In such event, Customer expressly waives and releases any and all claims, now known or hereafter known, against Axon and its officers, directors, employees, agents, contractors, affiliates, successors, and assigns (collectively, "**Releasees**"), including but not limited to, on account of injury, death, property damage, or loss of data, arising out of or attributable to the Axon Aid program whether arising out of the negligence of any Releasees or otherwise. Customer agrees not to make or bring any such claim against any Releasee, and forever release and discharge all Releasees from liability under such claims. Customer expressly allows Axon to publicly announce its participation in Axon Aid and use its name in marketing materials. Axon may terminate the Axon Aid program without cause immediately



Master Services and Purchasing Agreement for Customer

upon notice to the Customer.

8. **Statement of Work.** Certain Axon Devices and Services, including Axon Interview Room, Axon Channel Services, and Axon Fleet, may require a Statement of Work that details Axon's Service deliverables ("**SOW**"). In the event Axon provides an SOW to Customer, Axon is only responsible for the performance of Services described in the SOW. Additional services are out of scope. The Parties must document scope changes in a written and signed change order. Changes may require an equitable adjustment in fees or schedule. The SOW is incorporated into this Agreement by reference.
9. **Axon Device Warnings.** See www.axon.com/legal for the most current Axon Device warnings.
10. **Design Changes.** Axon may make design changes to any Axon Device or Service without notifying Customer or making the same change to Axon Devices and Services previously purchased by Customer.
11. **Bundled Offerings.** Some offerings in bundled offerings may not be generally available at the time of Customer's purchase. Axon will not provide a refund, credit, or additional discount beyond what is in the Quote due to a delay of availability or Customer's election not to utilize any portion of an Axon bundle.
12. **Insurance.** Axon will maintain General Liability, Workers' Compensation, and Automobile Liability insurance. Upon request, Axon will supply certificates of insurance.
13. **IP Rights.** Axon owns and reserves all right, title, and interest in Axon-manufactured Devices and Services and suggestions to Axon, including all related intellectual property rights. Customer will not cause any Axon proprietary rights to be violated.
14. **IP Indemnification.** Axon will indemnify Customer against all claims, losses, and reasonable expenses from any third-party claim alleging that the use of Axon-manufactured Devices, Axon Cloud Services or Axon software ("**Axon Products**") infringes or misappropriates the third-party's intellectual property rights. Customer must promptly provide Axon with written notice of such claim, tender to Axon the defense or settlement of such claim at Axon's expense and cooperate fully with Axon in the defense or settlement of such claim. Axon's IP indemnification obligations do not apply to claims based on (a) modification of Axon Products by Customer or a third-party not approved by Axon; (b) use of Axon Products in combination with hardware or services not approved by Axon; (c) use of Axon Products other than as permitted in this Agreement; or (d) use of Axon Products that is not the most current software release provided by Axon.
15. **Customer Responsibilities.** Customer is responsible for (a) Customer's use of Axon Devices; (b) Customer or an end user's breach of this Agreement or violation of applicable law; (c) disputes between Customer and a third-party over Customer's use of Axon Devices; (d) secure and sustainable destruction and disposal of Axon Devices at Customer's cost; and (e) any regulatory violations or fines, as a result of improper destruction or disposal of Axon Devices.
16. **Termination.**
 - 16.1. **For Breach.** A Party may terminate this Agreement for cause if it provides thirty (30) days written notice of the breach to the other Party, and the breach remains uncured thirty (30) days after written notice. If Customer terminates this Agreement due to Axon's uncured breach, Axon will refund prepaid amounts on a prorated basis based on the effective date of termination.
 - 16.2. **By Customer.** If sufficient funds are not appropriated or otherwise legally available to pay the fees, Customer may terminate this Agreement. Customer will deliver notice of termination under this section as soon as reasonably practicable.
 - 16.3. **Effect of Termination.** Upon termination of this Agreement, Customer rights immediately terminate. Customer remains responsible for all fees incurred before the effective date of termination. If Customer purchases Axon Devices for less than the manufacturer's suggested retail price ("**MSRP**") and this Agreement terminates before the end of the Term, Axon will invoice Customer the difference between the MSRP for Axon Devices received, including any Spare Axon Devices, and amounts paid towards those Axon Devices. Only if terminating for non-appropriation, Customer may return Axon Devices to Axon within thirty (30) days of termination. MSRP is the standalone price of the individual Axon Device at the time of sale. For bundled Axon Devices, MSRP is the standalone price of all individual components.
17. **Confidentiality.** "**Confidential Information**" means nonpublic information designated as confidential or, given the nature of the information or circumstances surrounding disclosure, should reasonably be understood to be confidential. Each Party will take reasonable measures to avoid disclosure, dissemination, or unauthorized use of the other Party's Confidential Information. Unless required by law, neither Party will disclose the other Party's Confidential Information during the Term and for five (5) years thereafter. To the extent permissible by law, Axon pricing is Confidential Information and competition sensitive. If Customer receives a public records request to disclose Axon

Title: Master Services and Purchasing Agreement between Axon and Customer

Department: Legal

Version: 22

Release Date: 8/2/2024



Master Services and Purchasing Agreement for Customer

Confidential Information, to the extent allowed by law, Customer will provide notice to Axon before disclosure. Axon may publicly announce information related to this Agreement.

18. **General.**

- 18.1. **Force Majeure.** Neither Party will be liable for any delay or failure to perform due to a cause beyond a Party's reasonable control.
- 18.2. **Independent Contractors.** The Parties are independent contractors. Neither Party has the authority to bind the other. This Agreement does not create a partnership, franchise, joint venture, Customer, fiduciary, or employment relationship between the Parties.
- 18.3. **Third-Party Beneficiaries.** There are no third-party beneficiaries under this Agreement.
- 18.4. **Non-Discrimination.** Neither Party nor its employees will discriminate against any person based on race; religion; creed; color; sex; gender identity and expression; pregnancy; childbirth; breastfeeding; medical conditions related to pregnancy, childbirth, or breastfeeding; sexual orientation; marital status; age; national origin; ancestry; genetic information; disability; veteran status; or any class protected by local, state, or federal law.
- 18.5. **Export Compliance.** Each Party will comply with all import and export control laws and regulations.
- 18.6. **Assignment.** Neither Party may assign this Agreement without the other Party's prior written consent. Axon may assign this Agreement, its rights, or obligations without consent: (a) to an affiliate or subsidiary; or (b) for purposes of financing, merger, acquisition, corporate reorganization, or sale of all or substantially all its assets. This Agreement is binding upon the Parties respective successors and assigns.
- 18.7. **Waiver.** No waiver or delay by either Party in exercising any right under this Agreement constitutes a waiver of that right.
- 18.8. **Severability.** If a court of competent jurisdiction holds any portion of this Agreement invalid or unenforceable, the remaining portions of this Agreement will remain in effect.
- 18.9. **Survival.** The following sections will survive termination: Payment, Warranty, Axon Device Warnings, Indemnification, IP Rights, Customer Responsibilities and any other Sections detailed in the survival sections of the Appendices.
- 18.10. **Governing Law.** The laws of the country, state, province, or municipality where Customer is physically located, without reference to conflict of law rules, govern this Agreement and any dispute arising from it. The United Nations Convention for the International Sale of Goods does not apply to this Agreement.
- 18.11. **Notices.** All notices must be in English. Notices posted on Customer's Axon Evidence site are effective upon posting. Notices by email are effective on the sent date of the email. Notices by personal delivery are effective immediately. Notices to Customer shall be provided to the address on file with Axon. Notices to Axon shall be provided to Axon Enterprise, Inc., Attn: Legal, 17800 North 85th Street, Scottsdale, Arizona 85255 with a copy to legal@axon.com.
- 18.12. **Entire Agreement.** This Agreement, the Appendices, including any applicable Appendices not attached herein for the products and services purchased, which are incorporated by reference and located in the Master Purchasing and Services Agreement located at <https://www.axon.com/sales-terms-and-conditions>, Quote and any SOW(s), represents the entire agreement between the Parties. This Agreement supersedes all prior agreements or understandings, whether written or verbal, regarding the subject matter of this Agreement. This Agreement may only be modified or amended in a writing signed by the Parties.

(Signatures on next page)



Master Services and Purchasing Agreement for Customer

Each Party, by and through its respective representative authorized to execute this Agreement, has duly executed and delivered this Agreement as of the date of signature.

AXON:

Axon Enterprise, Inc.

Signed by:
Signature: Robert Driscoll
55DAEBB131A4424...

Name: Robert Driscoll

Title: Deputy General Counsel

Date: 10/28/2024 | 2:42 PM MST

CUSTOMER:

City of Pueblo

Signature: _____

Name: _____

Title: _____

Date: _____



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Axon Cloud Services Terms of Use Appendix

1. Definitions.

- a. **"Customer Content"** is data uploaded into, ingested by, or created in Axon Cloud Services within Customer's tenant, including media or multimedia uploaded into Axon Cloud Services by Customer. Customer Content includes Evidence but excludes Non-Content Data.
 - b. **"Evidence"** is media or multimedia uploaded into Axon Evidence as 'evidence' by a Customer. Evidence is a subset of Customer Content.
 - c. **"Non-Content Data"** is data, configuration, and usage information about Customer's Axon Cloud Services tenant, Axon Devices and client software, and users that is transmitted or generated when using Axon Devices. Non-Content Data includes data about users captured during account management and customer support activities. Non-Content Data does not include Customer Content.
 - d. **"Provided Data"** means de-identified, de-personalized, data derived from Customer's TASER energy weapon deployment reports, related TASER energy weapon logs, body-worn camera footage, and incident reports.
 - e. **"Transformed Data"** means the Provided Data used for the purpose of quantitative evaluation of the performance and effectiveness of TASER energy weapons in the field across a variety of circumstances.
2. **Access.** Upon Axon granting Customer a subscription to Axon Cloud Services, Customer may access and use Axon Cloud Services to store and manage Customer Content. Customer may not exceed more end users than the Quote specifies. Axon Air requires an Axon Evidence subscription for each drone operator. For Axon Evidence Lite, Customer may access and use Axon Evidence only to store and manage TASER CEW and TASER CAM data ("**TASER Data**"). Customer may not upload non-TASER Data to Axon Evidence Lite.
 3. **Customer Owns Customer Content.** Customer controls and owns all right, title, and interest in Customer Content. Except as outlined herein, Axon obtains no interest in Customer Content, and Customer Content is not Axon's business records. Customer is solely responsible for uploading, sharing, managing, and deleting Customer Content. Axon will only have access to Customer Content for the limited purposes set forth herein. Customer agrees to allow Axon access to Customer Content to (a) perform troubleshooting, maintenance, or diagnostic screenings; and (b) enforce this Agreement or policies governing use of the Axon products.
 4. **Security.** Axon will implement commercially reasonable and appropriate measures to secure Customer Content against accidental or unlawful loss, access or disclosure. Axon will maintain a comprehensive information security program to protect Axon Cloud Services and Customer Content including logical, physical access, vulnerability, risk, and configuration management; incident monitoring and response; encryption of uploaded digital evidence; security education; and data protection. Axon agrees to the Federal Bureau of Investigation Criminal Justice Information Services Security Addendum for its digital evidence or records management systems.
 5. **Customer Responsibilities.** Customer is responsible for (a) ensuring Customer owns Customer Content or has the necessary rights to use Customer Content (b) ensuring no Customer Content or Customer end user's use of Customer Content or Axon Cloud Services violates this Agreement or applicable laws; (c) maintaining necessary computer equipment and Internet connections for use of Axon Cloud Services and (d) verify the accuracy of any auto generated or AI generated reports. If Customer becomes aware of any violation of this Agreement by an end user, Customer will immediately terminate that end user's access to Axon Cloud Services.
 - a. Customer will also maintain the security of end usernames and passwords and security and access by end users to Customer Content. Customer is responsible for ensuring the configuration and utilization of Axon Cloud Services meet applicable Customer regulation and standards. Customer may not sell, transfer, or sublicense access to any other entity or person. If Customer provides access to unauthorized third-parties, Axon may assess additional fees along with suspending Customer's access. Customer shall contact Axon immediately if an unauthorized party may be using Customer's account or Customer Content, or if account information is lost or stolen.
 6. **Privacy.** Customer's use of Axon Cloud Services is subject to the Axon Cloud Services Privacy Policy, a current version of which is available at <https://www.axon.com/legal/cloud-services-privacy-policy>. Customer agrees to allow Axon access to Non-Content Data from Customer to (a) perform troubleshooting, maintenance, or diagnostic



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screenings; (b) provide, develop, improve, and support current and future Axon products and related services; and (c) enforce this Agreement or policies governing the use of Axon products.

7. **Axon Body Wi-Fi Positioning.** Axon Body cameras may offer a feature to enhance location services where GPS/GNSS signals may not be available, for instance, within buildings or underground. Customer administrators can manage their choice to use this service within the administrative features of Axon Cloud Services. If Customer chooses to use this service, Axon must also enable the usage of the feature for Customer's Axon Cloud Services tenant. Customer will not see this option with Axon Cloud Services unless Axon has enabled Wi-Fi Positioning for Customer's Axon Cloud Services tenant.

8. **Storage.** For Axon Unlimited Device Storage subscriptions, Customer may store unlimited data in Customer's Axon Evidence account only if data originates from Axon Capture or an Axon Device. Axon may charge Customer additional fees for exceeding purchased storage amounts. Axon may place Customer Content that Customer has not viewed or accessed for six (6) months into archival storage. Customer Content in archival storage will not have immediate availability and may take up to twenty-four (24) hours to access.

For Third-Party Unlimited Storage the following restrictions apply: (i) it may only be used in conjunction with a valid Axon's Evidence.com user license; (ii) is limited to data of the law enforcement Customer that purchased the Third-Party Unlimited Storage and the Axon's Evidence.com end user or Customer is prohibited from storing data for other law enforcement agencies; and (iii) Customer may only upload and store data that is directly related to: (1) the investigation of, or the prosecution of a crime; (2) common law enforcement activities; or (3) any Customer Content created by Axon Devices or Evidence.com.

9. **Location of Storage.** Axon may transfer Customer Content to third-party subcontractors for storage. Axon will determine the locations of data centers for storage of Customer Content. For United States agencies, Axon will ensure all Agency Content stored in Axon Cloud Services remains within the United States. Ownership of Customer Content remains with Customer.
10. **Suspension.** Axon may temporarily suspend Customer's or any end user's right to access or use any portion or all of Axon Cloud Services immediately upon notice, if Customer or end user's use of or registration for Axon Cloud Services may (a) pose a security risk to Axon Cloud Services or any third-party; (b) adversely impact Axon Cloud Services, the systems, or content of any other customer; (c) subject Axon, Axon's affiliates, or any third-party to liability; or (d) be fraudulent. Customer remains responsible for all fees incurred through suspension. Axon will not delete Customer Content because of suspension, except as specified in this Agreement.
11. **Axon Cloud Services Warranty.** Axon disclaims any warranties or responsibility for data corruption or errors before Customer uploads data to Axon Cloud Services.
12. **TASER Data Science Program.** Axon will provide a quantitative evaluation on the performance and effectiveness of TASER energy weapons in the field across a variety of circumstances.

If Customer purchases the TASER Data Science Program, Customer grants Axon, its affiliates, and assignees an irrevocable, perpetual, fully paid, royalty-free, and worldwide right and license to use Provided Data solely for the purposes of this Agreement and to create Transformed Data. Customer shall own all rights and title to Provided Data. Axon shall own all rights and title to Transformed Data and any derivatives of Transformed Data.

Axon grants to Customer an irrevocable, perpetual, fully paid, royalty-free, license to use to TASER Data Science report provided to Customer for its own internal purposes. **The Data Science report is provided "as is" and without any warranty of any kind.**

In the event Customer seeks Axon's deletion of Provided Data, it may submit a request to privacy@axon.com. Where reasonably capable of doing so, Axon will implement the request but at a minimum will not continue to collect Provided Data from Customer.

13. **Axon Records.** Axon Records is the software-as-a-service product that is generally available at the time Customer purchases an OSP 7 or OSP 10 bundle. During Customer's Axon Records Subscription Term, if any, Customer will be entitled to receive Axon's Update and Upgrade releases on an if-and-when available basis.
 - a. The Axon Records Subscription Term will end upon the completion of the Axon Records Subscription as documented in the Quote, or if purchased as part of an OSP 7 or OSP 10 bundle, upon completion of the OSP 7 or OSP 10 Term ("**Axon Records Subscription**")



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- b. An "**Update**" is a generally available release of Axon Records that Axon makes available from time to time. An "**Upgrade**" includes (i) new versions of Axon Records that enhance features and functionality, as solely determined by Axon; and/or (ii) new versions of Axon Records that provide additional features or perform additional functions. Upgrades exclude new products that Axon introduces and markets as distinct products or applications.
 - c. New or additional Axon products and applications, as well as any Axon professional services needed to configure Axon Records, are not included. If Customer purchases Axon Records as part of a bundled offering, the Axon Record subscription begins on the later of the (1) start date of that bundled offering, or (2) date Axon provisions Axon Records to Customer.
 - d. Users of Axon Records at the Customer may upload files to entities (incidents, reports, cases, etc) in Axon Records with no limit to the number of files and amount of storage. Notwithstanding the foregoing, Axon may limit usage should the Customer exceed an average rate of one-hundred (100) GB per user per year of uploaded files. Axon will not bill for overages.
14. **Axon Cloud Services Restrictions.** Customer and Customer end users (including employees, contractors, agents, officers, volunteers, and directors), may not, or may not attempt to:
 - a. reverse engineer, disassemble, or decompile Axon Cloud Services or apply any process to derive any source code included in Axon Cloud Services, or allow others to do the same;
 - b. copy, modify, tamper with, repair, or create derivative works of any part of Axon Cloud Services;
 - c. access or use Axon Cloud Services with the intent to gain unauthorized access, avoid incurring fees or exceeding usage limits or quotas;
 - d. use Axon Cloud Serves as a service bureau, or as part of an Customer infrastructure as a service;
 - e. use trade secret information contained in Axon Cloud Services, except as expressly permitted in this Agreement;
 - f. access Axon Cloud Services to build a competitive device or service or copy any features, functions, or graphics of Axon Cloud Services;
 - g. remove, alter, or obscure any confidentiality or proprietary rights notices (including copyright and trademark notices) of Axon's or Axon's licensors on or within Axon Cloud Services; or
 - h. use Axon Cloud Services to store or transmit infringing, libelous, or other unlawful or tortious material; material in violation of third-party privacy rights; or malicious code.
15. **Draft One** Axon may impose usage restrictions if a single user generates more than one hundred (100) reports per month for two or more consecutive months.
16. **After Termination.** Axon will not delete Customer Content for ninety (90) days following termination. Axon Cloud Services will not be functional during these ninety (90) days other than the ability to retrieve Customer Content. Customer will not incur additional fees if Customer downloads Customer Content from Axon Cloud Services during this time. Axon has no obligation to maintain or provide Customer Content after these ninety (90) days and will thereafter, unless legally prohibited, delete all Customer Content. Upon request, Axon will provide written proof that Axon successfully deleted and fully removed all Customer Content from Axon Cloud Services.
17. **Post-Termination Assistance.** Axon will provide Customer with the same post-termination data retrieval assistance that Axon generally makes available to all customers. Requests for Axon to provide additional assistance in downloading or transferring Customer Content, including requests for Axon's data egress service, will result in additional fees and Axon will not warrant or guarantee data integrity or readability in the external system.
18. **U.S. Government Rights.** If Customer is a U.S. Federal department or using Axon Cloud Services on behalf of a U.S. Federal department, Axon Cloud Services is provided as a "commercial item," "commercial computer software," "commercial computer software documentation," and "technical data", as defined in the Federal Acquisition Regulation and Defense Federal Acquisition Regulation Supplement. If Customer is using Axon Cloud Services on behalf of the U.S. Government and these terms fail to meet the U.S. Government's needs or are inconsistent in any respect with federal law, Customer will immediately discontinue use of Axon Cloud Services.



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19. **Survival.** Upon any termination of this Agreement, the following sections in this Appendix will survive: Customer Owns Customer Content, Privacy, Storage, Axon Cloud Services Warranty, Customer Responsibilities and Axon Cloud Services Restrictions.



Master Services and Purchasing Agreement for Customer

Axon Customer Experience Improvement Program Appendix

1. **Axon Customer Experience Improvement Program (ACEIP).** The ACEIP is designed to accelerate Axon's development of technology, such as building and supporting automated features, to ultimately increase safety within communities and drive efficiency in public safety. To this end, subject to the limitations on Axon as described below, Axon, where allowed by law, may make limited use of Customer Content from all of its customers to provide, develop, improve, and support current and future Axon products (collectively, "ACEIP Purposes"). However, at all times, Axon will comply with its obligations pursuant to the Axon Cloud Services Terms of Use Appendix to maintain a comprehensive data security program (including compliance with the CJIS Security Policy for Criminal Justice Information), privacy program, and data governance policy, including high industry standards of de-identifying Personal Data, to enforce its security and privacy obligations for the ACEIP. ACEIP has 2 tiers of participation, Tier 1 and Tier 2. By default, Customer will be a participant in ACEIP Tier 1. If Customer does not want to participate in ACEIP Tier 1, Customer can revoke its consent at any time. If Customer wants to participate in Tier 2, as detailed below, Customer can check the ACEIP Tier 2 box below. If Customer does not want to participate in ACEIP Tier 2, Customer should leave box unchecked. At any time, Customer may revoke its consent to ACEIP Tier 1, Tier 2, or both Tiers.
2. **ACEIP Tier 1.**
 - 2.1. When Axon uses Customer Content for the ACEIP Purposes, Axon will extract from Customer Content and may store separately copies of certain segments or elements of the Customer Content (collectively, "**ACEIP Content**"). When extracting ACEIP Content, Axon will use commercially reasonable efforts to aggregate, transform or de-identify Customer Content so that the extracted ACEIP Content is no longer reasonably capable of being associated with, or could reasonably be linked directly or indirectly to a particular individual ("**Privacy Preserving Technique(s)**"). For illustrative purposes, some examples are described in footnote 1¹. For clarity, ACEIP Content will still be linked indirectly, with an attribution, to the Customer from which it was extracted. This attribution will be stored separately from the data itself, but is necessary for and will be solely used to enable Axon to identify and delete all ACEIP Content upon Customer request. Once de-identified, ACEIP Content may then be further modified, analyzed, and used to create derivative works. At any time, Customer may revoke the consent granted herein to Axon to access and use Customer Content for ACEIP Purposes. Within 30 days of receiving the Customer's request, Axon will no longer access or use Customer Content for ACEIP Purposes and will delete any and all ACEIP Content. Axon will also delete any derivative works which may reasonably be capable of being associated with, or could reasonably be linked directly or indirectly to Customer. In addition, if Axon uses Customer Content for the ACEIP Purposes, upon request, Axon will make available to Customer a list of the specific type of Customer Content being used to generate ACEIP Content, the purpose of such use, and the retention, privacy preserving extraction technique, and relevant data protection practices applicable to the Customer Content or ACEIP Content ("**Use Case**"). From time to time, Axon may develop and deploy new Use Cases. At least 30 days prior to authorizing the deployment of any new Use Case, Axon will provide Customer notice (by updating the list of Use Case at <https://www.axon.com/aceip> and providing Customer with a mechanism to obtain notice of that update or another commercially reasonable method to Customer designated contact) ("**New Use Case**").
 - 2.2. **Expiration of ACEIP Tier 1.** Customer consent granted herein will expire upon termination of the Agreement. In accordance with section 1.1.1, within 30 days of receiving the Customer's request, Axon will no longer access or use Customer Content for ACEIP Purposes and will delete ACEIP Content. Axon will also delete any derivative works which may reasonably be capable of being associated with, or could reasonably be linked directly or indirectly to, Customer.
3. **ACEIP Tier 2.** In addition to ACEIP Tier 1, if Customer wants to help further improve Axon's services, Customer may choose to participate in Tier 2 of the ACEIP. ACEIP Tier 2 grants Axon certain additional rights to use Customer

¹ For example; (a) when extracting specific text to improve automated transcription capabilities, text that could be used to directly identify a particular individual would not be extracted, and extracted text would be disassociated from identifying metadata of any speakers, and the extracted text would be split into individual words and aggregated with other data sources (including publicly available data) to remove any reasonable ability to link any specific text directly or indirectly back to a particular individual; (b) when extracting license plate data to improve Automated License Plate Recognition (ALPR) capabilities, individual license plate characters would be extracted and disassociated from each other so a complete plate could not be reconstituted, and all association to other elements of the source video, such as the vehicle, location, time, and the surrounding environment would also be removed; (c) when extracting audio of potential acoustic events (such as glass breaking or gun shots), very short segments (<1 second) of audio that only contains the likely acoustic events would be extracted and all human utterances would be removed.



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Content, in addition to those set forth in Tier 1 above, without the guaranteed deployment of a Privacy Preserving Technique to enable product development, improvement, and support that cannot be accomplished with aggregated, transformed, or de-identified data.

☐ Check this box if Customer wants to help further improve Axon's services by participating in ACEIP Tier 2 in addition to Tier 1. Axon will not enroll Customer into ACEIP Tier 2 until Axon and Customer agree to terms in writing providing for such participation in ACEIP Tier 2.



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Professional Services Appendix

If any of the Professional Services specified below are included on the Quote, this Appendix applies.

1. **Utilization of Services.** Customer must use professional services as outlined in the Quote and this Appendix within six (6) months of the Effective Date.
2. **Axon Full Service (Axon Full Service).** Axon Full Service includes advance remote project planning and configuration support and up to four (4) consecutive days of on-site service and a professional services manager to work with Customer to assess Customer's deployment and determine which on-site services are appropriate. If Customer requires more than four (4) consecutive on-site days, Customer must purchase additional days. Axon Full Service options include:

System set up and configuration

- Instructor-led setup of Axon View on smartphones (if applicable)
- Configure categories and custom roles based on Customer need
- Register cameras to Customer domain
- Troubleshoot IT issues with Axon Evidence and Axon Dock ("Dock") access
- One on-site session included

Dock configuration

- Work with Customer to decide the ideal location of Docks and set configurations on Dock
- Authenticate Dock with Axon Evidence using admin credentials from Customer
- On-site assistance, not to include physical mounting of docks

Best practice implementation planning session

- Provide considerations for the establishment of video policy and system operations best practices based on Axon's observations with other agencies
- Discuss the importance of entering metadata in the field for organization purposes and other best practices for digital data management
- Provide referrals of other agencies using the Axon camera devices and Axon Evidence
- Recommend rollout plan based on review of shift schedules

System Admin and troubleshooting training sessions

Step-by-step explanation and assistance for Customer's configuration of security, roles & permissions, categories & retention, and other specific settings for Axon Evidence

Axon instructor training (Train the Trainer)

Training for Customer's in-house instructors who can support Customer's Axon camera and Axon Evidence training needs after Axon has fulfilled its contractual on-site obligations

Evidence sharing training

Tailored workflow instruction for Investigative Units on sharing Cases and Evidence with local prosecuting agencies

End user go-live training and support sessions

- Assistance with device set up and configuration
- Training on device use, Axon Evidence, and Evidence Sync

[Implementation document packet](#)

Axon Evidence administrator guides, camera implementation guides, network setup guide, sample policies, and categories & roles guide

Post go-live review

3. **Body-Worn Camera Starter Service (Axon Starter).** Axon Starter includes advance remote project planning and configuration support and one (1) day of on-site Services and a professional services manager to work closely with Customer to assess Customer's deployment and determine which Services are appropriate. If Customer requires more than one (1) day of on-site Services, Customer must purchase additional on-site Services. The Axon Starter options include:

System set up and configuration (Remote Support)



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- Instructor-led setup of Axon View on smartphones (if applicable)
- Configure categories & custom roles based on Customer need
- Troubleshoot IT issues with Axon Evidence and Dock access

Dock configuration

- Work with Customer to decide the ideal location of Dock setup and set configurations on Dock
- Authenticate Dock with Axon Evidence using "Administrator" credentials from Customer
- Does not include physical mounting of docks

Axon instructor training (Train the Trainer)

Training for Customer's in-house instructors who can support Customer's Axon camera and Axon Evidence training needs after Axon's has fulfilled its contracted on-site obligations

End user go-live training and support sessions

- Assistance with device set up and configuration
- Training on device use, Axon Evidence, and Evidence Sync

[Implementation document packet](#)

Axon Evidence administrator guides, camera implementation guides, network setup guide, sample policies, and categories & roles guide

4. **Body-Worn Camera Virtual 1-Day Service (Axon Virtual)**. Axon Virtual includes all items in the BWC Starter Service Package, except one (1) day of on-site services.
5. **CEW Services Packages**. CEW Services Packages are detailed below:

System set up and configuration

- Configure Axon Evidence categories & custom roles based on Customer need.
- Troubleshoot IT issues with Axon Evidence.
- Register users and assign roles in Axon Evidence.
- **For the CEW Full Service Package:** On-site assistance included
- **For the CEW Starter Package:** Virtual assistance included

Dedicated Project Manager

Assignment of specific Axon representative for all aspects of planning the rollout (Project Manager). Ideally, Project Manager will be assigned to Customer 4–6 weeks before rollout

Best practice implementation planning session to include:

- Provide considerations for the establishment of CEW policy and system operations best practices based on Axon's observations with other agencies
- Discuss the importance of entering metadata and best practices for digital data management
- Provide referrals to other agencies using TASER CEWs and Axon Evidence
- **For the CEW Full Service Package:** On-site assistance included
- **For the CEW Starter Package:** Virtual assistance included

System Admin and troubleshooting training sessions

On-site sessions providing a step-by-step explanation and assistance for Customer's configuration of security, roles & permissions, categories & retention, and other specific settings for Axon Evidence

Axon Evidence Instructor training

- Provide training on the Axon Evidence to educate instructors who can support Customer's subsequent Axon Evidence training needs.
- **For the CEW Full Service Package:** Training for up to 3 individuals at Customer
- **For the CEW Starter Package:** Training for up to 1 individual at Customer

TASER CEW inspection and device assignment

Axon's on-site professional services team will perform functions check on all new TASER CEW Smart weapons and assign them to a user on Axon Evidence.

Post go-live review

For the CEW Full Service Package: On-site assistance included.
For the CEW Starter Package: Virtual assistance included.

6. **Smart Weapon Transition Service**. The Smart Weapon Transition Service includes:

Archival of CEW Firing Logs

Axon's on-site professional services team will upload CEW firing logs to Axon Evidence from all TASER CEW



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Smart Weapons that Customer is replacing with newer Smart Weapon models.

Return of Old Weapons

Axon's on-site professional service team will ship all old weapons back to Axon's headquarters.
Axon will provide Customer with a Certificate of Destruction

*Note: CEW Full Service packages for TASER 7 or TASER 10 include Smart Weapon Transition Service instead of 1-Day Device Specific Instructor Course.

7. **VR Services Package.** VR Service includes advance remote project planning and configuration support and one (1) day of on-site service and a professional services manager to work with Customer to assess Customer's deployment and determine which Services are appropriate. The VR Service training options include:

System set up and configuration (Remote Support)

- Instructor-led setup of Axon VR headset content
- Configure Customer settings based on Customer need
- Troubleshoot IT issues with Axon VR headset

Axon instructor training (Train the Trainer)

Training for up to five (5) Customer's in-house instructors who can support Customer's Axon VR CET and SIM training needs after Axon's has fulfilled its contracted on-site obligations

Classroom and practical training sessions

Step-by-step explanation and assistance for Customer's configuration of Axon VR CET and SIM functionality, basic operation, and best practices

8. **Axon Air, On-Site Training.** Axon Air, On-Site training includes advance remote project planning and configuration support and one (1) day of on-site Services and a professional services manager to work closely with Customer to assess Customer's deployment and determine which Services are appropriate. If Customer's requires more than one (1) day of on-site Services, Customer must purchase additional on-site Services. The Axon Air, On-Site training options include:

System set up and configuration (Remote Support)

- Instructor-led setup of Axon Air App (ASDS)
- Configure Customer settings based on Customer need
- Configure drone controller
- Troubleshoot IT issues with Axon Evidence

Axon instructor training (Train the Trainer)

Training for Customer's in-house instructors who can support Customer's Axon Air and Axon Evidence training needs after Axon's has fulfilled its contracted on-site obligations

Classroom and practical training sessions

Step-by-step explanation and assistance for Customer's configuration of Axon Respond+ livestreaming functionality, basic operation, and best practices

9. **Axon Air, Virtual Training.** Axon Air, Virtual training includes all items in the Axon Air, On-Site Training Package, except the practical training session, with the Axon Instructor training for up to four hours virtually.

10. **Signal Sidearm Installation Service.**

- Purchases of 50 SSA units or more:** Axon will provide one (1) day of on-site service and one professional services manager and will provide train the trainer instruction, with direct assistance on the first of each unique holster/mounting type. Customer is responsible for providing a suitable work/training area.
- Purchases of less than 50 SSA units:** Axon will provide a 1-hour virtual instruction session on the basics of installation and device calibration.

11. **Out of Scope Services.** Axon is only responsible to perform the professional services described in the Quote and this Appendix. Any additional professional services are out of scope. The Parties must document scope changes in a written and signed change order. Changes may require an equitable adjustment in the charges or schedule.

12. **Delivery of Services.** Axon personnel will work Monday through Friday, 8:30 a.m. to 5:30 p.m., except holidays. Axon will perform all on-site tasks over a consecutive timeframe. Axon will not charge Customer travel time by Axon

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Version: 22

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personnel to Customer premises as work hours.

13. **Access Computer Systems to Perform Services**. Customer authorizes Axon to access relevant Customer computers and networks, solely for performing the Services. Axon will work to identify as soon as reasonably practicable resources and information Axon expects to use and will provide an initial itemized list to Customer. Customer is responsible for and assumes the risk of any problems, delays, losses, claims, or expenses resulting from the content, accuracy, completeness, and consistency of all data, materials, and information supplied by Customer.
14. **Site Preparation**. Axon will provide a hardcopy or digital copy of current user documentation for the Axon Devices ("**User Documentation**"). User Documentation will include all required environmental specifications for the professional services and Axon Devices to operate per the Axon Device User Documentation. Before installation of Axon Devices (whether performed by Customer or Axon), Customer must prepare the location(s) where Axon Devices are to be installed ("**Installation Site**") per the environmental specifications in the Axon Device User Documentation. Following installation, Customer must maintain the Installation Site per the environmental specifications. If Axon modifies Axon Device User Documentation for any Axon Devices under this Agreement, Axon will provide the update to Customer when Axon generally releases it
15. **Acceptance**. When Axon completes professional services, Axon will present an acceptance form ("**Acceptance Form**") to Customer. Customer will sign the Acceptance Form acknowledging completion. If Customer reasonably believes Axon did not complete the professional services in substantial conformance with this Agreement, Customer must notify Axon in writing of the specific reasons for rejection within seven (7) calendar days from delivery of the Acceptance Form. Axon will address the issues and re-present the Acceptance Form for signature. If Axon does not receive the signed Acceptance Form or written notification of reasons for rejection within seven (7) calendar days of delivery of the Acceptance Form, Axon will deem Customer to have accepted the professional services.
16. **Customer Network**. For work performed by Axon transiting or making use of Customer's network, Customer is solely responsible for maintenance and functionality of the network. In no event will Axon be liable for loss, damage, or corruption of Customer's network from any cause.



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Technology Assurance Plan Appendix

If Technology Assurance Plan ("TAP") or a bundle including TAP is on the Quote, this appendix applies.

1. **TAP Warranty.** The TAP warranty is an extended warranty that starts at the end of the one- (1-) year hardware limited warranty.
2. **Officer Safety Plan.** If Customer purchases an Officer Safety Plan ("OSP"), Customer will receive the deliverables detailed in the Quote. Customer must accept delivery of the TASER CEW and accessories as soon as available from Axon.
3. **OSP 7 or OSP 10 Term.** OSP 7 or OSP 10 begins on the date specified in the Quote ("OSP Term").
4. **TAP BWC Upgrade.** If Customer has no outstanding payment obligations and purchased TAP, Axon will provide Customer a new Axon body-worn camera ("**BWC Upgrade**") as scheduled in the Quote. If Customer purchased TAP, Axon will provide a BWC Upgrade that is the same or like Axon Device, at Axon's option. Axon makes no guarantee the BWC Upgrade will utilize the same accessories or Axon dock.
5. **TAP Dock Upgrade.** If Customer has no outstanding payment obligations and purchased TAP, Axon will provide Customer a new Axon Dock as scheduled in the Quote ("**Dock Upgrade**"). Accessories associated with any Dock Upgrades are subject to change at Axon discretion. Dock Upgrades will only include a new Axon dock bay configuration unless a new Axon dock core is required for BWC compatibility. If Customer originally purchased a single-bay Axon dock, the Dock Upgrade will be a single-bay Axon dock model that is the same or like Axon Device, at Axon's option. If Customer originally purchased a multi-bay Axon dock, the Dock Upgrade will be a multi-bay Axon dock that is the same or like Axon Device, at Axon's option.
6. **Upgrade Delay.** Axon may ship the BWC and Dock Upgrades as scheduled in the Quote without prior confirmation from Customer unless the Parties agree in writing otherwise at least ninety (90) days in advance. Axon may ship the final BWC and Dock Upgrade as scheduled in the Quote sixty (60) days before the end of the Subscription Term without prior confirmation from Customer.
7. **Upgrade Change.** If Customer wants to upgrade Axon Device models from the current Axon Device to an upgraded Axon Device, Customer must pay the price difference between the MSRP for the current Axon Device and the MSRP for the upgraded Axon Device. If the model Customer desires has an MSRP less than the MSRP of the offered BWC Upgrade or Dock Upgrade, Axon will not provide a refund. The MSRP is the MSRP in effect at the time of the upgrade.
8. **Return of Original Axon Device.** Within thirty (30) days of receiving a BWC or Dock Upgrade, Customer must return the original Axon Devices to Axon or destroy the Axon Devices and provide a certificate of destruction to Axon including serial numbers for the destroyed Axon Devices. If Customer does not return or destroy the Axon Devices, Axon will deactivate the serial numbers for the Axon Devices received by Customer.
9. **Termination.** If Customer's payment for TAP, OSP, or Axon Evidence is more than thirty (30) days past due, Axon may terminate TAP or OSP. Once TAP or OSP terminates for any reason:
 - 9.1. TAP and OSP coverage terminate as of the date of termination and no refunds will be given.
 - 9.2. Axon will not and has no obligation to provide the Upgrade Models.
 - 9.3. Customer must make any missed payments due to the termination before Customer may purchase any future TAP or OSP.



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TASER Device Appendix

This TASER Device Appendix applies to Customer's TASER 7/10, OSP 7/10, OSP Plus, or OSP 7/10 Plus Premium purchase from Axon, if applicable.

1. **Duty Cartridge Replenishment Plan.** If the Quote includes "Duty Cartridge Replenishment Plan", Customer must purchase the plan for each CEW user. A CEW user includes officers that use a CEW in the line of duty and those that only use a CEW for training. Customer may not resell cartridges received. Axon will only replace cartridges used in the line of duty.
2. **Training.** If the Quote includes a TASER On Demand Certification subscription, Customer will have on-demand access to TASER Instructor and TASER Master Instructor courses only for the duration of the TASER Subscription Term. Axon will issue a maximum of ten (10) TASER Instructor vouchers and ten (10) TASER Master Instructor vouchers for every thousand TASER Subscriptions purchased. Customer shall utilize vouchers to register for TASER courses at their discretion however Customer may incur a fee for cancellations less than 10 business days prior to a course date or failure to appear to a registered course. The voucher has no cash value. Customer cannot exchange voucher for any other device or service. Any unused vouchers at the end of the Term will be forfeited. A voucher does not include any travel or other expenses that might be incurred related to attending a course.
3. **Extended Warranty.** If the Quote includes an extended warranty, the extended warranty coverage period warranty will be for a five- (5-) year term, which includes the hardware manufacturer's warranty plus the four- (4-) year extended term.
4. **Trade-in.** If the Quote contains a discount on CEW-related line items and that discount is contingent upon the trade-in of hardware, Customer must return used hardware and accessories associated with the discount ("**Trade-In Units**") to Axon within the below prescribed timeline. Customer must ship batteries via ground shipping. Axon will pay shipping costs of the return. If Axon does not receive Trade-In Units within the timeframe below, Axon will invoice Customer the value of the trade-in credit. Customer may not destroy Trade-In Units and receive a trade-in credit.

<u>Customer Size</u>	<u>Days to Return from Start Date of TASER 10 Subscription</u>
Less than 100 officers	60 days
100 to 499 officers	90 days
500+ officers	180 days

5. **TASER Device Subscription Term.** The TASER Device Subscription Term for a standalone TASER Device purchase begins on shipment of the TASER Device. The TASER Device Subscription Term for OSP 7/10 begins on the OSP 7/10 start date.
6. **Access Rights.** Upon Axon granting Customer a TASER Device Axon Evidence subscription, Customer may access and use Axon Evidence for the storage and management of data from TASER Devices devices during the TASER Device Subscription Term. Customer may not exceed the number of end users the Quote specifies.
7. **Customer Warranty.** If Customer is located in the US, Customer warrants and acknowledges that TASER 10 is classified as a firearm and is being acquired for official Customer use pursuant to a law enforcement Customer transfer under the Gun Control Act of 1968.
8. **Purchase Order.** To comply with applicable laws and regulations, Customer must provide a purchase order to Axon prior to shipment of TASER 10.
9. **Apollo Grant (US only).** If Customer has received an Apollo Grant from Axon, Customer must pay all fees in the Quote prior to upgrading to any new TASER Device offered by Axon.
10. **Termination.** If payment for TASER Device is more than thirty (30) days past due, Axon may terminate Customer's TASER Device plan by notifying Customer. Upon termination for any reason, then as of the date of termination:
 - 10.1. TASER Device extended warranties and access to Training Content will terminate. No refunds will be given.
 - 10.2. Axon will invoice Customer the remaining MSRP for TASER Devices received before termination. If terminating for non-appropriations, Axon will not invoice Customer if Customer returns the TASER Device, rechargeable battery, holster, dock, core, training suits, and unused cartridges to Axon within thirty (30) days of the date of

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termination.

10.3. Customer will be responsible for payment of any missed payments due to the termination before being allowed to purchase any future TASER Device plan.



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Axon Auto-Tagging Appendix

If Auto-Tagging is included on the Quote, this Appendix applies.

1. **Scope.** Axon Auto-Tagging consists of the development of a module to allow Axon Evidence to interact with Customer's Computer-Aided Dispatch ("**CAD**") or Records Management Systems ("**RMS**"). This allows end users to auto-populate Axon video meta-data with a case ID, category, and location-based on data maintained in Customer's CAD or RMS.
2. **Support.** For thirty (30) days after completing Auto-Tagging Services, Axon will provide up to five (5) hours of remote support at no additional charge. Axon will provide free support due to a change in Axon Evidence, if Customer maintains an Axon Evidence and Auto-Tagging subscription. Axon will not provide support if a change is required because Customer changes its CAD or RMS.
3. **Changes.** Axon is only responsible to perform the Services in this Appendix. Any additional Services are out of scope. The Parties must document scope changes in a written and signed change order. Changes may require an equitable adjustment in fees or schedule.
4. **Customer Responsibilities.** Axon's performance of Auto-Tagging Services requires Customer to:
 - 4.1. Make available relevant systems, including Customer's current CAD or RMS, for assessment by Axon (including remote access if possible);
 - 4.2. Make required modifications, upgrades or alterations to Customer's hardware, facilities, systems and networks related to Axon's performance of Auto-Tagging Services;
 - 4.3. Provide access to the premises where Axon is performing Auto-Tagging Services, subject to Customer safety and security restrictions, and allow Axon to enter and exit the premises with laptops and materials needed to perform Auto-Tagging Services;
 - 4.4. Provide all infrastructure and software information (TCP/IP addresses, node names, network configuration) necessary for Axon to provide Auto-Tagging Services;
 - 4.5. Promptly install and implement any software updates provided by Axon;
 - 4.6. Ensure that all appropriate data backups are performed;
 - 4.7. Provide assistance, participation, and approvals in testing Auto-Tagging Services;
 - 4.8. Provide Axon with remote access to Customer's Axon Evidence account when required;
 - 4.9. Notify Axon of any network or machine maintenance that may impact the performance of the module at Customer; and
 - 4.10. Ensure reasonable availability of knowledgeable staff and personnel to provide timely, accurate, complete, and up-to-date documentation and information to Axon.
5. **Access to Systems.** Customer authorizes Axon to access Customer's relevant computers, network systems, and CAD or RMS solely for performing Auto-Tagging Services. Axon will work diligently to identify the resources and information Axon expects to use and will provide an initial list to Customer. Customer is responsible for and assumes the risk of any problems, delays, losses, claims, or expenses resulting from the content, accuracy, completeness, and consistency of all data, materials, and information supplied by Customer.



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Axon Fleet Appendix

If Axon Fleet is included on the Quote, this Appendix applies.

1. Customer Responsibilities.

- 1.1. Customer must ensure its infrastructure and vehicles adhere to the minimum requirements to operate Axon Fleet 2 Axon Fleet 3 or a future Fleet iteration (collectively, "**Axon Fleet**") as established by Axon during the qualifier call and on-site assessment at Customer and in any technical qualifying questions. If Customer's representations are inaccurate, the Quote is subject to change.
- 1.2. Customer is responsible for providing a suitable work area for Axon or Axon third-party providers to install Axon Fleet systems into Customer vehicles. Customer is responsible for making available all vehicles for which installation services were purchased, during the agreed upon onsite installation dates, Failure to make vehicles available may require an equitable adjustment in fees or schedule.

2. **Cradlepoint.** If Customer purchases Cradlepoint Enterprise Cloud Manager, Customer will comply with Cradlepoint's end user license agreement. The term of the Cradlepoint license may differ from the Axon Evidence Subscription. If Customer requires Cradlepoint support, Customer will contact Cradlepoint directly.

3. **Third-party Installer.** Axon will not be liable for the failure of Axon Fleet hardware to operate per specifications if such failure results from installation not performed by, or as directed by Axon.

4. Wireless Offload Server.

- 4.1. **License Grant.** Axon grants Customer a non-exclusive, royalty-free, worldwide, perpetual license to use Wireless Offload Server ("**WOS**"). "Use" means storing, loading, installing, or executing WOS solely for data communication with Axon Devices for the number of licenses purchased. The WOS term begins upon the start of the Axon Evidence Subscription.
- 4.2. **Restrictions.** Customer may not: (a) modify, alter, tamper with, repair, or create derivative works of WOS; (b) reverse engineer, disassemble, or decompile WOS, apply any process to derive the source code of WOS, or allow others to do so; (c) access or use WOS to avoid incurring fees or exceeding usage limits; (d) copy WOS in whole or part; (e) use trade secret information contained in WOS; (f) resell, rent, loan or sublicense WOS; (g) access WOS to build a competitive device or service or copy any features, functions or graphics of WOS; or (h) remove, alter or obscure any confidentiality or proprietary rights notices (including copyright and trademark notices) of Axon or Axon's licensors on or within WOS.
- 4.3. **Updates.** If Customer purchases WOS maintenance, Axon will make updates and error corrections to WOS ("**WOS Updates**") available electronically via the Internet or media as determined by Axon. Customer is responsible for establishing and maintaining adequate Internet access to receive WOS Updates and maintaining computer equipment necessary for use of WOS. The Quote will detail the maintenance term.
- 4.4. **WOS Support.** Upon request by Axon, Customer will provide Axon with access to Customer's store and forward servers solely for troubleshooting and maintenance.

5. Axon Vehicle Software.

- 5.1. **License Grant.** Axon grants Customer a non-exclusive, royalty-free, worldwide, perpetual license to use ViewXL or Dashboard (collectively, "**Axon Vehicle Software**".) "Use" means storing, loading, installing, or executing Axon Vehicle Software solely for data communication with Axon Devices. The Axon Vehicle Software term begins upon the start of the Axon Evidence Subscription.
- 5.2. **Restrictions.** Customer may not: (a) modify, alter, tamper with, repair, or create derivative works of Axon Vehicle Software; (b) reverse engineer, disassemble, or decompile Axon Vehicle Software, apply any process to derive the source code of Axon Vehicle Software, or allow others to do so; (c) access or use Axon Vehicle Software to avoid incurring fees or exceeding usage limits; (d) copy Axon Vehicle Software in whole or part; (e) use trade secret information contained in Axon Vehicle Software; (f) resell, rent, loan or sublicense Axon Vehicle Software; (g) access Axon Vehicle Software to build a competitive device or service or copy any features, functions or graphics of Axon Vehicle Software; or (h) remove, alter or obscure any confidentiality or proprietary rights notices (including copyright and trademark notices) of Axon or Axon's licensors on or within Axon Vehicle Software.



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6. **Acceptance Checklist.** If Axon provides services to Customer pursuant to any statement of work in connection with Axon Fleet, within seven (7) days of the date on which Customer retrieves Customer's vehicle(s) from the Axon installer, said vehicle having been installed and configured with tested and fully and properly operational in-car hardware and software identified above, Customer will receive a Professional Services Acceptance Checklist to submit to Axon indicating acceptance or denial of said deliverables.
7. **Axon Fleet Upgrade.** If Customer has no outstanding payment obligations and has purchased the "Fleet Technology Assurance Plan" (Fleet TAP), Axon will provide Customer with the same or like model of Fleet hardware ("**Axon Fleet Upgrade**") as scheduled on the Quote.
 - 7.1. If Customer would like to change models for the Axon Fleet Upgrade, Customer must pay the difference between the MSRP for the offered Axon Fleet Upgrade and the MSRP for the model desired. The MSRP is the MSRP in effect at the time of the upgrade. Customer is responsible for the removal of previously installed hardware and installation of the Axon Fleet Upgrade.
 - 7.2. Within thirty (30) days of receiving the Axon Fleet Upgrade, Customer must return the original Axon Devices to Axon or destroy the Axon Devices and provide a certificate of destruction to Axon, including serial numbers of the destroyed Axon Devices. If Customer does not destroy or return the Axon Devices to Axon, Axon will deactivate the serial numbers for the Axon Devices received by Customer.
8. **Axon Fleet Termination.** Axon may terminate Customer's Fleet subscription for non-payment. Upon any termination:
 - 8.1. Axon Fleet subscription coverage terminates, and no refunds will be given.
 - 8.2. Axon will not and has no obligation to provide the Axon Fleet Upgrade.
 - 8.3. Customer will be responsible for payment of any missed payments due to the termination before being allowed to purchase any future Fleet TAP.



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Axon Respond Appendix

This Axon Respond Appendix applies to both Axon Respond and Axon Respond Plus, if either is included on the Quote.

1. **Axon Respond Subscription Term.** If Customer purchases Axon Respond as part of a bundled offering, the Axon Respond subscription begins on the later of the (1) start date of that bundled offering, or (2) date Axon provisions Axon Respond to Customer. If Customer purchases Axon Respond as a standalone, the Axon Respond subscription begins the later of the (1) date Axon provisions Axon Respond to Customer, or (2) first day of the month following the Effective Date. The Axon Respond subscription term will end upon the completion of the Axon Evidence Subscription associated with Axon Respond.
2. **Scope of Axon Respond.** The scope of Axon Respond is to assist Customer with real-time situational awareness during critical incidents to improve officer safety, effectiveness, and awareness. In the event Customer uses Axon Respond outside this scope, Axon may initiate good-faith discussions with Customer on upgrading Customer's Axon Respond to better meet Customer's needs.
3. **Axon Body LTE Requirements.** Axon Respond is only available and usable with an LTE enabled body-worn camera. Axon is not liable if Customer utilizes the LTE device outside of the coverage area or if the LTE carrier is unavailable. LTE coverage is only available in the United States, including any U.S. territories. Axon may utilize a carrier of Axon's choice to provide LTE service. Axon may change LTE carriers during the Term without Customer's consent.
4. **Axon Fleet LTE Requirements.** Axon Respond is only available and usable with a Fleet system configured with LTE modem and service. Customer is responsible for providing LTE service for the modem. Coverage and availability of LTE service is subject to Customer's LTE carrier.
5. **Axon Respond Service Limitations.** Customer acknowledges that LTE service is made available only within the operating range of the networks. Service may be temporarily refused, interrupted, or limited because of: (a) facilities limitations; (b) transmission limitations caused by atmospheric, terrain, other natural or artificial conditions adversely affecting transmission, weak batteries, system overcapacity, movement outside a service area or gaps in coverage in a service area, and other causes reasonably outside of the carrier's control such as intentional or negligent acts of third parties that damage or impair the network or disrupt service; or (c) equipment modifications, upgrades, relocations, repairs, and other similar activities necessary for the proper or improved operation of service.
 - 5.1. **With regard to Axon Body, Partner networks are made available as-is and the carrier makes no warranties or representations as to the availability or quality of roaming service provided by carrier partners, and the carrier will not be liable in any capacity for any errors, outages, or failures of carrier partner networks. Customer expressly understands and agrees that it has no contractual relationship whatsoever with the underlying wireless service provider or its affiliates or contractors and Customer is not a third-party beneficiary of any agreement between Axon and the underlying carrier.**
6. **Termination.** Upon termination of this Agreement, or if Customer stops paying for Axon Respond or bundles that include Axon Respond, Axon will end Axon Respond services, including any Axon-provided LTE service.



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Add-on Services Appendix

This Appendix applies if Axon Community Request, Axon Redaction Assistant, and/or Axon Performance are included on the Quote.

1. **Subscription Term.** If Customer purchases Axon Community Request, Axon Redaction Assistant, or Axon Performance as part of OSP 7 or OSP 10, the subscription begins on the later of the (1) start date of the OSP 7 or OSP 10 Term, or (2) date Axon provisions Axon Community Request Axon Redaction Assistant, or Axon Performance to Customer.
 - 1.1. If Customer purchases Axon Community Request, Axon Redaction Assistant, or Axon Performance as a standalone, the subscription begins the later of the (1) date Axon provisions Axon Community Request, Axon Redaction Assistant, or Axon Performance to Customer, or (2) first day of the month following the Effective Date.
 - 1.2. The subscription term will end upon the completion of the Axon Evidence Subscription associated with the add-on.
2. **Axon Community Request Storage.** For Axon Community Request, Customer may store an unlimited amount of data submitted through the public portal ("**Portal Content**"), within Customer's Axon Evidence instance. The post-termination provisions outlined in the Axon Cloud Services Terms of Use Appendix also apply to Portal Content.
3. **Performance Auto-Tagging Data.** In order to provide some features of Axon Performance to Customer, Axon will need to store call for service data from Customer's CAD or RMS.



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Axon Virtual Reality Content Terms of Use Appendix

If Virtual Reality is included on the Quote, this Appendix applies.

1. **Term.** The Quote will detail the products and license duration, as applicable, of the goods, services, and software, and contents thereof, provided by Axon to Customer related to virtual reality (collectively, "**Virtual Reality Media**").
2. **Headsets.** Customer may purchase additional virtual reality headsets from Axon. In the event Customer decides to purchase additional virtual reality headsets for use with Virtual Reality Media, Customer must purchase those headsets from Axon.
3. **License Restrictions.** All licenses will immediately terminate if Customer does not comply with any term of this Agreement. If Customer utilizes more users than stated in this Agreement, Customer must purchase additional Virtual Reality Media licenses from Axon. Customer may not use Virtual Reality Media for any purpose other than as expressly permitted by this Agreement. Customer may not:
 - 3.1. modify, tamper with, repair, or otherwise create derivative works of Virtual Reality Media;
 - 3.2. reverse engineer, disassemble, or decompile Virtual Reality Media or apply any process to derive the source code of Virtual Reality Media, or allow others to do the same;
 - 3.3. copy Virtual Reality Media in whole or part, except as expressly permitted in this Agreement;
 - 3.4. use trade secret information contained in Virtual Reality Media;
 - 3.5. resell, rent, loan or sublicense Virtual Reality Media;
 - 3.6. access Virtual Reality Media to build a competitive device or service or copy any features, functions, or graphics of Virtual Reality Media; or
 - 3.7. remove, alter, or obscure any confidentiality or proprietary rights notices (including copyright and trademark notices) of Axon or Axon's licensors on or within Virtual Reality Media or any copies of Virtual Reality Media.
4. **Privacy.** Customer's use of the Virtual Reality Media is subject to the Axon Virtual Reality Privacy Policy, a current version of which is available at <https://www.axon.com/axonvrprivacypolicy>.
5. **Termination.** Axon may terminate Customer's license immediately for Customer's failure to comply with any of the terms in this Agreement.



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Axon Application Programming Interface Appendix

This Appendix applies if Axon's API Services or a subscription to Axon Cloud Services is included on the Quote.

1. **Definitions.**

- 1.1. **"API Client"** means the software that acts as the interface between Customer's computer and the server, which is already developed or to be developed by Customer.
- 1.2. **"API Interface"** means software implemented by Customer to configure Customer's independent API Client Software to operate in conjunction with the API Service for Customer's authorized Use.
- 1.3. **"Axon Evidence Partner API, API or Axon API"** (collectively **"API Service"**) means Axon's API which provides a programmatic means to access data in Customer's Axon Evidence account or integrate Customer's Axon Evidence account with other systems.
- 1.4. **"Use"** means any operation on Customer's data enabled by the supported API functionality.

2. **Purpose and License.**

- 2.1. Customer may use API Service and data made available through API Service, in connection with an API Client developed by Customer. Axon may monitor Customer's use of API Service to ensure quality, improve Axon devices and services, and verify compliance with this Agreement. Customer agrees to not interfere with such monitoring or obscure from Axon Customer's use of API Service. Customer will not use API Service for commercial use.
- 2.2. Axon grants Customer a non-exclusive, non-transferable, non-sublicensable, worldwide, revocable right and license during the Term to use API Service, solely for Customer's Use in connection with Customer's API Client.
- 2.3. Axon reserves the right to set limitations on Customer's use of the API Service, such as a quota on operations, to ensure stability and availability of Axon's API. Axon will use reasonable efforts to accommodate use beyond the designated limits.

3. **Configuration.** Customer will work independently to configure Customer's API Client with API Service for Customer's applicable Use. Customer will be required to provide certain information (such as identification or contact details) as part of the registration. Registration information provided to Axon must be accurate. Customer will inform Axon promptly of any updates. Upon Customer's registration, Axon will provide documentation outlining API Service information.

4. **Customer Responsibilities.** When using API Service, Customer and its end users may not:

- 4.1. use API Service in any way other than as expressly permitted under this Agreement;
- 4.2. use in any way that results in, or could result in, any security breach to Axon;
- 4.3. perform an action with the intent of introducing any viruses, worms, defect, Trojan horses, malware, or any items of a destructive nature to Axon Devices and Services;
- 4.4. interfere with, modify, disrupt or disable features or functionality of API Service or the servers or networks providing API Service;
- 4.5. reverse engineer, decompile, disassemble, or translate or attempt to extract the source code from API Service or any related software;
- 4.6. create an API Interface that functions substantially the same as API Service and offer it for use by third parties;
- 4.7. provide use of API Service on a service bureau, rental or managed services basis or permit other individuals or entities to create links to API Service;
- 4.8. frame or mirror API Service on any other server, or wireless or Internet-based device;
- 4.9. make available to a third-party, any token, key, password or other login credentials to API Service;
- 4.10. take any action or inaction resulting in illegal, unauthorized or improper purposes; or
- 4.11. disclose Axon's API manual.

5. **API Content.** All content related to API Service, other than Customer Content or Customer's API Client content, is considered Axon's API Content, including:



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- 5.1. the design, structure and naming of API Service fields in all responses and requests;
 - 5.2. the resources available within API Service for which Customer takes actions on, such as evidence, cases, users, or reports;
 - 5.3. the structure of and relationship of API Service resources; and
 - 5.4. the design of API Service, in any part or as a whole.
6. **Prohibitions on API Content.** Neither Customer nor its end users will use API content returned from the API Interface to:
- 6.1. scrape, build databases, or otherwise create permanent copies of such content, or keep cached copies longer than permitted by the cache header;
 - 6.2. copy, translate, modify, create a derivative work of, sell, lease, lend, convey, distribute, publicly display, or sublicense to any third-party;
 - 6.3. misrepresent the source or ownership; or
 - 6.4. remove, alter, or obscure any confidentiality or proprietary rights notices (including copyright and trademark notices).
7. **API Updates.** Axon may update or modify the API Service from time to time ("**API Update**"). Customer is required to implement and use the most current version of API Service and to make any applicable changes to Customer's API Client required as a result of such API Update. API Updates may adversely affect how Customer's API Client access or communicate with API Service or the API Interface. Each API Client must contain means for Customer to update API Client to the most current version of API Service. Axon will provide support for one (1) year following the release of an API Update for all depreciated API Service versions.



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Axon Investigate Appendix

If the Quote includes Axon's On Prem Video Suite known as Axon Investigate or Third Party Video Support License, the following appendix shall apply.

1. **License Grant.** Subject to the terms and conditions specified below and upon payment of the applicable fees set forth in the Quote, Axon grants to Customer a nonexclusive, nontransferable license to install, use, and display the Axon Investigate software ("**Software**") solely for its own internal use only and for no other purpose, for the duration of subscription term set forth in the Quote. This Agreement does not grant Customer any right to enhancements or updates, but if such are made available to Customer and obtained by Customer they shall become part of the Software and governed by the terms of this Agreement.
2. **Third-Party Licenses.** Axon licenses several third-party codecs and applications that are integrated into the Software. Users with an active support contract with Axon are granted access to these additional features. By accepting this agreement, Customer agrees to and understands that an active support contract is required for all of the following features: DNxHD output formats, decoding files via the "fast indexing" method, proprietary file metadata, telephone and email support, and all future updates to the software. If Customer terminates the annual support contract with Axon, the features listed above will be disabled within the Software. It is recommended that users remain on an active support contract to maintain the full functionality of the Software.
3. **Restrictions on Use.** Customer may not permit any other person to use the Software unless such use is in accordance with the terms of this Agreement. Customer may not modify, translate, reverse engineer, reverse compile, decompile, disassemble or create derivative works with respect to the Software, except to the extent applicable laws specifically prohibit such restrictions. Customer may not rent, lease, sublicense, grant a security interest in or otherwise transfer Customer's rights to or to use the Software. Any rights not granted are reserved to Axon.
4. **Term.** For purchased perpetual Licenses only—excluding Licenses leased for a pre-determined period, evaluation licenses, companion licenses, as well as temporary licenses--the license shall be perpetual unless Customer fails to observe any of its terms, in which case it shall terminate immediately, and without additional prior notice. The terms of Paragraphs 1, 2, 3, 5, 6, 8 and 9 shall survive termination of this Agreement. For licenses leased for a pre-determined period, for evaluation licenses, companion licenses, as well as temporary licenses, the license is granted for a period beginning at the installation date and for the duration of the evaluation period or temporary period as agreed between Axon and Customer.
5. **Title.** Axon and its licensors shall have sole and exclusive ownership of all right, title, and interest in and to the Software and all changes, modifications, and enhancements thereof (including ownership of all trade secrets and copyrights pertaining thereto), regardless of the form or media in which the original or copies may exist, subject only to the rights and privileges expressly granted by Axon. This Agreement does not provide Customer with title or ownership of the Software, but only a right of limited use.
6. **Copies.** The Software is copyrighted under the laws of the United States and international treaty provisions. Customer may not copy the Software except for backup or archival purposes, and all such copies shall contain all Axon's notices regarding proprietary rights as contained in the Software as originally provided to Customer. If Customer receives one copy electronically and another copy on media, the copy on media may be used only for archival purposes and this license does not authorize Customer to use the copy of media on an additional server.
7. **Actions Required Upon Termination.** Upon termination of the license associated with this Agreement, Customer agrees to destroy all copies of the Software and other text and/or graphical documentation, whether in electronic or printed format, that describe the features, functions and operation of the Software that are provided by Axon to Customer ("**Software Documentation**") or return such copies to Axon. Regarding any copies of media containing regular backups of Customer's computer or computer system, Customer agrees not to access such media for the purpose of recovering the Software or online Software Documentation.
8. **Export Controls.** None of the Software, Software Documentation or underlying information may be downloaded or otherwise exported, directly or indirectly, without the prior written consent, if required, of the office of Export Administration of the United States, Department of Commerce, nor to any country to which the U.S. has embargoed goods, to any person on the U.S. Treasury Department's list of Specially Designated Nations, or the U.S. Department of Commerce's Table of Denials.
9. **U.S. Government Restricted Rights.** The Software and Software Documentation are Commercial Computer Software provided with Restricted Rights under Federal Acquisition Regulations and Customer supplements to them. Use, duplication or disclosure by the U.S. Government is subject to restrictions as set forth in subparagraph (c)(1)(ii) of the Rights in Technical Data and Computer Software clause at DFAR 255.227-7013 et. Seq. or 252.211-7015, or

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Department: Legal

Version: 22

Release Date: 8/2/2024

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Master Services and Purchasing Agreement for Customer

subparagraphs (a) through (d) of the Commercial Computer Software Restricted Rights at FAR 52.227-19, as applicable, or similar clauses in the NASA FAR Supplement. Contractor/manufacturer is Axon Enterprise, Inc., 17800 North 85th Street, Scottsdale, Arizona 85255.



Master Services and Purchasing Agreement for Customer

Axon Event Offer Appendix

If the Agreement includes the provision of, or Axon otherwise offers, ticket(s), travel and/or accommodation for select events hosted by Axon ("Axon Event"), the following shall apply:

1. **General.** Subject to the terms and conditions specified below and those in the Agreement, Axon may provide Customer with one or more offers to fund Axon Event ticket(s), travel and/or accommodation for Customer-selected employee(s) to attend one or more Axon Events. By entering into the Agreement, Customer warrants that it is appropriate and permissible for Customer to receive the referenced Axon Event offer(s) based on Customer's understanding of the terms and conditions outlined in this Axon Event Offer Appendix.
2. **Attendee/Employee Selection.** Customer shall have sole and absolute discretion to select the Customer employee(s) eligible to receive the ticket(s), travel and/or accommodation that is the subject of any Axon Event offer(s).
3. **Compliance.** It is the intent of Axon that any and all Axon Event offers comply with all applicable laws, regulations and ethics rules regarding contributions, including gifts and donations. Axon's provision of ticket(s), travel and/or accommodation for the applicable Axon Event to Customer is intended for the use and benefit of Customer in furtherance of its goals, and not the personal use or benefit of any official or employee of Customer. Axon makes this offer without seeking promises or favoritism for Axon in any bidding arrangements. Further, no exclusivity will be expected by either party in consideration for the offer. Axon makes the offer with the understanding that it will not, as a result of such offer, be prohibited from any procurement opportunities or be subject to any reporting requirements. If Customer's local jurisdiction requires Customer to report or disclose the fair market value of the benefits provided by Axon, Customer shall promptly contact Axon to obtain such information, and Axon shall provide the information necessary to facilitate Customer's compliance with such reporting requirements.
4. **Assignability.** Customer may not sell, transfer, or assign Axon Event ticket(s), travel and/or accommodation provided under the Agreement.
5. **Availability.** The provision of all offers of Axon Event ticket(s), travel and/or accommodation is subject to availability of funds and resources. Axon has no obligation to provide Axon Event ticket(s), travel and/or accommodation.
6. **Revocation of Offer.** Axon reserves the right at any time to rescind the offer of Axon Event ticket(s), travel and/or accommodation to Customer if Customer or its selected employees fail to meet the prescribed conditions or if changes in circumstances render the provision of such benefits impractical, inadvisable, or in violation of any applicable laws, regulations, and ethics rules regarding contributions, including gifts and donations.



Axon Enterprise, Inc.
17800 N 85th St.
Scottsdale, Arizona 85255
United States
VAT: 86-0741227
Domestic: (800) 978-2737
International: +1.800.978.2737

Q-563002-45588.697BM

Issued: 10/23/2024

Quote Expiration: 12/31/2024

Estimated Contract Start Date: 02/15/2025

Account Number: 105756

Payment Terms: N30

Delivery Method:

SHIP TO	BILL TO
Pueblo Police Department - CO 200 S Main St Pueblo, CO 81003-3525 USA	Pueblo Police Department - CO 200 S Main St Pueblo CO 81003-3525 USA Email:

SALES REPRESENTATIVE	PRIMARY CONTACT
Brian Moutinho Phone: +1 9168062275 Email: bmoutinho@axon.com Fax:	James Martin Phone: (719) 549-1200 Email: jmartin@pueblo.us Fax: (719) 5532479

Quote Summary

Program Length	60 Months
TOTAL COST	\$4,126,779.60
ESTIMATED TOTAL W/ TAX	\$4,126,779.60

Discount Summary

Average Savings Per Year	\$504,974.30
TOTAL SAVINGS	\$2,524,871.50

Payment Summary

Date	Subtotal	Tax	Total
Jan 2025	\$825,355.92	\$0.00	\$825,355.92
Jan 2026	\$825,355.92	\$0.00	\$825,355.92
Jan 2027	\$825,355.92	\$0.00	\$825,355.92
Jan 2028	\$825,355.92	\$0.00	\$825,355.92
Jan 2029	\$825,355.92	\$0.00	\$825,355.92
Total	\$4,126,779.60	\$0.00	\$4,126,779.60

Quote Unbundled Price:	\$6,651,651.10
Quote List Price:	\$5,194,777.90
Quote Subtotal:	\$4,126,779.60

Pricing

All deliverables are detailed in Delivery Schedules section lower in proposal

Item	Description	Qty	Term	Unbundled	List Price	Net Price	Subtotal	Tax	Total
Program									
B00022	BUNDLE - UNLIMITED PLUS	33	60	\$303.82	\$238.32	\$191.53	\$379,229.40	\$0.00	\$379,229.40
M00012	BUNDLE - OFFICER SAFETY PLAN 10 PLUS	238	60	\$390.84	\$297.90	\$253.74	\$3,623,407.20	\$0.00	\$3,623,407.20
A la Carte Hardware									
H00002	AB4 Multi Bay Dock Bundle	35			\$1,638.90	\$0.00	\$0.00	\$0.00	\$0.00
H00001	AB4 Camera Bundle	271			\$849.00	\$0.00	\$0.00	\$0.00	\$0.00
A la Carte Software									
85759	AXON AUTO-TRANSCRIBE - MINUTES - A-LA-CARTE 1000	10	60		\$32.98	\$0.00	\$0.00	\$0.00	\$0.00
BasicLicense	Basic License Bundle	34	60		\$16.27	\$16.25	\$33,150.00	\$0.00	\$33,150.00
ProLicense	Pro License Bundle	35	60		\$43.40	\$43.33	\$90,993.00	\$0.00	\$90,993.00
A la Carte Services									
85144	AXON BODY - PSO - STARTER	1			\$13,000.00	\$0.00	\$0.00	\$0.00	\$0.00
99901	AXON ACCELERATE CONFERENCE REGISTRATION	3			\$849.00	\$0.00	\$0.00	\$0.00	\$0.00
75014	AXON SIGNAL - PSO - INSTALLATION SERVICE ONSITE	1			\$3,000.00	\$0.00	\$0.00	\$0.00	\$0.00
101267	AXON VR - PSO - FULL INSTALLATION	1			\$12,000.00	\$0.00	\$0.00	\$0.00	\$0.00
85149	AXON TASER - 2 DAY PRODUCT SPECIFIC INSTRUCTOR COURSE	1			\$6,786.00	\$0.00	\$0.00	\$0.00	\$0.00
Total							\$4,126,779.60	\$0.00	\$4,126,779.60

Delivery Schedule

Hardware

Bundle	Item	Description	QTY	Shipping Location	Estimated Delivery Date
AB4 Camera Bundle	100147	AXON BODY 4 - CAMERA - NA US FIRST RESPONDER BLK RAPIDLOCK	271	1	01/15/2025
AB4 Camera Bundle	100147	AXON BODY 4 - CAMERA - NA US FIRST RESPONDER BLK RAPIDLOCK	8	1	01/15/2025
AB4 Camera Bundle	100466	AXON BODY 4 - CABLE - USB-C TO USB-C	299	1	01/15/2025
AB4 Camera Bundle	74028	AXON BODY - MOUNT - WING CLIP RAPIDLOCK	299	1	01/15/2025
AB4 Multi Bay Dock Bundle	100206	AXON BODY 4 - 8 BAY DOCK	35	1	01/15/2025
AB4 Multi Bay Dock Bundle	70033	AXON - DOCK WALL MOUNT - BRACKET ASSY	35	1	01/15/2025
AB4 Multi Bay Dock Bundle	71019	AXON BODY - DOCK POWERCORD - NORTH AMERICA	35	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100126	AXON VR - TACTICAL BAG	10	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100390	AXON TASER 10 - HANDLE - YELLOW CLASS 3R	238	2	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100390	AXON TASER 10 - HANDLE - YELLOW CLASS 3R	7	2	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100393	AXON TASER 10 - MAGAZINE - LIVE DUTY BLACK	238	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100393	AXON TASER 10 - MAGAZINE - LIVE DUTY BLACK	7	1	01/15/2025

Hardware

Bundle	Item	Description	QTY	Shipping Location	Estimated Delivery Date
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100394	AXON TASER 10 - MAGAZINE - HALT TRAINING BLUE	16	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100395	AXON TASER 10 - MAGAZINE - LIVE TRAINING PURPLE	12	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100396	AXON TASER 10 - MAGAZINE - INERT RED	30	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100399	AXON TASER 10 - CARTRIDGE - LIVE	4760	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100400	AXON TASER 10 - CARTRIDGE - HALT	1430	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100401	AXON TASER 10 - CARTRIDGE - INERT	300	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100611	AXON TASER 10 - SAFARILAND HOLSTER - RH	238	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100623	AXON TASER - TRAINING - ENHANCED HALT SUIT V2	4	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100681	AXON SIGNAL - SIDEARM SENSOR ONLY	238	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100748	AXON VR - CONTROLLER - TASER 10	10	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100832	AXON VR - CONTROLLER - HANDGUN VR19H	10	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	101124	AXON VR - HOLSTER - T10 BLACKHAWK GREY - RH	7	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	101125	AXON VR - HOLSTER - T10 BLACKHAWK GREY - LH	3	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	101294	AXON VR - TABLET	10	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	101300	AXON VR - TABLET CASE	10	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	20018	AXON TASER - BATTERY PACK - TACTICAL	238	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	20018	AXON TASER - BATTERY PACK - TACTICAL	7	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	20018	AXON TASER - BATTERY PACK - TACTICAL	41	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	20378	AXON VR - HEADSET - HTC FOCUS 3	10	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	70033	AXON - DOCK WALL MOUNT - BRACKET ASSY	3	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	71019	AXON BODY - DOCK POWERCORD - NORTH AMERICA	3	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	71044	AXON SIGNAL - BATTERY - CR2430 SINGLE PACK	476	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	74200	AXON TASER - DOCK - SIX BAY PLUS CORE	3	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	80087	AXON TASER - TARGET - CONDUCTIVE PROFESSIONAL RUGGEDIZED	4	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	80090	AXON TASER - TARGET FRAME - PROFESSIONAL 27.5 IN X 75 IN	4	1	01/15/2025
BUNDLE - UNLIMITED PLUS	100126	AXON VR - TACTICAL BAG	2	1	01/15/2025
BUNDLE - UNLIMITED PLUS	100681	AXON SIGNAL - SIDEARM SENSOR ONLY	33	1	01/15/2025
BUNDLE - UNLIMITED PLUS	100748	AXON VR - CONTROLLER - TASER 10	2	1	01/15/2025
BUNDLE - UNLIMITED PLUS	100832	AXON VR - CONTROLLER - HANDGUN VR19H	2	1	01/15/2025
BUNDLE - UNLIMITED PLUS	101124	AXON VR - HOLSTER - T10 BLACKHAWK GREY - RH	2	1	01/15/2025
BUNDLE - UNLIMITED PLUS	101294	AXON VR - TABLET	2	1	01/15/2025
BUNDLE - UNLIMITED PLUS	101300	AXON VR - TABLET CASE	2	1	01/15/2025
BUNDLE - UNLIMITED PLUS	20378	AXON VR - HEADSET - HTC FOCUS 3	2	1	01/15/2025
BUNDLE - UNLIMITED PLUS	71044	AXON SIGNAL - BATTERY - CR2430 SINGLE PACK	66	1	01/15/2025
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100399	AXON TASER 10 - CARTRIDGE - LIVE	720	1	01/15/2026
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100400	AXON TASER 10 - CARTRIDGE - HALT	1910	1	01/15/2026
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100399	AXON TASER 10 - CARTRIDGE - LIVE	710	1	01/15/2027
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100400	AXON TASER 10 - CARTRIDGE - HALT	1900	1	01/15/2027
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100210	AXON VR - TAP REFRESH 1 - TABLET	10	1	07/15/2027
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	101009	AXON VR - TAP REFRESH 1 - SIDEARM CONTROLLER	10	1	07/15/2027
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	101012	AXON VR - TAP REFRESH 1 - CONTROLLER	10	1	07/15/2027
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	20373	AXON VR - TAP REFRESH 1 - HEADSET	10	1	07/15/2027
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	73309	AXON BODY - TAP REFRESH 1 - CAMERA	245	1	07/15/2027
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	73689	AXON BODY - TAP REFRESH 1 - DOCK MULTI BAY	30	1	07/15/2027
BUNDLE - UNLIMITED PLUS	100210	AXON VR - TAP REFRESH 1 - TABLET	2	1	07/15/2027
BUNDLE - UNLIMITED PLUS	101009	AXON VR - TAP REFRESH 1 - SIDEARM CONTROLLER	2	1	07/15/2027
BUNDLE - UNLIMITED PLUS	101012	AXON VR - TAP REFRESH 1 - CONTROLLER	2	1	07/15/2027
BUNDLE - UNLIMITED PLUS	20373	AXON VR - TAP REFRESH 1 - HEADSET	2	1	07/15/2027
BUNDLE - UNLIMITED PLUS	73309	AXON BODY - TAP REFRESH 1 - CAMERA	34	1	07/15/2027
BUNDLE - UNLIMITED PLUS	73689	AXON BODY - TAP REFRESH 1 - DOCK MULTI BAY	5	1	07/15/2027
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100399	AXON TASER 10 - CARTRIDGE - LIVE	720	1	01/15/2028

Hardware

Bundle	Item	Description	QTY	Shipping Location	Estimated Delivery Date
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100400	AXON TASER 10 - CARTRIDGE - HALT	1910	1	01/15/2028
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100399	AXON TASER 10 - CARTRIDGE - LIVE	710	1	01/15/2029
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100400	AXON TASER 10 - CARTRIDGE - HALT	1900	1	01/15/2029
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	73310	AXON BODY - TAP REFRESH 2 - CAMERA	245	1	01/15/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	73688	AXON BODY - TAP REFRESH 2 - DOCK MULTI BAY	30	1	01/15/2030
BUNDLE - UNLIMITED PLUS	73310	AXON BODY - TAP REFRESH 2 - CAMERA	34	1	01/15/2030
BUNDLE - UNLIMITED PLUS	73688	AXON BODY - TAP REFRESH 2 - DOCK MULTI BAY	5	1	01/15/2030

Software

Bundle	Item	Description	QTY	Estimated Start Date	Estimated End Date
Basic License Bundle	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	34	02/15/2025	02/14/2030
Basic License Bundle	73840	AXON EVIDENCE - ECOM LICENSE - BASIC	34	02/15/2025	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100801	AXON RECORDS - OSP LICENSE	238	02/15/2025	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	101180	AXON TASER - DATA SCIENCE PROGRAM	238	02/15/2025	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	20248	AXON TASER - EVIDENCE.COM LICENSE	238	02/15/2025	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	20248	AXON TASER - EVIDENCE.COM LICENSE	2	02/15/2025	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	20370	AXON VR - FULL ACCESS - TASER ADD-ON USER	238	02/15/2025	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	73478	AXON EVIDENCE - REDACTION ASSISTANT USER LICENSE	238	02/15/2025	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	73618	AXON COMMUNITY REQUEST	238	02/15/2025	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	73638	AXON STANDARDS - LICENSE	238	02/15/2025	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	73680	AXON RESPOND PLUS - LICENSE	238	02/15/2025	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	238	02/15/2025	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	2380	02/15/2025	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	73686	AXON EVIDENCE - STORAGE - UNLIMITED (AXON DEVICE)	238	02/15/2025	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	73739	AXON PERFORMANCE - LICENSE	238	02/15/2025	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	73746	AXON EVIDENCE - ECOM LICENSE - PRO	238	02/15/2025	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	73746	AXON EVIDENCE - ECOM LICENSE - PRO	2	02/15/2025	02/14/2030
BUNDLE - UNLIMITED PLUS	100801	AXON RECORDS - OSP LICENSE	33	02/15/2025	02/14/2030
BUNDLE - UNLIMITED PLUS	20370	AXON VR - FULL ACCESS - TASER ADD-ON USER	33	02/15/2025	02/14/2030
BUNDLE - UNLIMITED PLUS	73478	AXON EVIDENCE - REDACTION ASSISTANT USER LICENSE	33	02/15/2025	02/14/2030
BUNDLE - UNLIMITED PLUS	73618	AXON COMMUNITY REQUEST	33	02/15/2025	02/14/2030
BUNDLE - UNLIMITED PLUS	73638	AXON STANDARDS - LICENSE	33	02/15/2025	02/14/2030
BUNDLE - UNLIMITED PLUS	73680	AXON RESPOND PLUS - LICENSE	33	02/15/2025	02/14/2030
BUNDLE - UNLIMITED PLUS	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	33	02/15/2025	02/14/2030
BUNDLE - UNLIMITED PLUS	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	330	02/15/2025	02/14/2030
BUNDLE - UNLIMITED PLUS	73686	AXON EVIDENCE - STORAGE - UNLIMITED (AXON DEVICE)	33	02/15/2025	02/14/2030
BUNDLE - UNLIMITED PLUS	73739	AXON PERFORMANCE - LICENSE	33	02/15/2025	02/14/2030
BUNDLE - UNLIMITED PLUS	73746	AXON EVIDENCE - ECOM LICENSE - PRO	33	02/15/2025	02/14/2030
Pro License Bundle	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	105	02/15/2025	02/14/2030
Pro License Bundle	73746	AXON EVIDENCE - ECOM LICENSE - PRO	35	02/15/2025	02/14/2030
A la Carte	85759	AXON AUTO-TRANSCRIBE - MINUTES - A-LA-CARTE 1000	10	02/15/2025	02/14/2030

Services

Bundle	Item	Description	QTY
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100751	AXON TASER 10 - REPLACEMENT ACCESS PROGRAM - DUTY CARTRIDGE	238
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	101184	AXON INVESTIGATE - TRAINING - OPERATOR AND EXAMINER	16
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	101193	AXON TASER - ON DEMAND CERTIFICATION	1
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	11642	AXON INVESTIGATE - THIRD PARTY VIDEO SUPPORT	238
BUNDLE - UNLIMITED PLUS	101184	AXON INVESTIGATE - TRAINING - OPERATOR AND EXAMINER	3
BUNDLE - UNLIMITED PLUS	11642	AXON INVESTIGATE - THIRD PARTY VIDEO SUPPORT	33

Services

Bundle	Item	Description	QTY
A la Carte	101267	AXON VR - PSO - FULL INSTALLATION	1
A la Carte	75014	AXON SIGNAL - PSO - INSTALLATION SERVICE ONSITE	1
A la Carte	85144	AXON BODY - PSO - STARTER	1
A la Carte	85149	AXON TASER - 2 DAY PRODUCT SPECIFIC INSTRUCTOR COURSE	1
A la Carte	99901	AXON ACCELERATE CONFERENCE REGISTRATION	3

Warranties

Bundle	Item	Description	QTY	Estimated Start Date	Estimated End Date
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100197	AXON VR - EXT WARRANTY - HTC FOCUS 3 HEADSET	10	01/15/2026	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100213	AXON VR - EXT WARRANTY - TABLET	10	01/15/2026	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100704	AXON TASER 10 - EXT WARRANTY - HANDLE	7	01/15/2026	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	100704	AXON TASER 10 - EXT WARRANTY - HANDLE	238	01/15/2026	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	101007	AXON VR - EXT WARRANTY - CONTROLLER	10	01/15/2026	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	101008	AXON VR - EXT WARRANTY - HANDGUN CONTROLLER	10	01/15/2026	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	80374	AXON TASER - EXT WARRANTY - BATTERY PACK T7/T10	238	01/15/2026	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	80374	AXON TASER - EXT WARRANTY - BATTERY PACK T7/T10	41	01/15/2026	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	80374	AXON TASER - EXT WARRANTY - BATTERY PACK T7/T10	7	01/15/2026	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	80396	AXON TASER - EXT WARRANTY - DOCK SIX BAY T7/T10	3	01/15/2026	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	80464	AXON BODY - TAP WARRANTY - CAMERA	238	01/15/2026	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	80464	AXON BODY - TAP WARRANTY - CAMERA	7	01/15/2026	02/14/2030
BUNDLE - OFFICER SAFETY PLAN 10 PLUS	80465	AXON BODY - TAP WARRANTY - MULTI BAY DOCK	30	01/15/2026	02/14/2030
BUNDLE - UNLIMITED PLUS	100197	AXON VR - EXT WARRANTY - HTC FOCUS 3 HEADSET	2	01/15/2026	02/14/2030
BUNDLE - UNLIMITED PLUS	100213	AXON VR - EXT WARRANTY - TABLET	2	01/15/2026	02/14/2030
BUNDLE - UNLIMITED PLUS	101007	AXON VR - EXT WARRANTY - CONTROLLER	2	01/15/2026	02/14/2030
BUNDLE - UNLIMITED PLUS	101008	AXON VR - EXT WARRANTY - HANDGUN CONTROLLER	2	01/15/2026	02/14/2030
BUNDLE - UNLIMITED PLUS	80464	AXON BODY - TAP WARRANTY - CAMERA	33	01/15/2026	02/14/2030
BUNDLE - UNLIMITED PLUS	80464	AXON BODY - TAP WARRANTY - CAMERA	1	01/15/2026	02/14/2030
BUNDLE - UNLIMITED PLUS	80465	AXON BODY - TAP WARRANTY - MULTI BAY DOCK	5	01/15/2026	02/14/2030

Shipping Locations

Location Number	Street	City	State	Zip	Country
1	200 S Main St	Pueblo	CO	81003-3525	USA
2	200 S Main St	Pueblo	CO	81003-3525	USA

Payment Details

Jan 2025						
Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Upfront	101267	AXON VR - PSO - FULL INSTALLATION	1	\$0.00	\$0.00	\$0.00
Upfront	75014	AXON SIGNAL - PSO - INSTALLATION SERVICE ONSITE	1	\$0.00	\$0.00	\$0.00
Upfront	85144	AXON BODY - PSO - STARTER	1	\$0.00	\$0.00	\$0.00
Upfront	85149	AXON TASER - 2 DAY PRODUCT SPECIFIC INSTRUCTOR COURSE	1	\$0.00	\$0.00	\$0.00
Upfront	85759	AXON AUTO-TRANSCRIBE - MINUTES - A-LA-CARTE 1000	10	\$0.00	\$0.00	\$0.00
Year 1	99901	AXON ACCELERATE CONFERENCE REGISTRATION	3	\$0.00	\$0.00	\$0.00
Year 1	B00022	BUNDLE - UNLIMITED PLUS	33	\$75,845.87	\$0.00	\$75,845.87
Year 1	BasicLicense	Basic License Bundle	34	\$6,630.00	\$0.00	\$6,630.00
Year 1	H00001	AB4 Camera Bundle	271	\$0.00	\$0.00	\$0.00
Year 1	H00002	AB4 Multi Bay Dock Bundle	35	\$0.00	\$0.00	\$0.00
Year 1	M00012	BUNDLE - OFFICER SAFETY PLAN 10 PLUS	238	\$724,681.45	\$0.00	\$724,681.45
Year 1	ProLicense	Pro License Bundle	35	\$18,198.60	\$0.00	\$18,198.60
Total				\$825,355.92	\$0.00	\$825,355.92

Feb 2025						
Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Invoice Upon Fulfillment	M00012	BUNDLE - OFFICER SAFETY PLAN 10 PLUS	238	\$0.00	\$0.00	\$0.00
Total				\$0.00	\$0.00	\$0.00

Jan 2026						
Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 2	99901	AXON ACCELERATE CONFERENCE REGISTRATION	3	\$0.00	\$0.00	\$0.00
Year 2	B00022	BUNDLE - UNLIMITED PLUS	33	\$75,845.87	\$0.00	\$75,845.87
Year 2	BasicLicense	Basic License Bundle	34	\$6,630.00	\$0.00	\$6,630.00
Year 2	H00001	AB4 Camera Bundle	271	\$0.00	\$0.00	\$0.00
Year 2	H00002	AB4 Multi Bay Dock Bundle	35	\$0.00	\$0.00	\$0.00
Year 2	M00012	BUNDLE - OFFICER SAFETY PLAN 10 PLUS	238	\$724,681.45	\$0.00	\$724,681.45
Year 2	ProLicense	Pro License Bundle	35	\$18,198.60	\$0.00	\$18,198.60
Total				\$825,355.92	\$0.00	\$825,355.92

Jan 2027						
Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 3	99901	AXON ACCELERATE CONFERENCE REGISTRATION	3	\$0.00	\$0.00	\$0.00
Year 3	B00022	BUNDLE - UNLIMITED PLUS	33	\$75,845.87	\$0.00	\$75,845.87
Year 3	BasicLicense	Basic License Bundle	34	\$6,630.00	\$0.00	\$6,630.00
Year 3	H00001	AB4 Camera Bundle	271	\$0.00	\$0.00	\$0.00

Jan 2027

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 3	H00002	AB4 Multi Bay Dock Bundle	35	\$0.00	\$0.00	\$0.00
Year 3	M00012	BUNDLE - OFFICER SAFETY PLAN 10 PLUS	238	\$724,681.45	\$0.00	\$724,681.45
Year 3	ProLicense	Pro License Bundle	35	\$18,198.60	\$0.00	\$18,198.60
Total				\$825,355.92	\$0.00	\$825,355.92

Jan 2028

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 4	99901	AXON ACCELERATE CONFERENCE REGISTRATION	3	\$0.00	\$0.00	\$0.00
Year 4	B00022	BUNDLE - UNLIMITED PLUS	33	\$75,845.87	\$0.00	\$75,845.87
Year 4	BasicLicense	Basic License Bundle	34	\$6,630.00	\$0.00	\$6,630.00
Year 4	H00001	AB4 Camera Bundle	271	\$0.00	\$0.00	\$0.00
Year 4	H00002	AB4 Multi Bay Dock Bundle	35	\$0.00	\$0.00	\$0.00
Year 4	M00012	BUNDLE - OFFICER SAFETY PLAN 10 PLUS	238	\$724,681.45	\$0.00	\$724,681.45
Year 4	ProLicense	Pro License Bundle	35	\$18,198.60	\$0.00	\$18,198.60
Total				\$825,355.92	\$0.00	\$825,355.92

Jan 2029

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 5	99901	AXON ACCELERATE CONFERENCE REGISTRATION	3	\$0.00	\$0.00	\$0.00
Year 5	B00022	BUNDLE - UNLIMITED PLUS	33	\$75,845.87	\$0.00	\$75,845.87
Year 5	BasicLicense	Basic License Bundle	34	\$6,630.00	\$0.00	\$6,630.00
Year 5	H00001	AB4 Camera Bundle	271	\$0.00	\$0.00	\$0.00
Year 5	H00002	AB4 Multi Bay Dock Bundle	35	\$0.00	\$0.00	\$0.00
Year 5	M00012	BUNDLE - OFFICER SAFETY PLAN 10 PLUS	238	\$724,681.45	\$0.00	\$724,681.45
Year 5	ProLicense	Pro License Bundle	35	\$18,198.60	\$0.00	\$18,198.60
Total				\$825,355.92	\$0.00	\$825,355.92

Tax is estimated based on rates applicable at date of quote and subject to change at time of invoicing. If a tax exemption certificate should be applied, please submit prior to invoicing.

Standard Terms and Conditions

Axon Enterprise Inc. Sales Terms and Conditions

Axon Master Services and Purchasing Agreement:

This Quote is limited to and conditional upon your acceptance of the provisions set forth herein and Axon's Master Services and Purchasing Agreement (posted at <https://www.axon.com/sales-terms-and-conditions>), as well as the attached Statement of Work (SOW) for Axon Fleet and/or Axon Interview Room purchase, if applicable. In the event you and Axon have entered into a prior agreement to govern all future purchases, that agreement shall govern to the extent it includes the products and services being purchased and does not conflict with the Axon Customer Experience Improvement Program Appendix as described below.

ACEIP:

The Axon Customer Experience Improvement Program Appendix, which includes the sharing of de-identified segments of Agency Content with Axon to develop new products and improve your product experience (posted at www.axon.com/legal/sales-terms-and-conditions), is incorporated herein by reference. By signing below, you agree to the terms of the Axon Customer Experience Improvement Program.

Acceptance of Terms:

Any purchase order issued in response to this Quote is subject solely to the above referenced terms and conditions. By signing below, you represent that you are lawfully able to enter into contracts. If you are signing on behalf of an entity (including but not limited to the company, municipality, or government agency for whom you work), you represent to Axon that you have legal authority to bind that entity. If you do not have this authority, please do not sign this Quote.

Exceptions to Standard Terms and Conditions

This quote is a renewal of contract #00025387 (originated via Q-231346).

\$0 BWC HW contained in this quote is considered a TAP refresh of contract #00025387. All TAP obligations of contract #00025387 will be considered fulfilled upon execution of this quote.

Signature

Date Signed

10/23/2024





**Background Paper for Proposed
Ordinance**

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Steven Meier, Director of Parks and Recreation

SUBJECT: AN ORDINANCE APPROVING AND AUTHORIZING THE MAYOR TO SIGN A MEMORANDUM OF UNDERSTANDING BY AND BETWEEN THE CITY OF PUEBLO, A COLORADO MUNICIPAL CORPORATION, PUEBLO URBAN RENEWAL AUTHORITY, A BODY CORPORATE AND POLITIC OF THE STATE OF COLORADO, PUEBLO SCHOOL DISTRICT 60, AND PUEBLO CENTRAL HIGH SCHOOL FOUNDATION, A COLORADO NONPROFIT CORPORATION, FOR THE CONSTRUCTION OF A SOCCER PRACTICE FIELD AS AUTHORIZED BY SECTION 603 OF THE AMERICAN RESCUE PLAN ACT AND U.S. TREASURY FINAL RULE 31 CFR 35.6, AND AUTHORIZING THE PAYMENT OF TWO HUNDRED AND FIFTY THOUSAND DOLLARS (\$250,000) FROM PROJECT NO. CI2113 - AMERICAN RESCUE PLAN ACT, FOR PURPOSES THEREOF

SUMMARY:

This Ordinance approves and authorizes the Mayor to sign a Memorandum of Understanding by and between the City of Pueblo ("City"), Pueblo Urban Renewal Authority ("PURA"), Pueblo School District 60 ("District 60"), and Pueblo Central High School Foundation ("Foundation") for the construction of a soccer practice field, as authorized by Section 603 of the American Rescue Plan Act and U.S. Treasury Final Rule 31 CFR 35.6. Funds for the project, in the amount of \$250,000 will be paid out of Project No. CI2113, the American Rescue Plan Act.

PREVIOUS COUNCIL ACTION:

By Ordinance No. 9931, approved on May 17, 2021, the City Council established Project No. CI2113 and budgeted and appropriated up to \$36.7 million in funds which were expected to be distributed to the City from the American Recovery Plan Act ("ARPA") for covered costs and eligible expenses to be encumbered by December 31, 2024, and fully expended by December 31, 2026.

BACKGROUND:

District 60 owns real property adjacent to Central High School generally located at the corner of East Grant Avenue and Madison Avenue, Pueblo, Colorado. There is a need in the community for additional athletic practice fields and this location is well suited for this purpose. The total cost to develop and construct the soccer practice field is estimated at \$897,500. The City and PURA have each agreed to contribute \$250,000. The Foundation has agreed to contribute \$47,500 and District 60 will pay the balance not to exceed \$350,000. District 60 will be the fiscal agent and responsible for construction of the field.

Once constructed, the soccer field will be used primarily by District 60 but will be available for community use upon reservation. District 60 will be responsible for scheduling community practices on the field. In addition, once constructed, District 60 will be responsible for all maintenance, upkeep and repair of the practice field.

FINANCIAL IMPLICATIONS:

District 60 will receive \$250,000 in ARPA funds from Project No.CI2113 as the City's contribution to the project.

BOARD/COMMISSION RECOMMENDATION:

Not applicable to this Ordinance.

STAKEHOLDER PROCESS:

Not applicable to this Ordinance.

ALTERNATIVES:

City Council could decide not to contribute to the development and construction of a new soccer practice field.

RECOMMENDATION:

Approval of the Ordinance

ATTACHMENTS:

1. MOU D60 PURA COP CHSF - Central Soccer Field

ORDINANCE NO. 10843

AN ORDINANCE APPROVING AND AUTHORIZING THE MAYOR TO SIGN A MEMORANDUM OF UNDERSTANDING BY AND BETWEEN THE CITY OF PUEBLO, A COLORADO MUNICIPAL CORPORATION, PUEBLO URBAN RENEWAL AUTHORITY, A BODY CORPORATE AND POLITIC OF THE STATE OF COLORADO, PUEBLO SCHOOL DISTRICT 60, AND PUEBLO CENTRAL HIGH SCHOOL FOUNDATION, A COLORADO NONPROFIT CORPORATION, FOR THE CONSTRUCTION OF A SOCCER PRACTICE FIELD AS AUTHORIZED BY SECTION 603 OF THE AMERICAN RESCUE PLAN ACT AND U.S. TREASURY FINAL RULE 31 CFR 35.6, AND AUTHORIZING THE PAYMENT OF TWO HUNDRED AND FIFTY THOUSAND DOLLARS (\$250,000) FROM PROJECT NO. CI2113 - AMERICAN RESCUE PLAN ACT, FOR PURPOSES THEREOF

WHEREAS, on March 11, 2021, President Biden signed the U.S. Senate-amended H.R. 1319 (P.L. 117-2) known as the American Rescue Plan Act (hereinafter "ARPA"); and

WHEREAS, on May 10, 2021, the U.S. Treasury issued the Interim Final Rule to implement ARPA in Title 31, Part 35 of the Code of Federal Regulations ("CFR"); and; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The Memorandum of Understanding ("MOU") by and between and the City of Pueblo, a Colorado Municipal Corporation, Pueblo Urban Renewal Authority, a body corporate and politic of the State of Colorado, Pueblo School District 60, and Pueblo Central High School Foundation, a Colorado nonprofit corporation, a copy of which is attached hereto, having been approved as to form by the City Attorney, is hereby approved.

SECTION 2.

The Mayor is hereby authorized to execute said Agreements for and on behalf of the City and the City Clerk is authorized to affix the seal of the City thereto and attest same.

SECTION 3.

Funds in the amount of \$250,000 are hereby authorized to be paid from Project No. CI2113 – American Rescue Plan Act, subject to and conditioned upon the terms of the MOU.

SECTION 4.

The officers and staff of the City are authorized to perform any and all acts consistent with this Ordinance and the attached Agreement to implement the policies and procedures described herein.

SECTION 5.

This Ordinance shall become effective on the date of final action by the Mayor and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on November 11, 2024.

Final adoption of Ordinance by City Council on November 25, 2024.

DocuSigned by:
Mark Cliff
B7A4F51823AB46Z

President of City Council

Action by the Mayor:

- ☒ Approved on 12/2/2024 | 1:23 PM MST.
- ☐ Disapproved on _____ based on the following objections:

Signed by:
Heather Graham
3A85950B7BCA462...

Mayor

Action by City Council After Disapproval by the Mayor:

- ☐ Council did not act to override the Mayor's veto.
- ☐ Ordinance re-adopted on a vote of _____, on _____
- ☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

DocuSigned by:

7C02EBDFFC3D43C...

City Clerk

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING (MOU) is made effective as of November __, 2024 between Pueblo School District No. 60 (District 60), Pueblo Urban Renewal Authority (Authority), the City of Pueblo, a municipal corporation (City), and the Pueblo Central High School Foundation, a Colorado nonprofit corporation (Central Foundation). These entities are also referred to herein separately as Party or collectively as Parties.

Recitals

- A. District 60 owns real property adjacent to Central High School and generally located at the corner of East Grant Avenue and Madison Street in Pueblo, Colorado which the Parties desire to develop into a soccer practice field (Soccer Project).
- B. The Parties wish to cooperate in the development and completion of the Soccer Project through their mutual contribution of the necessary funds as provided herein.
- C. The Parties have determined that the Soccer Project will positively impact the community.

NOW, THEREFORE, in consideration of the foregoing Recitals, incorporated by this reference, and their mutual promises, the Parties have reached the following understanding:

1. COLLABORATION

The primary objective of this MOU is to formalize the commitment of the Parties to collaborate in the financing, development, and construction of the Soccer Project.

2. RELATIONSHIP

- 2.1 The relationship between the Parties shall be solely that of independent entities, and nothing in this MOU shall be deemed to constitute, create, or give effect to, or otherwise be recognized as the creation of a business entity or joint venture of any kind and the rights and obligations of the Parties shall be limited to those expressly set forth herein.
- 2.2 Nothing herein contained shall be construed as authorizing either Party to act as an agent or representative of the other or to make any commitment or create any obligations for the other without such Party's prior written consent.
- 2.3 Each Party shall be solely responsible for its own costs and expenses incurred in connection with or contemplated by this MOU. If the Parties agree to use consultants, architects, engineers or other third-parties to provide advice or services toward the Soccer Project, those costs and expenses shall be apportioned based upon the Parties respective level of funding contribution or as otherwise agreed between the Parties; provided, however, neither Party is authorized to retain any consultants or third-party advisers for which any or all of the other Parties would be responsible unless authorized by official action of the other Party.

3. MONETARY AND IN-KIND CONTRIBUTIONS

- 3.1 Subject to any necessary appropriation by the respective Party's governing board, the Parties agree to pledge the following amounts to the Soccer Project: (i) Authority: \$250,000; (ii) City: \$250,000; (iii) Central Foundation: \$47,500; (iv) District 60: the balance of money necessary to complete the Soccer Project not to exceed \$350,000. In addition to its monetary contribution, District 60 will undertake the awarding and management of all contracts with design professionals and contractors who are engaged to provide services or supplies toward the completion of the Soccer Project, using its standard design and construction bidding and public contracting procedures.
- 3.2 On or before February 1, 2025, the Parties will confirm in writing to District 60 that they have appropriated their respective monetary contribution required in Section 3.1 herein.
- 3.3 The Parties understand and accept that the provisions of C.R.S. § 24-91-103.6 require in pertinent part that District 60 have money appropriated that is equal to or in excess of the contract amount for any designer or contractor who is engaged to perform services or provide materials for the Soccer Project. Therefore, the Parties agree to deposit their respective monetary contribution with District 60 within ninety (90) days following any necessary approval by their governing boards. District 60 will not award and finalize any contracts for work on the Soccer Project until all of the monetary contributions have been deposited and District 60 has determined that the Soccer Project may be completed within the total of the monetary contributions from the Parties. Should District 60 determine the Soccer Project cannot be completed within the total of the monetary contributions from the Parties or the Soccer Project not proceed for any reason, after the Parties deposit their respective monetary contributions with District 60, District 60 shall return the contributions to the respective Party within ninety (90) days.
- 3.4 Within thirty (30) days after written request from any Party, District 60 will provide an accounting of the monetary contributions that have been deposited and expenditures that have been made toward the Soccer Project.

4. TERM

The term of this MOU will commence as of the effective date stated above and continue for a period of two (2) years thereafter or until District 60 certifies the completion of the Soccer Project whichever occurs last.

5. GENERAL

- 5.1 This MOU constitutes the entire understanding between the Parties relating to its subject matter. Notwithstanding any language in this Agreement or any other agreement, representation, or warranty to the contrary, the Parties shall not be deemed to be partners or joint venturers, and no Party shall be responsible for any debt or liability of any other Party.
- 5.2 To the fullest extent permitted under applicable law, under no circumstances shall either Party be liable for any indirect, special, incidental, consequential, multiple or

punitive damages, lost profits, or opportunity costs suffered directly or indirectly in connection with this MOU and/or resulting from any termination of this MOU, or for any liability to third parties incurred by the other Party, whether such claim is based upon breach of contract or any other theory of liability, including strict liability. The Parties, their officers and employees are relying on and do not waive or intend to waive by any provision of this Agreement, the monetary limitations or any other rights, immunities, and protections provided by the Colorado Governmental Immunity Act, Sections 24-10-101, et seq., as amended, or otherwise available to the Parties, their officers and employees.

- 5.3 No variations or alterations to this MOU shall be effective unless made in writing and duly signed by the authorized signatories of each Party.
- 5.4 This MOU may be signed in any number of separate counterparts, including by way of facsimile or other electronic transmission, each of which shall be an original with the same effect as if the signatures thereto were upon the same instrument and all of which when taken together shall constitute one and the same instrument. Notwithstanding the foregoing, the requirements of this Section shall not apply to standard, day-to-day communications required for the orderly performance and administration of this MOU, which may be accomplished by the method mutually agreed upon by the Parties' representatives.
- 5.5 All notices provided by any Party to another Party will be in writing and will be deemed to have been duly given when delivered personally or when deposited in the United States Mail, First Class, postage prepaid, addressed as follows:

District 60: Barbara Kimzey, Ed.D., Superintendent, Pueblo School District No. 60, 315 W. 11th Street, Pueblo, CO 81003.

Authority: Jerry M. Pacheco, Executive Director, Pueblo Urban Renewal Authority, 115 E. Riverwalk, Suite 410, Pueblo, CO 81003.

City: Heather Graham, Mayor, City of Pueblo, 1 City Hall Place, Pueblo, CO 81003.

Central Foundation: Lori Miller, President, Pueblo Central High School Foundation, c/o Central High School, 216 E. Orman Avenue, Pueblo, CO 81004.

IN WITNESS WHEREOF, the Parties have executed this MOU as of the dates indicated below.

PUEBLO SCHOOL DISTRICT NO. 60

By: _____

Name: Susan Pannunzio

Title: President, Board of Education

Date: _____

Approved as to form:

By: _____
Caplan and Earnest LLC
Attorneys for Pueblo School District No. 60

PUEBLO URBAN RENEWAL AUTHORITY

By: _____
Name: _____
Title: _____
Date: _____

CITY OF PUEBLO

By: _____
Name: Heather Graham
Title: Mayor
Date: _____

PUEBLO CENTRAL HIGH SCHOOL FOUNDATION

By: _____
Name: Lori Miller
Title: President
Date: _____



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Elizabeth Drake, Assistant City Attorney

SUBJECT: AN ORDINANCE REPEALING SECTION 3, 4, 5 AND 6 OF CHAPTER 2 OF TITLE IX AND CERTAIN SECTIONS OF THE PUEBLO MUNICIPAL CODE RELATING TO CABARET LICENSES

SUMMARY:

Attached for consideration is a proposed Ordinance repealing the requirement for Cabaret Licenses.

PREVIOUS COUNCIL ACTION:

PMC 9-2-3 was enacted in 1957 and modified in 1973 and 1982. 9-2-4 was enacted in 1957, and last modified in 2023 to allow for petitions, remonstrances, or otherwise as evidence at a licensing hearing rather than petitions or testimony. Sec. 9-2-5 was enacted in 1957 and only modified once in 1982. Sec. 9-2-6 was last modified in 2022 to amend the number of days for filing of review.

BACKGROUND:

Sec. 9-3-2, PMC, requires liquor licensed premises to obtain a cabaret license if they have anyone including employees, patrons or guests engage in social dancing or dance performance or exhibition with or without music. Meaning that business owners must obtain this license or admonish patrons from swaying or tapping their feet as code does not define dancing.

Of the 10 Colorado municipal codes reviewed, none require licenses in the same manner as Pueblo i.e. to allow liquor licensed premises to have dancing. (Those cities are Canon City, Arvada, Brighton, Centennial, Commerce City, Colorado Springs, Fort Collins, Lakewood, Thornton and Boulder). Additionally, one municipality, Commerce City, expressly allows bars and taverns to have dancing if it is not "adult".

Currently liquor licensed premises that hold a cabaret license pay \$200 per year to renew in addition to fees associated with the liquor license. To obtain a cabaret license,

an establishment must pay a \$300 fee for new license and conduct a mailing to the businesses and residents within a 500-foot radius. As each location is unique it is hard to pinpoint that cost, however, a recent license applicant spent \$860 for the mailing fees and additionally had 2 staff members at the post office processing the certified mailing cards for 2 hours (4 man hours) in addition to the time it takes to prepare the letters and envelopes. Costs can also vary if the application is done in conjunction with the application for liquor license as that also requires contacting residents and businesses in a larger but overlapping area both contacts can be done simultaneously. If, however, the application is not done at the same time as the liquor license application then renewal time for both licenses will likely be different, placing an additional burden on the business and City staff to track.

City staff spend resources including time processing these licenses and applications preparing the maps and surveys for the Liquor and Beer Licensing Authority to approve the GIS map. Once approved and mailed, it takes additional City resources to post notices of the hearing and prepare for the public hearing at the Liquor and Beer Licensing Authority. In addition, it takes resources of the Liquor and Beer Licensing Authority to conduct the hearing. Departments involved in a new license include City Clerk, Law Department (review, advising Liquor and Beer Licensing Authority, and drafting final orders of the board), and the Liquor and Beer Licensing Board, additionally reviews from Fire Department, Regional Building, Planning (Zoning), Health Department, Sales Tax, Finance, GIS. No one recollects a single public comment, let alone an objection, at the final Liquor and Beer Licensing Board meeting to approve only a cabaret license.

2024 has 35 renewal licenses and 5 new or still pending approval as of July 2023 had 41 licenses issued both renewal and new (17 were new licenses). Prior licenses were tracked in a different system so numbers are difficult to verify.

Members of the Liquor and Beer Licensing Board have been approached by local musicians stating that they are not being booked because establishments are afraid if they have live music and patrons dance, they risk having a violation on their liquor licenses.

FINANCIAL IMPLICATIONS:

License fees brought in approximately \$9,900 in 2023. However, this number is not offset by cost of resources and materials used by City in issuing and monitoring licenses.

BOARD/COMMISSION RECOMMENDATION:

Liquor and Beer Licensing Board members have expressed their support for this change.

STAKEHOLDER PROCESS:

Not applicable to this Ordinance.

ALTERNATIVES:

Not approving these changes will mean businesses will still incur these expenses and City resources will be used in issuing licenses.

RECOMMENDATION:

Approval of the Ordinance.

ATTACHMENTS:

1. Ordinance - Cabaret License

ORDINANCE NO. 10844

AN ORDINANCE REPEALING SECTION 3, 4, 5, AND 6 OF
CHAPTER 2 OF TITLE IX AND CERTAIN SECTIONS OF
THE PUEBLO MUNICIPAL CODE RELATING TO CABARET
LICENSES

WHEREAS, the City of Pueblo ("City") is a Colorado home rule municipality, with all powers and authority vested under Colorado law; and

WHEREAS, City is business friendly and requiring Cabaret Licenses as structured puts undue burden on local liquor licensed establishments; and

WHEREAS, few, if any, other municipalities in Colorado still require Cabaret Licenses for any dancing in a liquor licensed establishment; and

WHEREAS, issuing, maintaining and regulation of Cabaret Licenses utilized City resources; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that: (brackets indicate matter being deleted, underscoring indicates new matter being added)

SECTION 1.

Section 9-2-3 is hereby repealed.

[Sec. 9-2-3. – Cabaret license; definitions.

(a) *Beer licensed premises* shall mean any premises owned or possessed by a person licensed under the Colorado Beer Code to sell fermented malt beverages for consumption on such premises or on and off such premises, except premises operated under a special event permit.

(b) *Liquor licensed premises* shall mean any premises owned or possessed by a person licensed under the Colorado Liquor Code to sell alcoholic beverages by the drink for consumption on such premises, except premises operated under a club or arts license or special event permit.

(c) Cabaret shall mean any liquor licensed premises or beer licensed premises, as defined in subsections (a) and (b) above, on which one (1) or more employees, entertainers, patrons or guests of the licensee are allowed to engage in social dancing or in a dance performance or exhibition, either with or without musical accompaniment.

(d) *Board* shall mean the Liquor and Beer Licensing Board of the City.]

SECTION 2.

Section 9-2-4 is hereby repealed.

[Sec. 9-2-4. - Application; hearing; fees; rules.

(a) Applications for original issuance or transfer of ownership or location of cabaret licenses shall be filed in triplicate with the City Clerk on forms which shall contain such information as the Board may require. The Board shall schedule a public hearing on each application not less than thirty (30) days from the date of filing and shall give public notice of such hearing both by publication pursuant to Section 1-7-6 of this Code and by posting notice on the premises pursuant to the procedure set out in Section 44-3-311, C.R.S. At least ten (10) days prior to the date of hearing, on any application for original issuance or transfer of location of a cabaret license, the applicant shall serve copies of the notice of hearing on all owners, lessees and adult occupants of all private property within five hundred (500) feet of the proposed cabaret premises. Such notice shall be given in a form approved by the Board and in the manner provided by Section 1-1-11 of this Code, except that notice shall be issued and served and proof of service shall be filed by the applicant or his or her agent rather than by the City. The distance referred to above is to be computed by measurement along the shortest straight line between any neighboring property line and any exterior wall of the proposed licensed premises.

(b) The public hearing shall be conducted as a quasi-judicial hearing under procedures set out in Chapter 7 of Title I of this Code. In determining whether to grant or deny an application for original issuance or transfer of location of a cabaret license, the Board shall consider the moral character of the applicant, reasonable requirements of the neighborhood and the desires of neighborhood residents for cabaret licensed premises as evidenced by petitions, remonstrances, or otherwise, the number of cabarets located in or near the neighborhood, and the probable effect of issuance of the license on the public health, safety, and morals of the community.

(c) The annual fee for original issuance, renewal or transfer of location or ownership of a cabaret license shall be two hundred dollars (\$200.00). Applications for original issuance or transfer of location or ownership of a cabaret license shall also be accompanied by a processing fee of one hundred dollars (\$100.00). Cabaret licenses shall expire one (1) year from date of issuance unless sooner renewed. Applications for renewal of existing licenses shall be filed with the City Clerk not later than forty-five (45) days before the date of license expiration. The Board may hold a public hearing on any renewal application.

(d) Ownership of cabaret licenses shall not be transferable except with prior approval of the Board after public hearing. In determining whether to permit the transfer of ownership, the Board shall consider only the moral character of the transferee applicant. If such transfer is approved, the transferee shall pay the full annual fee and shall be issued a new license.

(e) The Board is hereby authorized to establish rules and regulations to implement the provisions of this Chapter.】

SECTION 3.

Section 9-2-5 is hereby repealed.

【Sec. 9-2-5. - Prohibited acts.

(a) No person shall operate a cabaret in the City without a valid license issued hereunder.

(b) No person shall operate a cabaret on any liquor licensed premises at any time when the sale of alcoholic beverages on the premises is prohibited by law.

(c) No person shall operate a cabaret on any beer licensed premises at any time when the sale of fermented malt beverages on the premises is prohibited by law.

(d) No cabaret license shall be valid or used for any premises other than the premises specified and defined in the application and license issued based thereon.

(e) No cabaret licensed premises shall at any time be operated as a public dance hall as defined in this Chapter, and nothing contained herein shall be construed as repealing or affecting any ordinance regarding public dance halls.

(f) No person shall operate a cabaret at any time when the liquor license or fermented malt beverage license for the cabaret premises has been suspended, revoked or denied renewal, or has expired.

(g) No cabaret license shall be issued to any person except the liquor licensee or fermented malt beverage licensee for the proposed cabaret premises.

(h) Neither the issuance of a cabaret license nor the payment of any fee required hereunder shall relieve the licensee from responsibility for payment of any other fee, charge or tax imposed by law, nor from compliance with any other applicable provision of law.】

SECTION 4.

Section 9-2-6 is hereby revoked.

【Sec. 9-2-6. - Revocation; suspension; appeal; penalties.

(a) In addition to any other penalty provided by law, any cabaret license may be suspended, revoked or denied renewal by the Board after a hearing, for violation by the licensee or his or her agent or employee of any provision of this Chapter or of the Colorado Beer Code, Colorado Liquor Code or Colorado Criminal Code if such violation arises out of the operation of the cabaret premises.

(b) The hearing referred to in Subsection (a) above shall be conducted as a quasi-judicial hearing under Chapter 7 of Title I of this Code. An affected licensee shall be given at least ten (10) days' notice of the hearing. Any such hearing may be consolidated with a hearing conducted by the Board under authority granted by the Colorado Liquor Code or Colorado Beer Code.

(c) Judicial review of any final Board action may be had under Rule 106, C.R.C.P., provided that proceedings for such review are filed within twenty-eight (28) days thereafter.

(d) Any person who operates a cabaret in this City without a valid license therefor, or any person who violates any provision of Section 9-2-5 of this Code shall be punished as provided in Section 1-2-1 of this Code.]

SECTION 5.

The officers and staff of the City are authorized and directed to perform any and all acts consistent with the intent of this Ordinance to effectuate the policies and procedures described herein.

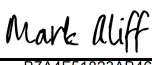
SECTION 6.

This Ordinance shall become effective thirty (30) days after final action by the Mayor and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on November 11, 2024.

Final adoption of Ordinance by City Council on November 25, 2025.

DocuSigned by:

B7A4F51823AB462

President of City Council

Action by the Mayor:

☒ Approved on 12/2/2024 | 3:31 PM MST.

☐ Disapproved on _____ based on the following objections:

Signed by:

3A85950B7BCA462...

Mayor

Action by City Council After Disapproval by the Mayor:

- ☐ Council did not act to override the Mayor's veto.
- ☐ Ordinance re-adopted on a vote of _____, on _____
- ☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

DocuSigned by:


City Clerk



Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Elizabeth Drake, Assistant City Attorney

SUBJECT: AN ORDINANCE CREATING 11-1-612 OF THE PUEBLO MUNICIPAL CODE CREATING THE CRIMINAL CONSEQUENCES FOR MISUSE OF NATURAL MEDICINES

SUMMARY:

Attached for consideration is an Ordinance for the criminal chapter of the Pueblo Municipal Code. This ordinance would add criminal penalties surrounding natural medicines such as prohibitions of underage use, requirements for proper storage, and public intoxication.

PREVIOUS COUNCIL ACTION:

None.

BACKGROUND:

In 2022 the state electorate passed Proposition 122. This proposition legalizes natural medicines starting with psilocybins in January 2025. If approved by the state, other natural medicines will become legal such as mescaline (cactus other than peyote). Colorado Revised Statutes Title 12, Chapter 170 governs the regulation of natural medicines.

This has decriminalized “personal use” and allows for therapeutic use of natural medicines for individuals over the age of 21 years. The laws have significant differences to marijuana and liquor laws and are regulated through the state Professions and Occupations Act and the Department of Regulatory Agencies (DORA), where liquor and marijuana are regulated with the department of Revenue Activities Regulation Act and the Department of Revenue (DOR). It does not allow marijuana businesses to sell natural medicines in the same business, but they can be in the same building. It also limits local governments not to regulate more strictly than the state but allows for regulations as to time and place of business operations.

Colorado is only the second state to legalize natural medicines. As such, these laws are

uncharted and untested in the legal system. Concerns have included: how best to address negative impacts on communities such as zoning requirements for natural practitioners and growers, wastewater, nuisances, and safe storage. Safe storage concerns include safety of minors, “attractive nuisance” issues such as theft, and impact on buildings such as mold.

There will be multiple ordinances to effectuate this change including criminal charges and planning and zoning.

This ordinance is regulating criminal behavior. These laws make it clear that possession and use is illegal for those under the age of 21 years. Therefore, this ordinance includes provisions to criminalize possession and use under the age of 21 and providing it to those under that age. Public intoxication is also prohibited by the laws and included as public intoxication on such substances can be disruptive and a safety concern.

State law defines these substances as natural and specifically does not include any synthetics, derivatives or those substances that are, “produced using chemical synthesis, chemical modification, or chemical conversions”. The Pueblo Police Department’s narcotics detectives raised concerns that substances such as dimethyltryptamine (DMT), typically a bark and likely to become legal once approved by the state, can be extracted using caustic and harsh chemicals that cause harm to the community, environment, first responders, and potentially users. Therefore, there is a prohibition on such chemical extractions.

Narcotics Detectives and Code Enforcement Officers raised concerns that they see houses and buildings irrevocably damaged by individuals growing marijuana in them. Damage includes mold, toxic chemicals and water damage. Law enforcement also saw break-ins and robberies rise as a result of marijuana legalization both because of the cash nature of the business and because of plants being visible from public locations. Not only is this a public safety issue, it raises the stress on law enforcement resources. Ordinances requiring appropriate storage were included and based upon marijuana laws.

FINANCIAL IMPLICATIONS:

It is unknown what impact as these are new even across the county.

-

BOARD/COMMISSION RECOMMENDATION:

Not applicable to this Ordinance.

STAKEHOLDER PROCESS:

Input has been obtained from Pueblo Police Department, City prosecutors, Code Enforcement and Planning Departments.

ALTERNATIVES:

If City Council does not approve this Ordinance, there would be no enforcement mechanism for police officers.

RECOMMENDATION:

Approval of the Ordinance.

ATTACHMENTS:

1. ORD - Natural Medicine

ORDINANCE NO. 10845

AN ORDINANCE CREATING 11-1-612 OF THE PUEBLO
MUNICIPAL CODE CREATING THE CRIMINAL
CONSEQUENCES FOR MISUSE OF NATURAL MEDICINES

WHEREAS, the electorate of the State of Colorado passed Proposition 122: Access to Natural Psychedelic Substances and subsequently the Colorado Revised Statutes were modified to accommodate the passing of said proposition, and;

WHEREAS, Pueblo City Council finds that unfettered and/or unregulated access to such substances could be dangerous and directly impact on the health of the community; and

WHEREAS, Pueblo City Council finds that if left unregulated natural medicines would adversely affect the safety of the City; and

WHEREAS, Pueblo City Council finds that the cultivation of such substances, potentially even that of “personal use” will have an environmental impact on the City of Pueblo; and

WHEREAS, It is unlawful, even under the state law to consume natural medicines, or be under their influence in public, or to possess or consume if the individual is under the age of 21 and to effectively enforce the state laws municipal codes are necessary; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that: (brackets indicate matter being deleted, underscoring indicates new matter being added)

SECTION 1.

Sec. 11-1-612 Natural Medicines - prohibited acts.

(a) As used in this section the following words have the following meanings:

(1) Natural medicine means the following substances: psilocybin, or psilocin. It may include the following substances if, and only once they are approved by the state licensing authority: dimethyltryptamine, ibogaine, and/or mescaline but not peyote (lophophra williamsii Lemaire). Natural medicine does not include any synthetic, or synthetic analog of these substances, and does not include a derivative of naturally occurring compound of natural medicine that is produced using chemical synthesis, chemical modification, or chemical conversion.

(2) Openly means occurring or existing in a manner that is unconcealed, undisguised, or obvious.

(3) Publicly means:

a. Occurring or existing in a public place;

b. Occurring or existing in any place that is commonly or usually open or accessible by the general public; or

c. Occurring or existing in any outdoor location where the consumption or being under the influence of natural medicine is clearly observable from a public place.

(4) *Public place* means a place to which the public or a substantial number of the public have access, and includes, but is not limited to, parks, playgrounds, open space areas, trails, paths, sidewalks, streets, highways, and public rights-of-way, public buildings, transportation facilities, schools, places of amusement, mercantile establishments, shopping centers, places of business usually open to the general public, the common areas of any public or private buildings or facilities, parking lots, and vehicles in or upon such places.

(b) It shall be unlawful and a Class 1 municipal offense for any person to consume, use, or be under the influence of natural medicine or natural medicine products openly and publicly or in a manner that endangers others.

(1) It shall not be an offense under Subsection (b) of this Section if the consumption of natural medicine is occurring on private residential property and the person consuming the natural medicine is:

- a. An owner of the property; or
- b. A person who has a leasehold interest in the property; or
- c. Any other person who has been granted express or implied permission to consume natural medicine on the property by the owner or the lessee of the property.

(c) It shall be unlawful and a Class 1 municipal offense for any person to produce, manufacture, or process natural medicine or products containing natural medicine with the use of chemicals for the purposes of enhancing, concentrating, or extracting dimethyltryptamine; ibogaine; mescaline; psilocybin; or psilocyn or any alkaloid, salt, derivative, preparation, compound, or mixture, whether natural or synthesized, of dimethyltryptamine; ibogaine; mescaline; psilocybin; or psilocyn.

(d) It shall be unlawful and a Class 1 municipal offense for any person to provide, gift, sell, procure, leave available for, or by any means hand off any natural medicine to any person under the age of twenty-one (21) years.

(e) It shall be unlawful and a Class 1 municipal offense for any person under twenty-one (21) years of age to possess, consume or use natural medicine or products containing natural medicine.

(f) It shall be unlawful and a Class 1 municipal offense to store any natural medicine unless it is:

- (1) in a closed container that conceals the contents; and
- (2) the storage is locked and secured in such a way to prevent access by anyone under the age of twenty-one (21) years; and
- (3) is secured in such a way as to prevent theft.

(g) It shall be unlawful and a Class 1 misdemeanor to grow, cultivate, process or produce natural medicines for personal use unless it is:

- (1) in a secured locations that conceals the activity; and

(2) is locked and secured in such a way to prevent access by anyone under the age of twenty-one (21) years, and to prevent theft, burglary, trespass and the like; and

(3) in an area separate and distinct from any residence, such as a shed whether attached or detached; and

(4) in compliance with all applicable zoning, water, nuisance, or any other similar ordinance, state law, or regulation.

(h) It shall be unlawful and a Class 1 municipal offense to provide, sell, gift, or convey by any means natural medicines for therapeutic uses without the appropriate state licensing.

SECTION 2.

The officers and staff of the City are authorized and directed to perform any and all acts consistent with this Ordinance to implement the policies and procedures described herein.

SECTION 3.

This Ordinance shall become effective thirty (30) days after the date of final action by the Mayor and City Council.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on November 11, 2024.

Final adoption of Ordinance by City Council on November 25, 2024.

DocuSigned by:

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President of City Council

Action by the Mayor:

☒ Approved on 12/2/2024 | 1:22 PM MST

☐ Disapproved on _____ based on the following objections:

Signed by:

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Mayor

Action by City Council After Disapproval by the Mayor:

- ☐ Council did not act to override the Mayor's veto.
- ☐ Ordinance re-adopted on a vote of _____, on _____
- ☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

City Clerk

DocuSigned by:



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Background Paper for Proposed Ordinance

COUNCIL MEETING DATE: November 25, 2024

TO: President Mark Aliff and Members of City Council

CC: Mayor Heather Graham

VIA: Marisa Stoller, City Clerk

FROM: Danny Nunn, Acting Finance Director
Heather Graham, Mayor

SUBJECT: AN ORDINANCE MAKING APPROPRIATION FOR THE GENERAL FUND, SPECIAL REVENUE FUNDS, ENTERPRISE FUNDS, INTERNAL SERVICE FUNDS, DEBT SERVICE FUNDS, AND CAPITAL PROJECT FUNDS FOR THE FISCAL YEAR 2025 AND ADOPTING THE BUDGET FOR THE YEAR 2025

SUMMARY:

The City charter requires that the City Council, through the adoption of the budget, approve all City expenditures. The annual budget sets forth a plan for the 2025 expenditures. Provided in the Ordinance is the Mayor's recommended budget.

PREVIOUS COUNCIL ACTION:

None.

BACKGROUND:

This budget as originally presented to the City Council and the citizens of Pueblo on October 15, 2024, set forth a plan whereby the City will expend all anticipated general fund revenues and an additional \$8,546,233 of funds from reserves. Based on the Council recommendation to keep the Council Administrative Assistant funded and fund the Sangre de Cristo Arts Center, changes were made, and the budget now includes the use of \$8,749,971 of additional funds from reserves, for the operations of the City for the year 2025. The Council designated minimum reserve will be equal to 12% of the annual General Fund expenditures and transfers out for the fiscal year 2025. The budget document includes total spending from the General Fund in the amount of \$125,941,726, requiring \$8,749,971 from reserves in order to provide safe and reliable services for the benefit of the citizens of the City of Pueblo.

FINANCIAL IMPLICATIONS:

See background.

BOARD/COMMISSION RECOMMENDATION:

Not applicable.

STAKEHOLDER PROCESS:

The recommended budget has been available on the City's web site, as well as at the Rawlings library location since October 16, 2024. In addition, per the requirements of Section 7-9 of the Charter for the City of Pueblo, a public hearing was held in the Council Chambers during the regular meeting of the City Council on October 28, 2024.

ALTERNATIVES:

Not applicable.

RECOMMENDATION:

Approval of the Ordinance.

ATTACHMENTS:

None

ORDINANCE NO. 10846

AN ORDINANCE MAKING APPROPRIATION FOR THE GENERAL FUND, SPECIAL REVENUE FUNDS, ENTERPRISE FUNDS, INTERNAL SERVICE FUNDS, DEBT SERVICE FUNDS, AND CAPITAL PROJECT FUNDS FOR THE FISCAL YEAR 2025 AND ADOPTING THE BUDGET FOR THE YEAR 2025

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The budget for the fiscal year 2025, as proposed by the Mayor and as amended by the City Council, the original of which is on file with the Director of Finance, is incorporated herein in full, and hereby approved and adopted.

SECTION 2.

The General Fund Revenue for Fiscal Year 2025 is hereby estimated, and the General Fund Appropriation by Department for Fiscal Year 2025 is hereby made as follows:

REVENUE BY SOURCE AMOUNT		APPROPRIATION BY DEPARTMENT	
	AMOUNT		
Taxes	99,963,096	General Government	19,429,482
Licenses & Permits	1,100,800	Police	42,199,793
Intergovernmental	2,925,000	Fire	28,755,103
Charges for Service	5,142,998	Public Works	9,887,859
Fines & Forfeits	1,444,050	Parks	8,566,970
Other Revenue	2,767,900	Non-Departmental	8,154,342
Transfers In	3,847,911	Transfers Out	8,948,177
Fund Balance Reserves	8,749,971		
General Fund Total	125,941,726	General Fund Total	125,941,726

SECTION 3.

Revenue is hereby estimated, and appropriations hereby made for the Fiscal Year 2025 for all other Funds of the City of Pueblo as follows:

OTHER FUNDS	REVENUE	APPROPRIATION
INTERGOVERNMENTAL	6,817,559	6,817,559
 SPECIAL CHARGES	 6,257,007	 6,257,007
 SPECIAL DISTRICT	 728,649	 728,649
 OTHER SPECIAL REVENUE	 571,487	 571,487

HUD GRANTS	2,943,757	2,943,757
STIMULUS GRANTS	85,087	85,087
PUBLIC IMPROVEMENTS	3,648,400	3,648,400
DEBT SERVICE FUND	2,621,998	2,621,998
ECONOMIC DEVELOPMENT TAX	15,569,346	15,569,346
POLICE SAFETY TAX	4,810,461	4,810,461
ELMWOOD GOLF COURSE	1,866,876	1,866,876
WALKINGSTICK GOLF COURSE	1,428,300	1,428,300
HONOR FARM PROPERTIES	132,898	132,898
MEMORIAL HALL	2,505,249	2,505,249
MEMORIAL AIRPORT	2,477,352	2,477,352
PUEBLO TRANSIT	6,607,143	6,607,143
PARKING FACILITIES	800,125	800,125
WASTEWATER ENTERPRISE	34,749,722	34,749,722
STORMWATER UTILITY	5,650,000	5,650,000
INTERNAL SERVICE FUNDS	22,306,530	22,306,530

SECTION 4.

On November 3, 2020, the electors of the City of Pueblo, Colorado enacted Ordinance No. 9764, providing for a one-half cent sale and use tax rate increase for a five-year period ending on December 31, 2026, and pledging the revenue therefrom for job creating capital improvement projects. The anticipated revenue from this tax rate increase and the investment income thereon, for the Fiscal Year 2025 is \$15,569,346 and the full amount thereof, plus any amount available in the fund balance, is hereby appropriated for projects to be determined by the Mayor and City Council.

SECTION 5.

It is the policy of the City Council to accumulate and maintain a General Fund reserve. Effective with the adoption of the FY 2025 budget, this reserve amount will be equal to 12% of the annual General Fund expenditures and transfers out.

SECTION 6.

Authorized staff positions within all departments of the City, as well as the salaries, therefore, are approved and adopted by separate Ordinances. All information pertaining to staffing and salary included in the budget document incorporated herein is solely for the purpose of providing additional information to the user of the document.

SECTION 7.

Pursuant to Section 7-12 and 7-13 of the Charter of the City of Pueblo, the Mayor is hereby authorized to maintain budgetary control over approved allotments within each department by classification of expenditure category, rather than line item.

SECTION 8.

The officers and the staff of the City are authorized to perform any and all acts consistent with the intent of this Ordinance to implement the policies and procedures described herein.

SECTION 9.

No expenditures shall be made, or warrants issued against any monies appropriated, except in strict conformity with the Charter of the City of Pueblo and in accordance with the provisions of this Ordinance.

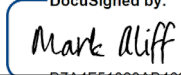
SECTION 10.

No expenditures shall be made, or warrants issued against any monies appropriated, except in strict conformity with the Charter of the City of Pueblo and in accordance with the provisions of this Ordinance.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on November 11, 2024.

Final adoption of Ordinance by City Council on November 25, 2024.

DocuSigned by:

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President of City Council

Action by the Mayor:

☒ Approved on 12/2/2024 | 1:37 PM MST

☐ Disapproved on _____ based on the following objections:

Signed by:

Heather Graham

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Mayor

Action by City Council After Disapproval by the Mayor:

- ☐ Council did not act to override the Mayor's veto.
- ☐ Ordinance re-adopted on a vote of _____, on _____
- ☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST

DocuSigned by:

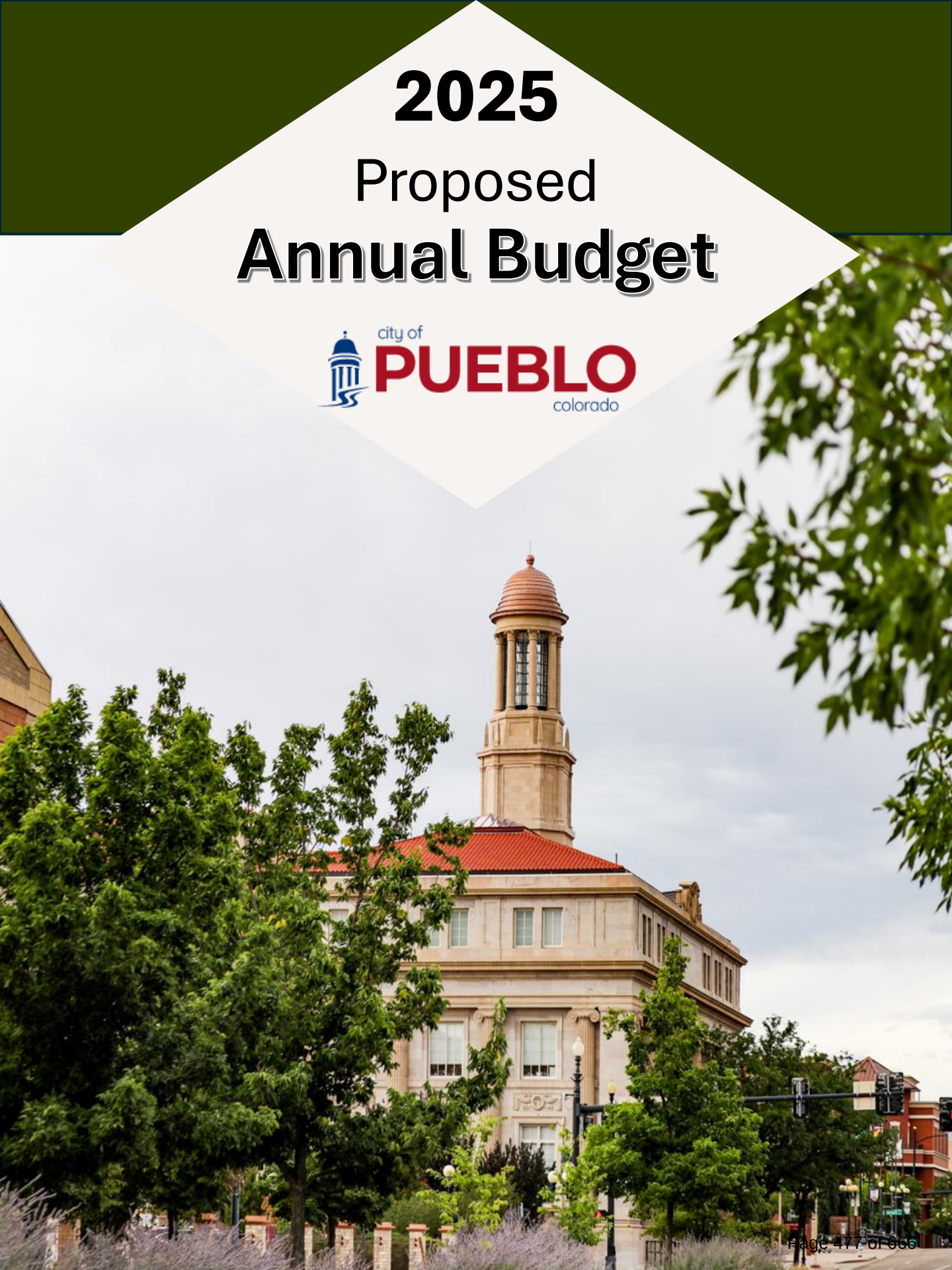
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City Clerk

2025

Proposed Annual Budget





**CITY OF PUEBLO
COLORADO**

**2025
PROPOSED BUDGET**

COUNCIL PRESIDENT

Mark Aliff

COUNCIL MEMBERS

Regina Maestri

Joe Latino

Sarah Martinez

Roger Gomez

Dennis Flores

Brett Boston

MAYOR

Heather Graham

ORGANIZATIONAL CHART

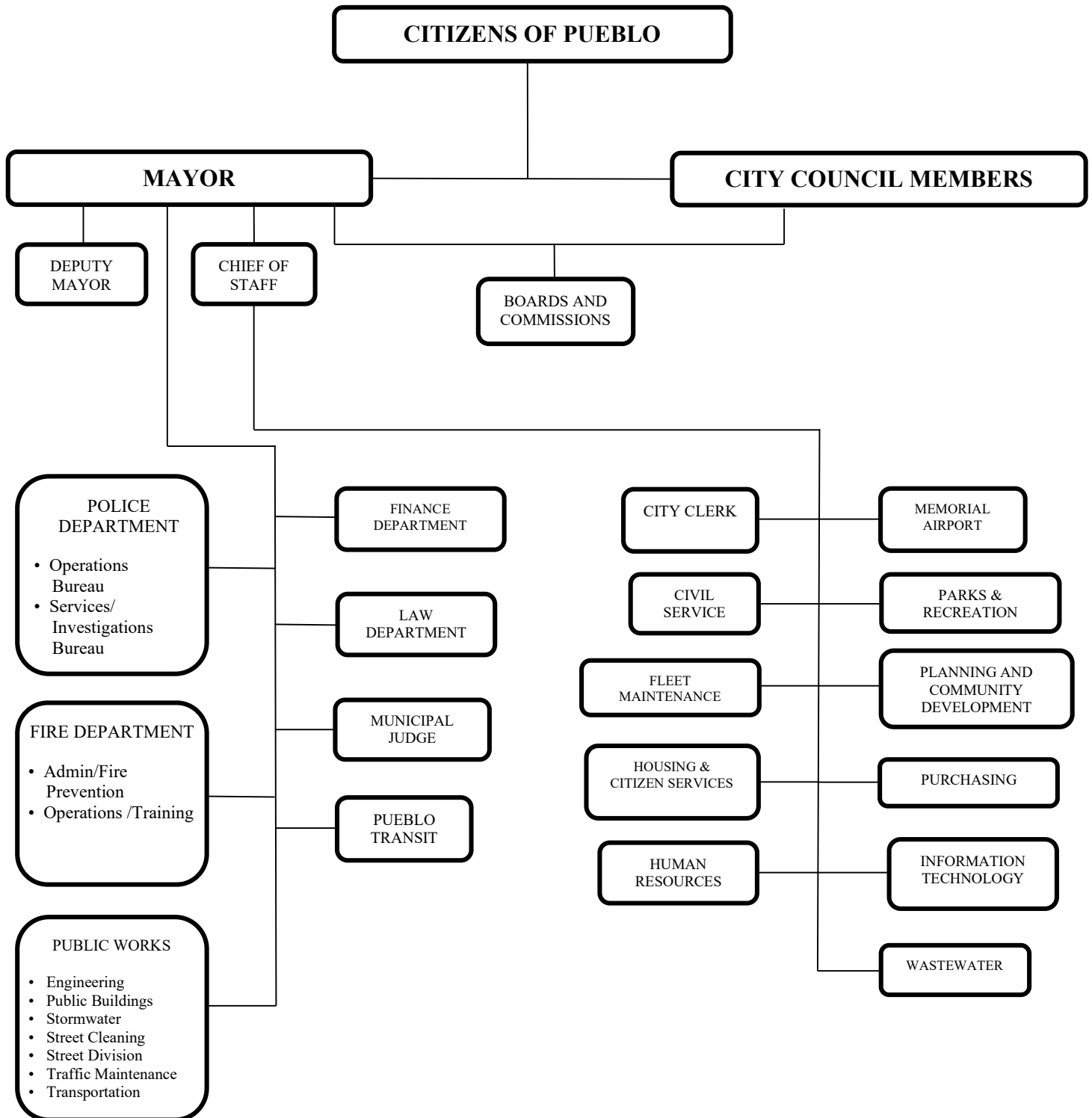


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Office of the Mayor

October 15, 2024

Honorable President and Members of City Council:

Opening Remarks

I present to you the Fiscal Year (FY) 2025 Proposed Budget and 2025-2029 Capital Improvement Plan (CIP) for the City of Pueblo.

While previous years' budgets have been based on a more positive outlook with respect to anticipated revenue, the decline in City revenues and higher expenses require that the budget I present to you represents a more conservative and prudent approach to spending tax dollars.

In November of 2021, Pueblo voters passed a ballot measure that allows the city to retain excess TABOR revenues. Those dollars have been expended.

In the preparation of this budget, a deep-dive analysis of historical expenditure patterns and what is anticipated in FY 2025 was performed. The approach was thoughtful and intentional and involved multiple stakeholders. Analysis of expenditures department by department, line by line, including honest conversations about needs vs. wants in support of our core operational mission as a local government were central themes in the budget preparation process. Of equal importance was understanding revenue projection methodology. The past several years, the sales tax projections used to create the City's budget have been inflated as proven by the actual revenue received. The effect of that was diluted by much of the one-time federal stimulus funds that were made available to the City during and following the pandemic. The reality is those revenue sources were "one-time" in nature and are now ending. Therefore, the budget I propose gives a more accurate estimate of sales tax revenues with a flat, zero change, estimate for 2025 collections.

This budget continues a Council Designated Reserve at 12% in addition to maintaining the required TABOR reserves. This proposed budget reflects Pueblo's continued commitment to provide quality services to the community in the most cost-effective manner, while maintaining the City's long-term financial viability.

Providing essential services remains the top priority of the Mayor's Office, especially when it comes to public safety. This is not only a priority for my administration, but as we have heard from the citizens it a primary concern for them as well. Public safety services are provided by our

dedicated workforce and the 2025 budget reflects that reality. The job market remains tight, and the City must continue to make all efforts to maintain a position as an employer of choice, to include competitive pay so we can recruit and retain top talent. While other comparison Colorado communities clearly have larger budgets and tax bases, the reality is that we are all competing for the same potential employees and our positive position in terms of wages is critical. For the first time in many years, the Pueblo Police Patrol Officers/Corporals will receive a 7% raise and a 10% raise for Police Sergeants will be granted. Fire ranks will receive a 7% increase. The other wage increase for the City employees are more modest at 2.8%, but consistent with what other local governments are granting in 2025 for similar positions.

The only additions to City staffing will be to add sworn fire personnel to staff our new Fire Station 11.

The City of Pueblo's FY 2025 budget continues the commitment to provide quality, sustainable services to the residents and businesses in Pueblo.

2025 Mayor's Recommended Budget

The major areas of the 2025 General Fund Budget are highlighted as follows:

Revenue

For the fiscal year 2025, it is projected that the total revenue and other sources of funds is approximately \$117.2 million; a 4.3% decrease relative to FY 2024 adopted. Sales and use tax revenue continue to be the principal source of income for the City's operating and capital budgets. At nearly 71.9% of all general taxes in the FY 2025 budget, sales and use tax is by far the largest source of revenue.

Property tax collections are anticipated to be 19.4% of the City's total general taxes. For FY 2025, this considers an expected decrease of 8.2% relative to the FY 2024 adopted, based on the certification of valuations provided by the Pueblo County Assessor.

Expenditures

For FY 2025, it is projected that the total expenditures and other uses of funds is approximately \$125.8 million, a decrease of approximately 5.6%, relative to FY 2024 Adopted budget. As all city and state governments experience increasing costs of providing services to communities, the most significant is personnel, personnel related costs and operating costs.

For health insurance costs, the City received news that there was a 3.5% premium increase for 2025. The increased cost given this premium increase is approximately \$521,666. The average medical premium increase across the nation for 2025 is anticipated to exceed 9%. The modest increase to the City's plans is proof that our self-insured insurance plan is working, the plan is being managed prudently and is serving to control costs both for the City as an employer and our employees. A strong benefits package is another facet of the City's employee recruitment and retention strategy.

Please note that the staffing numbers and related salaries in this recommended budget document are for informational purposes only. Actual staffing levels for positions within each department

and related salaries will be formally adopted by City Council as part of the annual staffing and salary ordinance approval.

Capital Expenditures & Capital Improvements

Pueblo is fortunate to receive external funding to maintain and improve critical areas of our community. For example, the external sources of revenue for Capital Improvement Plan (CIP) projects are the Highway User Tax fund (HUTF), the E-911 fund and the Conservation Trust fund (Lottery).

Corresponding to the revenue streams identified above, the primary capital expenditures in FY 2025 from all funds will include public safety projects, cleanup efforts, parks projects, wastewater utilities projects, technology upgrades, and capital expenditures for upkeep of all City-owned buildings.

Police Safety Sales Tax (PSST)

In November of 2017 and again in November of 2023, the citizens of the City of Pueblo approved ballot question 2B allowing the City's sales and use tax to be increased by an additional 0.2 percent to hire 24 new sworn police personnel and pay for the associated cost of personnel, operating and capital. The 24 new employees increased the total authorized sworn members of the City's Police Department to 231. The additional tax has helped us equip the new officers with state-of-the-art equipment, new vehicles, and body worn cameras. Properly equipping our public safety employees is essential to facilitate their delivery of services to the community.

Non-Department Funding

This portion of the City of Pueblo's General Fund budget covers several areas, including operational charges, contractual payments, health and welfare, and contributions and donations. It is essential that our community partners have the resources sufficient to engage in activities that provide direct assistance and benefits to our citizens. This year we took a different approach in the review and recommendations about allocation of this funding. The Mayor's Office hired a Non-Profit Compliance Coordinator to review all requests submitted by these partner agencies. The process to request funds was improved to facilitate a more comprehensive review of the agencies asking for funding. All requestors were required to submit finances, audits, a narrative of services, organizational background, and impact and results the process was transparent and established a framework to not only review these asks moving into the future but also accountability of the agency with respect to proper use of allocated funds. Unfortunately, with the decline in revenues I made the decision to cut back some of this funding. This is not a reflection on the agencies themselves or their importance, but rather a reflection of the City's current financial position.

City Reserve Funds (Fund Balance)

The City's FY 2025 Budget is projected to result in a \$8.6 million decrease to the Fund Balance. On a comparative basis, the current estimated 2024 Budget Ending Fund Balance is projected to be \$48.3 million with a Fund Balance Available for Future Appropriation of \$32.6 million. Whereas the 2024 Adopted Budget Fund Balance projected an Ending Fund Balance of \$37.1 million with a Future Appropriation of \$20.1 million.

Conclusion

The Mayor's proposed FY 2025 Operating and Capital Improvement Plan budget was carefully constructed with the perspective of local government's core mission, balanced with the current and anticipated fiscal condition of the City organization to best meet the mission. The state of the country's economy with inflation and high interest rates has taken a tremendous toll on our local economy and citizens. City staff will continue to monitor our fiscal health, make necessary recommendations, changes, and adjustments to ensure that the City of Pueblo is fiscally on solid ground. I assure you that the City staff remains committed to providing exceptional customer and municipal services to our citizens. The City staff looks forward to 2025 and the economic opportunities that it will offer.

Acknowledging the foregoing, and pursuant to Section 4-5c of the Charter, I hereby submit for City Council's consideration, my Recommended Budget for the Fiscal Year 2025.

Acknowledgements

I hereby present the FY 2025 Operating and Capital Improvement Plan Budget to City Council and the Citizens of Pueblo. I want to express my true appreciation to all City Departments and their work in providing services to our community. As many transitions have taken place this year, I would like to especially thank my Finance Department and Human Resources Department for the countless hours it took to take a deep dive into the City's finances and providing a sustainable plan moving forward.

Responsible fiscal stewardship and transparency are the cornerstones in City budgeting and operating under my administration. I do not take lightly the trust that the citizens of this community place in the City of Pueblo to appropriately budget and expend taxpayer dollars to deliver services in our community. I am honored to serve as the Mayor and remain steadfastly committed to ensure the City's financial future is secure and services to our community remain exceptional.

Sincerely,



Heather Graham
Mayor

Summary Reports

2025 Proposed Budget

General Fund Revenues/Expenditures and Fund Balance Summary by Category - Budgetary Basis

	2022 Actual	2023 Actual	2024 Projected	2025 Proposed
BEGINNING FUND BALANCE	\$ 45,262,349	\$ 58,178,809	\$ 48,843,531	\$ 48,328,319
PLUS: REVENUES & OTHER SOURCES OF FUNDS				
General Taxes	100,789,817	99,982,343	101,554,123	99,963,096
Licenses & Permits	1,002,210	1,137,616	1,216,286	1,100,800
Intergovernmental Receipts	3,331,985	3,098,942	2,888,427	2,925,000
Charges for Services	6,394,386	4,704,404	5,398,998	5,142,998
Fines & Forfeitures	1,460,514	1,270,845	1,321,397	1,444,050
Other Revenues	(183,994)	3,511,254	4,370,637	2,767,900
Transfers in from Other Funds	3,886,047	4,065,123	3,859,370	3,847,911
TOTAL REVENUES & TRANSFERS IN	116,680,965	117,770,528	120,609,238	117,191,755
LESS: EXPENDITURES & OTHER USES OF FUNDS				
Personnel Costs	66,047,706	71,873,245	78,236,224	94,114,713
Operating Costs	12,553,542	13,923,595	14,361,197	15,827,756
Non-Departmental Costs	358,782	382,599	424,200	442,371
Contractual Agreements	4,275,153	4,962,026	5,341,380	4,779,850
Health & Welfare	819,483	819,483	819,483	869,847
Other Contributions & Donations	1,493,467	1,402,724	1,568,245	755,274
Transfers out to Other Funds	18,216,372	33,742,134	20,373,720	8,948,177
TOTAL EXPENDITURES & TRANSFERS OUT	103,764,505	127,105,806	121,124,450	125,737,988
Increase (Decrease) in Fund Balance	12,916,460	(9,335,278)	(515,212)	(8,546,233)
ENDING FUND BALANCE	58,178,809	48,843,531	48,328,319	39,782,086
Less: Fund Balance Reserves & Designations				
TABOR Emergency Reserve	3,500,429	3,533,116	3,618,277	3,515,753
Council Designated Reserve	12,451,741	15,252,697	12,112,445	15,088,559
FUND BALANCE AVAILABLE FOR FUTURE APPROPRIATION	\$ 42,226,639	\$ 30,057,718	\$ 32,597,597	\$ 21,177,775
	12% of expenditures	12% of expenditures	10% of expenditures	12% of expenditures

*All amounts included in this overview are provided on the budgetary basis of accounting. As such, 2022 and 2023 historical information may differ from the line item details provided throughout the remainder of the budget document. Those detail accounts are presented on a basis of accounting other than budget basis.

General Fund

2025 Proposed Budget

Budget Detail - Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
General Taxes				
Audit Sales Tax	\$714,526	\$608,073	\$1,146,825	\$650,000
Black Hills Corporation	\$3,676,212	\$3,718,356	\$3,537,736	\$3,500,000
Cigarette Tax	\$153,774	\$200,871	\$204,149	\$190,000
Comcast	\$1,215,915	\$1,157,971	\$1,094,588	\$1,230,000
Comcast Peg Fees	\$91,402	\$78,886	\$74,798	\$96,000
Current Year Levy	\$18,817,794	\$18,544,144	\$20,755,996	\$19,317,371
Excise Tax	\$159,602	\$139,075	\$95,906	\$130,000
Interest On Delinq Taxes	\$31,692	\$29,940	\$34,071	\$28,000
Other Franchise Taxes	\$110,748	\$78,061	\$81,078	\$93,000
Payment In Lieu Of Taxes	\$9,859	\$9,859	\$9,860	\$9,860
Prior Years Levy	\$885	-\$418	\$3,857	\$5,000
Qwest	\$10,031	\$4,668	\$0	\$0
Room Tax	\$1,452,122	\$1,410,613	\$1,372,203	\$1,439,000
Sales Taxes	\$68,639,665	\$67,523,925	\$67,744,659	\$67,744,659
Sales Tax Refund	-\$249,629	-\$93,797	-\$112,050	-\$100,000
Severance Tax	\$21,147	\$28,768	\$5,000	\$5,000
Special Room Tax	\$282,357	\$274,286	\$266,817	\$280,000
Spec ST-Medical MJ	\$24,076	\$19,916	\$18,519	\$27,000
Use Taxes	\$4,154,479	\$4,429,766	\$4,118,206	\$4,118,206
Xcel Energy	\$1,295,775	\$1,638,568	\$1,101,905	\$1,200,000
GENERAL TAXES TOTAL	\$100,612,431	\$99,801,529	\$101,554,123	\$99,963,096
Licenses & Permits				
Alcoholic Beverages	\$10,378	\$11,034	\$10,511	\$11,000
Liquor Survey Revenue	\$48,627	\$54,957	\$47,792	\$49,000
Sales Tax Licenses	\$553,361	\$503,534	\$509,738	\$525,000
Police & Protective	\$5,641	\$6,335	\$6,274	\$6,000
Non-Cigarette Tobacco Lic	\$15,470	\$15,370	\$16,620	\$14,400
Marijuana Lic-Medical	\$69,925	\$71,600	\$51,400	\$63,000
Marijuana-Retail	\$191,625	\$200,600	\$200,400	\$200,000
All Other Business	\$826	\$757	\$694	\$800
Sidewalk Construction	\$13,500	\$12,500	\$12,400	\$12,000
Curb & Gutter Construct	\$50	\$0	\$0	\$0
Excavation Permits	\$71,800	\$127,697	\$220,397	\$81,000
Revocable Permits	\$1,400	\$1,450	\$1,200	\$1,300
Right-Of-Way Permit	\$9,107	\$8,075	\$5,651	\$9,300
Non-Bus License / Vacant Prop	\$87,251	\$115,684	\$120,959	\$118,000
All Other Non-Business	\$10,500	\$8,025	\$12,250	\$10,000
LICENSES & PERMITS TOTAL	\$1,089,461	\$1,137,616	\$1,216,286	\$1,100,800
Intergovernmental				
Traffic Signal Contrib	\$152,520	\$76,260	\$0	\$0
Marijuana - State Rev Share	\$359,308	\$330,873	\$258,689	\$300,000

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Misc State Contributions	\$2	\$4,000	\$2,000	\$0
Motor Vehicle Ownership	\$1,796,206	\$1,767,877	\$1,747,015	\$1,700,000
County Passthru Marijuana Tax	\$514,974	\$456,970	\$464,635	\$475,000
Misc County Contributions	\$3,178	\$0	\$0	\$0
Misc Grants	\$0	\$40,000	\$0	\$0
Urban Renewal Auth/TIF	\$489,297	\$416,088	\$416,088	\$450,000
Traffic Signal Contrib	\$16,500	\$6,875	\$0	\$0
INTERGOVERNMENTAL TOTAL	\$3,331,985	\$3,098,942	\$2,888,427	\$2,925,000
Charges for Services				
Land Development Fees	\$140,114	\$100,427	\$168,280	\$132,000
Photocopies	\$332	\$1,026	\$3,788	\$1,500
Penalty & Interest	\$8,232	\$6,650	\$7,371	\$6,400
Failure to file penalty	\$220	\$4,600	\$0	\$0
Large Item Disposal Fee	\$16,563	\$15,785	\$19,577	\$15,500
Impact Fees	\$91,407	\$162,687	\$252,267	\$108,000
Street Signs	\$12,048	\$13,815	\$2,300	\$9,000
Combined Service Fees	\$284,387	\$285,452	\$285,467	\$282,000
Medical Marijuana Fees	\$87,500	\$65,000	\$60,000	\$75,000
Retail Marijuana Fees	\$40,000	\$40,000	\$40,000	\$40,000
Outside Services	\$5,430	\$4,436	\$5,420	\$4,000
Miscellaneous Revenue	\$60	\$4,051	\$40	\$500
Witness Fees	\$0	\$1	\$0	\$0
Off Duty Police Pay	\$52,728	\$40,382	\$85,708	\$55,000
Overtime Police Pay	\$51,299	\$52,391	\$59,327	\$56,000
School SROs	\$728,266	\$749,031	\$802,548	\$802,548
Police Reports	\$43,207	\$41,823	\$39,881	\$42,000
False Alarms	\$18,700	\$82,350	\$96,550	\$60,000
Fingerprint Fees	\$5,780	\$8,320	\$8,997	\$6,000
VIN Inspection	\$1,985	\$175	\$0	\$1,500
Pub Saf / Discovery	\$2,368	\$1,782	\$744	\$2,300
Fire Inspection Fees	\$74,367	\$60,215	\$66,981	\$55,000
Misc Receipts-Safety	\$38,909	\$20,771	\$21,956	\$33,000
Medical Services/AMR	\$1,908,720	\$285,729	\$673,978	\$711,000
Pub Saf/Police Academy	\$32,500	\$17,500	\$0	\$15,000
Parks / Adult Kickball	\$5,775	\$4,950	\$10,650	\$5,400
Admin Services	\$1,845,850	\$1,845,850	\$1,845,850	\$1,845,850
Park Rides/Carousel	\$106,365	\$122,508	\$131,227	\$120,000
Football/Youth	\$11,050	\$11,505	\$19,187	\$10,000
Basketball/Gym/Adult	\$0	-\$28	\$0	\$0
Softball/Adult	\$16,300	\$14,950	\$13,380	\$15,500
Tennis/Adult	\$2,536	\$3,548	\$2,536	\$2,000
Lifeguard/WSI Training	\$7,330	\$9,960	\$11,497	\$10,000
Sun City Band	\$0	\$2,625	\$1,800	\$2,000
Parks / Track/Cross Country	\$4,945	\$6,755	\$10,920	\$10,000
Concessions Contract	\$119,711	\$121,331	\$120,503	\$120,000
Basketball/Gym/Youth	\$32,686	\$31,842	\$27,179	\$30,000
Baseball/Youth	\$28,149	\$28,638	\$28,915	\$27,000
Tennis/Youth	\$15,172	\$15,546	\$13,407	\$13,000
Public Bldg Rentals	\$25,295	\$30,480	\$26,725	\$25,000
Basketball/Slab/Youth	\$7,641	\$1,860	\$2,505	\$5,000
Dance/Square	\$1,990	\$2,120	\$1,030	\$1,800
Dance/Folk	\$0	\$2,828	\$3,804	\$3,000
Field Rentals	\$4,475	\$2,450	\$1,675	\$3,200
Tennis Courts	\$366	\$1,328	\$0	\$500
Sponsorships	\$21,755	\$12,568	\$15,445	\$21,000
Miscellaneous	\$3,327	\$4,031	\$3,324	\$2,500
Ice Arena Admissions	\$40,940	\$0	\$0	\$0
Skating Lessons	\$23,770	\$0	\$0	\$0
Skate Sharpening	\$549	\$0	\$0	\$0
Ice & Arena Rentals	\$101,676	\$167,869	\$196,049	\$150,000
Pro Shop Sales	\$260	\$0	\$0	\$0

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Birthday Party Rentals	\$10,890	\$0	\$0	\$0
Drop-In Hockey/Adult	\$4,815	\$0	\$0	\$0
Drop-In/Free Style	\$2,110	\$0	\$0	\$0
Concessions	\$39,359	\$0	\$0	\$0
Stick N Puck / Youth	\$2,982	\$0	\$0	\$0
Swimming Tickets	\$150,762	\$140,324	\$136,139	\$145,000
Swimming Lessons	\$2,947	\$33,735	\$52,591	\$42,000
Swimming Pool Rentals	\$20,235	\$20,430	\$21,480	\$20,000
CHARGES FOR SERVICES TOTAL	\$6,307,135	\$4,704,404	\$5,398,998	\$5,142,998
Fines and Forfeitures				
Municipal Court	\$989,886	\$862,437	\$888,086	\$960,000
Pueblo Combined Court	\$10,219	\$7,118	\$10,566	\$10,000
Animal Fines	\$43,212	\$60,045	\$77,795	\$62,000
Red Light Fines	\$245,500	\$195,188	\$178,098	\$245,000
DUI Fines	\$25,785	\$22,821	\$26,922	\$25,000
Seat Belt Fines	\$198	\$652	\$444	\$0
Xing Guard Surcharge	\$42,499	\$35,377	\$37,716	\$46,000
Drug Surcharge	\$7,571	\$4,609	\$6,470	\$5,500
Dare Surcharge	\$1,174	\$1,612	\$1,505	\$1,500
Liquor Fines In-Lieu	\$16,920	\$0	\$0	\$1,500
DMV	\$1,027	\$220	\$175	\$0
Health Surcharge	\$5	\$0	\$10	\$0
Breath-Blood Fee	\$444	\$546	\$192	\$350
Work Release	\$2,449	\$4,099	\$3,551	\$3,200
Keep Pueb Beautiful S-Chg	\$12,287	\$20,821	\$26,177	\$20,000
HIV Surcharge	\$0	\$207	\$0	\$0
Court Data Management Fee	\$60,271	\$54,582	\$63,198	\$63,000
Fines / Other	\$1,067	\$511	\$492	\$1,000
FINES AND FORFEITURES TOTAL	\$1,460,514	\$1,270,845	\$1,321,397	\$1,444,050
Other Revenue				
Interest Cash Balances	\$4	\$31,824	\$315,555	\$200,000
Interest On Pooled Invest	-\$517,483	\$3,098,434	\$3,729,105	\$2,200,000
Miscellaneous Revenue	\$8,850	\$40,790	\$3,237	\$5,000
Gain/Loss On Investments	-\$1	\$0	\$0	\$0
City Property Rental	\$3,210	\$6,210	\$6,410	\$4,400
Ground Rental	\$55,557	\$56,757	\$56,757	\$55,500
Contributions & Donations	\$50,000	\$49,998	\$50,000	\$75,000
Sale Of Surplus	\$18,128	\$46,117	\$36,560	\$15,000
Disposal Of Assets	\$30,068	\$31,166	\$3,000	\$0
Weed Lien Recovery	\$167,498	\$160,396	\$168,863	\$212,000
Bad Debt Recovery	\$0	\$0	\$0	\$1,000
Refunds & Rebates	\$0	\$0	\$695	\$0
Cash Over / (Short)	\$175	-\$2,588	\$455	\$0
OTHER REVENUE TOTAL	-\$183,994	\$3,519,105	\$4,370,637	\$2,767,900
From Highway User Tax Fund	\$1,913,469	\$1,913,469	\$1,913,469	\$1,913,469
From Conservation Trust	\$500,000	\$501,366	\$500,000	\$500,000
From E-911 Telephone Charges	\$517,000	\$517,000	\$517,000	\$517,000
From Solid Waste Service Chgs	\$325,000	\$325,000	\$325,000	\$325,000
From Comm Dev Block Grant	\$230,613	\$292,270	\$285,000	\$290,682
From HOME Grant	\$103,639	\$82,658	\$93,700	\$76,589
From HOME - ARP Housing	\$0	\$2,700	\$0	\$0
From Police Safety Tax	\$70,637	\$70,637	\$0	\$0
From North Gateway BID	\$10,653	\$10,161	\$10,271	\$10,271
From North Gateway PIF	\$15,036	\$14,862	\$14,930	\$14,900
From Capital Improve Fund	\$0	\$135,000	\$0	\$0
From Econ Dev Special Tax	\$200,000	\$200,000	\$200,000	\$200,000
TOTAL	\$116,503,578	\$117,597,565	\$120,609,238	\$117,191,755

General Fund

2025 Proposed Budget

General Fund Summary - Expenditure Budget by Category

Department	Wages	Benefits	Operating	Other	Total
Mayor	819,426	295,109	99,850	0	1,214,385
City Council	63,300	10,344	279,250	0	352,894
City Clerk	406,854	137,439	166,900	0	711,193
City Hall Operation	0	0	214,950	0	214,950
Civil Service	300,702	106,820	103,060	0	510,582
Finance	2,328,223	785,986	224,037	0	3,338,246
Fire	18,651,096	8,778,987	1,325,020	0	28,755,103
Human Resources	683,453	220,842	215,377	0	1,119,672
Information Technology	1,731,864	601,301	3,675,277	0	6,008,442
Law	1,102,259	257,338	268,700	0	1,628,297
Municipal Court	1,164,855	375,052	295,941	0	1,835,848
Parks & Recreation	4,799,157	1,604,788	2,163,025	0	8,566,970
Planning & Development	1,199,842	410,695	124,757	0	1,735,294
Police	27,547,487	11,085,806	3,566,500	0	42,199,793
Public Works	5,139,230	2,151,367	2,597,262	0	9,887,859
Purchasing	449,908	160,183	45,850	0	655,941
Non-Departmental-Operational Charges	600,000	145,000	462,000	442,371	1,649,371
Non-Departmental-Contractual Payments	0	0	0	4,779,850	4,779,850
Non-Departmental-Health & Welfare	0	0	0	869,847	869,847
Non-Departmental-Contributions & Donations	0	0	0	755,274	755,274
Transfers to Other Funds	0	0	0	8,948,177	8,948,177
	66,987,656	27,127,057	15,827,756	15,795,519	125,737,988

General Fund

2025 Proposed Budget

General Fund Expenditures by Department

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
General Government				
Mayor	\$922,078	\$971,977	\$1,074,712	\$1,214,385
City Clerk	\$659,941	\$731,471	\$691,961	\$711,193
City Council	\$296,515	\$302,918	\$298,954	\$352,894
Civil Service	\$339,329	\$405,533	\$428,943	\$510,582
City Hall Upkeep	\$159,146	\$166,538	\$164,196	\$214,950
Finance	\$2,156,051	\$2,475,730	\$2,834,289	\$3,338,246
Housing	\$367,676	\$442,693	\$0	\$0
Human Resources	\$832,599	\$893,757	\$1,022,594	\$1,119,672
Information Technology	\$4,232,437	\$4,684,940	\$4,734,457	\$6,008,442
Law Department	\$1,021,436	\$1,160,381	\$1,286,452	\$1,628,297
Municipal Court	\$1,235,376	\$1,399,625	\$1,580,626	\$1,835,848
Planning & Community Development	\$793,351	\$921,047	\$1,495,088	\$1,735,294
Purchasing	\$468,440	\$523,871	\$553,956	\$655,941
GENERAL GOVERNMENT TOTAL	\$13,484,376	\$15,080,480	\$16,166,227	\$19,325,744
Public Safety				
Police Department	\$29,804,152	\$31,097,251	\$33,664,352	\$42,199,793
Fire Department	\$20,678,155	\$22,995,728	\$24,168,751	\$28,755,103
PUBLIC SAFETY TOTAL	\$50,482,307	\$54,092,980	\$57,833,103	\$70,954,896
Public Works	\$6,875,322	\$8,026,699	\$9,040,807	\$9,887,859
Parks & Recreation	\$6,987,070	\$7,452,823	\$8,441,843	\$8,566,970
Culture & Community Welfare				
Non-Departmental				
Contractual	\$4,275,153	\$4,962,026	\$5,341,380	\$4,779,850
Contributions & Donations	\$1,493,467	\$1,402,724	\$1,568,245	\$755,274
Health & Welfare	\$819,483	\$819,483	\$819,483	\$869,847
Operational Charges	\$1,130,955	\$1,535,296	\$1,539,641	\$1,649,371
NON-DEPARTMENTAL TOTAL	\$7,719,058	\$8,719,528	\$9,268,749	\$8,054,342
CULTURE & COMMUNITY WELFARE TOTAL	\$7,719,058	\$8,719,528	\$9,268,749	\$8,054,342
Transfers	\$18,216,371	\$33,738,134	\$20,373,720	\$8,948,177
TOTAL	\$103,764,504	\$127,110,644	\$121,124,450	\$125,737,988

General Fund

2025 Proposed Budget

Other Funds Summary - Budgeted Expenditures

Fund Title/Activity	Proprietary Funds	Governmental Funds	Debt Service Fund
Elmwood Golf Course	1,866,876	0	0
Fleet Maintenance	3,186,570	0	0
Health Self Insurance Fund	13,700,000	0	0
Honor Farm	132,898	0	0
Memorial Airport	2,477,352	0	0
Memorial Hall	2,505,249	0	0
Parking Facilities	800,125	0	0
Pueblo Transit	6,607,143	0	0
Self-Insurance Fund	5,237,914	0	0
Stormwater Utility	5,650,000	0	0
Street Repair Utility	0	0	0
Technology Fund	182,046	0	0
Walkingstick Golf Course	1,428,300	0	0
Wastewater	34,749,722	0	0
Economic Development Tax	0	15,569,346	0
HUD Grants	0	2,943,757	0
Intergovernmental	0	6,817,559	0
Other Special Revenue	0	571,487	0
Police Safety Tax	0	4,810,461	0
Public Improvements	0	3,648,400	0
Special Charges	0	6,257,007	0
Special Districts	0	728,649	0
Stimulus Grants	0	85,087	0
Capital Leases	0	0	143,348
COPS - Fire Stations	0	0	2,478,650
	78,524,195	41,431,753	2,621,998

General Fund

2025 Proposed Budget

Staffing Level Summary - by Department

General Fund

Department	2022	2023	2024	2025
Mayor	9	12	12	11
City Council	7	8	8	8
City Clerk	6	6	6	5
Civil Service	5	6	6	6
Finance	27	28	28	29
Fire	149	157	157	164
Housing & Citizen Services	5	0	0	0
Human Resources	7	7	7	7
Information Technology	18	21	21	21
Law	8	9	9	9
Municipal Court	14	15	15	15
Parks & Recreation	45	49	49	47
Planning & Development	16	20	20	19
Police	280	291	291	292
Public Works - Engineering	22	24	24	21
Public Works - Public Buildings	10	10	10	11
Public Works - Solid Waste	2	2	2	2
Public Works - Street Cleaning	6	6	6	4
Public Works - Streets Division	26	24	24	20
Public Works - Traffic Control	11	11	11	8
Public Works - Transportation	4	4	4	4
Purchasing	4	4	4	4
	681	714	714	707

Other Funds

Department	2022	2023	2024	2025
Fleet Maintenance	11	12	12	12
Memorial Airport	13	14	14	14
Parking Facilities	2	2	2	1
Police Safety Tax	24	24	24	24
Stormwater	24	27	27	27
Wastewater	62	62	62	62
	136	141	141	140

Pueblo Transit

Department	2022	2023	2024	2025
Pueblo Transit	42	42	43	43
	42	42	43	43

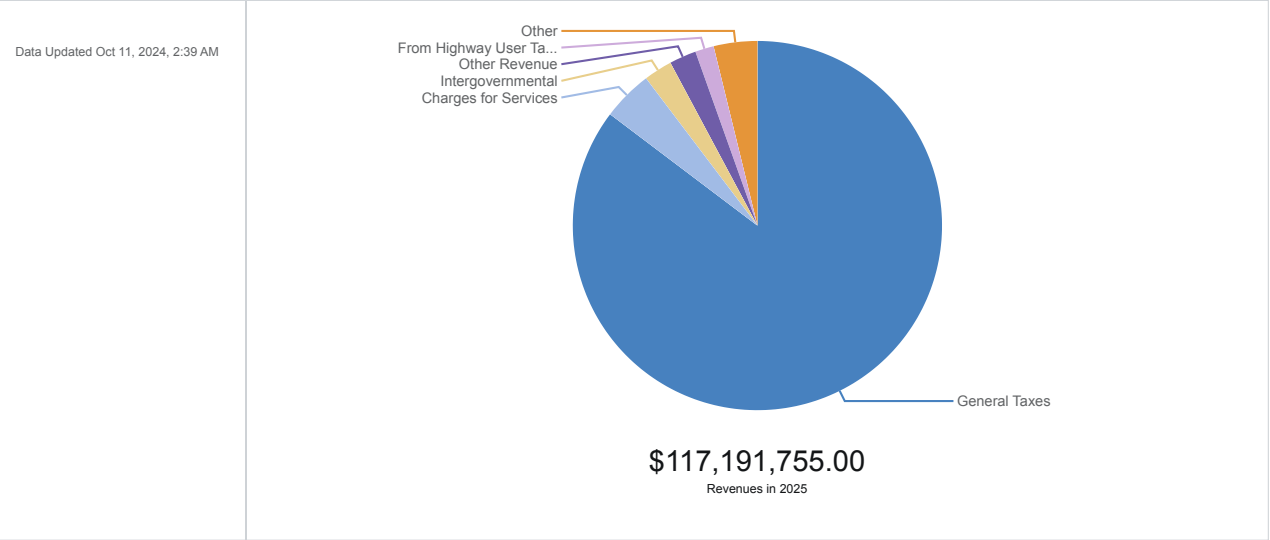
Totals

Fund	2022	2023	2024	2025
Other Funds	136	141	141	140
General Fund	681	714	714	707
Pueblo Transit	42	42	43	43
	859	897	898	890

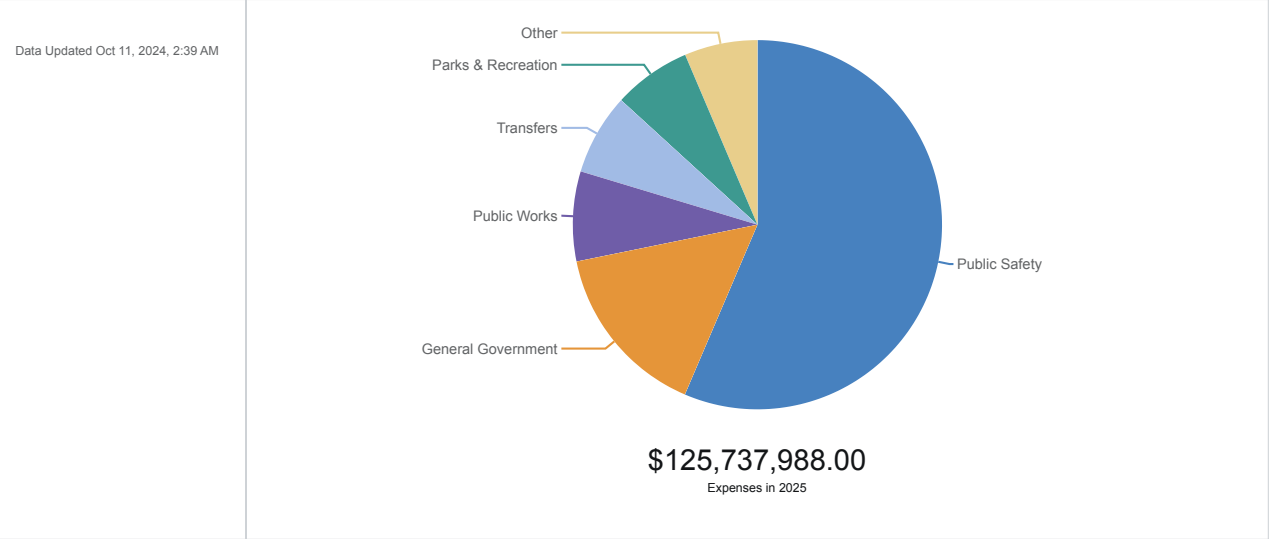
General Fund

2025 Proposed Budget

2025 General Fund Revenues



2025 General Fund Expenditures



Property Tax

2025 Proposed Budget

Property Tax

Property tax is levied against all real property and business-related personal property within the City of Pueblo. An actual value of all property is established by the Pueblo County Assessor's Office. This value is then used to compute the assessed valuation of the property based on State-legislated ratios. These ratios are 1) 6.765% for all other residential real property, 2) 6.765% for multi-family residential real property, 3) 26.4% for agricultural and renewable energy production property, and 4) 27.9% for vacant, industrial, state assessed, lodging, commercial, and personal property.

The mill levy is then applied to the assessed valuation to determine a property owner's tax bill. A mill is one-tenth of one cent. In other words, one mill represents \$1 for every \$1,000 of assessed property value. The formulas used for computing property taxes are as follows:

$$\begin{aligned}\text{Assessed Value} &= \text{Property actual value} \times \text{Assessment ratio} \\ \text{Property tax} &= \text{Assessed value} / 1,000 \times \text{Mill levy}\end{aligned}$$

Within the City of Pueblo's boundaries, the following entities certifying mill levies include, but are not limited to: Pueblo County, Pueblo City-County Library District, Pueblo School District 60, Southeastern Colorado Water Conservancy District, and the City of Pueblo.

The mill levies for tax year 2024, and collected in 2025, which apply to all City of Pueblo taxpayers is provided in the table below:

Mill Levies	Estimated Mill Levy	% of Total Mill Levy
Pueblo County	30.109	30.9%
Pueblo Library District	5.872	6%
Pueblo School District 60	45.021	46.1%
S.E. Water Conservancy District	0.942	1%
City of Pueblo	15.633	16%
	97.577	100%

Property Tax - continued

In addition, there are two Special Improvement Maintenance Districts (SIMD) within the City of Pueblo. Residents of the Southpointe SIMD incur an additional 5 mills for improvements, and residents of the Bandera Boulevard SIMD incur 5 mills. The levy provides for the maintenance of certain public improvements of general benefit to the residents of the Districts.

The Taxpayer Bill of Rights (TABOR) Amendment to the Colorado Constitution limits property tax revenue increases to the amount collected the previous year increased by the Denver-Aurora-Lakewood Consumer Price Index plus a local growth factor. TABOR also prohibits any increase to the mill levy unless approved by the registered voters of the City of Pueblo.

2025 BUDGET

Assessed Value 1,261,265,984
Mills 15.633

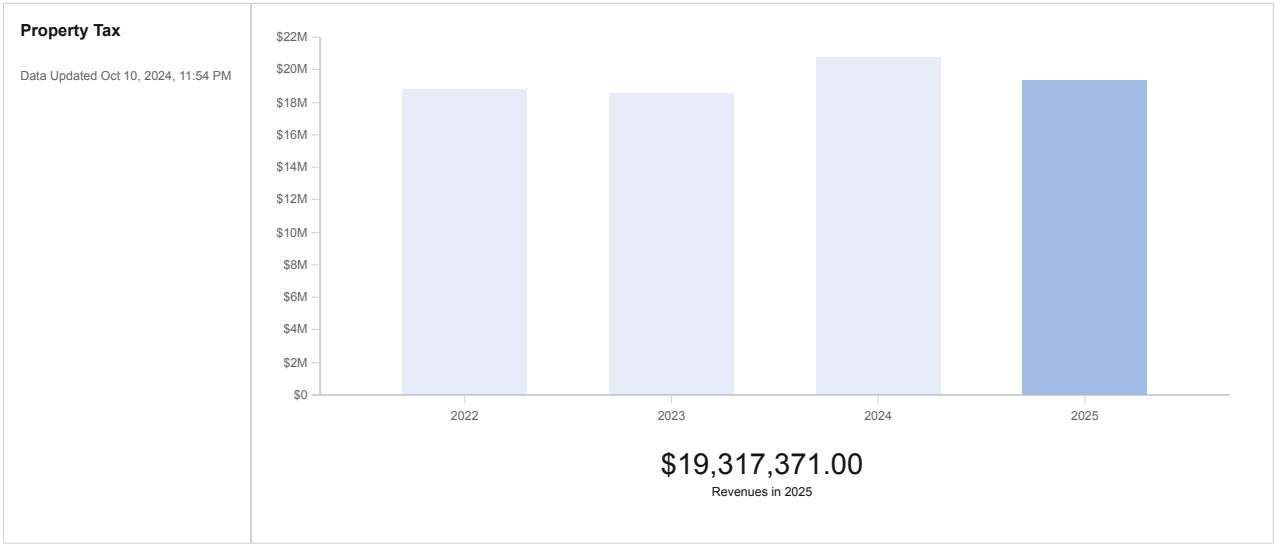
Calculation: $(1,365,503,868 / 1,000) \times 15.633$

2024 Property Tax Revenue = 19,717,371*

*(Revenue is net of \$400,000 estimated uncollectible)

Property Tax

Table Year	Amount (\$)	Change from Previous Year
2022 Actual	18,817,794	
2023 Actual	18,544,144	-1.5%
2024 Estimate	20,755,996	11.9%
2025 Proposed	19,317,371	-6.9%



Sales and Use Tax

2025 Proposed Budget

Sales and Use Tax

Sales and Use Tax is the largest single revenue stream for the City of Pueblo, making up 61.3% of the City’s general fund revenue. The total sales and use tax rate within the City of Pueblo is 3.7%, which consists of 3.0% general tax, .5% tax specifically for use in economic development and .2% tax specifically for police personnel and operating needs. The ½ Cent Economic Development Tax was established by a vote of the City electorate effective January 1, 1985. The .2% Police Safety Tax was established by a vote of the City electorate effective January 1, 2018. Neither the .5% tax nor the .2% tax is included in the General Fund. Detailed information about the revenue and expenditures of these taxes is included in the Other Governmental Funds section.

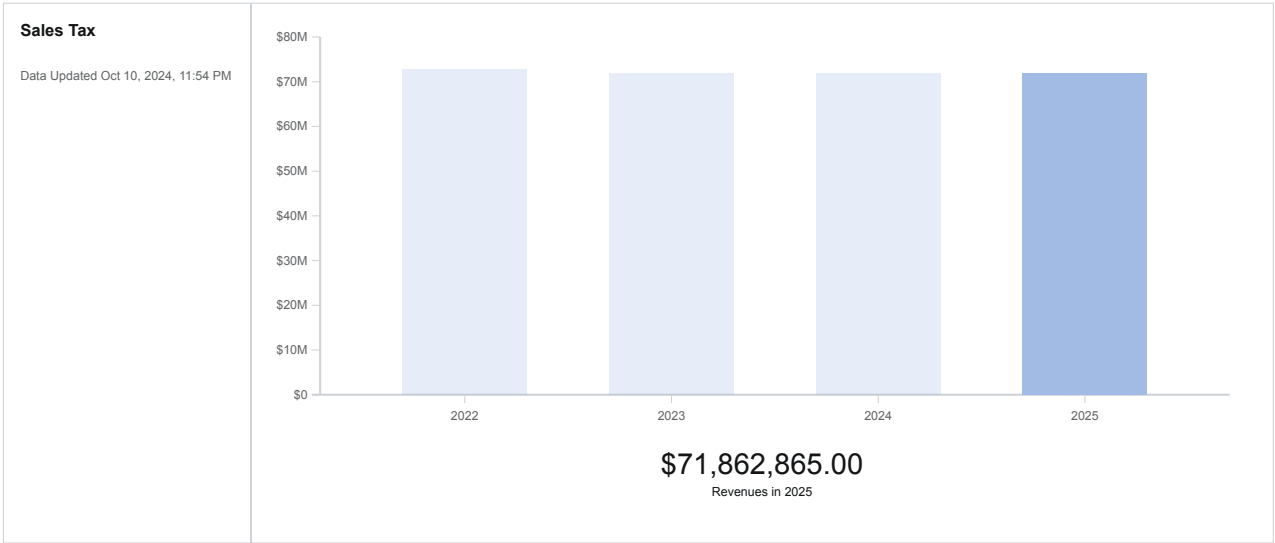
Sales or use tax is levied on all retail sales, leases, and rentals of tangible personal property on the basis of the purchase price or rental price. Food purchased for preparation and consumption at home, as well as prescription medications, are exempt from sales tax.

Sales and use tax collections are primarily dependent upon the level of local economic activity, consumer confidence, and tourist activity. It is estimated that sales and use tax revenue will have a decrease of .1% for 2024. Sales tax collections for 2025 are expected to remain consistent with collections made in 2024.

Sales Tax

Table Year	Amount (\$)	Change from Previous Year
2022 Actual	72,794,144	
2023 Actual	71,953,691	-1.2%
2024 Estimate	71,862,865	-0.1%
2025 Proposed	71,862,865	0%

Sales Tax - continued



Recreational Marijuana Tax

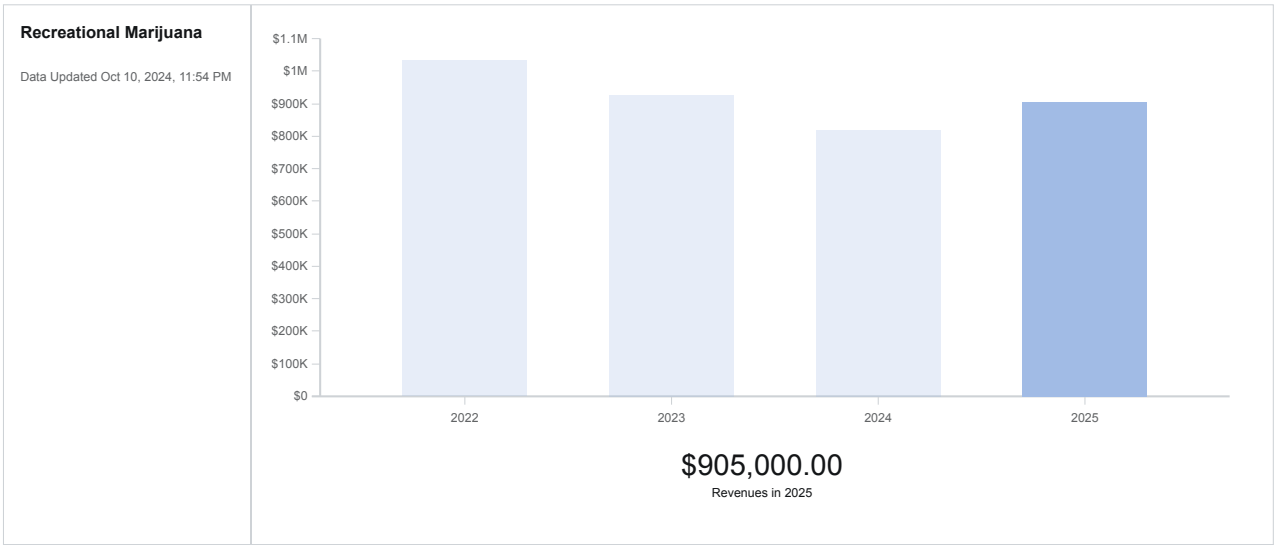
2025 Proposed Budget

Recreational Marijuana Tax

Included within the General Fund, the voters of Pueblo County approved a ballot issue at the 2013 coordinated General Election, approving a three and one-half cent (3.5%) special tax on sale of retail marijuana and products in all portions of Pueblo County. Pursuant to a 2016 City Council Ordinance, there are eight (8) retail stores within the City. In addition, the City and County entered into an Intergovernmental Agreement (IGA) to the sharing of tax revenues generated by Pueblo County’s special tax on the sale of retail marijuana and retail marijuana products in the City of Pueblo. Lastly, the State of Colorado charges a 15-percent sales tax on retail marijuana purchases and then “shares-back” to local governments, according to an apportionment. Excise tax is based on cultivation of retail marijuana plants and is subject to crop yield and therefore budgeted modestly due to that uncertainty.

Recreational Marijuana

Table Year	Amount (\$)	Change from Previous Year
2022 Actual	1,033,884	
2023 Actual	926,918	-10.4%
2024 Estimate	819,230	-11.6%
2025 Proposed	905,000	10.5%



Franchise Fees

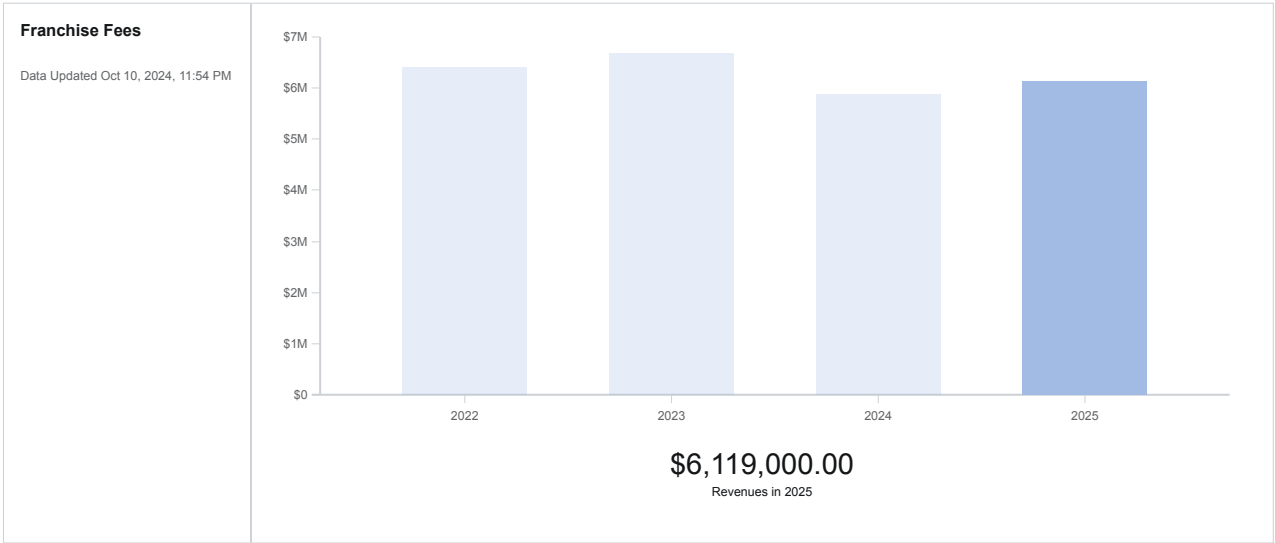
2025 Proposed Budget

Franchise Fees

Franchise fees are levied on businesses that deliver any public utility including electric, telephone, cable, and natural gas services. In order for a franchise to be granted, the residents of Pueblo must have a majority vote approving the franchise. Once approved by the voters, the applicant shall submit an ordinance granting the franchise. The City of Pueblo currently has four franchises: CenturyLink, Comcast, Black Hills, and Xcel Energy.

Franchise Fees

Table Year	Amount (\$)	Change from Previous Year
2022 Actual	6,400,082	
2023 Actual	6,676,508	4.3%
2024 Estimate	5,890,105	-11.8%
2025 Proposed	6,119,000	3.9%



Lodgers Tax

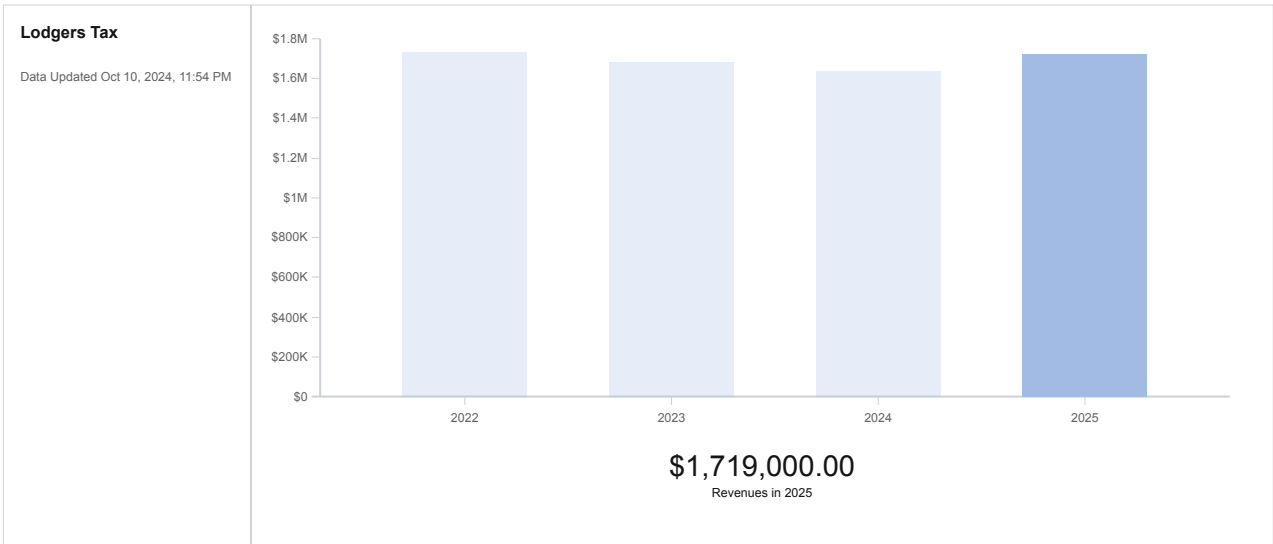
2025 Proposed Budget

Lodgers Tax

A Lodgers Tax of 4.3% is imposed on the cost of lodging within the city. The 4.3% is in addition to the city sales tax of 3.7%. The tax was established to promote tourism in the City of Pueblo.

Lodgers Tax

Table Year	Amount (\$)	Change from Previous Year
2022 Actual	1,734,479	
2023 Actual	1,684,899	-2.9%
2024 Estimate	1,639,020	-2.7%
2025 Proposed	1,719,000	4.9%



Licenses and Permits

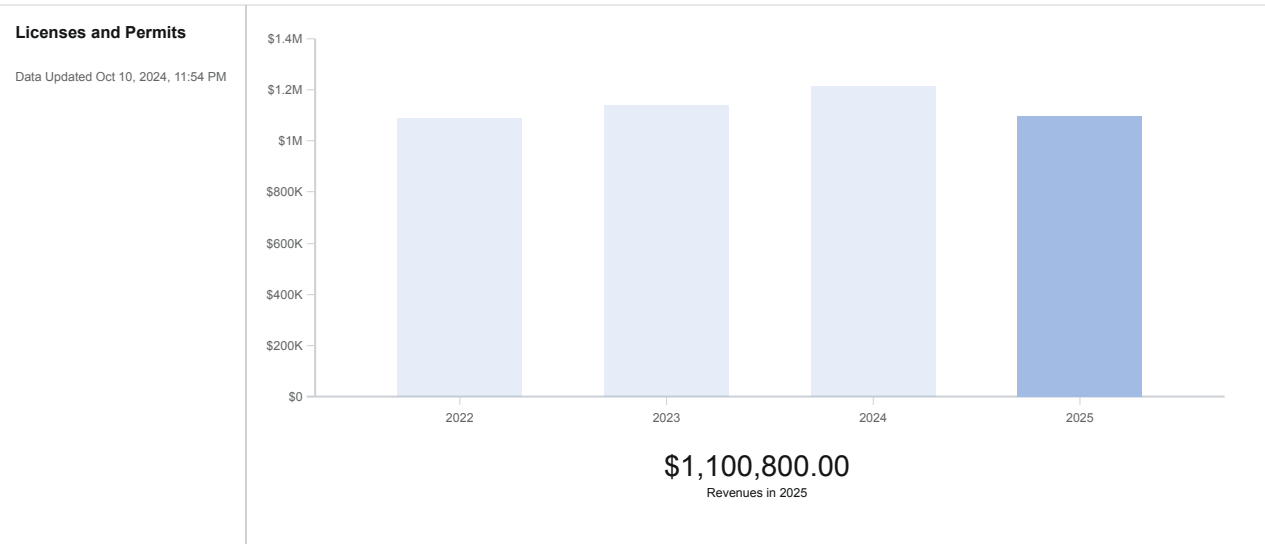
2025 Proposed Budget

Licenses and Permits

License and Permit revenues are primarily derived from business licenses Any organization conducting business within the City of Pueblo is required to have a business license.

Licenses & Permits

Table Year	Amount (\$)	Change from Previous Year
2022 Actual	1,089,461	
2023 Actual	1,137,616	4.4%
2024 Estimate	1,216,286	6.9%
2025 Proposed	1,100,800	-9.5%



Intergovernmental Receipts

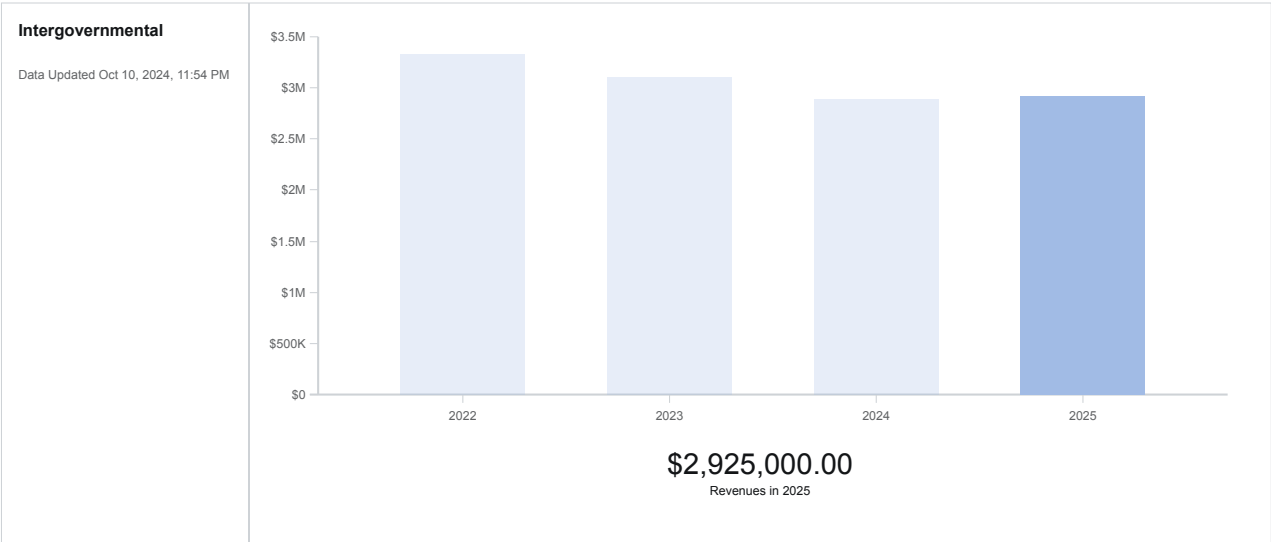
2025 Proposed Budget

Intergovernmental Receipts

Intergovernmental Receipts consists of revenue received from other government agencies. By far, the largest intergovernmental receipt is for motor vehicle ownership fees collected by Pueblo County.

Intergovernmental

Table Year	Amount (\$)	Change from Previous Year
2022 Actual	3,331,985	
2023 Actual	3,098,942	-7%
2024 Estimate	2,888,427	-6.8%
2025 Proposed	2,925,000	1.3%



Charges for Services

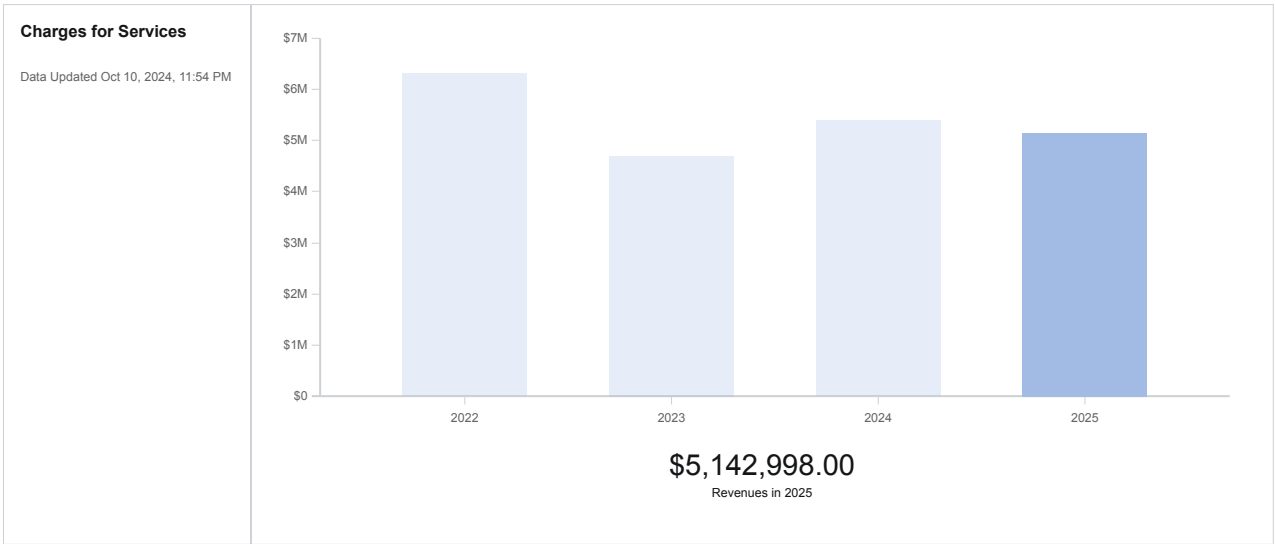
2025 Proposed Budget

Charges for Services

Charges for Services include all of the fees charged for services provided by the government to the user of those services. These charges include, but are not limited to, fees for recreation programs, photocopies, school resource officers and police reports. The largest of the fees is the administrative fee charged to enterprise funds for the services provided by the General Fund. The amount of the fee is based on a cost allocation study conducted to accurately determine the administrative fee for each enterprise fund.

Charges for Services

Table Year	Amount (\$)	Change from Previous Year
2022 Actual	6,307,135	
2023 Actual	4,704,404	-25.4%
2024 Estimate	5,398,998	14.8%
2025 Proposed	5,142,998	-4.7%



Fines and Forfeitures

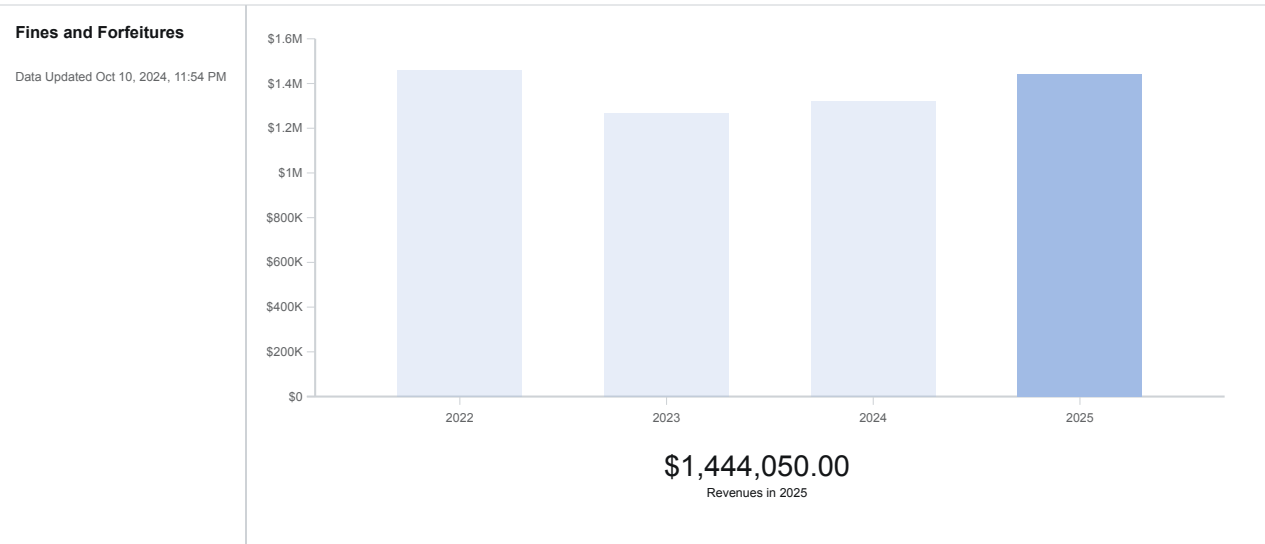
2025 Proposed Budget

Fines and Forfeitures

Fines are imposed by the City's Municipal Court on persons found to be in violation of the City code and subject to a fine.

Fines & Forfeitures

Table Year	Amount (\$)	Change from Previous Year
2022 Actual	1,460,514	
2023 Actual	1,270,845	-13%
2024 Estimate	1,321,397	4%
2025 Proposed	1,444,050	9.3%



Other Revenue

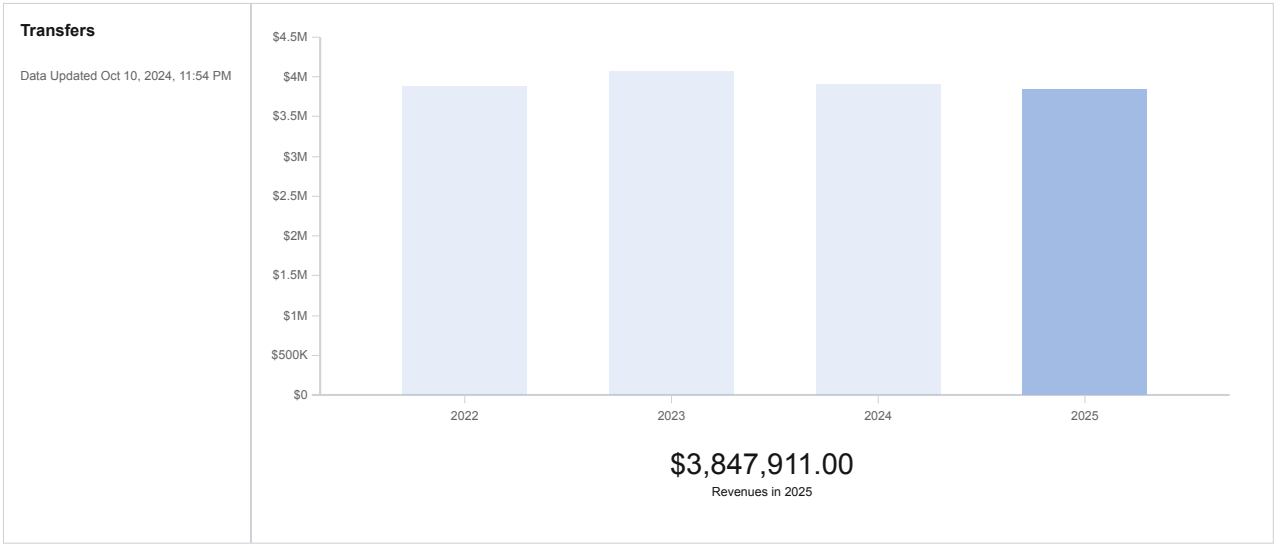
2025 Proposed Budget

Other Revenue

Other Revenue, due to its very nature, tends to have large fluctuations. The major known component of other revenue is interest earnings on investments. Due to the uncertain nature of miscellaneous receipts, these revenues are budgeted on a very conservative basis

Transfers

Table Year	Amount (\$)	Change from Previous Year
2022 Actual	3,886,047	
2023 Actual	4,065,123	4.6%
2024 Estimate	3,912,896	-3.7%
2025 Proposed	3,915,117	0.1%



Transfers In

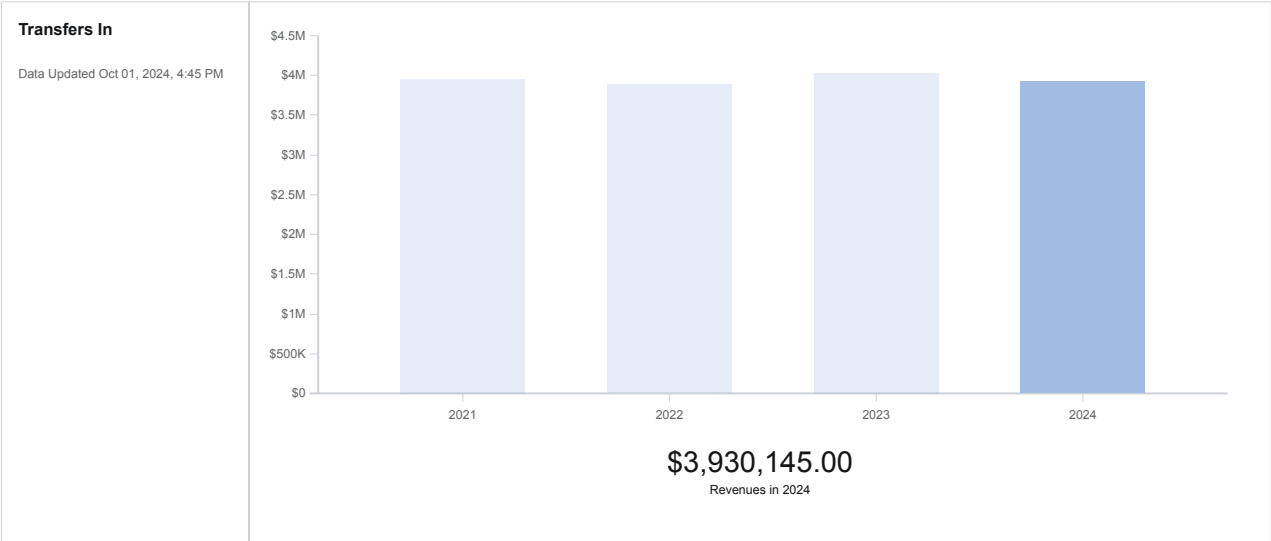
2024 Adopted Budget

Transfers In

Transfers In represent transfers of moneys from special revenue or other funds into the General Fund. The money is used to perform the objectives of the special revenue or other fund, but the expenses related to that objective occur in the General Fund.

Transfers In

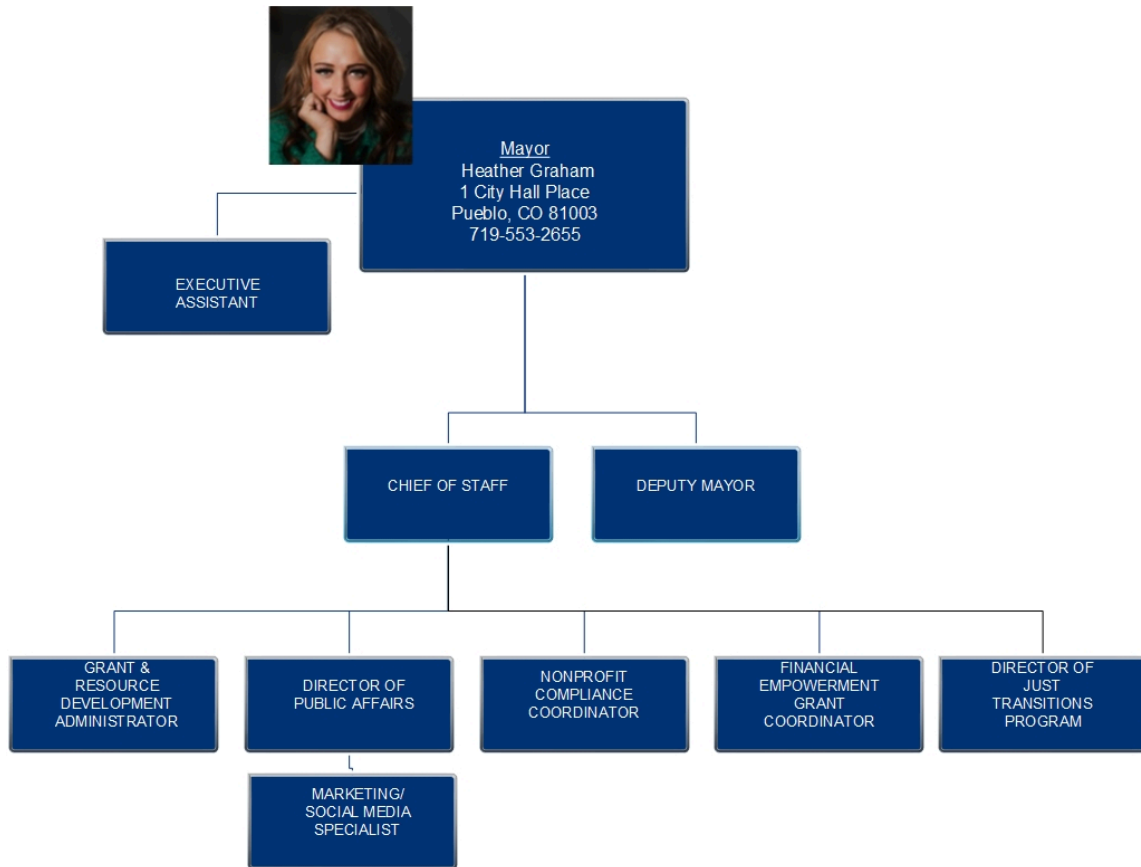
Year	Amount (\$)	Change from Previous Year
2021 Actual	3,956,715	
2022 Actual	3,886,047	-1.8%
2023 Estimate	4,031,863	3.8%
2024 Adopted	3,930,145	-2.5%



Mayor

2025 Proposed Budget

Organizational Chart



Mission/Function

The Mayor shall be the Chief Executive officer with all executive and administrative powers of the City of Pueblo as directed by Charter. The Mayor will continue to foster an environment of service to, and collaboration with, the community. Priorities will continue to be the welfare and growth of the community.

Objectives

- Increased Economic Growth for the City of Pueblo
- Priority focuses on Housing Development
- Priority focuses on Community Safety and Aging Infrastructure
- Preparation of the 2025 City Budget and submit to City Council and administration of the budget after adoption
- Strengthening Relationships and Partnerships with Community, Business & Prospective Stakeholders
- Community Outreach
- Investment in City Staff
- Investment in strategic Capital Improvements
- Enforce all laws and Ordinances of the City of Pueblo
- Prepare an annual State of the City Report

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Administration Wages	\$550,510	\$623,897	\$623,362	\$705,150
General Service Wages	\$0	\$0	\$27,053	\$67,776
Temporary/Part Time Wages	\$28,589	\$23,090	\$27,966	\$46,500
Leave Sell/Payout	\$1,373	\$6,523	\$32,114	\$0
Overtime	\$3,168	\$87	\$1,088	\$0
WAGES TOTAL	\$583,640	\$653,598	\$711,583	\$819,426
Benefits				
Pension - PERA	\$90,013	\$101,585	\$104,172	\$121,357
Health Insurance	\$71,982	\$86,160	\$106,195	\$152,265
Dental Insurance	\$1,825	\$2,071	\$1,979	\$2,367
Life Insurance	\$417	\$474	\$485	\$611
Medicare Tax	\$8,911	\$9,896	\$10,134	\$11,882
Worker's Compensation	\$6,327	\$6,853	\$7,034	\$6,627
Tuition Reimbursement	\$0	\$980	\$0	\$0
BENEFITS TOTAL	\$179,475	\$208,020	\$229,999	\$295,109
Operating				
Professional Services	\$90,536	\$28,059	\$52,466	\$78,700
Utilities & Energy/Centurylink	\$423	\$419	\$423	\$0
Fleet Fuel	\$0	\$0	\$300	\$0
Rentals	\$6,961	\$6,900	\$7,400	\$0
Postage	\$231	\$302	\$157	\$0
Telephones	\$7,966	\$6,810	\$6,810	\$0
Advertising	\$3,849	\$15,264	\$27,300	\$0
Printing & Binding	\$917	\$0	\$660	\$0
Travel	\$15,100	\$17,681	\$10,287	\$0
Training & Education	\$0	\$75	\$0	\$1,150
Office Supplies	\$3,798	\$2,226	\$2,266	\$0
Operating Supplies	\$6,299	\$10,637	\$10,637	\$20,000
Dues & Subscriptions	\$12,865	\$11,616	\$11,616	\$0
Computer Equipment <\$2500	\$7,701	\$0	\$0	\$0
Machinery & Equipment <\$2500	\$2,316	\$7,571	\$2,807	\$0
OPERATING TOTAL	\$158,962	\$107,561	\$133,130	\$99,850
Capital Outlay	\$0	\$2,799	\$0	\$0
TOTAL	\$922,078	\$971,977	\$1,074,712	\$1,214,385

Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Food Project Coordinator	0	1	1	0	-	-
Food Systems Strategist	1	0	0	0	-	-
Internal Auditor	0	1	1	0	-	-
Outdoor Recreation Administrator	0	0	1	0	-	-
Secretary to Mayor	1	1	1	0	-	-
Mayor	1	1	1	1	150,000.00	150,000.00
Chief of Staff	1	1	1	1	100,944.84	146,325.00
Grant & Resource Development Administrator	1	1	1	1	87,733.32	107,162.28
Director of Just Transitions Program	1	1	1	1	83,510.4	101,405.52
Director of Public Affairs	1	1	1	1	83,510.4	101,405.52
Non-Profit Compliance Coordinator	0	0	0	1	69,320.4	95,574.36
Marketing and Social Media Specialist	0	0	0	1	60,147.24	80,721.72
Grant Coordinator/Financial Empowerment	0	0	1	1	60,104.76	73,594.44
Executive Assistant	0	0	0	2	49,803.72	60,981.36
Administrative Assistant	1	1	1	0	-	-
Deputy Mayor*	1	1	1	1	-	-
	9	10	12	11		

*Deputy Mayor position is currently held by the Fire Chief, no additional salary provided for Deputy Mayor duties. Please see page D-25 for Fire Chief salary range.

City Council

2025 Proposed Budget

Mission/Function

The Council is the legislative and policy setting body representing the citizens of the City of Pueblo in the creation and operation of municipal services, functions, and activities.

Mission Statement

We, the City of Pueblo, representing a community of diverse culture, character, and history:

- Commit to upholding the City Charter, all City Ordinances, and the highest standards of conduct
- Commit to promoting and enhancing the well-being and quality of life for Pueblo's residents, visitors, and businesses by providing excellent services in an efficient, respectful, and courteous manner
- Commit to responsible stewardship of community resources and values and to support all segments of the community
- Commit to a model of professionalism that ensures respectful and complete consideration of all decisions and decrees; and
- Commit to strategic growth, all facets of economic development, and sustainability

Vision Statement

By uniting our energies and working cooperatively with the citizens of Pueblo, we will develop Pueblo, Colorado into one significant, influential, and prosperous community with opportunities for all.

We Value . . .

- The resourcefulness of each individual
- Entrepreneurship
- Departmental accountability and professionalism
- Integrity and transparency
- Responsive and respectful service to all
- Diversity

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Board Member Wages	\$61,525	\$61,550	\$60,736	\$63,300
WAGES TOTAL	\$61,525	\$61,550	\$60,736	\$63,300
Benefits				
Pension - PERA	\$8,909	\$9,085	\$8,977	\$9,375
Medicare Tax	\$892	\$892	\$881	\$918
Worker's Compensation	\$49	\$49	\$49	\$51
BENEFITS TOTAL	\$9,850	\$10,027	\$9,907	\$10,344
Operating				
Professional Services	\$187,800	\$181,000	\$191,183	\$224,000
Rentals	\$0	\$0	\$0	\$3,000
Postage	\$0	\$0	\$0	\$200
Telephones	\$5,280	\$5,210	\$5,614	\$10,000
Printing & Binding	\$70	\$0	\$110	\$300
Travel	\$16,718	\$29,054	\$15,017	\$25,250
Operating Supplies	\$14,423	\$15,828	\$15,828	\$16,500
Dues & Subscriptions	\$0	\$250	\$560	\$0
Machinery & Equipment <\$2500	\$849	\$0	\$0	\$0
OPERATING TOTAL	\$225,140	\$231,341	\$228,311	\$279,250
TOTAL	\$296,515	\$302,918	\$298,954	\$352,894

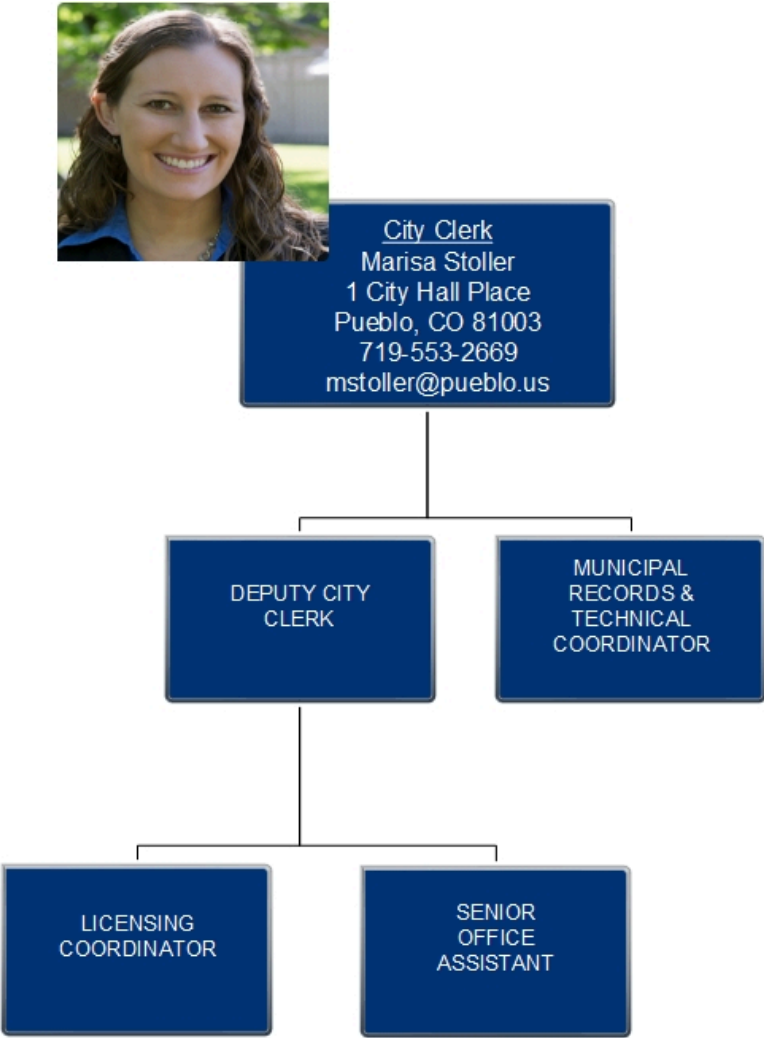
Staffing Details

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Administrative Assistant	0	0	1	1	67,720.68	82,919.64
City Council President	1	1	1	1	10,800.00	10,800.00
City Council Member	6	6	6	6	8,400.00	8,400.00
	7	7	8	8		

City Clerk

2025 Proposed Budget

Organizational Chart



Mission/Function

Provide quality support and assistance to City Council, City Administration, City Departments, and the Citizens of Pueblo in an efficient, ethical, and positive manner. The Office of the City Clerk is responsible for the public service categories of Liquor and Beer Licensing, Retail/Medical Marijuana Licensing, Tobacco Licensing, Custodian of Records, Colorado Open Records Act Requests, Municipal Elections, City Council Agenda, and Clerk for the City Council.

Objectives

- Provide technical assistance and licensing services to applicants interested in the beer, wine, spiritus liquor, marijuana, or tobacco licensing processes
- Coordinate with Pueblo County Elections Division for all General and Special Elections as the Designated Municipal Election Official
- Provide technical assistance with referendum, initiated, and charter amendment petition processes in addition to aiding individuals interested in running for elected office
- Maintain all official City records including minutes of Council meetings, Ordinances, Resolutions, and official and legal documents
- Preserve, protect, and disseminate these documents, providing research and support upon public inquiry
- Maintain and coordinate codification of the Pueblo Municipal Code
- Coordinate and monitor the development of the City Council agendas
- Attend all City Council meetings and record and transcribe minutes for the record

Programs for 2025

- Implement new digital forms and procedures for the submission and public posting of campaign finance reporting for committees and candidates to increase transparency and ease of access to financial information.
- Provide departmental support for staff and applicants regarding continuing changes to the liquor code, particularly in the area of catering licenses and retail establishment permits.
- Implement updated software to support hybrid meetings and voting for City Council, aiding in public transparency, with potential use for other boards.
- Be on the forefront of the changing procedures around natural medicine, ensuring the City's voice is heard as the state considers new regulations.
- Add to staff knowledge and education through clerk-specific trainings and conferences.
- Host a successful Colorado Municipal Clerks Association Conference in October, bringing in clerks throughout the state to the City of Pueblo through educational opportunities to help promote the successes of the City and to add to the economic development of the region.

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Board Member Wages	\$2,825	\$3,100	\$3,225	\$4,320
Administration Wages	\$174,646	\$190,783	\$202,735	\$208,378
General Service Wages	\$183,258	\$254,548	\$190,477	\$192,926
Temporary/Part Time Wages	\$50	\$2,453	\$2,138	\$0
Leave Sell/Payout	\$4,017	\$4,292	\$2,773	\$1,230
Step-Up	\$346	\$7	\$0	\$0
Overtime	\$702	\$258	\$90	\$0
WAGES TOTAL	\$365,844	\$455,440	\$401,438	\$406,854
Benefits				
Pension - PERA	\$50,811	\$65,103	\$57,582	\$60,073
Health Insurance	\$77,279	\$84,931	\$69,167	\$66,214
Dental Insurance	\$1,307	\$1,546	\$1,258	\$1,184
Life Insurance	\$408	\$461	\$392	\$373
Medicare Tax	\$5,014	\$6,188	\$5,398	\$5,899
Worker's Compensation	\$2,474	\$2,902	\$2,830	\$3,696
BENEFITS TOTAL	\$137,293	\$161,131	\$136,627	\$137,439
Operating				
Professional Services	\$116,488	\$74,231	\$110,850	\$112,850
Utilities & Energy/Centurylink	\$2	\$0	\$0	\$100
Fleet Fuel	\$191	\$142	\$328	\$1,000
Fleet Repair	\$0	\$0	\$253	\$800
Repair & Maintenance	\$0	\$124	\$0	\$0
Rentals	\$4,421	\$3,821	\$3,699	\$4,000
Postage	\$1,156	\$676	\$1,004	\$1,600
Telephones	\$3,505	\$3,042	\$2,600	\$2,600
Advertising	\$18,024	\$17,161	\$18,331	\$19,000
Printing & Binding	\$0	\$450	\$300	\$500
Travel	\$2,202	\$3,597	\$5,800	\$4,100
Training & Education	\$2,484	\$4,554	\$4,050	\$4,550
Office Supplies	\$7,023	\$5,798	\$5,481	\$7,650
Operating Supplies	\$0	\$0	\$200	\$7,000
Dues & Subscriptions	\$905	\$831	\$850	\$1,150
Machinery & Equipment <\$2500	\$404	\$473	\$150	\$0
OPERATING TOTAL	\$156,804	\$114,900	\$153,896	\$166,900
TOTAL	\$659,941	\$731,471	\$691,961	\$711,193

Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
City Clerk	1	1	1	1	113,025.36	138,167.76
Deputy City Clerk	1	1	1	1	68,781.36	83,980.32
Municipal Records & Technical Coordinator	1	1	1	1	59,115.6	74,332.92
Licensing Coordinator	2	2	2	1	52,918.08	70,116.48
Senior Office Assistant	1	1	1	1	48,112.68	67,719.12
	6	6	6	5		

City Hall Operation

2025 Proposed Budget

Mission/Function

City Hall Operation is under the supervision of the Director of Finance.

Objectives

Manage City Hall utilities, maintenance, and security

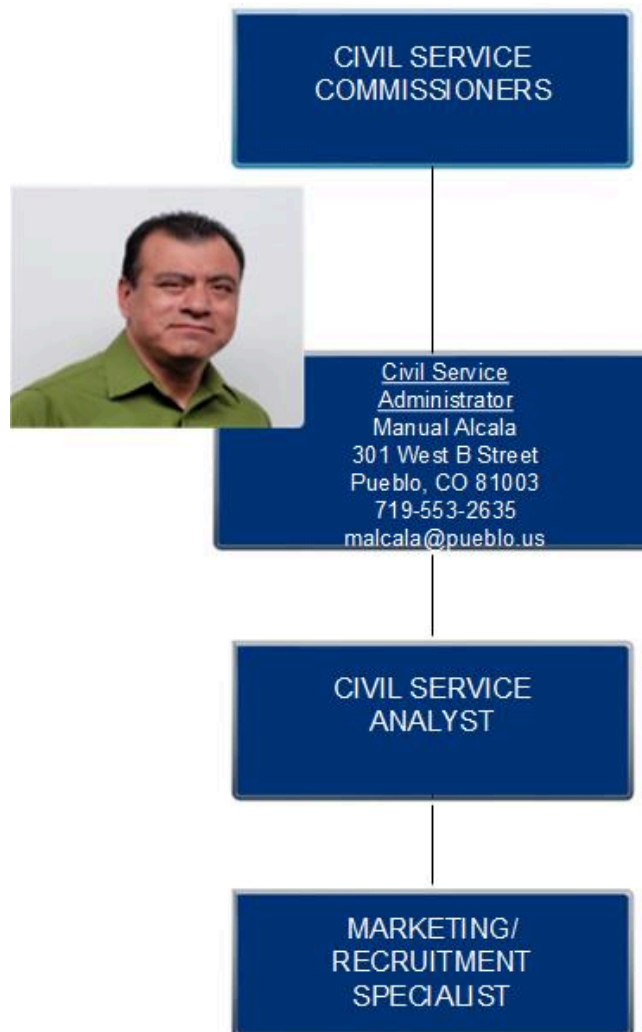
Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Operating				
Contract Services	\$88,117	\$90,643	\$90,643	\$110,775
Electricity	\$65,581	\$67,966	\$67,966	\$63,179
Utilities & Energy/Centurylink	\$1,245	\$1,280	\$1,280	\$2,000
Repair & Maintenance	\$1,055	\$2,484	\$2,484	\$35,496
Telephones	\$98	\$113	\$113	\$500
Operating Supplies	\$3,050	\$1,711	\$1,711	\$3,000
OPERATING TOTAL	\$159,146	\$164,196	\$164,196	\$214,950
Capital Outlay				
Computer Equipment >\$2500	\$0	\$2,342	\$0	\$0
CAPITAL OUTLAY TOTAL	\$0	\$2,342	\$0	\$0
TOTAL	\$159,146	\$166,538	\$164,196	\$214,950

Civil Service

2025 Proposed Budget

Organizational Chart



Civil Service

Mission/Function

Under the direction of the Civil Service Commission and the Mayor, the primary function of the Civil Service Office is to recruit and develop and/or administer examinations for all classified positions for the City of Pueblo. Under the Direction of the Mayor, the Civil Service Office also assists in the recruitment of unclassified positions for the City of Pueblo, which includes director-level positions and temporary/seasonal employees.

The Civil Service Commission holds regular monthly meetings and is responsible for conducting hearings on employment related matters pertaining to classification, reclassification, allocation of positions and disciplinary action.

Objectives

- Provide effective and efficient customer service to all citizens and employees
- Provide direction and support to candidates seeking employment with the City
- Develop and administer competitive examinations for purposes of establishing certified eligibility lists
- Maintain a neutral environment, centered on providing fair and equitable appeal process
- Provide expert support to the City's Human Resources Department and hiring managers throughout the selection and hiring process
- Work in partnership with department hiring managers and community business partners to further the City's efforts to identify and recruit candidates for City jobs through innovative outreach recruitment and marketing initiatives

Civil Service

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Board Member Wages	\$8,400	\$16,500	\$16,500	\$17,100
Administration Wages	\$105,801	\$113,123	\$119,055	\$121,755
General Service Wages	\$48,966	\$95,499	\$122,438	\$141,047
Temporary/Part Time Wages	\$26,380	\$11,008	\$11,447	\$20,800
Leave Sell/Payout	\$0	\$0	\$1,280	\$0
WAGES TOTAL	\$189,546	\$236,130	\$270,720	\$300,702
Benefits				
Pension - PERA	\$25,491	\$32,224	\$37,419	\$45,674
Deferred Compensation	\$570	\$1,065	\$1,110	\$422
Health Insurance	\$39,538	\$48,950	\$53,874	\$53,118
Dental Insurance	\$592	\$814	\$856	\$592
Life Insurance	\$153	\$208	\$221	\$229
Medicare Tax	\$2,615	\$3,277	\$3,770	\$4,360
Worker's Compensation	\$1,951	\$2,175	\$2,362	\$2,425
BENEFITS TOTAL	\$70,909	\$88,712	\$99,612	\$106,820
Operating				
Professional Services	\$35,377	\$41,990	\$31,485	\$49,000
Utilities & Energy/Centurylink	\$3	\$0	\$0	\$60
Fleet Fuel	\$0	\$43	\$0	\$100
Repair & Maintenance	\$2,551	\$4,035	\$4,079	\$7,100
Rentals	\$1,396	\$998	\$912	\$2,000
Postage	\$2	\$4	\$4	\$50
Telephones	\$1,790	\$3,596	\$1,096	\$2,550
Advertising	\$20,442	\$8,161	\$8,161	\$20,000
Printing & Binding	\$198	\$317	\$0	\$500
Travel	\$6,854	\$12,022	\$5,624	\$9,500
Training & Education	\$5,998	\$1,944	\$1,761	\$6,500
Office Supplies	\$664	\$1,316	\$1,300	\$1,300
Operating Supplies	\$297	\$282	\$282	\$500
Dues & Subscriptions	\$2,519	\$2,409	\$2,737	\$3,500
Computer Equipment <\$2500	\$0	\$3,503	\$1,169	\$0
Machinery & Equipment <\$2500	\$783	\$72	\$0	\$400
OPERATING TOTAL	\$78,874	\$80,690	\$58,611	\$103,060
TOTAL	\$339,329	\$405,533	\$428,943	\$510,582

Civil Service

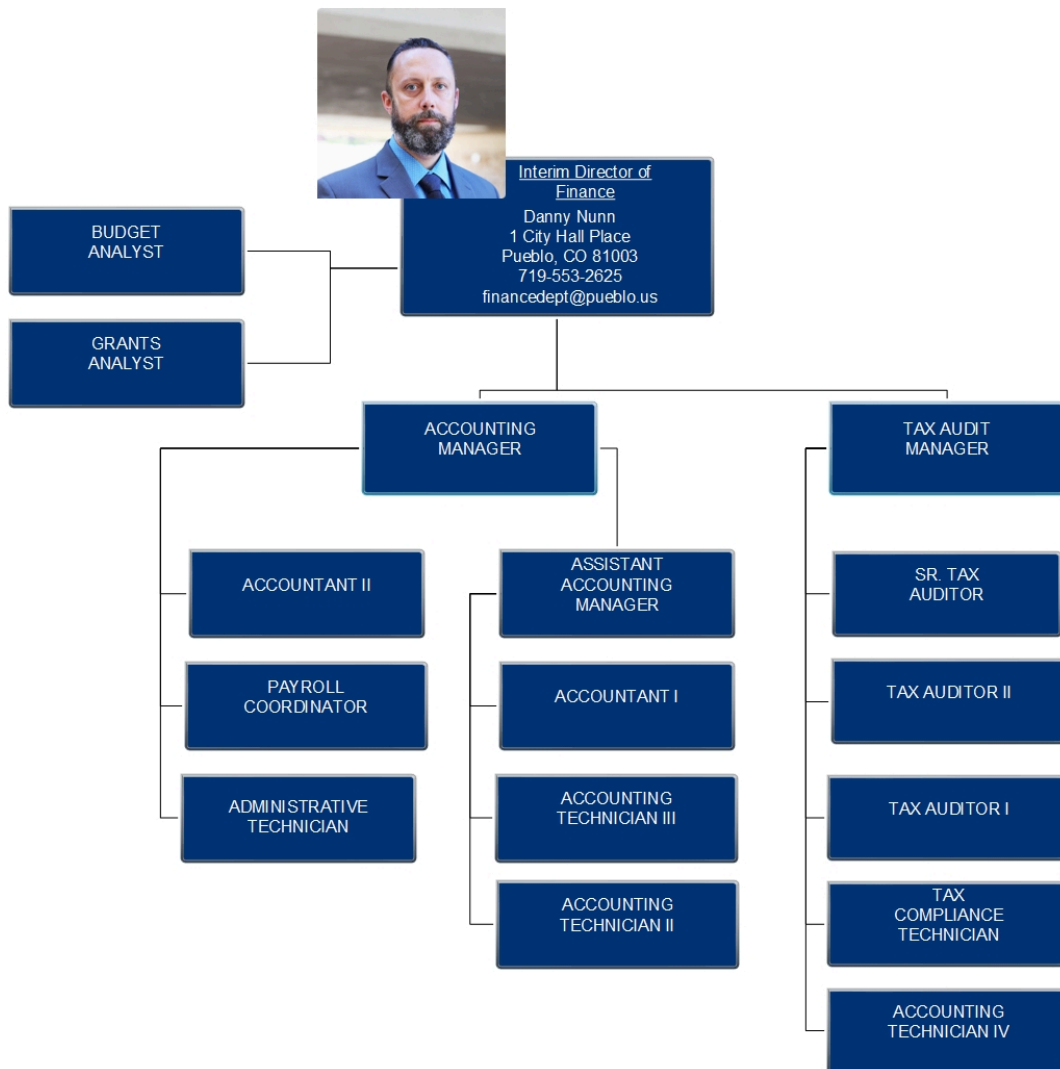
Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Civil Service Administrator	1	1	1	1	112,778.40	138,095.64
Marketing and Recruitment Specialist	0	1	1	1	60,147.96	80,721.60
Civil Service Analyst	1	1	1	1	55,231.08	69,328.80
Civil Service Commissioner	3	3	3	3	2,700.00	3,000.00
	5	6	6	6		

Finance

2025 Proposed Budget

Organizational Chart



Mission/Function

- Ensure the prudent financial management of public funds belonging to or under the control of the City of Pueblo
- Provide the point of contact for the public and other agencies on all financial matters of the City
- Provide seamless financial support and management advisory services for all departments and activities of the City of Pueblo
- Maintain the official financial records of the City of Pueblo and provide reporting as necessary for accountability

Objectives

- Continue educating the community about City Ordinances related to sales and use tax
- Earn the Award for Excellence in Financial Reporting on the 2023 Annual Comprehensive Financial Report
- Work with the Mayor in the development of the Annual Budget

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Administration Wages	\$649,182	\$855,762	\$951,077	\$1,136,909
General Service Wages	\$708,978	\$672,542	\$864,204	\$1,123,945
Temporary/Part Time Wages	\$37,264	\$27,758	\$12,677	\$60,369
Leave Sell/Payout	\$15,728	\$16,466	\$38,329	\$4,000
Step-Up	\$3,533	\$899	\$28,994	\$1,000
Overtime	\$2,848	\$3,553	\$4,609	\$2,000
WAGES TOTAL	\$1,417,533	\$1,576,980	\$1,899,890	\$2,328,223
Benefits				
Pension - PERA	\$195,995	\$220,987	\$271,513	\$344,217
Health Insurance	\$277,184	\$307,455	\$350,197	\$393,513
Dental Insurance	\$5,401	\$5,277	\$5,795	\$6,214
Life Insurance	\$1,536	\$1,555	\$1,742	\$1,958
Medicare Tax	\$19,766	\$21,701	\$26,646	\$33,759
Worker's Compensation	\$2,964	\$4,730	\$5,411	\$6,325
Tuition Reimbursement	\$0	\$401	\$0	\$0
BENEFITS TOTAL	\$502,846	\$562,107	\$661,304	\$785,986
Operating				
Professional Services	\$126,916	\$70,221	\$101,871	\$51,660
Contract Services	\$17,489	\$12,814	\$53,623	\$62,602
Electricity	\$181	\$0	\$0	\$0
Utilities & Energy/Centurylink	\$80	\$0	\$0	\$300
Fleet Fuel	\$340	\$316	\$316	\$650
Fleet Repair	\$1,744	\$619	\$2,000	\$2,000
Repair & Maintenance	\$0	\$0	\$125	\$500
Rentals	\$8,868	\$8,693	\$8,693	\$9,750
Licenses, Permits & Fees	\$65	\$10	\$0	\$6,175
Postage	\$19,348	\$31,409	\$31,409	\$25,000
Telephones	\$14,399	\$12,453	\$12,453	\$10,000
Advertising	\$0	\$0	\$1,594	\$500
Printing & Binding	\$3,068	\$2,885	\$2,885	\$2,000
Travel	\$0	\$5,791	\$1,661	\$8,000
Training & Education	\$2,631	\$8,766	\$7,009	\$8,000
Office Supplies	\$14,955	\$15,478	\$13,571	\$17,700
Operating Supplies	\$10,547	\$13,722	\$10,451	\$14,000
Dues & Subscriptions	\$4,268	\$147,650	\$19,000	\$4,000
Computer Equipment <\$2500	\$7,494	\$0	\$1,873	\$0
Machinery & Equipment <\$2500	\$3,280	\$5,816	\$4,560	\$1,200
OPERATING TOTAL	\$235,672	\$336,644	\$273,095	\$224,037
TOTAL	\$2,156,051	\$2,475,730	\$2,834,289	\$3,338,246

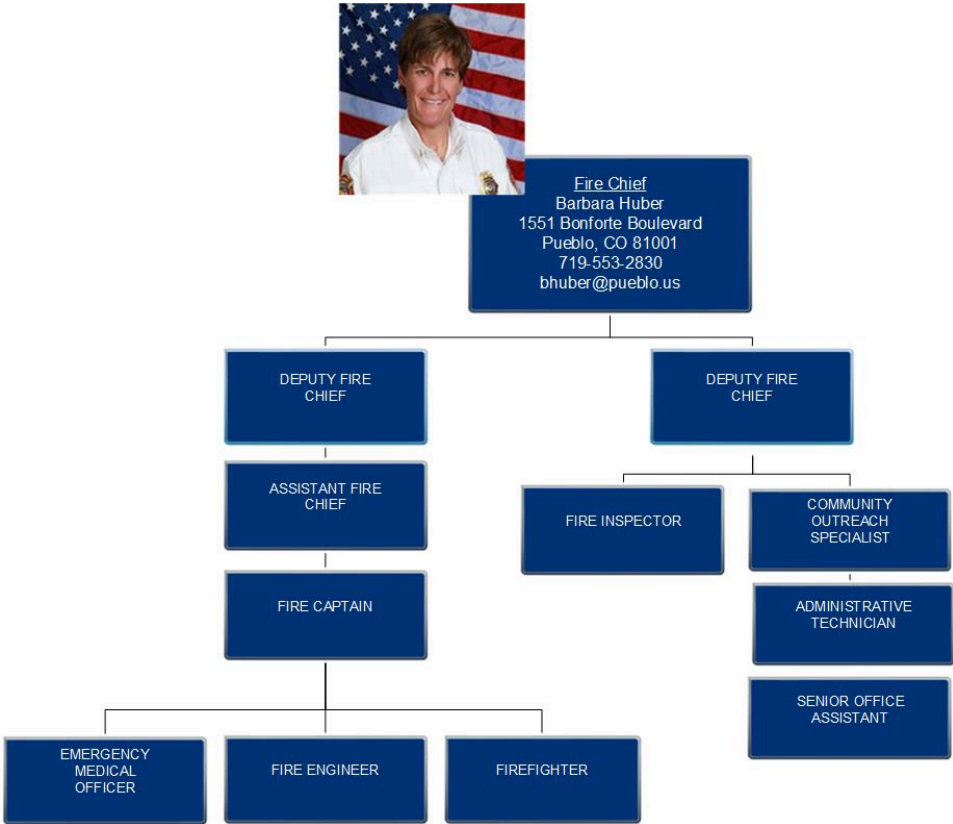
Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Director of Finance	1	1	1	1	132,347.88	161,753.64
Tax Audit Manager	1	1	1	1	105,901.92	126,452.28
Accounting Manager	1	1	1	1	105,901.80	126,452.28
Assistant Accounting Manager	1	1	1	1	93,186.60	113,879.76
Senior Tax Auditor	0	1	1	1	93,186.60	113,879.76
Accountant II	4	4	4	5	87,733.32	107,162.52
Budget Analyst	1	1	1	1	87,733.32	107,162.52
Grants Analyst	1	1	1	1	83,645.04	92,563.80
Accountant I	2	2	2	2	74,166.00	92,131.32
Tax Auditor I	3	3	3	3	74,166.00	92,131.32
Tax Auditor II	2	2	2	2	87,733.32	107,162.52
Payroll Coordinator	1	1	1	1	59,373.36	77,648.16
Tax Compliance Technician	2	2	2	2	54,200.64	74,631.96
Accounting Technician IV	2	2	4	4	51,234.12	70,116.48
Administrative Technician	1	1	1	1	51,234.12	70,116.48
Accounting Technician II	2	2	2	2	41,415.24	51,826.92
Accounting Technician III	2	2	0	0	-	-
	27	28	28	29		

Fire

2025 Proposed Budget

Organizational Chart



Mission/Function

It is the Pueblo Fire Department's responsibility to protect life and property of City residents and visitors. The department's critical public safety mission is carried out 24 hours a day with professional and specially trained personnel who perform fire, rescue, emergency medical, hazardous material, fire prevention, and public education services. As a team, we have a strong reputation for delivering a high quality of service in these areas.

Objectives

- Provide emergency services to all incidents within the city limits, including fire, hazardous materials, rescue, and medical responses within the time guidelines established by the City of Pueblo Fire Department Standards of Coverage document
- Provide fire code enforcement and improve public fire safety education programs that will assist businesses and citizens in fire prevention and safety
- Provide all hazard emergency services during times of natural disaster, such as floods and major storms
- Provide excellent customer service to the citizens and visitors of Pueblo
- Provide fire safety and public information to the citizens of Pueblo through an ongoing program of Public Service Announcements and public education activities
- Work with the Pueblo Community to improve community resources and their proper usage
- Continue collaboration and training with County departments
- Provide a communication process to evaluate needs and desired services internally by the City and externally from the community partners and citizens

Programs for 2025

- Improve departmental infrastructure by completing the building of 3 new stations. One is an additional station on the West side. Improving overall coverage of the city.
- Increase staffing with the roll out started the last quarter of 2024. Additional positions will be added for the new Station 11 in 2025. Completion is estimated in June.
- Improve department safety and response with 3 additional assistant chiefs (one per shift) starting last quarter of 2024. Also, the addition of a second truck with a Lieutenant position added to each truck.
- Expand community partnerships, programs, and education to reduce 911 and improve healthcare in Pueblo

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Administration Wages	\$350,939	\$412,898	\$419,814	\$477,196
Fire Service Wages	\$11,245,290	\$12,895,963	\$13,640,811	\$16,565,738
General Service Wages	\$87,522	\$109,745	\$149,934	\$180,171
Temporary/Part Time Wages	\$11,141	\$12,264	\$9,905	\$21,476
Leave Sell/Payout	\$237,046	\$307,832	\$453,017	\$262,500
Step-Up	\$143,270	\$155,902	\$196,874	\$152,400
Uniform/Shoe/Tool Allow	\$25,020	\$26,280	\$26,820	\$29,340
Overtime	\$1,047,286	\$846,197	\$691,571	\$962,275
WAGES TOTAL	\$13,147,513	\$14,767,080	\$15,588,746	\$18,651,096
Benefits				
Pension - PERA	\$16,312	\$16,989	\$23,203	\$101,188
Pension - Fire	\$2,442,396	\$2,636,232	\$2,915,183	\$3,255,217
Health Insurance	\$2,621,230	\$2,816,299	\$2,896,128	\$3,379,081
Disability Insurance	\$302,498	\$364,004	\$444,318	\$628,098
Dental Insurance	\$38,927	\$40,819	\$39,511	\$43,476
Life Insurance	\$10,661	\$11,335	\$10,953	\$12,177
Medicare Tax	\$181,605	\$205,168	\$221,314	\$270,440
Worker's Compensation	\$616,175	\$691,615	\$738,828	\$774,494
Uniform Repair/Replace	\$121,005	\$60,882	\$56,412	\$218,941
Fire Personal Protective Equip	\$0	\$144,163	\$40,841	\$95,875
Tuition Reimbursement	\$0	\$3,471	\$0	\$0
BENEFITS TOTAL	\$6,350,809	\$6,990,977	\$7,386,691	\$8,778,987
Operating				
Professional Services	\$45,564	\$38,166	\$38,166	\$30,900
Contract Services	\$41,329	\$53,765	\$67,786	\$97,500
Electricity	\$138,029	\$148,532	\$148,532	\$165,000
Utilities & Energy/Centurylink	\$5,981	\$4,710	\$4,710	\$18,200
Fleet Fuel	\$184,416	\$159,486	\$159,486	\$108,000
Fleet Repair	\$405,058	\$329,528	\$329,528	\$354,000
Repair & Maintenance	\$41,136	\$57,547	\$72,267	\$70,500
Rentals	\$4,661	\$5,347	\$6,500	\$4,500
Postage	\$639	\$1,084	\$1,084	\$1,420
Telephones	\$55,248	\$55,848	\$53,402	\$48,000
Printing & Binding	\$174	\$714	\$714	\$3,000
Travel	\$12,036	\$14,979	\$14,979	\$15,000
Training & Education	\$65,954	\$44,033	\$44,033	\$60,000
Fire Academy Training	\$33,069	\$14,789	\$14,789	\$15,000
Office Supplies	\$3,911	\$4,087	\$4,087	\$6,500
Operating Supplies	\$39,714	\$51,058	\$53,548	\$93,000
Repair & Maint Supplies	\$9,719	\$4,205	\$20,071	\$38,000
Linen	\$21,145	\$22,215	\$22,215	\$25,000
EMS Supplies	\$33,924	\$24,602	\$24,602	\$60,000
Dues & Subscriptions	\$7,757	\$22,253	\$22,253	\$35,000
Computer Equipment <\$2500	\$1,064	\$2,079	\$5,079	\$4,000
Machinery & Equipment <\$2500	\$27,945	\$36,137	\$55,053	\$72,500
OPERATING TOTAL	\$1,178,473	\$1,095,164	\$1,162,882	\$1,325,020
Capital Outlay				
Computer Equipment >\$2500	\$0	\$135,727	\$0	\$0
Machinery & Equipment >\$2500	\$1,360	\$2,846	\$30,386	\$0
Vehicles & Rolling Stock	\$0	\$3,935	\$0	\$0

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
CAPITAL OUTLAY TOTAL	\$1,360	\$142,508	\$30,386	\$0
Capital Maintenance	\$0	\$0	\$45	\$0
TOTAL	\$20,678,155	\$22,995,728	\$24,168,751	\$28,755,103

Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Fire Chief	1	1	1	1	144,845.64	177,021.84
Assistant Fire Chief	3	3	3	6	139,398.72	139,398.72
Deputy Fire Chief	2	2	2	2	128,771.04	160,845.72
Fire Captain	33	33	33	36	120,812.16	120,812.16
Fire Lieutenant	0	0	0	6	111,518.64	111,518.64
Fire Inspector	3	3	3	3	104,084.4	104,084.40
Emergency Medical Officer	31	31	31	34	102,225.84	102,225.84
Fire Engineer	36	36	36	36	99,437.88	99,437.88
Firefighter	38	44	44	36	68,584.92	92,932.56
Administrative Technician	1	1	1	1	51,234.12	70,116.48
Community Risk Reduction Coordinator	0	1	1	1	48,992.76	61,451.64
Senior Office Assistant	1	1	1	1	48,112.68	67,719.12
Community Outreach Specialist	0	0	1	1	47,335.08	59,211.77
	149	156	157	164		

Housing & Citizen Services

2025 Proposed Budget

Mission/Function

Beginning in 2024, the Housing & Citizen Services Department combined with the Planning & Development Department to create the Housing & Citizen Services Division under the Planning & Development Department. This page is for historical data only. Please see page D- for current budget data for the Planning & Community Development Department.

Housing & Citizen Services

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Administration Wages	\$111,655	\$114,986	\$0	\$0
General Service Wages	\$107,727	\$165,677	\$0	\$0
Temporary/Part Time Wages	\$26,918	\$21,632	\$0	\$0
Step-Up	\$644	\$0	\$0	\$0
Overtime	\$0	\$37	\$0	\$0
WAGES TOTAL	\$246,942	\$302,332	\$0	\$0
Benefits				
Pension - PERA	\$34,490	\$43,240	\$0	\$0
Health Insurance	\$44,073	\$50,097	\$0	\$0
Dental Insurance	\$888	\$1,134	\$0	\$0
Life Insurance	\$229	\$293	\$0	\$0
Medicare Tax	\$3,458	\$4,248	\$0	\$0
Worker's Compensation	\$2,230	\$2,451	\$0	\$0
BENEFITS TOTAL	\$85,369	\$101,463	\$0	\$0
Professional Services	\$14,421	\$10,888	\$0	\$0
Electricity	\$2,400	\$2,400	\$0	\$0
Utilities & Energy/Centurylink	\$1	\$0	\$0	\$0
Fleet Fuel	\$525	\$786	\$0	\$0
Fleet Repair	\$1,092	\$794	\$0	\$0
Rentals	\$1,847	\$1,813	\$0	\$0
Licenses, Permits & Fees	\$1,500	\$1,233	\$0	\$0
Postage	\$128	\$342	\$0	\$0
Telephones	\$2,346	\$2,911	\$0	\$0
Advertising	\$3,026	\$1,662	\$0	\$0
Printing & Binding	\$68	\$40	\$0	\$0
Travel	\$0	\$668	\$0	\$0
Training & Education	\$1,335	\$2,461	\$0	\$0
Office Supplies	\$1,219	\$3,250	\$0	\$0
Operating Supplies	\$1,157	\$1,360	\$0	\$0
Dues & Subscriptions	\$813	\$802	\$0	\$0
Computer Equipment <\$2500	\$3,396	\$6,567	\$0	\$0
Machinery & Equipment <\$2500	\$93	\$920	\$0	\$0
TOTAL	\$367,676	\$442,693	\$0	\$0

Housing and Citizen Services

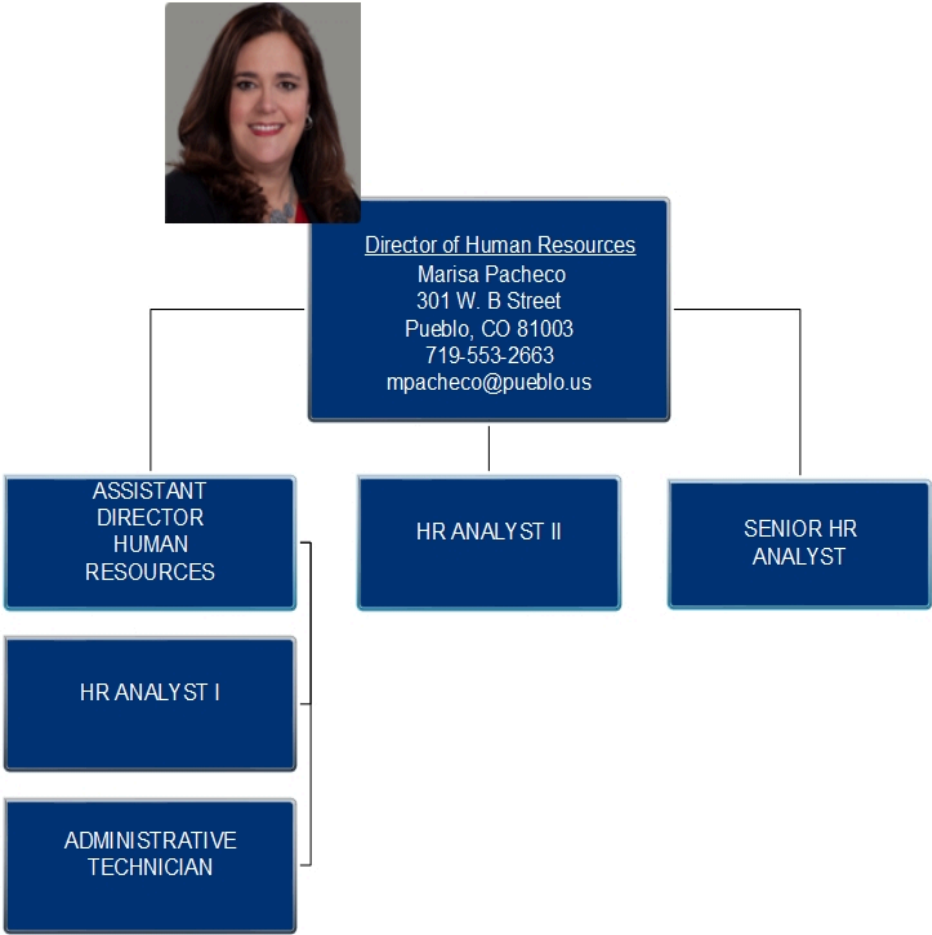
Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Administrative Technician	1	1	0	0	-	-
Community Development Specialist	1	1	0	0	-	-
Director of Housing and Citizen Services	1	1	0	0	-	-
Housing & Community Development - Coordinator II	1	1	0	0	-	-
Program Coordinator Housing	1	1	0	0	-	-
	5	5	0	0		

Human Resources

2025 Proposed Budget

Organizational Chart



Human Resources

Mission/Function

The mission of the Human Resources Department is to provide comprehensive human resources support to City Departments including employment, classification, compensation, benefits, retirement planning and pension administration, wellness, employee and labor relations, employee development, equal employment opportunity, and research and analysis.

Objectives

- Develop and implement best practices in the recruitment of highly qualified employees
- Support and promote the health and well-being of City employees through the development and administration of a comprehensive benefit program including health, dental, life and retirement
- Foster and maintain a learning environment that is inclusive and supportive
- Improve Human Resources' processes, systems, and infrastructure
- Recommend and maintain a comprehensive and competitive classification and compensation structure
- Mitigate City exposure to legal and business risks
- Provide complex research, analysis and administrative support to the Mayor, Chief of Staff, and Department Directors
- Enable line departments to provide necessary citizen services through prompt and professional attention to human resource requirements

Programs for 2025

- Continued stream lining of selection process to reduce the number of critical vacancies.
- Feasibility study of options to unbundle ancillary services associated with self-insured medical program

Human Resources

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Administration Wages	\$436,749	\$477,555	\$541,486	\$583,186
General Service Wages	\$25,475	\$26,078	\$58,792	\$59,632
Temporary/Part Time Wages	\$21,875	\$24,941	\$24,474	\$27,583
Leave Sell/Payout	\$10,317	\$18,658	\$12,718	\$10,052
Step-Up	\$3,751	\$0	\$1,190	\$3,000
Overtime	\$936	\$138	\$54	\$0
WAGES TOTAL	\$499,103	\$547,370	\$638,714	\$683,453
Benefits				
Pension - PERA	\$70,038	\$77,197	\$91,518	\$99,731
Health Insurance	\$84,001	\$83,763	\$108,002	\$104,883
Dental Insurance	\$1,529	\$1,525	\$2,145	\$1,776
Life Insurance	\$446	\$440	\$545	\$525
Medicare Tax	\$7,119	\$7,771	\$8,957	\$9,910
Worker's Compensation	\$3,261	\$3,620	\$4,044	\$4,017
Benefits Admin Fees	\$540	\$540	\$540	\$0
BENEFITS TOTAL	\$166,934	\$174,856	\$215,751	\$220,842
Professional Services	\$52,529	\$68,048	\$71,017	\$87,915
Contract Services	\$31,175	\$21,120	\$23,829	\$40,825
Utilities & Energy/Centurylink	\$13	\$0	\$0	\$100
Fleet Fuel	\$9	\$62	\$62	\$0
Repair & Maintenance	\$0	\$0	\$0	\$100
Rentals	\$7,014	\$6,395	\$5,759	\$8,700
Postage	\$1,636	\$1,950	\$1,570	\$1,665
Telephones	\$7,212	\$5,911	\$3,108	\$7,055
Advertising	\$2,000	\$550	\$0	\$0
Printing & Binding	\$59	\$66	\$0	\$1,435
Travel	\$3,045	\$135	\$1,098	\$4,500
Training & Education	\$50,943	\$28,765	\$40,392	\$45,392
Office Supplies	\$4,564	\$6,093	\$4,700	\$4,700
Operating Supplies	\$1,725	\$14,884	\$10,700	\$6,000
Dues & Subscriptions	\$3,597	\$2,700	\$5,594	\$6,990
Machinery & Equipment <\$2500	\$1,042	\$7,259	\$300	\$0
Capital Outlay	\$0	\$7,595	\$0	\$0
TOTAL	\$832,599	\$893,757	\$1,022,594	\$1,119,672

Human Resources

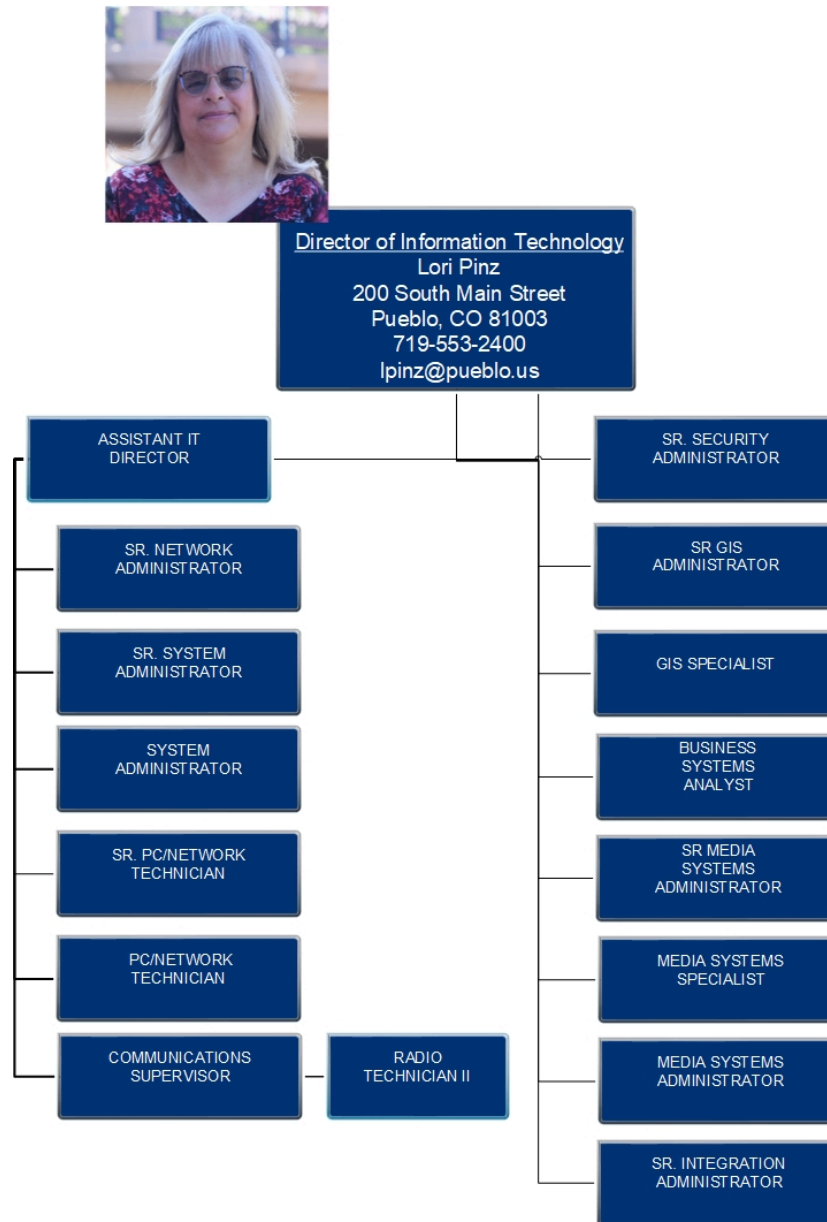
Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Director of Human Resources	1	1	1	1	128,621.16	157,218.00
Assistant Director of Human Resources	1	1	1	1	99,243.84	121,281.96
Senior HR Analyst	1	1	1	1	81,798.12	112,777.68
HR Analyst II	1	1	1	2	69,320.4	95,574.24
HR Analyst I	2	2	2	1	60,017.76	82,748.28
Administrative Technician	0	0	1	1	51,234.12	70,116.48
Office Assistant/HR Records Technician	1	1	0	0	-	-
	7	7	7	7		

Information Technology

2025 Proposed Budget

Organizational Chart



Mission/Function

The mission of the Department of Information Technology is to facilitate the seamless integration of secure technology solutions in a cost-effective manner. The department must provide, support, and maintain reliable systems and network infrastructure promoting innovation and enabling City entities to provide superior customer service to our community and our citizens. Further, the technology must support the City's mission and goals by ensuring I.T. services and technology solutions align with the City's strategic plan.

Objectives

- Maintain and support all business systems including, but not limited to, the City's major financial, public safety, justice, mobile, audio/visual, and video-conferencing systems.
- Provide and maintain a high-performance video, voice, and data network, including 800 traditional and Voice-over-IP telephones driven the City's on-premises PBX.
- Support and maintain the City's portable and mobile radios utilized by city departments, including Public Safety, Public Works, and Transit.
- Support, install, and maintain mobile device terminals, local area wireless network equipment, license-plate readers, situational awareness and video surveillance cameras, in-car video systems and connectivity, emergency lighting, and custom fabrication.
- Design, expand, support, and maintain the City's website and other e-government services for our citizens including managing and enforcement of Web Content Accessibility Guidelines 2.1 as mandated by Federal and State law.
- Install, maintain, and repair approximately 1000 desktop computers, 810 mobile devices, 300 plus virtual servers, and 25 standalone servers to conduct City business.
- Design, install, secure, support, and maintain the City's network and fiber optic infrastructure for both LAN (local-area network), WAN (wide-area network), and radio communications.
- Expand and improve the City's Geographical Information System (GIS) presence and continue to expand online and mobile functionality through the City's Internet site.
- Advise senior management and provide guidance to departments regarding technology directions and initiatives that would benefit the city.
- Assist the City's Public Information Office and other city departments in the dissemination and management of information and content for the City of Pueblo's social media platforms and Channel 17.
- Provide the planning, analysis, design, and project implementation tasks for all technology projects required by the city departments.

Programs for 2025

- Establish Artificial Intelligence (AI) Committee and create policy and roadmap around this technology.
- Expand the Real-Time Crime Center technology and integrations.
- Install new fiber optic infrastructure to the new Fire Stations and implement all technology required to open the Stations

Significant Adjustments

- Obtain title changes for Radio Shop personnel. Radio Tech II to Network Communication Specialist and Communication Supervisor to Sr. Network Communication Specialist.
- Fund the Assistant IT Director position

Information Technology

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Administration Wages	\$511,308	\$520,881	\$619,575	\$745,560
General Service Wages	\$618,495	\$729,272	\$635,069	\$840,734
Temporary/Part Time Wages	\$73,659	\$99,248	\$99,064	\$109,680
Leave Sell/Payout	\$12,685	\$16,830	\$14,629	\$5,000
Step-Up	\$5,109	\$6,769	\$8,117	\$6,500
Uniform/Shoe/Tool Allow	\$700	\$800	\$600	\$1,000
Overtime	\$29,593	\$42,410	\$36,617	\$23,390
WAGES TOTAL	\$1,251,548	\$1,416,209	\$1,413,671	\$1,731,864
Benefits				
Pension - PERA	\$173,286	\$197,792	\$198,313	\$255,600
Health Insurance	\$216,152	\$266,888	\$257,705	\$298,713
Dental Insurance	\$4,266	\$4,340	\$4,143	\$4,735
Life Insurance	\$1,192	\$1,256	\$1,186	\$1,492
Medicare Tax	\$17,535	\$19,630	\$19,495	\$25,098
Worker's Compensation	\$13,166	\$13,912	\$11,557	\$12,663
Uniform Cleaning	\$2,016	\$1,851	\$1,153	\$3,000
BENEFITS TOTAL	\$427,613	\$505,668	\$493,552	\$601,301
Operating				
Professional Services	\$33	\$12,846	\$66,655	\$31,344
Contract Services	\$4,179	\$10,990	\$16,665	\$19,293
Electricity	\$32,049	\$34,980	\$34,980	\$37,300
Utilities & Energy/Centurylink	\$783	\$4,275	\$802	\$1,450
Fleet Fuel	\$2,749	\$3,414	\$2,443	\$2,482
Fleet Repair	\$2,507	\$987	\$2,131	\$5,500
Vehicle R&M-Other	\$1,820	\$151	\$151	\$500
Repair & Maintenance	\$44,098	\$84,843	\$44,057	\$89,025
Rentals	\$14,669	\$35,660	\$21,297	\$39,314
Software Licensing/Maint	\$2,282,118	\$2,420,334	\$2,506,463	\$3,321,140
Postage	\$235	\$265	\$467	\$550
Telephones	\$41,434	\$59,137	\$59,217	\$71,470
Travel	\$7,417	\$3,559	\$3,576	\$6,500
Training & Education	\$7,030	\$10,903	\$5,653	\$8,120
Office Supplies	\$10,249	\$10,025	\$8,660	\$9,406
Operating Supplies	\$12,031	\$18,843	\$10,884	\$11,332
Repair & Maint Supplies	\$9,722	\$3,335	\$7,402	\$8,840
Dues & Subscriptions	\$424	\$2,418	\$2,418	\$3,366
Computer Equipment <\$2500	\$46,989	\$15,193	\$260	\$1,200
Machinery & Equipment <\$2500	\$2,287	\$23,661	\$13,052	\$7,145
OPERATING TOTAL	\$2,522,824	\$2,755,819	\$2,807,234	\$3,675,277
Capital Outlay				
Computer Equipment >\$2500	\$25,951	\$3,582	\$20,000	\$0
Machinery & Equipment >\$2500	\$4,500	\$2,762	\$0	\$0
Project Mach & Equip <\$2500	\$0	\$900	\$0	\$0
CAPITAL OUTLAY TOTAL	\$30,451	\$7,244	\$20,000	\$0
TOTAL	\$4,232,437	\$4,684,940	\$4,734,457	\$6,008,442

Information Technology

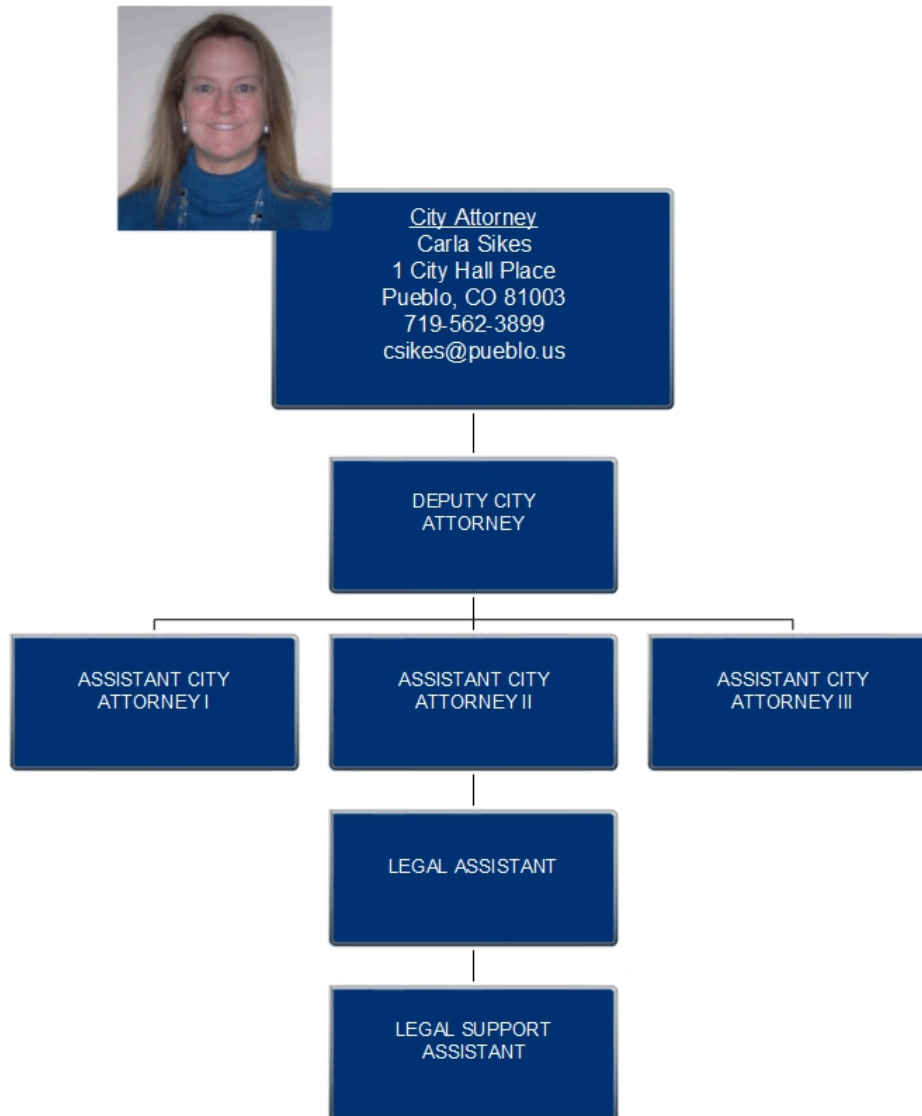
Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Director of Information Technology	1	1	1	1	128,621.16	157,218.00
Assistant Director/ Information Technology	1	1	1	1	87,733.32	107,162.52
Senior GIS Administrator	1	1	1	1	70,194.12	97,844.52
Senior Integration Administrator	0	0	1	1	70,194.12	97,844.52
Senior Media Systems Administrator	0	0	1	1	70,194.12	97,844.52
Senior Network Administrator	1	1	1	1	70,194.12	97,844.52
Senior Security Administrator	1	1	1	1	70,194.12	97,844.52
Senior System Administrator	1	1	1	1	70,194.12	97,844.52
Business Systems Analyst	2	2	2	2	60,147.24	80,721.60
Media Systems Administrator	1	1	1	1	60,147.24	80,721.60
System Administrator	1	1	1	1	60,147.24	80,721.60
GIS Specialist I	1	1	1	1	59,115.60	74,332.92
Media Systems Specialist	0	1	1	1	59,115.60	74,332.92
Senior PC Network Technician	1	1	1	1	59,115.60	74,332.92
PC Network Technician	2	2	2	2	50,070.24	64,607.88
Network Communications Specialist	0	0	0	3	47,804.88	6,0051.84
Senior Network Communications Specialist	0	0	0	1	70,194.12	93,236.16
Communications Supervisor	1	1	1	0	-	-
Radio Technician/Radio Technician II	3	3	3	0	-	-
	18	19	21	21		

Law

2025 Proposed Budget

Organizational Chart



Mission/Function

The mission of the Law Department is to provide quality legal services to the City in accordance with the Charter requirements. This mission is accomplished by providing prompt, courteous and professional service.

Objectives

- Provide quality legal services to the Mayor, City Council and the City's management team
- Improve coordination with other City departments for increased efficiencies
- Continue transition to paperless file system utilizing the LSS document retention system
- Provide training to Police Department on a variety of issues regarding law enforcement
- Provide education and training to City departments

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Administration Wages	\$669,246	\$751,869	\$844,758	\$995,025
General Service Wages	\$48,949	\$39,070	\$49,839	\$77,234
Temporary/Part Time Wages	\$4,314	\$0	\$0	\$0
Leave Sell/Payout	\$27,190	\$22,434	\$13,925	\$20,000
Step-Up	\$0	\$4,393	\$42,071	\$10,000
WAGES TOTAL	\$749,700	\$817,766	\$950,593	\$1,102,259
Benefits				
Pension - PERA	\$102,216	\$115,304	\$137,539	\$160,283
Health Insurance	\$99,075	\$98,609	\$66,033	\$75,910
Dental Insurance	\$1,356	\$1,258	\$1,328	\$1,480
Life Insurance	\$537	\$565	\$611	\$669
Medicare Tax	\$10,563	\$11,490	\$13,402	\$15,983
Worker's Compensation	\$1,320	\$1,444	\$1,648	\$3,013
BENEFITS TOTAL	\$215,066	\$228,669	\$220,561	\$257,338
Professional Services	\$0	\$36,528	\$36,528	\$166,000
Contract Services	\$1,380	\$18,070	\$21,545	\$1,500
Utilities & Energy/Centurylink	\$5	\$0	\$0	\$500
Fleet Fuel	\$56	\$12	\$0	\$0
Repair & Maintenance	\$0	\$270	\$313	\$0
Rentals	\$3,286	\$2,651	\$3,063	\$8,500
Postage	\$4,627	\$2,242	\$1,229	\$6,000
Telephones	\$5,308	\$5,263	\$5,412	\$6,600
Advertising	\$0	\$590	\$350	\$0
Printing & Binding	\$0	\$0	\$0	\$100
Travel	\$3,369	\$1,325	\$3,196	\$6,000
Training & Education	\$2,280	\$1,648	\$4,686	\$10,500
Office Supplies	\$3,705	\$3,759	\$3,128	\$6,000
Operating Supplies	\$27,144	\$34,069	\$27,000	\$27,000
Dues & Subscriptions	\$4,228	\$5,531	\$5,531	\$28,000
Machinery & Equipment <\$2500	\$1,283	\$1,988	\$3,317	\$2,000
TOTAL	\$1,021,436	\$1,160,381	\$1,286,452	\$1,628,297

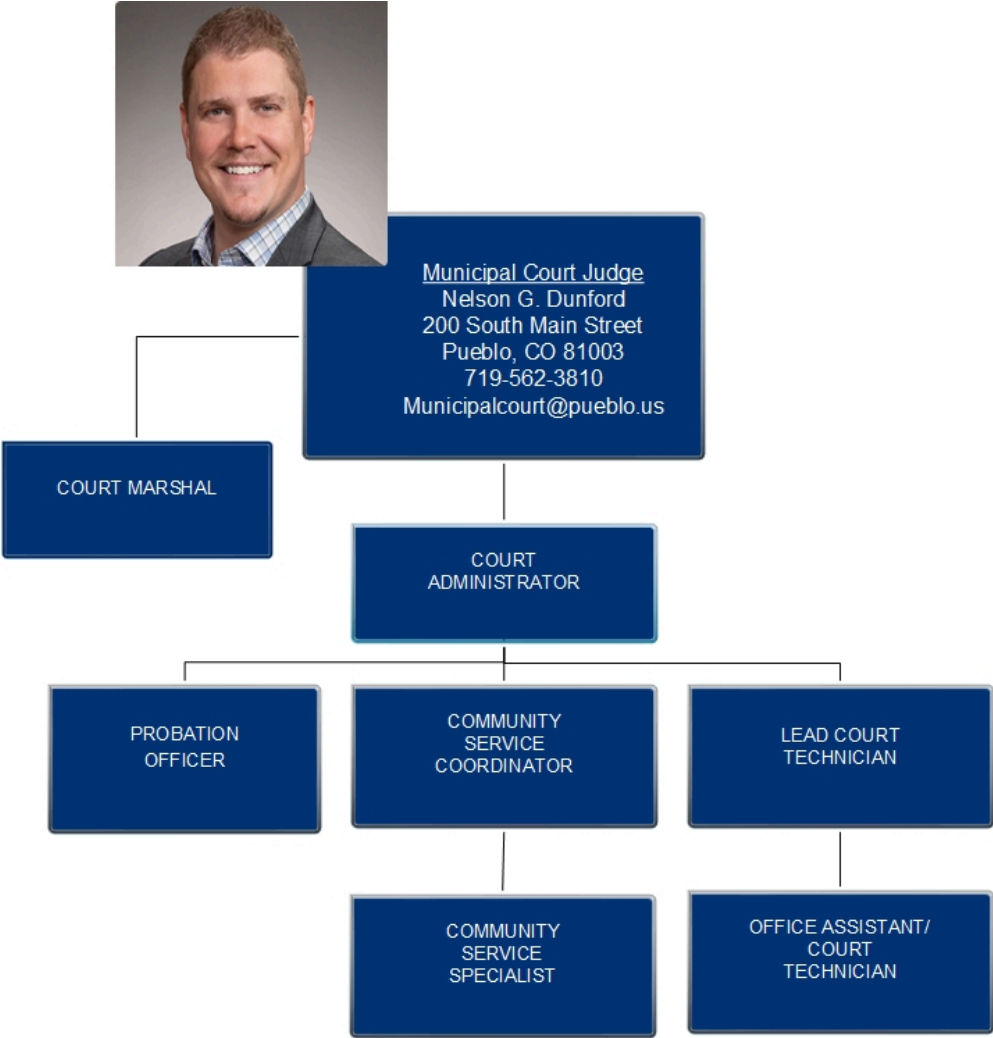
Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
City Attorney	1	1	1	1	169,253.4	206,846.28
Deputy City Attorney	1	1	1	2	145,199.28	162,573.24
Senior Assistant City Attorney	0	0	0	1	131,989.32	145,198.08
Assistant City Attorney I/II/III	0	0	0	3	76,887.00	131,988.12
Legal Assistant	1	1	1	2	59,652.72	71,957.28
Assistant City Attorney I	2	3	3	0	-	-
Assistant City Attorney II	1	1	1	0	-	-
Assistant City Attorney III	1	1	1	0	-	-
Legal Support Assistant	1	1	1	0	-	-
	8	9	9	9		

Municipal Court

2025 Proposed Budget

Organizational Chart



Municipal Court

Mission/Function

The City of Pueblo Municipal Court's mission is to provide an efficient, equitable, and impartial forum to hear and resolve alleged violations of the City of Pueblo Municipal Code and effectively and efficiently impose and collect fines, costs, and penalties due to the City of Pueblo.

Objectives

- Make customer service our top priority and make the Municipal Court experience a user-friendly, expeditious, and efficient process, whether the contact is personal, by phone, mail, e-mail, electronic, or otherwise
- Resolve in a speedy fashion all trials to the Court within a three- to four-week period from arraignment and all jury trials within a two-month period from arraignment
- Continue the expansion of creative alternatives for adults and juveniles, including Juvenile Diversion Programming, Teen Court, Graffiti Removal and Community Service, Restorative Justice, and otherwise
- Expand the use of computers, technology, and other automated solutions that impact the efficiency of the Court or access to the Court
- Maintain the transparency of the Court, whereby every defendant and customer can expect to be treated the same as any other defendant and customer

Programs for 2025

- The Court will continue to work with the IT department to facilitate the installation of camera systems in the courtrooms to allow the public to view court proceedings as appropriate.
- The Court has established a teen court program with School District 70 to expand upon its restorative justice options, increase community outreach, and strengthen positive and pro-social influences for juvenile defendants.
- The Court will further expand its efforts to facilitate the provision of services for the homeless and other indigent defendants through its probation department and the JBBS program at the Pueblo County Jail.

Municipal Court

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Administration Wages	\$220,783	\$241,986	\$209,802	\$229,781
General Service Wages	\$463,204	\$522,550	\$679,994	\$737,713
Temporary/Part Time Wages	\$104,034	\$123,819	\$110,277	\$173,361
Leave Sell/Payout	\$3,494	\$1,000	\$6,024	\$8,000
Step-Up	\$2,209	\$6,029	\$6,725	\$1,500
Overtime	\$11,607	\$29,276	\$10,140	\$14,500
WAGES TOTAL	\$805,330	\$924,659	\$1,022,962	\$1,164,855
Benefits				
Pension - PERA	\$112,122	\$132,485	\$145,695	\$171,330
Health Insurance	\$105,811	\$126,118	\$162,936	\$174,598
Dental Insurance	\$3,066	\$3,378	\$3,773	\$3,847
Life Insurance	\$830	\$883	\$1,030	\$1,092
Medicare Tax	\$11,248	\$12,986	\$14,194	\$16,890
Worker's Compensation	\$11,424	\$12,733	\$13,092	\$7,295
Tuition Reimbursement	\$0	\$1,350	\$2,000	\$0
BENEFITS TOTAL	\$244,502	\$289,934	\$342,720	\$375,052
Operating				
Professional Services	\$53,443	\$61,099	\$92,712	\$134,205
Contract Services	\$41,012	\$20,012	\$28,473	\$64,900
Electricity	\$33,498	\$36,358	\$36,358	\$29,700
Utilities & Energy/Centurylink	\$36	\$0	\$0	\$360
Fleet Fuel	\$5,708	\$6,011	\$6,011	\$7,000
Fleet Repair	\$9,924	\$10,959	\$10,959	\$4,000
Repair & Maintenance	\$0	\$566	\$1,500	\$100
Rentals	\$3,386	\$2,589	\$2,589	\$2,700
Worker's Comp Insurance	\$1,492	\$1,103	\$1,566	\$6,500
Postage	\$3,656	\$3,823	\$4,332	\$5,000
Telephones	\$8,924	\$6,998	\$6,998	\$10,886
Printing & Binding	\$0	\$1,696	\$974	\$700
Travel	\$5,150	\$6,021	\$4,007	\$4,950
Training & Education	\$2,164	\$6,459	\$3,271	\$3,050
Office Supplies	\$10,235	\$12,146	\$9,000	\$9,000
Operating Supplies	\$2,256	\$1,695	\$2,147	\$3,600
Dues & Subscriptions	\$1,979	\$2,893	\$1,829	\$3,100
Computer Equipment <\$2500	\$58	\$4,205	\$1,923	\$6,190
Machinery & Equipment <\$2500	\$2,622	\$398	\$296	\$0
OPERATING TOTAL	\$185,544	\$185,031	\$214,944	\$295,941
TOTAL	\$1,235,376	\$1,399,625	\$1,580,626	\$1,835,848

Municipal Court

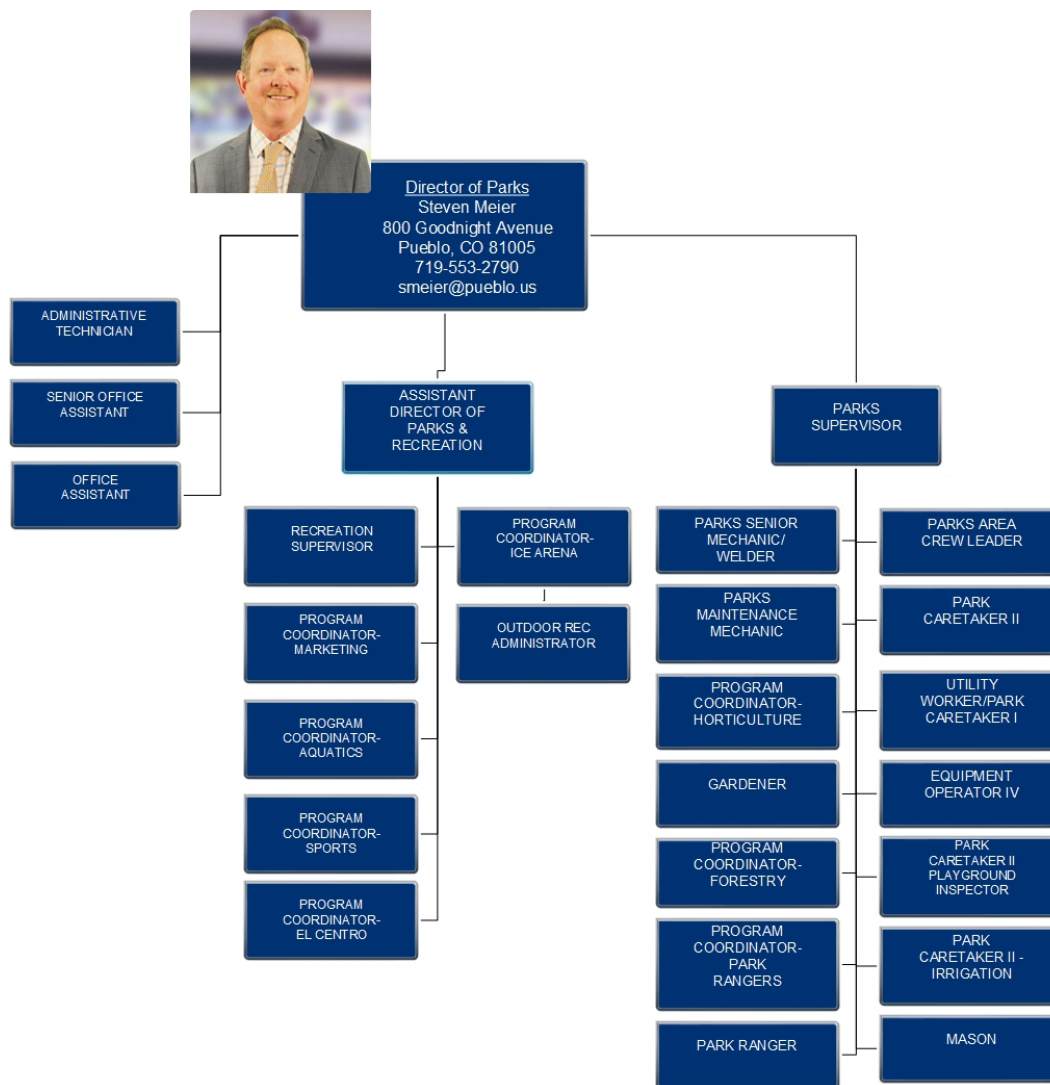
Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Court Administrator	1	1	1	1	87,733.32	107,162.52
Probation Officer	1	1	2	2	66,209.52	83,252.88
Community Service Coordinator	1	1	1	1	59,856.36	76,299.00
Court Marshal	1	1	1	1	56,839.08	71,125.92
Lead Court Technician	2	2	2	2	51,234.12	70,116.48
Court Technician II	0	0	1	1	44,096.28	56,437.56
Community Service Specialist	1	1	1	1	42,577.44	55,966.20
Office Assistant/Court Technician	6	6	5	5	38,486.52	53,750.16
Municipal Court Judge	1	1	1	1	124,819.32	160,951.56
	14	14	15	15		

Parks & Recreation

2025 Proposed Budget

Organizational Chart



Parks & Recreation

Mission/Function

The Pueblo Parks and Recreation Department endeavors to improve the quality of life for the citizens of the Greater Pueblo Community through:

- Quality, diverse recreation and leisure opportunities
- Safe, clean, and attractive park and recreation facilities
- Partnerships that enhance opportunities and maximize resources
- Investing in existing and new parks and recreation facilities

Objectives

- Create an organization committed to the rigorous pursuit of customer service, creativity, safety, teamwork, integrity and continuous improvement and development.
- Provide quality, diverse recreation and leisure opportunities.
- Provide safe, clean and aesthetically pleasing parks, trails and open spaces that the citizens will be proud of.
- Investing in renovations to existing parks and recreation facilities.
- Planning and developing new opportunities.
- Develop partnerships and contract services that enhance opportunities and maximize resources.
- Continue improving the Department to focus on critical needs, updating operations, and positioning for future success.
- Develop productive programs utilizing the new greenhouse at Mineral Palace Park.
- Begin having cooking classes at El Centro Community Center.
- Replace old maintenance equipment that is no longer performing efficiently.
- Continue to enhance the trail system to make it enjoyable for all users.
- Continue to replace at least one playground annually that has been designated through the department's Playground Replacement Program.

Programs for 2025

- Finish constructing the new City Park Tennis Complex Clubhouse building and plaza
- Complete restroom facility within the City Park maintenance compound for staff.
- Update fleet vehicles
- Complete Master Plan that connects City Park with the new water park done by BOWW
- Complete a feasibility and preliminary plan regarding dredging Lake Minnequa
- Complete solar lighting on a portion of the trail system
- Begin having outdoor recreational events to fulfil the requirements of the Outdoor Recreation OEDIT grant

Parks & Recreation

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Administration Wages	\$372,528	\$405,815	\$406,990	\$500,700
General Service Wages	\$1,583,754	\$1,911,471	\$2,249,385	\$2,416,598
Temporary/Part Time Wages	\$1,612,091	\$1,710,206	\$2,041,553	\$1,840,959
Leave Sell/Payout	\$11,411	\$12,130	\$21,985	\$11,000
Step-Up	\$8,581	\$8,470	\$16,734	\$8,500
Uniform/Shoe/Tool Allow	\$4,550	\$6,200	\$5,800	\$5,400
Overtime	\$19,180	\$12,660	\$19,245	\$16,000
WAGES TOTAL	\$3,612,095	\$4,066,952	\$4,761,692	\$4,799,157
Benefits				
Pension - PERA	\$503,301	\$581,038	\$637,704	\$708,327
Health Insurance	\$511,045	\$559,829	\$627,091	\$682,671
Dental Insurance	\$10,227	\$11,156	\$12,358	\$13,021
Life Insurance	\$2,724	\$3,007	\$3,202	\$3,379
Medicare Tax	\$50,566	\$57,048	\$66,597	\$69,509
Worker's Compensation	\$142,059	\$162,546	\$180,379	\$101,109
Tuition Reimbursement	\$0	\$1,872	\$0	\$0
Uniform Cleaning	\$14,793	\$16,205	\$14,754	\$26,772
BENEFITS TOTAL	\$1,234,715	\$1,392,701	\$1,542,085	\$1,604,788
Operating				
Professional Services	\$11,175	\$3,098	\$8,088	\$3,900
Contract Services	\$285,451	\$401,230	\$401,914	\$347,456
Electricity	\$578,561	\$374,407	\$374,083	\$455,000
Street Lights	\$73,791	\$72,825	\$72,825	\$71,500
Utilities & Energy/Centurylink	\$7,355	\$7,099	\$7,103	\$10,000
Fleet Fuel	\$173,266	\$164,548	\$165,048	\$95,480
Fleet Repair	\$186,345	\$169,119	\$180,052	\$106,350
Repair & Maintenance	\$112,164	\$88,506	\$109,610	\$114,150
Service Contract	\$0	\$0	\$0	\$250
Contracted Services	\$0	\$0	\$0	\$480
Tree Maintenance	\$0	\$1,412	\$1,412	\$7,000
Rentals	\$20,096	\$17,782	\$25,631	\$26,350
Licenses, Permits & Fees	\$20,182	\$20,875	\$25,848	\$37,825
Other Charges	\$0	\$938	\$0	\$0
Postage	\$220	\$1,185	\$1,609	\$5,198
Telephones	\$24,726	\$26,297	\$25,845	\$29,820
Advertising	\$13,206	\$9,401	\$9,836	\$18,049
Printing & Binding	\$179	\$6,911	\$6,911	\$20,500
Travel	\$7,408	\$5,863	\$5,693	\$8,300
Training & Education	\$13,804	\$15,560	\$14,499	\$32,450
Office Supplies	\$4,908	\$7,986	\$8,326	\$8,300
Operating Supplies	\$109,865	\$161,024	\$159,511	\$228,640
Repair & Maint Supplies	\$327,847	\$282,360	\$355,719	\$354,630
Dues & Subscriptions	\$4,581	\$7,691	\$7,738	\$24,525
Cost Of Merchandise	\$0	\$2,342	\$2,342	\$2,075
Cost of Goods-Food Service	\$107,611	\$85,978	\$95,282	\$95,282
Computer Equipment <\$2500	\$1,529	\$753	\$753	\$3,000
Machinery & Equipment <\$2500	\$39,192	\$32,735	\$60,221	\$56,515
OPERATING TOTAL	\$2,123,459	\$1,967,925	\$2,125,898	\$2,163,025
Capital Outlay				
Machinery & Equipment >\$2500	\$16,801	\$13,485	\$12,168	\$0

Parks & Recreation

Budget Detail - continued

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Vehicles & Rolling Stock	\$0	\$5,500	\$0	\$0
Buildings	\$0	\$672	\$0	\$0
Land Improvements	\$0	\$1,616	\$0	\$0
CAPITAL OUTLAY TOTAL	\$16,801	\$21,273	\$12,168	\$0
Capital Maintenance				
Project R&M Buildings	\$0	\$3,973	\$0	\$0
CAPITAL MAINTENANCE TOTAL	\$0	\$3,973	\$0	\$0
TOTAL	\$6,987,070	\$7,452,823	\$8,441,843	\$8,566,970

Parks & Recreation

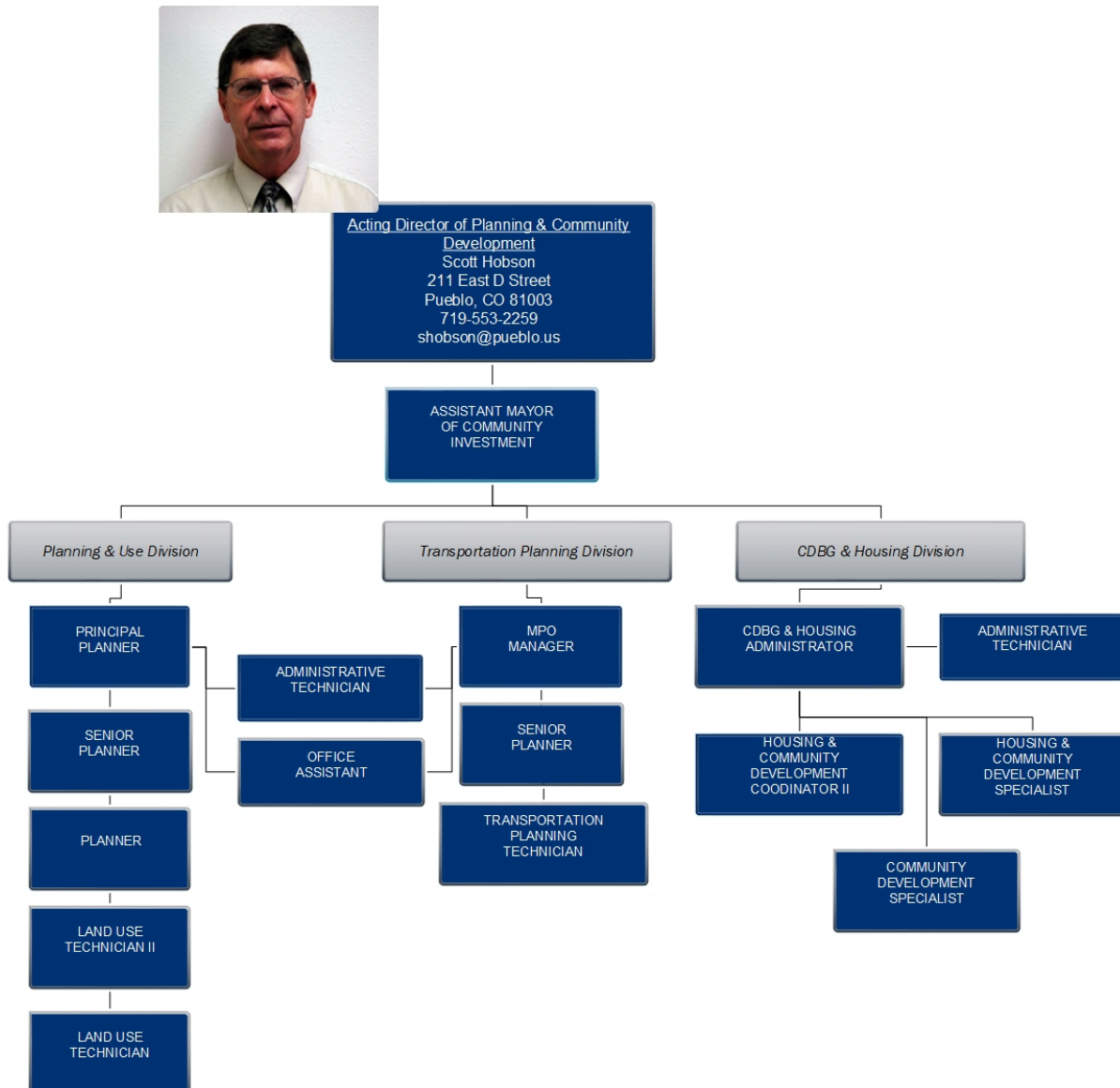
Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Outdoor Recreation Administrator	0	0	0	1	68,781.36	83,980.32
Recreation Supervisor	1	1	1	1	68,781.36	83,980.32
Parks Supervisor	1	1	1	1	68,781.13	83,980.32
Horticulture Specialist	0	0	1	1	59,856.36	78,310.68
Parks Area Crew Leader	2	2	2	2	59,856.36	78,310.68
Trash Removal Coordinator	1	1	1	1	58,194.24	73,141.32
Parks Senior Mechanic/Welder	1	1	1	1	56,839.08	76,775.16
Mason	0	0	1	1	56,839.08	71,418.72
Program Coordinator - Marketing	0	0	0	1	52,918.20	66,414.60
Program Coordinator - Forestry	0	0	0	1	52,918.20	66,414.60
Program Coordinator - Ice Arena	0	0	0	1	52,918.20	66,414.60
Program Coordinator - El Centro Del Quinto Sol	0	0	0	1	52,918.20	66,414.60
Program Coordinator - Aquatics	6	7	7	1	52,918.20	66,414.60
Program Coordinator - Park Ranger	0	0	0	1	52,918.20	66,414.60
Program Coordinator - Sports	0	0	0	1	52,918.20	66,414.60
Parks Maintenance Mechanic	4	4	4	4	52,031.76	70,743.48
Equipment Operator IV	1	1	1	1	52,031.76	70,743.48
Administrative Technician	1	1	1	1	51,234.12	70,116.48
Senior Office Assistant	1	1	1	1	48,112.68	67,719.12
Park Caretaker II - Playground Inspector	1	1	1	1	47,805.00	65,165.28
Park Caretaker II - Irrigation	5	5	5	5	47,805.00	65,165.28
Gardener	1	1	1	1	47,805.00	65,156.28
Park Ranger	1	1	2	2	47,335.08	59,211.12
Park Caretaker II	2	2	2	2	45,528.6	61,738.08
Utility Worker/Park Caretaker I	11	11	11	10	41,806.56	53,876.88
Office Assistant/Parks&Rec Technician	1	1	1	1	38,486.52	53,750.16
Director of Parks	1	1	1	1	131,803.44	161,091.00
Assistant Director/ Parks and Recreation	1	1	1	1	114,902.52	140,191.32
Program Coordinator	6	7	7	0	-	-
Parks Manager	1	1	1	0	-	-
Ice Arena Manager	1	1	1	0	-	-
	51	53	56	47		

Planning & Community Development

2025 Proposed Budget

Organizational Chart



Planning & Community Development

Mission/Function

The Department of Planning and Community Development's mission is to preserve and enhance Pueblo's unique character and quality of life by implementing the City's Comprehensive Plan and administering land use regulations in a timely and consistent manner; implementing the City's Housing and Citizen Services goals; providing professional technical support to the City's elected officials in reaching their decisions on land use development proposals and housing and citizen programs and services; and assisting with the planning of community investments approved by City Council that meet the future needs of the community.

Objectives

- Focus on redevelopment/development by expanding citywide housing opportunities that provide a variety of housing options in accordance with the City of Pueblo Five-Year HUD Consolidated Plan
- Focus on the redevelopment of the downtown, existing neighborhoods, and infill developments and improve infrastructure in low and moderate-income neighborhoods.
- Ensure the development code reflects community goals and standards and review processes are timely, consistent, efficient, and predictable.
- Prepare the City for managed growth in a sustainable fashion that adds value to the community and ensures that infrastructure including all modes of transportation are in place for future development.
- Complete quality plans and provide technical planning assistance for the development of special projects that establish Pueblo as a regional center for people to live and work.
- Implement critical citizen services by coordinating the uses of CDBG and HOME funds emergency repairs, accessibility improvements, and affordable housing financing, homeless prevention, and neighborhood revitalization.
- Develop intergovernmental and public-private cooperation in support of achieving the community's goals.
- Coordinate the work of the CSAC and the CDBG advisory commissions in recommending projects and programs for funding nonprofit and service providers.
- Provide facilitation and staff assistance to the City's Housing and Homelessness Coalition.
- Keep citizens, elected, and appointed officials fully informed about land use development issues and cases.

Planning & Community Development

Programs for 2025

- Continue the completion of a unified development code that combines Titles 12 (Zoning) & 17 (Subdivision), and Historic Preservation regulations within the Pueblo Municipal Code into one unified code.
- Implement Housing and Citizen Services as a division within the Planning & Community Development Department.
- Provide affordable and workforce housing project sites that are more competitive projects for CHAF A, Private Activity Bond allocations, LIHTC, and Proposition 123 funding programs.
- Implement the requirements of newly adopted state statutes governing land use regulations, approvals, and processes.
- Increase coordination Housing Authority of Pueblo, Pueblo Regional Building, and the Pueblo Urban Renewal Authority to address housing needs within the City.(PRCP Goal 1.3)
- Coordinate efforts with multiple entities for funding to address vacant and dilapidated properties. (PRCP policies 1.2.3 and 1.2.4)
- Focus on the reuse and redevelopment of vacant commercial properties and outdated business/commercial corridors. (PRCP policy 6.2.3)

Significant Adjustments

- The Planning/Development and Transportation Planning has merged with the Housing Department as a new division of the Planning & Community Development Department.

Planning & Community Development

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Board Member Wages	\$4,950	\$5,250	\$5,000	\$6,500
Administration Wages	\$192,452	\$212,213	\$345,279	\$358,380
General Service Wages	\$336,460	\$426,977	\$687,478	\$801,277
Temporary/Part Time Wages	\$0	\$0	\$19,212	\$26,000
Leave Sell/Payout	\$5,599	\$5,031	\$4,462	\$1,761
Step-Up	\$3,810	\$4,202	\$4,227	\$3,924
Overtime	\$886	\$1,302	\$1,864	\$2,000
WAGES TOTAL	\$544,157	\$654,974	\$1,067,522	\$1,199,842
Benefits				
Pension - PERA	\$75,438	\$92,619	\$151,682	\$177,436
Health Insurance	\$112,666	\$121,479	\$185,383	\$205,585
Dental Insurance	\$2,512	\$2,583	\$3,844	\$4,143
Life Insurance	\$583	\$650	\$995	\$1,110
Medicare Tax	\$7,545	\$9,159	\$14,926	\$17,397
Worker's Compensation	\$3,193	\$3,699	\$5,879	\$5,024
BENEFITS TOTAL	\$201,937	\$230,189	\$362,709	\$410,695
Operating				
Professional Services	\$20,024	\$8,722	\$19,257	\$44,325
Contract Services	\$200	\$200	\$200	\$1,250
Electricity	\$0	\$0	\$2,000	\$2,400
Utilities & Energy/Centurylink	\$31	\$0	\$0	\$1,075
Fleet Fuel	\$1,250	\$1,114	\$836	\$1,750
Fleet Repair	\$87	\$0	\$691	\$1,600
Repair & Maintenance	\$0	\$0	\$0	\$550
Rentals	\$5,620	\$5,594	\$6,811	\$8,950
Licenses, Permits & Fees	\$0	\$0	\$1,548	\$1,875
Postage	\$791	\$1,405	\$861	\$2,100
Telephones	\$4,692	\$4,518	\$4,518	\$9,000
Advertising	\$2,094	\$1,677	\$7,436	\$8,950
Printing & Binding	\$125	\$82	\$122	\$600
Travel	\$2,926	\$2,513	\$5,532	\$9,872
Training & Education	\$2,859	\$2,562	\$5,922	\$9,000
Office Supplies	\$781	\$1,515	\$3,299	\$3,100
Operating Supplies	\$2,937	\$2,770	\$2,992	\$6,630
Dues & Subscriptions	\$625	\$572	\$2,833	\$8,730
Computer Equipment <\$2500	\$1,575	\$1,263	\$0	\$2,500
Machinery & Equipment <\$2500	\$640	\$1,378	\$0	\$500
OPERATING TOTAL	\$47,257	\$35,885	\$64,857	\$124,757
TOTAL	\$793,351	\$921,047	\$1,495,088	\$1,735,294

Planning & Community Development

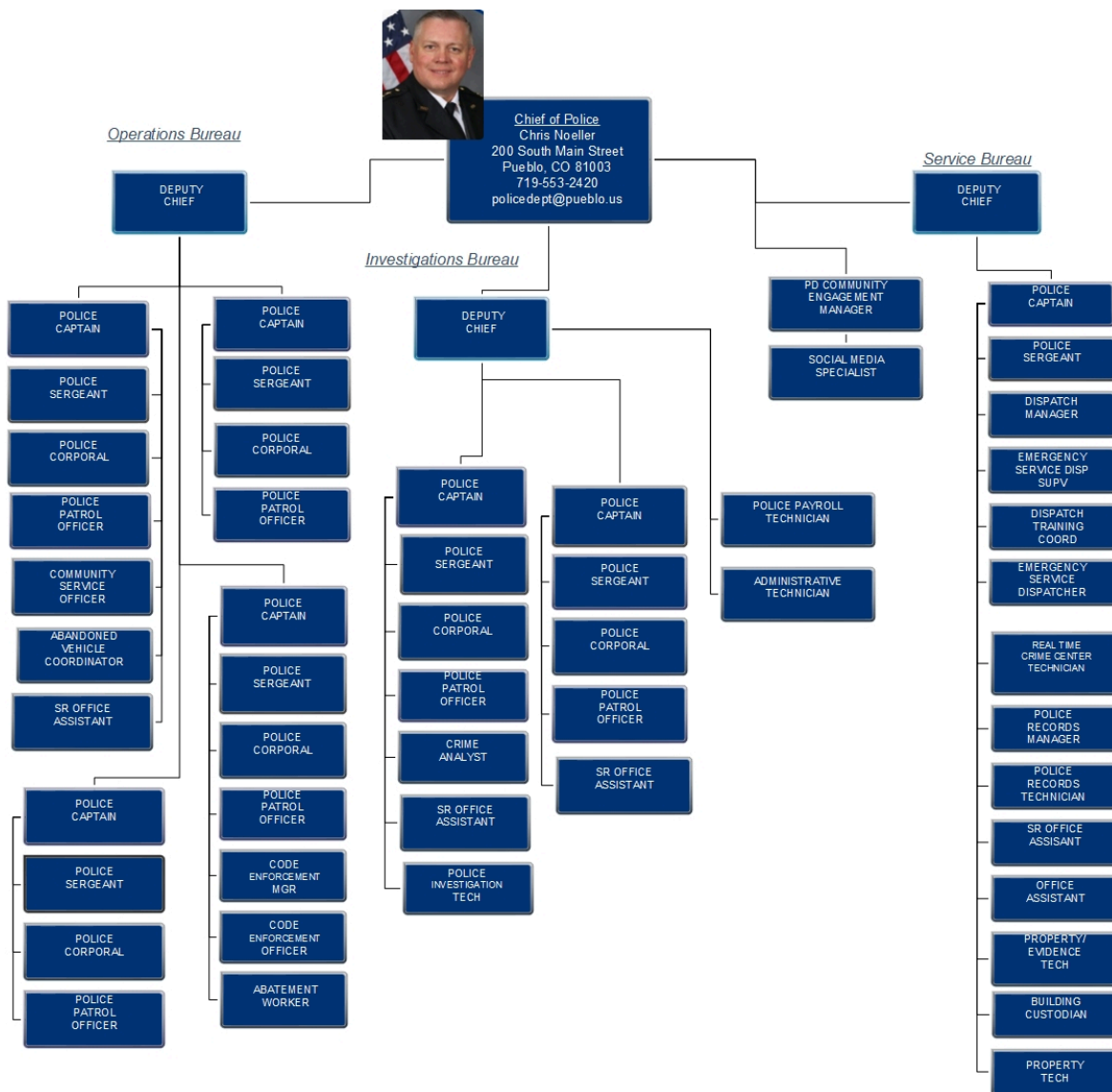
Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
CDBG/HOME & Housing Administrator	0	0	1	1	93,186.72	113,879.88
Principal Planner	1	1	1	1	93,186.72	113,879.88
MPO Manager	1	1	1	1	90,649.00	110,779.00
Senior Planner	3	3	3	2	68,564.88	86,448.72
Housing & Community Development - Coordinator II	0	0	1	1	59,268.84	74,501.88
Planner	4	3	3	3	59,115.60	74,332.92
Community Development Specialist	0	0	1	1	59,115.60	74,332.92
Land Use Technician	2	2	2	1	52,918.08	70,116.48
Land Use Technician II	0	0	0	1	52,918.08	70,116.48
Housing & Community Development Specialist	0	0	0	1	52,177.32	65,446.08
Administrative Technician	1	1	1	1	51,234.12	70,116.48
Administrative Technician	0	0	1	1	51,234.12	70,116.48
Senior Office Assistant	0	0	1	1	48,112.68	67,719.12
Transportation Planning Technician	1	1	1	1	47,172.88	60,444.72
Director of Planning & Community Development	1	1	1	1	128,621.16	157,218.00
Assistant Mayor of Community Investment	1	1	1	1	103,468.44	133,255.32
Office Assistant	1	1	0	0	-	-
Program Coordinator/Housing	0	0	1	0	-	-
	16	15	20	19		

Police

2025 Proposed Budget

Organizational Chart



Mission/Function

The Police Department is responsible for the preservation of public peace, prevention of crime, apprehension of criminals, protection of the rights of persons and property, and the enforcement of the laws of the State and the Ordinances of the City, as provided by the Pueblo City Charter, including all rules and regulations made in accordance therewith, and such other functions as the City Council and Mayor may prescribe for public safety.

Objectives

- Provide a high quality, well-prepared workforce to carry out the mission of the Department in an effective and efficient manner
- Establish and maintain a positive relationship with the people we serve to enhance the quality of life for everyone in the community
- Protect Lives and Property
- Identify and Apprehend Criminals
- Maintain Order in the Community
- Professional Delivery of Services
- Maximize Resource Acquisition and Utilize Resources Effectively and Efficiently

Programs for 2025

- Continue working in conjunction with the Human Relations Commission to optimize Police/Community Relations
- Continue to develop and engage in new best practices for recruiting and retention of personnel.
- Work to develop internal programs to assist officers with their mental health.
- Continue implementation and development of CompStat throughout the organization.
- Continue to leverage resources and positive results through the SAFE Streets Task Force.
- Work with CACP, IACP, and other law enforcement organizations to address legislation that is negative to the law enforcement profession and the safety of our community.

Significant Adjustments

- Civilian Community Service Officers continue to assist Police Officers by completing follow-up reports, gathering evidence, issuing citations and testifying in court. They also interact with culturally diverse groups/individuals in the community.
- Continued loss of personnel due to retirements (early and on time), medical retirements, and leaving the profession and moving to other law enforcement agencies with lower workload. Aug 2023 thru Aug 1, 2024 saw the exit of 29 officers.
- Directed Investigations and Community Engagement (DICE) Team continues to address low-level and other crimes.
- Our new CAD/RMS ProPhoenix project should go live in November 2024.
- Late 2023 thru Aug 1, 2024 saw the training and graduation of 14 new officers which attended our Jan 2024 Police Academy and Aug 2024 PCC Police Academy. There are currently 14 new officers in our May Police Academy and August PCC Police Academy. An additional Police Academy will begin in November 2024.
- Our new Impact Team was implemented in May 2024 to help with gangs, guns and Shot Spotter.
- Three new Real Time Crime Center Technicians started in June 2024.

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Administration Wages	\$1,561,147	\$1,731,614	\$1,725,943	\$2,083,088
Police Service Wages	\$12,622,164	\$12,586,345	\$13,234,693	\$18,028,574
General Service Wages	\$2,339,281	\$2,751,038	\$3,406,844	\$4,364,482
Temporary/Part Time Wages	\$479,112	\$482,362	\$551,140	\$765,000
Educational Incentive	\$60,000	\$55,000	\$57,600	\$52,400
Leave Sell/Payout	\$197,925	\$242,594	\$449,932	\$216,500
Step-Up	\$120,798	\$106,829	\$137,862	\$119,000
Uniform/Shoe/Tool Allow	\$79,260	\$69,336	\$61,948	\$97,450
Police Extra Duty	\$5,206	\$2,146	\$30,800	\$20,000
Task Force Overtime	\$110,911	\$81,423	\$70,795	\$138,993
Overtime	\$1,795,300	\$1,705,705	\$1,986,467	\$1,662,000
WAGES TOTAL	\$19,371,105	\$19,814,393	\$21,714,024	\$27,547,487
Benefits				
Pension - PERA	\$461,395	\$543,914	\$692,938	\$1,045,316
Pension - Police	\$2,476,463	\$2,417,244	\$2,338,069	\$3,073,472
Health Insurance	\$3,585,899	\$3,386,620	\$3,534,807	\$4,972,428
Disability Insurance	\$323,782	\$325,092	\$337,966	\$462,686
Dental Insurance	\$64,441	\$58,677	\$60,351	\$74,999
Life Insurance	\$17,259	\$16,132	\$16,848	\$21,424
Medicare Tax	\$263,668	\$273,035	\$309,781	\$399,389
Worker's Compensation	\$707,048	\$711,439	\$789,892	\$867,452
Uniform Repair/Replace	\$1,845	\$1,287	\$6,428	\$3,840
Quartermaster	\$0	\$81,856	\$151,729	\$164,800
BENEFITS TOTAL	\$7,901,800	\$7,815,295	\$8,238,809	\$11,085,806
Operating				
Professional Services	\$153,609	\$241,760	\$366,090	\$258,300
Contract Services	\$276,513	\$554,007	\$742,989	\$709,000
Electricity	\$353,816	\$406,092	\$406,092	\$350,000
Trash Removal	\$540	\$540	\$540	\$1,000
Utilities & Energy/Centurylink	\$8,406	\$7,230	\$7,230	\$11,000
Fleet Fuel	\$480,529	\$463,843	\$463,843	\$316,000
Fleet Repair	\$488,203	\$417,274	\$643,253	\$498,000
Vehicle R&M-Other	\$18,635	\$10,616	\$10,134	\$45,000
EV Charging	\$0	\$265	\$500	\$200
Repair & Maintenance	\$14,714	\$21,623	\$20,649	\$105,000
Rentals	\$30,403	\$41,815	\$41,815	\$50,000
Postage	\$42,193	\$37,880	\$40,156	\$55,000
Telephones	\$246,334	\$276,763	\$248,833	\$288,500
Advertising	\$4,821	\$0	\$0	\$20,000
Printing & Binding	\$4,866	\$5,000	\$4,017	\$5,000
Travel	\$50,244	\$70,989	\$70,989	\$95,000
Training & Education	\$43,821	\$70,700	\$72,048	\$182,000
Police Academy Training	\$9,816	\$9,977	\$9,977	\$10,000
Office Supplies	\$10,620	\$14,434	\$16,254	\$10,500
Operating Supplies	\$69,853	\$96,879	\$101,317	\$91,500
Repair & Maint Supplies	\$4,947	\$2,381	\$3,279	\$2,500
Ammunition	\$47,746	\$43,717	\$43,717	\$54,000
Dues & Subscriptions	\$38,211	\$45,062	\$45,062	\$45,000
Computer Equipment <\$2500	\$414	\$190	\$6,880	\$70,000
Machinery & Equipment <\$2500	\$103,644	\$89,322	\$232,900	\$94,000

Police

Budget Detail - continued

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
OPERATING TOTAL	\$2,502,898	\$2,928,357	\$3,598,562	\$3,366,500
Capital Outlay				
Machinery & Equipment >\$2500	\$28,349	\$404,901	\$112,957	\$0
Vehicles & Rolling Stock	\$0	\$110,674	\$0	\$200,000
Land	\$0	\$20,101	\$0	\$0
Project Mach & Equip <\$2500	\$0	\$810	\$0	\$0
CAPITAL OUTLAY TOTAL	\$28,349	\$536,486	\$112,957	\$200,000
Capital Maintenance	\$0	\$2,720	\$0	\$0
TOTAL	\$29,804,152	\$31,097,251	\$33,664,352	\$42,199,793

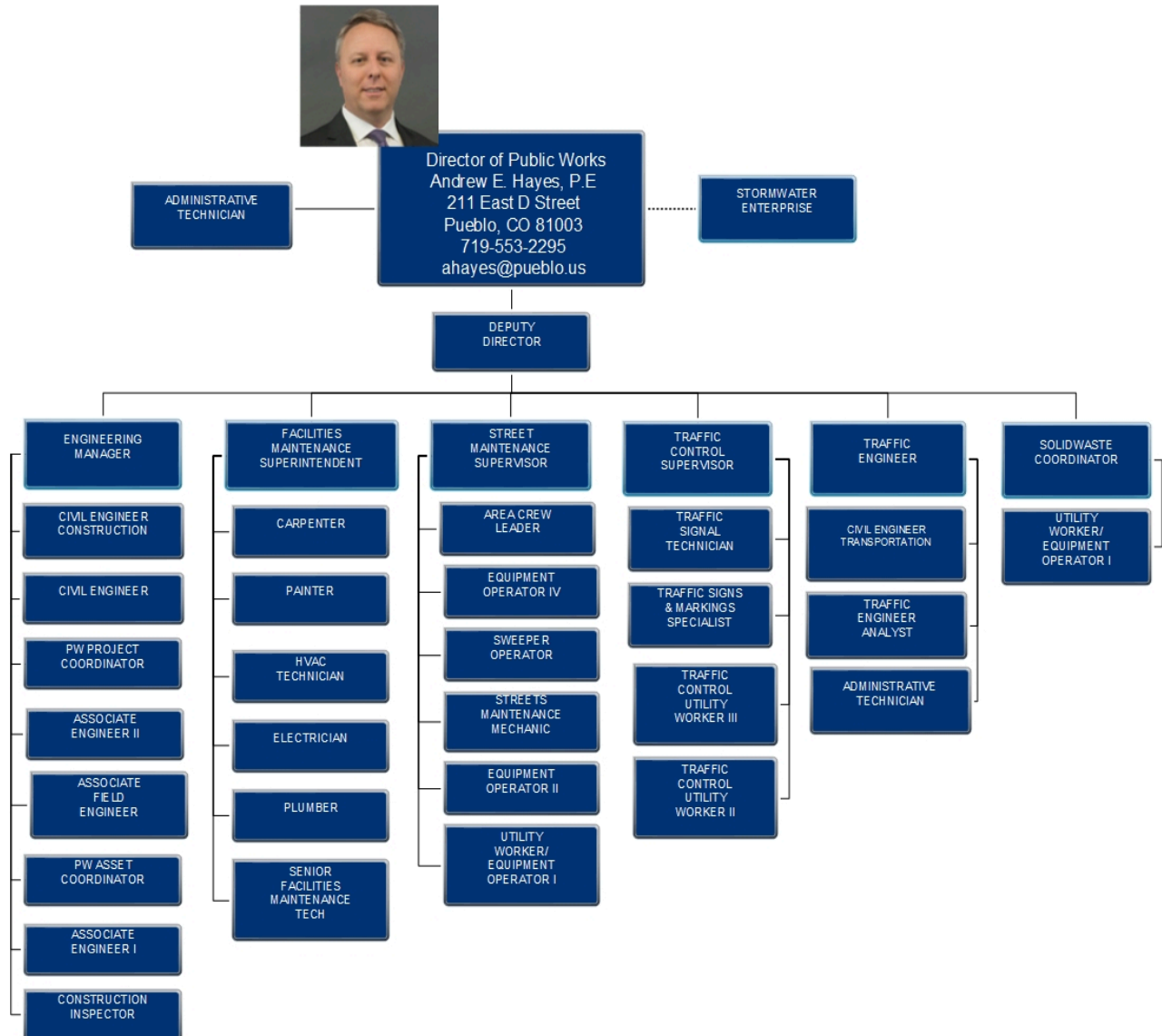
Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Police Corporal	55	55	55	55	94,669.08	97,465.56
Code Enforcement Manager	1	1	1	1	87,733.32	107,162.52
Dispatch Manager	1	1	1	1	78,328.92	109,072.32
Police Patrol Officer	115	115	115	115	76,474.44	93,288.72
PD Community Engagement Manager	0	0	0	1	72,617.40	88,178.76
Police Records Manager	1	1	1	1	69,237.36	84,560.88
Emergency Services Dispatcher Supervisor	3	3	3	3	68,346.00	91,902.12
Crime Analyst	1	1	1	1	61,900.32	76,530.48
Social Media Specialist	1	1	1	1	60,147.24	80,721.60
Community Initiative to Reduce Violence (CIRV)	0	0	0	1	59,652.70	88,178.71
Dispatch Training Coordinator	1	1	1	1	55,118.16	75,032.28
Real Time Crime Center Technician	0	0	4	4	53,978.28	67,824.12
Community Service Officer	4	6	6	6	52,177.32	65,446.08
Police Payroll Technician	1	2	2	2	51,234.12	70,116.78
Administrative Technician	2	2	2	2	51,234.12	70,116.48
Emergency Services Dispatcher	24	24	24	24	50,594.52	70,289.16
Abandoned Vehicle Coordinator	0	1	1	1	48,992.73	61,451.64
Senior Office Assistant	8	8	8	8	48,112.68	67,719.12
Code Enforcement Officer	8	9	9	9	47,335.20	59,211.12
Abatement Worker	0	0	2	2	41,806.56	52,538.88
Office Assistant/Property and Evidence Technician	1	1	1	1	38,486.52	53,750.16
Office Assistant/Police Records Technician	12	12	11	10	38,486.52	53,750.16
Office Assistant/Investigations Technician	1	1	1	1	38,486.52	53,750.16
Office Assistant/Police Services Technician	2	2	3	3	38,486.52	53,750.16
Building Custodian	1	1	1	1	33,439.08	43,920.60
Police Chief	1	1	1	1	148,676.88	183,566.76
Police Deputy Chief	3	3	3	3	132,864.12	162,705.00
Police Captain	8	8	8	8	114,337.44	140,039.64
Police Sergeant	25	25	25	25	111,731.64	116,641.92
	280	285	291	292		

Public Works

2025 Proposed Budget

Organizational Chart



Public Works

Mission/Function

The mission of the Public Works Department is to provide high quality, cost effective, and timely infrastructure services to the public and other City departments. Our dedicated team of professionals will design, construct, operate, and maintain the public infrastructure resources that are entrusted to our care and provide valuable public services that better our City. We will enable quality of life enhancements and economic development for the entire Pueblo community by providing safe, compliant, and reliable public infrastructure solutions in a cost effective and efficient manner.

Objectives

Engineering

- Perform all planning, design, and construction work for City facility and roadway projects
- Provide facilities management and engineering expertise to support the continued operation and maintenance of City buildings and other infrastructure
- Support the procurement of all architecture, engineering, construction, and environmental services required by the City
- Support development efforts within the City by providing reviews for compliance with City and other applicable standards for subdivisions and individual properties
- Coordinate construction planning efforts between City departments, utility providers, and other partners
- Update and adopt City standards and specifications to support the long-term operation and maintenance of City roadways and facilities

Streets

- Develop a recapitalization plan for the City's road network and develop a long-term asset management strategy for all roadway infrastructure
- Build in-house capacity to perform required roadway maintenance activities including pothole repair and patching, crack sealing, mowing operations, snow and ice plowing and treatment, tree trimming, and other activities required to maintain a safe and reliable road network
- Improve the pedestrian and bicycle transportation system to support a continuous, safe, and desirable walking and biking environment
- Identify and implement projects to improve accessibility to City infrastructure located in the public right-of-way
- Develop service level standards for operation and maintenance of City roadways
- Where required, facilitate upgrades for roads, sidewalks, and associated infrastructure that do not currently meet City standards
- Provide an integrated portal for communicating planned and emergency road closures as well as other City projects that may have public impacts to the community

Public Works

Facilities

- Develop a long-term asset management strategy for City facilities and real property
- Build a facility preventive maintenance program that optimizes the life cycle costs for City facilities and supports the long-term facility asset management plan
- Identify opportunities to achieve operational cost savings where appropriate through cost-effective energy-saving projects and selecting projects based on the long-term cost of ownership
- Improve accessibility to City facilities to maximize public access to City services
- Manage facility use agreements between the City and other stakeholders

Solid Waste

- Support the continued operation of Pueblo RecycleWorks and identify opportunities to broaden participation and program effectiveness through collaboration with outside stakeholders

City Revitalization and Clean Up

- Support efforts to eliminate blight from economically depressed areas within the City through the vacant property registration program and, where necessary and appropriate, demolishing and abating dangerous properties located within the City
- Provide coordination, labor, and equipment support to City-wide clean up efforts to combat illegal dumping sites

Public Works

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Administration Wages	\$625,322	\$738,308	\$994,128	\$1,079,220
General Service Wages	\$2,394,524	\$3,015,750	\$3,343,031	\$3,793,289
Temporary/Part Time Wages	\$62,090	\$102,063	\$154,192	\$164,983
Leave Sell/Payout	\$5,648	\$6,222	\$79,798	\$7,138
Step-Up	\$11,475	\$5,675	\$6,319	\$20,000
Uniform/Shoe/Tool Allow	\$7,000	\$10,600	\$10,400	\$9,600
Overtime	\$51,613	\$73,244	\$66,800	\$65,000
WAGES TOTAL	\$3,157,672	\$3,951,862	\$4,654,668	\$5,139,230
Benefits				
Pension - PERA	\$440,204	\$559,458	\$671,425	\$758,642
Health Insurance	\$671,003	\$831,662	\$910,457	\$1,046,964
Dental Insurance	\$13,371	\$16,077	\$17,851	\$18,940
Life Insurance	\$3,690	\$4,344	\$4,680	\$5,169
Uniform Expense	\$450	\$0	\$0	\$0
Medicare Tax	\$43,988	\$55,018	\$64,835	\$74,380
Worker's Compensation	\$156,340	\$201,014	\$214,547	\$208,497
Tuition Reimbursement	\$4,219	\$2,000	\$1,035	\$0
Uniform Cleaning	\$21,874	\$26,487	\$27,963	\$38,775
BENEFITS TOTAL	\$1,355,140	\$1,696,058	\$1,912,793	\$2,151,367
Operating				
Professional Services	\$114,844	\$51,503	\$51,276	\$153,200
Contract Services	\$226,536	\$218,921	\$248,053	\$405,940
Electricity	\$164,021	\$146,100	\$145,760	\$168,100
Street Lights	\$934,880	\$992,349	\$992,349	\$930,000
Utilities & Energy/Centurylink	\$22	\$0	\$0	\$555
Fleet Fuel	\$132,889	\$140,340	\$140,423	\$118,000
Fleet Repair	\$271,581	\$272,833	\$272,553	\$227,000
Vehicle R&M-Other	\$759	\$0	\$0	\$0
Repair & Maintenance	\$26,220	\$15,422	\$7,040	\$26,250
Service Contract	\$112,816	\$49,189	\$112,816	\$130,000
Other Repairs - Bldg Permits	\$0	\$0	\$0	\$400
Roof Repairs	\$900	\$0	\$0	\$5,000
Rentals	\$5,136	\$11,120	\$14,980	\$27,800
Licenses, Permits & Fees	\$1,766	\$3,641	\$5,779	\$3,400
Postage	\$1,156	\$1,545	\$1,767	\$700
Telephones	\$32,005	\$33,939	\$33,939	\$31,049
Advertising	\$13,027	\$12,558	\$12,308	\$16,100
Printing & Binding	\$0	\$257	\$0	\$100
Travel	\$4,240	\$1,309	\$1,309	\$3,500
Training & Education	\$9,308	\$23,469	\$10,195	\$9,750
Office Supplies	\$5,379	\$8,858	\$9,527	\$10,800
Operating Supplies	\$100,305	\$114,588	\$124,917	\$100,560
Repair & Maint Supplies	\$128,359	\$166,150	\$198,382	\$211,050
Dues & Subscriptions	\$10,655	\$6,330	\$8,564	\$2,908
Computer Equipment <\$2500	\$2,614	\$0	\$0	\$0
Machinery & Equipment <\$2500	\$25,394	\$19,660	\$17,166	\$5,100
OPERATING TOTAL	\$2,324,811	\$2,290,080	\$2,409,103	\$2,587,262
Capital Outlay				
Computer Equipment >\$2500	\$14,115	\$13,230	\$6,677	\$0
Machinery & Equipment >\$2500	\$12,389	\$9,429	\$0	\$0

Budget Detail - continued

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Vehicles & Rolling Stock	\$0	\$66,041	\$57,490	\$0
Infrastructure	\$10,892	\$0	\$77	\$0
Land	\$303	\$0	\$0	\$0
Project Computer Equip <\$2500	\$0	\$0	\$0	\$5,000
Project Mach & Equip <\$2500	\$0	\$0	\$0	\$5,000
CAPITAL OUTLAY TOTAL	\$37,699	\$88,700	\$64,243	\$10,000
TOTAL	\$6,875,322	\$8,026,699	\$9,040,807	\$9,887,859

Public Works

Staffing Detail

Engineering

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Civil Engineer/Public Works	1	1	1	1	87,733.32	114,603.36
Public Works Project Coordinator	1	1	1	1	74,538.96	93,948.12
Construction Manager	0	0	1	1	69,237.36	84,560.88
Senior Planner	1	1	1	0	68,564.88	86,448.72
Associate Engineer II	2	2	2	2	61,717.08	77,668.80
Associate Field Engineer	3	3	3	3	59,856.36	76,299.00
Construction Inspector	2	4	4	4	59,268.84	74,501.88
Associate Engineer I	3	3	3	3	59,268.84	74,501.88
Public Works Asset Coordinator	1	1	1	1	59,115.60	74,332.92
Administrative Technician	1	2	2	2	51,234.12	70,116.48
Surveyor	0	1	1	0	48,220.68	60,331.68
Director of Public Works	1	1	1	1	148,676.88	181,711.08
Deputy Director of Public Works	1	1	1	1	123,987.72	151,937.40
Engineering Manager	1	1	1	1	116,675.16	154,372.08
Survey Party Chief-LS	1	0	0	0	-	-
Survey Party Chief	1	1	1	0	-	-
Senior Office Assistant	1	0	0	0	-	-
Civil Engineer/Construction	1	1	0	0	-	-
	22	24	24	21		

Buildings

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Facilities Maintenance Superintendent	1	1	1	1	97,599.72	119,517.36
Electrician	1	1	1	1	56,839.08	71,418.72
HVAC Technician	2	2	2	2	56,839.08	71,418.72
Painter	2	2	2	2	56,839.08	71,418.72
Plumber	1	1	1	1	56,839.08	71,418.72
Sr Facilities Maintenance Technician	1	1	1	2	56,839.08	71,418.72
Carpenter	2	2	2	2	56,839.08	71,418.72
	10	10	10	11		

Solid Waste

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Solid Waste Coordinator	1	1	1	1	56,839.08	71,418.72
Utility Worker	1	1	1	1	41,806.56	52,538.76
	2	2	2	2		

Street Cleaning

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Sweeper Operator	4	4	4	4	49,756.56	67,604.76
Equipment Operator II	2	2	2	0	45,528.60	61,738.08
	6	6	6	4		

Public Works

Staffing Detail continued

Streets Division

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Street Maintenance Supervisor	1	1	1	1	76,743.56	93,746.76
Area Crew Leader	2	2	2	2	59,856.36	78,310.68
Equipment Operator IV	6	6	6	6	52,031.76	70,743.48
Streets Maintenance Mechanic	1	1	1	1	52,031.76	70,743.78
Equipment Operator II	3	3	3	3	45,528.60	61,738.08
Utility Worker/Equipment Operator I	11	11	11	7	41,806.56	53,876.88
Street Inspector	2	0	0	0	-	-
	26	24	24	20		

Traffic Control

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Traffic Control Supervisor	1	1	1	1	76,743.60	93,746.76
Traffic Signal Technician	3	3	3	3	52,918.08	66,414.60
Traffic Control Utility Worker III	1	1	1	1	52,918.08	66,414.60
Traffic Signs & Marking Specialist	2	2	2	2	52,918.08	66,414.60
Traffic Control Utility Worker II	2	2	2	1	45,528.6	56,901.36
Senior Traffic Signal Technician	2	2	2	0	-	-
	11	11	11	8		

Transportation

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Civil Engineer/Transportation	1	1	1	1	87,733.32	114,603.36
Traffic Engineer Analyst	1	1	1	1	59,268.64	74,501.88
Administrative Technician	1	1	1	1	51,234.12	70,116.48
Traffic Engineer	1	1	1	1	106,733.04	126,836.88
	4	4	4	4		

Purchasing

2025 Proposed Budget

Organizational Chart



Mission/Function

The City of Pueblo Purchasing Department exists to provide City departments with a central location for purchasing and contracting for all goods and services while encouraging an atmosphere of fairness, honesty and integrity in dealing with customers and suppliers. All activities undertaken will adhere to the guiding principles of procurement: accountability, ethical conduct, customer focus, service excellence, and ongoing process improvement.

Objectives

- **Accountability:** We take ownership of and are consistently responsible to our stakeholders for our actions. We strive to ensure that Pueblo taxpayers receive the maximum value for all expenditures and that each expenditure is conducted in a manner that preserves the public trust and protects the public interest.
- **Ethics:** We endeavor to conduct business with honesty and integrity, avoiding even the appearance of impropriety; to maintain consistency in all processes and actions; to act in a manner true to these values; and to meet the ethical standards of our profession.
- **Transparency:** We strive to conduct all purchases in accordance with uniform rules and principles of public procurement; to adhere to Federal, State, and Local regulations; and to provide easily accessible and understandable processes and policies.
- **Integrity:** We will continue to do the right thing at the right time, and to provide the timely delivery of quality products and services at competitive prices to all customers.
- **Impartiality:** We make every effort to provide unbiased decisions and to encourage competitive bidding on the basis of opportunity and fair treatment to all vendors.
- **Professionalism:** It is our priority to uphold high technical and ethical standards while maintaining a professional procurement system which is adaptable and responsive to changing needs and conditions within the City and marketplace.
- **Service:** We will continue to uphold the spirit of collaboration and partnership with all other governmental agencies and cooperative purchasing partners. We will maintain our obligation to our internal and external customers with a customer service focus while meeting the needs and protecting the interests of the organization and the public.

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Administration Wages	\$187,239	\$205,466	\$218,409	\$224,491
General Service Wages	\$94,250	\$104,737	\$114,044	\$128,436
Temporary/Part Time Wages	\$36,699	\$48,347	\$53,988	\$96,981
Step-Up	\$4,289	\$2,947	\$647	\$0
WAGES TOTAL	\$322,478	\$361,496	\$387,088	\$449,908
Benefits				
Pension - PERA	\$44,587	\$51,171	\$55,607	\$66,631
Health Insurance	\$58,051	\$65,166	\$67,006	\$82,656
Dental Insurance	\$888	\$1,011	\$1,184	\$1,184
Life Insurance	\$305	\$305	\$305	\$305
Medicare Tax	\$4,466	\$5,027	\$5,455	\$6,524
Worker's Compensation	\$2,681	\$2,977	\$3,167	\$2,883
BENEFITS TOTAL	\$110,978	\$125,659	\$132,724	\$160,183
Operating				
Contract Services	\$3,944	\$3,895	\$3,320	\$6,480
Electricity	\$7,535	\$9,215	\$9,215	\$9,060
Utilities & Energy/Centurylink	\$5	\$0	\$0	\$0
Fleet Fuel	\$1,550	\$1,395	\$1,395	\$1,860
Fleet Repair	\$145	\$2,859	\$120	\$1,000
Repair & Maintenance	\$945	\$801	\$485	\$2,000
Service Contract	\$488	\$1,885	\$1,885	\$3,000
Rentals	\$6,327	\$6,150	\$6,212	\$6,600
Inventory Over/Short	-\$17	-\$1,798	\$0	\$150
Postage	\$131	\$5	\$43	\$60
Telephones	\$5,116	\$4,964	\$4,964	\$5,940
Travel	\$0	\$1,965	\$0	\$2,500
Training & Education	\$2,919	\$2,387	\$2,387	\$3,500
Office Supplies	\$1,013	\$890	\$1,106	\$1,500
Operating Supplies	\$269	\$1,130	\$2,330	\$1,500
Dues & Subscriptions	\$586	\$680	\$680	\$700
Computer Equipment <\$2500	\$391	\$0	\$0	\$0
Machinery & Equipment <\$2500	\$527	\$292	\$0	\$0
OPERATING TOTAL	\$31,875	\$36,716	\$34,144	\$45,850
Capital Outlay				
Computer Equipment >\$2500	\$3,109	\$0	\$0	\$0
CAPITAL OUTLAY TOTAL	\$3,109	\$0	\$0	\$0
TOTAL	\$468,440	\$523,871	\$553,956	\$655,941

Purchasing

Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Purchasing/Contract Administrator	1	1	1	2	69,237.36	86,266.44
Purchasing Specialist	1	1	1	1	46,576.56	61,505.64
Director of Purchasing	1	1	1	1	113,025.36	138,167.76
Purchasing/Contract Coordinator	1	1	1	0	-	-
	4	4	4	4		

Non-Departmental - Operational Charges

2025 Proposed Budget

Mission/Function

Budget and account for operational charges which do not belong to any one particular department such as retirement payouts and any necessary contingencies.

Objectives

Identify Non-Departmental costs according to the use of those funds

Non-Departmental - Operational Charges

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Terminal Pay	\$430,097	\$573,761	\$600,000	\$600,000
PERA Replacement Benefit	-\$449	-\$449	\$0	\$0
WAGES TOTAL	\$429,648	\$573,312	\$600,000	\$600,000
Benefits				
Health Insurance	\$47,088	\$59,830	\$53,459	\$70,000
Wellness Program	\$50,000	\$49,847	\$52,874	\$75,000
BENEFITS TOTAL	\$97,088	\$109,676	\$106,333	\$145,000
Operating				
Professional Services	\$5,985	\$152,002	\$91,402	\$112,000
Bank Charges	\$239,458	\$317,706	\$317,706	\$350,000
OPERATING TOTAL	\$245,443	\$469,708	\$409,108	\$462,000
PACOG	\$55,007	\$55,007	\$56,496	\$55,007
Colorado Muni League Dues	\$62,256	\$61,426	\$62,305	\$62,305
Nat'L League Of Cities	\$0	\$9,697	\$9,988	\$9,988
Latino Cham Of Comm Dues	\$11,000	\$11,000	\$11,000	\$11,000
Contingencies				
Mayor Contingencies	\$32,475	\$51,410	\$85,745	\$100,000
Council Contingencies	\$105,396	\$98,456	\$100,000	\$100,000
CONTINGENCIES TOTAL	\$137,871	\$149,866	\$185,745	\$200,000
Capital Outlay				
Land	-\$5	\$0	\$0	\$0
CAPITAL OUTLAY TOTAL	-\$5	\$0	\$0	\$0
Debt Service Payments				
Bond Interest Payment	\$12,385	\$10,207	\$7,890	\$5,427
Lease Principal Payment	\$80,261	\$85,396	\$90,776	\$98,644
DEBT SERVICE PAYMENTS TOTAL	\$92,646	\$95,603	\$98,666	\$104,071
TOTAL	\$1,130,955	\$1,535,296	\$1,539,641	\$1,649,371

Non-Departmental - Contractual Payments

2025 Proposed Budget

Mission/Function

Budget for payments provided to various entities under contractual agreements with the City. These agreements are generally for the provision of various services to the citizens of Pueblo.

Objectives

Account for and monitor all contractual and quasi-contractual obligations of the City of Pueblo which are not specific to any department of the City.

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Chamber Of Commerce	\$800,000	\$950,000	\$975,000	\$750,000
State Fair	\$250,000	\$250,000	\$250,000	\$250,000
HARP Maintenance	\$437,724	\$508,000	\$558,000	\$633,000
Aircraft Museum	\$10,000	\$10,000	\$10,000	\$10,000
Mountain Park Environment	\$285,150	\$300,000	\$300,000	\$300,000
Human Relations Commiss	\$13,638	\$13,750	\$15,000	\$15,000
Pueblo Zoo - Operations	\$800,000	\$930,000	\$1,063,000	\$903,124
Pueblo Zoo - Capital	\$0	\$60,000	\$75,000	\$0
SRDA Allocation-Sr Rec	\$31,633	\$31,633	\$50,000	\$50,000
Pikes Peak Humane Society	\$1,422,008	\$1,818,643	\$1,894,880	\$1,848,726
United Way - VITA	\$15,000	\$20,000	\$20,000	\$20,000
Pueblo Economic Dashboard	\$135,000	\$70,000	\$55,500	\$0
Mt. Carmel Veteran Service Ctr	\$75,000	\$0	\$75,000	\$0
TOTAL	\$4,275,153	\$4,962,026	\$5,341,380	\$4,779,850

Non-Departmental - Health & Welfare

2025 Proposed Budget

Mission/Function

Budget for contributions to the City/County Health Department for the health and welfare services provided to the citizens of the City.

Objectives

Account for and monitor all contributions made to the City/County Health Department

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
City-County Health Dept	\$719,483	\$719,483	\$719,483	\$769,847
Environmental Cleanup	\$100,000	\$100,000	\$100,000	\$100,000
TOTAL	\$819,483	\$819,483	\$819,483	\$869,847

Non-Departmental - Contributions & Donations

2025 Proposed Budget

Mission/Function

Account for contributions made to various civic and non-profit organizations within the City.

Objectives

Identify all contributions from the City of Pueblo to various civic and non-profit organizations in the City

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Fountain Creek Watershed Dist	\$36,168	\$53,745	\$53,745	\$64,384
YMCA	\$200,000	\$200,000	\$200,000	\$0
Latino Chamber-Marketing	\$25,000	\$100,000	\$100,000	\$25,000
Downtown Association	\$30,000	\$28,000	\$28,000	\$20,840
Abatement Assistance	\$8,049	\$2,979	\$25,000	\$25,000
Boys & Girls Club	\$20,000	\$25,000	\$20,000	\$20,000
La Gente Youth Sports	\$20,000	\$20,000	\$20,000	\$18,000
Sangre de Cristo Arts Center	\$300,000	\$300,000	\$300,000	\$0
Juneteenth	\$5,000	\$7,000	\$7,000	\$4,500
PAACO	\$7,000	\$5,000	\$5,000	\$5,000
NAACP	\$3,000	\$4,000	\$4,000	\$2,250
Bessemer Historical Society	\$42,000	\$42,000	\$42,000	\$37,800
Mariposa Center for Safety	\$50,000	\$55,000	\$126,500	\$0
Pueblo Symphony	\$20,000	\$20,000	\$20,000	\$7,500
Home of the Heroes	\$75,000	\$0	\$0	\$0
Pueblo Heritage Museum	\$15,000	\$20,000	\$42,000	\$15,000
Pueblo Triple Aim	\$122,250	\$0	\$0	\$0
Arts Alliance	\$20,000	\$20,000	\$20,000	\$15,000
Pueblo Empowerment	\$0	\$0	\$15,000	\$0
Pueblo Food Project	\$0	\$0	\$40,000	\$0
Nonprofits Pymt To County	\$490,000	\$490,000	\$490,000	\$490,000
Sister Cities Commission	\$5,000	\$10,000	\$10,000	\$5,000
TOTAL	\$1,493,467	\$1,402,724	\$1,568,245	\$755,274

Transfers to Other Funds

2025 Proposed Budget

Mission/Function

To budget for transfers from the General Fund to other funds of the City for the purpose of subsidizing or providing capital to the operations or activities of those other funds.

Objectives

- Subsidize the operations of the City funds when necessary
- Provide sufficient funding to pay the City's debt service commissions
- Pay the Self-Insurance Fund for the General Fund share of insurance costs

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Cemetery Endowment	\$131,709	\$139,944	\$144,506	\$144,649
HOME Grant	\$196,547	\$0	\$200,000	\$200,000
Housing Rehab & Loans	\$0	\$0	\$100,000	\$155,000
Planning Grants	\$0	\$205,000	\$0	\$0
Police Grants	\$21,662	\$17,950	\$2,500	\$0
Capital Leases	\$1,158,182	\$918,817	\$565,556	\$0
COPS-Police Building	\$2,495,318	\$2,498,228	\$0	\$0
To Fire Station COPS	\$0	\$0	\$2,477,198	\$2,478,650
Capital Improvement Fund	\$10,024,245	\$25,516,877	\$12,360,000	\$0
Econ Dev Special Tax	\$226,688	\$0	\$0	\$0
Honor Farm Enterprise	\$40,457	\$12,136	\$0	\$40,578
Memorial Hall	\$306,587	\$276,664	\$0	\$342,155
Parking Facilities	\$321,491	\$408,406	\$478,353	\$220,601
Memorial Airport	\$1,284,106	\$828,966	\$1,701,190	\$1,795,940
Pueblo Transit	\$909,380	\$1,731,144	\$1,244,417	\$2,470,604
Transfer to Transit Capital	\$0	\$84,000	\$0	\$0
Self-Insurance Fund	\$1,100,000	\$1,100,000	\$1,100,000	\$1,100,000
TOTAL	\$18,216,371	\$33,738,134	\$20,373,720	\$8,948,177

Debt Service

2025 Proposed Budget

Mission/Function

Provide funding for the payment of principal, interest, and fees on bonds and lease purchase agreements.

Objectives

- Maintain the City's credit quality through timely payment of debt service obligations.
- Maximize cash flow for capital projects through careful utilization of debt service funding

Budget Summary

Revenue

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(301) Capital Leases	\$1,302,931	\$1,063,566	\$708,903	\$143,348
(303) COPS	\$2,495,326	\$2,498,248	\$0	\$0
(304) COPS - Fire Stations	\$0	\$0	\$2,477,198	\$2,478,650
TOTAL	\$3,798,257	\$3,561,814	\$3,186,101	\$2,621,998

Expenditures

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(301) Capital Leases	\$1,302,931	\$1,067,566	\$708,903	\$143,348
(303) COPS	\$2,495,326	\$2,498,248	\$0	\$0
(304) COPS - Fire Stations	\$0	\$0	\$2,477,198	\$2,478,650
TOTAL	\$3,798,257	\$3,565,814	\$3,186,101	\$2,621,998

Elmwood Golf Course

2025 Proposed Budget

Mission/Function

Provide and maintain a high quality 27-hole municipal golf course, driving range, and clubhouse for the recreational enjoyment of the general public.

Objectives

- Plan, conduct, and supervise the day-to-day play of the golf course
- Operate and provide year-round maintenance for the golf course and its related amenities to the highest level possible
- Actively promote through public and private agencies in the coordination of leagues, instructional programs, activities, and tournaments
- Continue to market City courses to both local and out-of-town players through digital and social media
- Continue to build and promote Junior Golf in the City of Pueblo
- First Tee Program (Junior Golf)
- Address the water damage caused by the adjacent ditch on the executive course near the zoo

Significant Adjustments

- The amount of \$275,000 has been included as a transfer to Walking Stick Golf Course to balance its operating budget expenditures
- Increase tree management practices to aid and ensure proper golf course health, vitality, and aesthetics
- Improve cart paths as funds become available
- Overlay parking lot
- Continue to recondition the sand bunkers to improve drainage conditions

Elmwood Golf Course

Budget Detail

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Charges for Services				
Cart Rentals	\$392,891	\$429,205	\$468,827	\$441,000
Concessions	\$31,500	\$39,900	\$40,955	\$45,800
Daily Green Fees	\$370,606	\$404,319	\$994,934	\$920,000
Annual Green Fees	\$70,958	\$60,909	\$60,649	\$75,000
Trail Fees	\$517,464	\$523,196	\$0	\$0
Annual Cart Permits	\$975	\$975	\$975	\$975
Tournaments-Green Fees	\$23,465	\$32,410	\$60,042	\$55,000
Tournaments-Trail Fees	\$32,490	\$41,670	\$0	\$0
Driving Range	\$72,493	\$81,680	\$91,465	\$81,000
Interest Earnings	\$0	\$0	\$21	\$0
CHARGES FOR SERVICES TOTAL	\$1,512,841	\$1,614,264	\$1,717,868	\$1,618,775
Other Revenue				
Miscellaneous Revenue	\$703	\$846	\$697	\$0
Disposal Of Assets	-\$19,639	\$0	\$1,798	\$0
OTHER REVENUE TOTAL	-\$18,935	\$846	\$2,495	\$0
Transfers In				
Prior Year Unexpended Fund Bal	\$0	\$0	\$0	\$248,101
TRANSFERS IN TOTAL	\$0	\$0	\$0	\$248,101
TOTAL	\$1,493,906	\$1,615,110	\$1,720,363	\$1,866,876

Expenses

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Temporary/Part Time Wages	\$37,907	\$55,448	\$56,306	\$51,307
WAGES TOTAL	\$37,907	\$55,448	\$56,306	\$51,307
Benefits				
Pension - PERA	\$5,498	\$8,184	\$8,322	\$7,599
Medicare Tax	\$550	\$804	\$816	\$744
Worker's Compensation	\$1,694	\$2,479	\$2,517	\$0
BENEFITS TOTAL	\$7,742	\$11,467	\$11,655	\$8,343
Professional Services	\$3,091	\$2,969	\$4,996	\$4,000
Management Fees	\$115,857	\$125,459	\$126,209	\$122,000
Contract Services	\$340,825	\$343,110	\$340,522	\$396,120
Administrative Services	\$86,327	\$86,327	\$86,327	\$86,327
Electricity	\$116,316	\$167,159	\$147,348	\$147,000
Fuel-Other	\$37,024	\$33,969	\$31,667	\$37,000
Repair & Maintenance	\$24,871	\$12,656	\$16,039	\$25,000
Irrigation Equipment	\$7,988	\$10,775	\$11,047	\$11,500
Fert/Seed/Pest/Topsoil	\$46,024	\$54,747	\$32,433	\$63,500
Golf Carts	\$1,581	\$10,307	\$2,402	\$1,500
Tree Maintenance	\$9,500	\$7,700	\$8,313	\$16,000
Rentals	\$0	\$0	\$1,342	\$1,500
Other Charges	\$31,847	\$32,805	\$31,422	\$30,000
Insurance	\$9,020	\$11,258	\$9,900	\$10,900
Postage	\$382	\$295	\$258	\$400
Telephones	\$10,082	\$10,367	\$10,648	\$10,900
Advertising	\$11,936	\$6,060	\$6,711	\$8,500

Elmwood Golf Course

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Office Supplies	\$1,904	\$4,637	\$3,971	\$4,000
Operating Supplies	\$15,934	\$28,619	\$23,168	\$19,200
Repair & Maint Supplies	\$24,274	\$43,323	\$29,426	\$31,000
Dues & Subscriptions	\$900	\$935	\$765	\$1,000
Machinery & Equipment <\$2500	\$3,684	\$2,090	\$2,500	\$13,847
Capital Outlay				
Machinery & Equipment >\$2500	\$5,654	\$0	\$0	\$12,000
Vehicles & Rolling Stock	\$14,685	\$6,000	\$0	\$0
Buildings	\$0	\$0	\$0	\$50,000
Land Improvements	\$99,964	\$104,455	\$130,914	\$120,000
CAPITAL OUTLAY TOTAL	\$120,304	\$110,455	\$130,914	\$182,000
Capital Maintenance				
Project R&M Land Improvements	\$0	\$198,333	\$88,447	\$0
CAPITAL MAINTENANCE TOTAL	\$0	\$198,333	\$88,447	\$0
Debt Service Payments				
Bond Principal Payment	\$79,482	\$0	\$304,271	\$257,364
Bond Interest Payment	\$2,551	\$0	\$4,760	\$51,668
DEBT SERVICE PAYMENTS TOTAL	\$82,033	\$0	\$309,031	\$309,032
Transfers Out				
Walkingstick Golf Course	\$377,756	\$184,867	\$275,000	\$275,000
TRANSFERS OUT TOTAL	\$377,756	\$184,867	\$275,000	\$275,000
TOTAL	\$1,525,108	\$1,556,138	\$1,798,766	\$1,866,876

Capital Project Detail

Project Number	PROJECT	2025
EW2501	Elmwood Gc - Driving Range Replacement	12,000
EW2502	Elmwood Gc - Storage Addition	50,000
EW2101	Elmwood Gc - Cart Path Repair / Replacement	120,000
		182,000

Honor Farm

2025 Proposed Budget

Mission/Function

The function of the Honor Farm Park and Open Space property enterprise, including the Pueblo Motorsports Park and Honors Speedway Dirt Oval Track area is to provide motorsports and open space recreational opportunities for the benefit of local area residents and serve as a regional draw stimulating economic activity in the local market. This is achieved by offering, promoting, and contracting programs and events; and maintaining, developing, and enhancing facilities. The Honor Farm Park and Open Space property acts as a buffer between Pueblo West Metropolitan District, the Pueblo Reservoir, and the City of Pueblo.

Objectives

- Support the rigorous pursuit of customer service, cleaning up the property, promote safety, and adhering to the conditions of the Conservation Easement
- Support the contracted operator of the Pueblo Motorsports Park who operates and promotes the racing functions, including drag racing, open lapping and other associated programs
- Invest in the facilities within the Honor Farm Properties through the Enterprise by renovating old existing facilities
- To continue working with other City departments and the Honor Farm Enterprise Citizens Advisory Board to develop, initiate, and expand recreational opportunities
- Increase revenue opportunities to support the Enterprise

Budget Detail

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Charges for Services				
Facility Rental-Motor Spt	\$49,292	\$3,700	\$39,750	\$43,000
Spectator	\$2,068	\$3,549	\$3,367	\$3,000
CHARGES FOR SERVICES TOTAL	\$51,360	\$7,249	\$43,117	\$46,000
Other Revenue				
Solar	\$37,320	\$40,320	\$43,320	\$46,320
OTHER REVENUE TOTAL	\$37,320	\$40,320	\$43,320	\$46,320
Transfers In				
From General Fund	\$40,457	\$12,136	\$0	\$40,578
TRANSFERS IN TOTAL	\$40,457	\$12,136	\$0	\$40,578
TOTAL	\$129,136	\$59,705	\$86,437	\$132,898

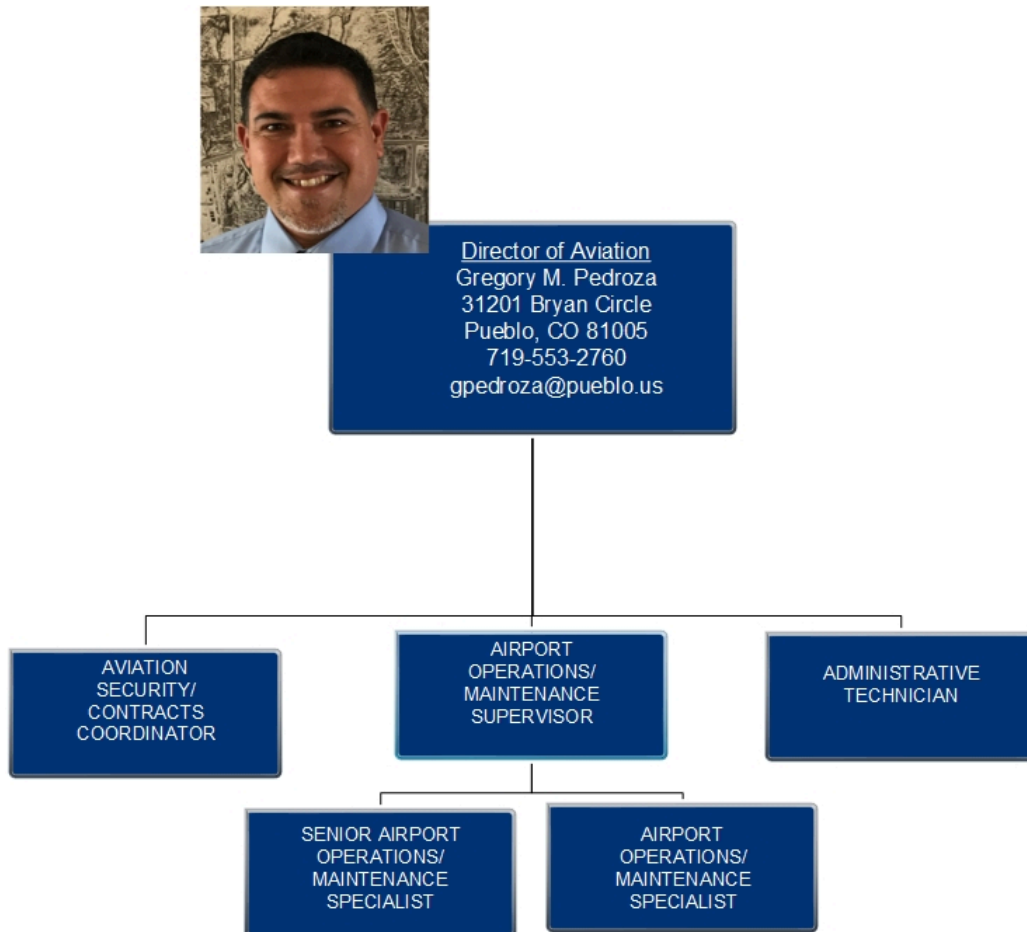
Expenses

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Repair & Maintenance	\$24,885	\$16,724	\$30,834	\$69,789
Electricity	\$28,348	\$32,368	\$29,293	\$26,500
Capital Maintenance				
Project R&M Buildings	\$37,799	\$0	\$0	\$0
CAPITAL MAINTENANCE TOTAL	\$37,799	\$0	\$0	\$0
Capital Outlay				
Machinery & Equipment >\$2500	\$27,500	\$0	\$0	\$0
CAPITAL OUTLAY TOTAL	\$27,500	\$0	\$0	\$0
Administrative Services	\$5,711	\$5,711	\$5,711	\$5,711
Insurance	\$4,678	\$4,678	\$4,678	\$4,678
Transfer To Reserves	\$0	\$0	\$0	\$16,000
Fleet Repair	\$0	\$0	\$0	\$10,000
Telephones	\$206	\$207	\$207	\$220
Utilities & Energy/Centurylink	\$9	\$18	\$11	\$0
TOTAL	\$129,136	\$59,705	\$70,733	\$132,898

Memorial Airport

2025 Proposed Budget

Organizational Chart



Memorial Airport

Purpose

The Memorial Airport Fund consists of the Memorial Airport, Airport Passenger Facility Charges, and Airport Improvement Trust Funds. The Memorial Airport Fund primarily consists of operations at the Pueblo Memorial Airport. The Airport Passenger Facility Fund accounts for the collection of an airport passenger facility charge for enplaned passengers. The Airport Improvement Trust Fund accounts for the transfer of funds equal to the appraised value of land located at Pueblo Memorial Airport conveyed to private ownership.

Source of Revenue

The revenue for operation of the Memorial Airport Fund primarily consists of fees charged at the Memorial Airport as well as a subsidy from the General Fund. Funding for capital improvements is provided mainly by state and federal grants.

Designated Expenditures

The majority of expenditures are related to operating the Pueblo Memorial Airport in an effective and efficient manner and for providing capital maintenance and improvements to the aeronautical infrastructure.

Budget Summary

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(540) Memorial Airport	\$1,933,198	\$1,506,166	\$2,269,095	\$2,412,352
(541) Airport Improvement Trust	-\$5,610	\$11,317	\$5,312	\$0
(543) Aviation Grants	\$2,379,696	\$1,194,642	\$11,038,238	\$40,000
(542) Passenger Facility	\$32,489	\$20,674	\$8,048	\$25,000
TOTAL	\$4,339,773	\$2,732,800	\$13,320,692	\$2,477,352

Expenditures

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(540) Memorial Airport	\$1,937,109	\$1,506,166	\$2,269,095	\$2,412,352
(541) Airport Improvement Trust	\$0	\$322,600	\$6,548	\$0
(543) Aviation Grants	\$1,693,625	\$840,962	\$11,038,238	\$40,000
(542) Passenger Facility	\$87,731	\$0	\$0	\$25,000
TOTAL	\$3,718,465	\$2,669,728	\$13,313,881	\$2,477,352

Due to the Pueblo Memorial Airport (Fund 540) comprising a large portion of the Memorial Airport Fund, greater detail related to operating the Pueblo Memorial Airport is provided on the following pages.

Memorial Airport

Mission/Function

The Department of Aviation's mission is to ensure safe, secure, and reliable facilities for the transportation of people and materials into the national transportation system. This is accomplished through professionalism, integrity, and a high level of training by the entire department. Additionally, we seek to promote aviation business and the local economy.

Objectives

- Ensure a safe airport operating environment for the traveling public
- Evaluate internal processes and practices to improve services to airport users
- Promote airport business practices to facilitate revenue growth
- Raise awareness of the benefits the airport provides to the communities of Pueblo, Pueblo County, and the Southeastern Colorado region
- Provide support, when possible, for the Airport Industrial Park business community
- Maintain a secure airfield through guidance and support of the TSA
- Facilitate partnerships with the Federal Aviation Administration and the Colorado Department of Transportation Aeronautics Division
- Oversee and facilitate, current and planned, Airport Improvement Projects

Memorial Airport

Budget Detail

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Transfers In				
From General Fund	\$1,284,106	\$828,966	\$1,701,190	\$1,795,940
TRANSFERS IN TOTAL	\$1,284,106	\$828,966	\$1,701,190	\$1,795,940
Charges for Services				
Rental-Fixed Base Operator	\$125,949	\$127,786	\$127,786	\$127,786
Fees-Fuel Flowage Fees	\$111,719	\$172,539	\$89,464	\$115,000
Aviation Fuel-Sales Tax	\$132,950	\$83,558	\$52,687	\$90,000
Fees-Access Fees	\$75,967	\$85,896	\$75,967	\$75,966
Rental-Hangar Rental	\$61,925	\$69,199	\$57,606	\$65,000
Rental-Office Space	\$28,058	\$31,953	\$36,071	\$32,000
Fees-Combined Service Fees	\$18,425	\$18,320	\$18,313	\$18,000
Rental-Terminal Rental	\$19,515	\$19,520	\$10,380	\$20,000
Fees-Landing Fees	\$24,621	\$9,185	\$6,573	\$13,460
Commissions-Commercial Service	\$5,539	\$7,481	\$7,461	\$7,000
Rental-Commercial Service Oper	\$6,561	\$6,742	\$6,700	\$6,600
Commissions-Fixed Base Oper	\$1,810	\$5,925	\$3,868	\$5,000
Fees-Security Badge Fees	\$3,979	\$4,340	\$3,965	\$4,000
Commissions-Restaurant	\$0	\$4,800	\$5,100	\$4,800
Rental-Parking Space	\$1,200	\$1,200	\$1,200	\$1,200
Fees-Usage/Cleaning Fees	\$0	\$0	\$600	\$0
CHARGES FOR SERVICES TOTAL	\$618,218	\$648,443	\$503,741	\$585,812
Other Revenue				
Ground Rental - Non Aeronautic	\$21,000	\$21,000	\$52,368	\$21,000
Miscellaneous Revenue	\$8,597	\$6,135	\$148	\$7,600
Penalty & Interest	\$1,277	\$1,621	\$1,715	\$2,000
Cash Over / (Short)	\$0	\$0	\$0	\$0
OTHER REVENUE TOTAL	\$30,875	\$28,756	\$54,231	\$30,600
Licenses & Permits	\$0	\$0	\$9,933	\$0
TOTAL	\$1,933,198	\$1,506,166	\$2,269,095	\$2,412,352

Expenses

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
General Service Wages	\$47,352	\$296,434	\$702,626	\$744,273
Administration Wages	\$13,753	\$88,776	\$188,692	\$196,245
Temporary/Part Time Wages	\$13,667	\$14,618	\$16,685	\$49,752
Overtime	\$1,434	\$15,034	\$13,560	\$20,000
Leave Sell/Payout	\$2,386	\$2,039	\$7,419	\$900
Uniform/Shoe/Tool Allow	\$0	\$600	\$2,200	\$2,000
Step-Up	\$21	\$116	\$25	\$2,000
WAGES TOTAL	\$78,612	\$417,617	\$931,207	\$1,015,170
Electricity	\$377,607	\$391,521	\$380,612	\$402,070
Benefits				
Health Insurance	\$18,974	\$112,815	\$249,511	\$253,746
Pension - PERA	\$10,833	\$58,403	\$129,722	\$149,917
Worker's Compensation	\$4,404	\$21,972	\$49,902	\$49,282
Medicare Tax	\$935	\$4,651	\$10,589	\$14,691
Uniform Cleaning	\$4,944	\$5,905	\$5,286	\$6,500

Memorial Airport

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Dental Insurance	\$295	\$1,751	\$4,094	\$4,143
Life Insurance	\$73	\$455	\$995	\$1,033
BENEFITS TOTAL	\$40,458	\$205,952	\$450,099	\$479,312
Transfers Out				
Aviation Grants	\$963,952	\$0	\$0	\$0
TRANSFERS OUT TOTAL	\$963,952	\$0	\$0	\$0
Administrative Services	\$214,316	\$214,316	\$214,316	\$214,316
Repair & Maintenance	\$43,530	\$65,116	\$51,262	\$42,500
Insurance	\$41,873	\$42,354	\$39,824	\$39,824
Fleet Repair	\$21,137	\$47,892	\$41,003	\$42,000
Repair & Maint Supplies	\$23,548	\$24,678	\$29,288	\$36,800
Fleet Fuel	\$25,329	\$23,204	\$21,775	\$17,710
Contract Services	\$13,283	\$12,378	\$12,501	\$35,312
Capital Outlay				
Vehicles & Rolling Stock	\$2,936	\$0	\$33,155	\$0
Computer Equipment >\$2500	\$17,512	\$0	\$0	\$0
Machinery & Equipment >\$2500	\$0	\$0	\$9,290	\$0
CAPITAL OUTLAY TOTAL	\$20,448	\$0	\$42,445	\$0
Debt Service Payments	\$13,818	\$14,259	\$14,716	\$15,523
Operating Supplies	\$7,034	\$6,849	\$8,122	\$16,676
Advertising	\$9,169	\$9,874	\$0	\$10,500
Telephones	\$7,004	\$7,239	\$6,942	\$7,100
Dues & Subscriptions	\$6,765	\$5,346	\$3,331	\$11,163
Professional Services	\$5,486	\$4,282	\$6,423	\$5,124
Machinery & Equipment <\$2500	\$4,542	\$3,702	\$3,263	\$4,300
Training & Education	\$4,668	\$1,017	\$2,801	\$6,300
Rentals	\$3,151	\$3,447	\$3,346	\$3,500
Office Supplies	\$1,331	\$1,708	\$2,032	\$2,500
Travel	\$665	\$1,556	\$1,554	\$1,700
Capital Maintenance				
Project R&M Buildings	\$5,287	\$0	\$0	\$0
CAPITAL MAINTENANCE TOTAL	\$5,287	\$0	\$0	\$0
Utilities & Energy/Centurylink	\$951	\$791	\$1,094	\$1,262
Licenses, Permits & Fees	\$682	\$654	\$830	\$1,090
Computer Equipment <\$2500	\$2,207	\$0	\$0	\$0
Postage	\$257	\$287	\$309	\$600
Other Charges	\$0	\$129	\$0	\$0
TOTAL	\$1,937,109	\$1,506,166	\$2,269,095	\$2,412,352

Memorial Airport

Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Airport Operations Maintenance Supervisor	1	1	1	1	76,743.6	91,635.6
Senior Airport Operations/Maintenance Specialist	2	2	2	2	58,194.24	74,540.16
Aviation Security/Contracts Coordinator	0	0	1	1	52,918.08	66,414.60
Administrative Technician	1	1	1	1	51,234.12	70,116.48
Airport Operations/Maintenance Worker/Maintenance Specialist	7	8	8	8	43,197.84	65,346.00
Director of Aviation	1	1	1	1	113,025.36	138,167.76
Aviation Operations Technician	1	1	0	0	-	-
	13	14	14	14		

Capital Project Detail

Project Number	PROJECT	2025
AP2502	Apron Rehabilitation - East	15,000
AP2501	Building Maintenance	25,000
		40,000

Memorial Hall

2025 Proposed Budget

Mission/Function

The mission of Memorial Hall Enterprise is to provide a world class entertainment facility for the citizens of the City of Pueblo.

Objectives

- Operate, lease, and manage entertainment events at Pueblo Memorial Hall.
- Support the Management Agreement with Spectra Venue Management to plan, lease, and operate events at Memorial Hall.

Memorial Hall

Budget Detail

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Charges for Services				
Concessions	\$626	\$852	\$1,240	\$133,450
Spectator	\$1,099,177	\$1,824,240	\$1,481,018	\$2,014,824
Merchandising	\$0	\$0	\$0	\$4,800
Advertising & Sponsorship	\$0	\$0	\$0	\$10,020
CHARGES FOR SERVICES TOTAL	\$1,099,803	\$1,825,092	\$1,482,258	\$2,163,094
Other Revenue				
Miscellaneous Revenue	\$10,683	\$2,200	\$0	\$0
OTHER REVENUE TOTAL	\$10,683	\$2,200	\$0	\$0
Transfers In				
From General Fund	\$306,587	\$276,664	\$0	\$342,155
TRANSFERS IN TOTAL	\$306,587	\$276,664	\$0	\$342,155
TOTAL	\$1,417,074	\$2,103,957	\$1,482,258	\$2,505,249

Expenses

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Professional Services	\$668,955	\$1,351,939	\$691,626	\$1,833,418
Management Fees	\$21,984	\$15,775	\$24,332	\$0
Contract Services	\$469,896	\$390,969	\$393,454	\$671,831
Electricity	\$127,515	\$152,196	\$126,968	\$0
Repair & Maintenance	\$3,575	\$9,220	\$7,339	\$0
Licenses, Permits & Fees	\$5,386	\$4,827	\$5,757	\$0
Bank Charges	\$4,557	\$9,867	\$9,325	\$0
Insurance	\$10,222	\$8,869	\$21,384	\$0
Telephones	\$413	\$413	\$415	\$0
Advertising	\$59,901	\$65,643	\$61,233	\$0
Travel	\$318	\$196	\$325	\$0
Operating Supplies	\$44,352	\$94,041	\$43,510	\$0
Capital Outlay	\$0	\$0	\$2,636	\$0
TOTAL	\$1,417,074	\$2,103,957	\$1,388,303	\$2,505,249

Parking Facilities

2025 Proposed Budget

Mission/Function

Develop and manage publicly owned parking facilities that are safe, efficient and convenient in a cost-effective manner.

Objectives

- Provide adequate, clean, and secure off-street parking facilities that are centrally located to business districts.
- Facilitate the implementation of plans and programs that yield the best parking solutions for the City's citizens, workers, and visitors.
- Analyze impacts of on-street parking, and parking's impact on traffic flow.
- Enforce parking regulations in business districts to increase the turn-over of on-street spaces.
- Enforce parking regulations in residential districts and school zones.

Parking Facilities

Budget Detail

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Charges for Services				
Parking Facility Rentals	\$36,516	\$43,325	\$40,346	\$38,000
Main St Parking Garage	\$95,720	\$90,120	\$86,520	\$90,200
CHARGES FOR SERVICES TOTAL	\$132,236	\$133,445	\$126,866	\$128,200
Other Revenue				
Miscellaneous Revenue	\$726	\$0	\$6	\$0
Cash Over / (Short)	-\$66	\$0	\$0	\$0
OTHER REVENUE TOTAL	\$660	\$0	\$6	\$0
Transfers In				
From General Fund	\$321,491	\$408,406	\$478,353	\$220,601
Prior Year Unexpended Fund Bal	\$0	\$0	\$0	\$451,324
TRANSFERS IN TOTAL	\$321,491	\$408,406	\$478,353	\$671,925
TOTAL	\$454,387	\$541,851	\$605,225	\$800,125

Expenses

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
General Service Wages	\$38,833	\$43,273	\$46,628	\$48,958
Temporary/Part Time Wages	\$0	\$5,015	\$21,522	\$78,000
Uniform/Shoe/Tool Allow	\$175	\$0	\$0	\$0
Overtime	\$0	\$0	\$0	\$1,000
WAGES TOTAL	\$39,008	\$48,288	\$68,150	\$127,958
Benefits				
Pension - PERA	\$5,447	\$6,578	\$9,888	\$18,951
Dental Insurance	\$296	\$296	\$296	\$296
Life Insurance	\$76	\$76	\$76	\$76
Uniform Expense	\$0	\$145	\$0	\$0
Medicare Tax	\$548	\$683	\$970	\$1,855
Worker's Compensation	\$1,623	\$1,897	\$2,286	\$2,037
Uniform Repair/Replace	\$0	\$0	\$0	\$1,200
BENEFITS TOTAL	\$7,990	\$9,675	\$13,516	\$24,415
Professional Services	\$320	\$0	\$0	\$0
Contract Services	\$90,239	\$91,463	\$83,724	\$140,010
Administrative Services	\$79,543	\$79,543	\$79,543	\$79,543
Electricity	\$33,402	\$34,978	\$31,095	\$49,100
Utilities & Energy/Centurylink	\$3,441	\$3,457	\$3,416	\$3,626
Fleet Fuel	\$1,851	\$1,503	\$1,586	\$2,000
Fleet Repair	\$520	\$1,257	\$6,263	\$4,000
Repair & Maintenance	\$9,843	\$7,655	\$3,075	\$16,500
Rentals	\$373,355	\$253,200	\$303,881	\$335,000
Insurance	\$0	\$0	\$0	\$2,820
Telephones	\$4,466	\$4,249	\$4,343	\$4,500
Operating Supplies	\$1,113	\$472	\$324	\$4,000
Capital Maintenance				
Project R&M Computer Equip	\$363	\$0	\$0	\$0
Project R&M Buildings	\$24,055	\$0	\$0	\$0
CAPITAL MAINTENANCE TOTAL	\$24,417	\$0	\$0	\$0
Debt Service Payments				

Parking Facilities

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Bond Principal Payment	\$5,130	\$5,459	\$5,803	\$6,306
Bond Interest Payment	\$792	\$652	\$505	\$347
DEBT SERVICE PAYMENTS TOTAL	\$5,922	\$6,111	\$6,308	\$6,653
TOTAL	\$675,428	\$541,851	\$605,225	\$800,125

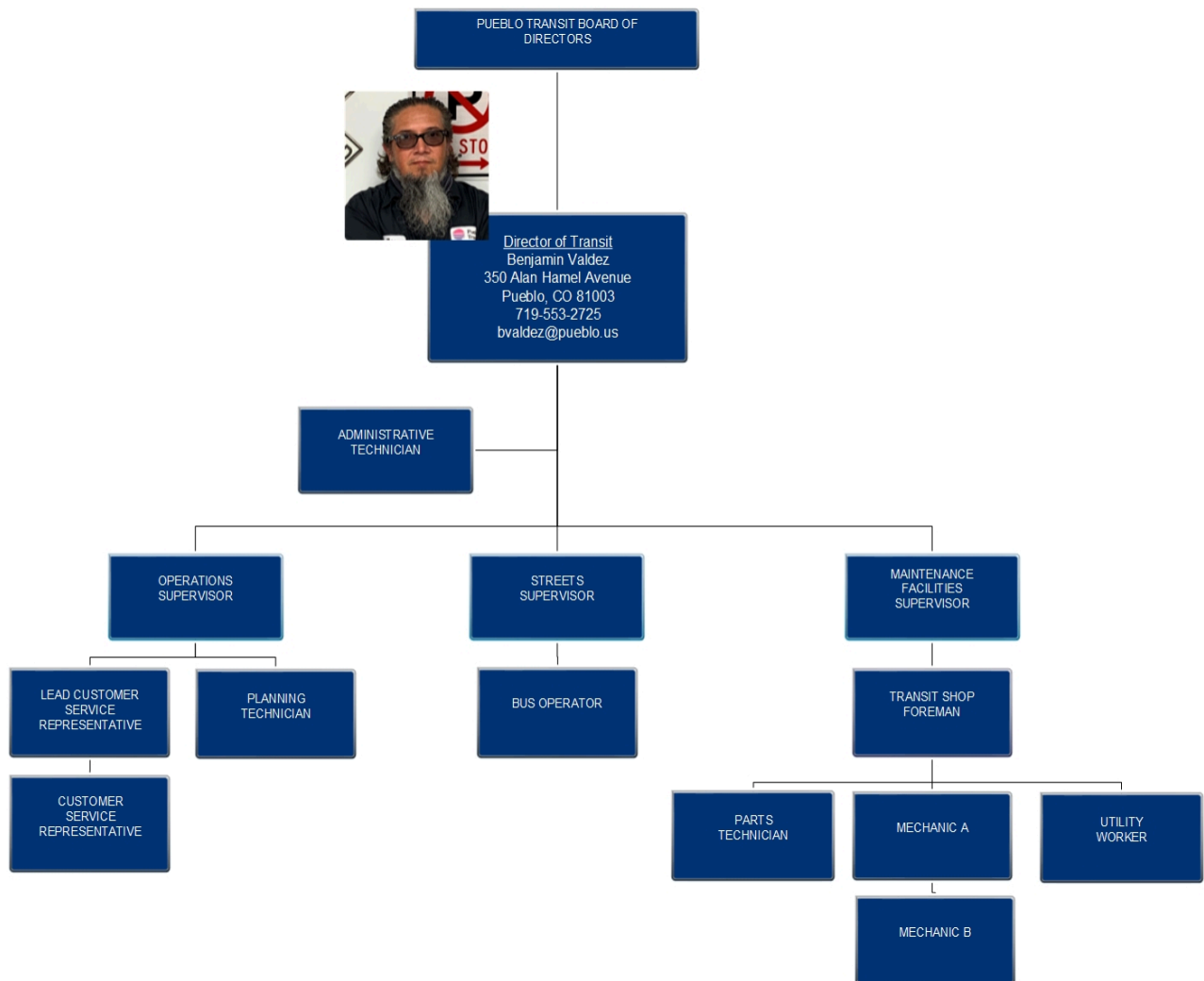
Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Parking Enforcer	2	2	2	1	41,878.92	52,209.00
	2	2	2	1		

Pueblo Transit

2025 Proposed Budget

Organizational Chart



Mission/Function

To provide safe, reliable, and timely fixed route transit service in a courteous and professional manner to the citizens of Pueblo. To provide paratransit transportation to disabled riders who are unable to use the regular transit buses. With a fleet of 33 vehicles, 18 heavy-duty coaches, and 15 paratransit vans, and transporting over 1,000,000 passengers annually, Pueblo Transit is responsible for providing service on 11 fixed routes and a mirrored paratransit system, operating in a 54-square mile area of Pueblo City limits, plus one rural route that extends outside the city limits to the Salt Creek area. Pueblo Transit is an intermodal transit facility gathering many modes of transportation together, and is strategically located to increase destination alternatives. Our downtown Intermodal facilities serve the following bus lines: Bustang.

Objectives

- Provide high quality customer service to our transit riders, in a timely and safe manner
- Strengthen safety awareness programs for employees and the public
- Increase the public transit accessibility and mobility of people
- Promote efficient system management and operation
- Emphasize the preservation of the existing transportation system

Programs for 2025

- Pursue funding for recently updated transit relocation study, to increase system wide productivity and accessibility
- Continue the, "Kids Ride Free," Year-Round Program
- Provide the "Free Colorado State Fair Shuttle"
- Collaborate with local partners (Private and Public) to increase transit ridership through community collaboration
- Community education on transit system and its services including the Citi-Lift service (door-to-door service for the disabled)
- In Collaboration with District 60 PDPHE pursue Adopt a "Bus Stop" program throughout the City
- Install 60 Solar lights at designated bus stops in consultation with the ADA committee and the Communities that Care Committee through PDPHE

Budget Summary

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(550) Pueblo Transit	\$5,102,542	\$7,015,396	\$6,358,619	\$6,271,143
(551) Transit-Capital Grants	\$0	\$84,000	\$0	\$336,000
TOTAL	\$5,102,542	\$7,099,396	\$6,358,619	\$6,607,143

Expenditures

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(550) Pueblo Transit	\$6,137,315	\$7,538,975	\$6,358,619	\$6,271,143
(551) Transit-Capital Grants	\$0	\$0	\$0	\$336,000
TOTAL	\$6,137,315	\$7,538,975	\$6,358,619	\$6,607,143

Budget Detail

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Intergovernmental				
FTA Operating Subsidy	\$3,414,714	\$4,403,115	\$4,403,115	\$3,181,584
FTA Capital Subsidy	\$0	\$0	\$0	\$336,000
Misc State Contributions	\$98,956	\$290,465	\$0	\$0
Misc County Contributions	\$70,555	\$72,672	\$77,097	\$70,555
INTERGOVERNMENTAL TOTAL	\$3,584,225	\$4,766,252	\$4,480,212	\$3,588,139
Charges for Services				
Advertising	\$98,846	\$76,679	\$98,488	\$75,000
Property Rentals	\$11,335	\$44,650	\$21,000	\$39,400
Passenger Fares	\$136,018	\$120,120	\$152,370	\$125,000
Special Transit Fares	\$23,843	\$7,853	\$19,489	\$20,000
Unlimited Passes	\$97,218	\$83,999	\$147,738	\$120,000
Limited Passes	\$51,895	\$47,539	\$59,837	\$50,000
Shuttle Services	\$0	\$0	\$11	\$0
Citi-Lift Fares	\$86,425	\$78,504	\$107,900	\$100,000
Commissions	\$5,256	\$6,558	\$7,070	\$6,000
Greyhound-Commission	\$32,264	\$4,937	\$0	\$0
Worker's Comp Reimburse	\$8,085	\$11,291	\$12,569	\$3,000
CHARGES FOR SERVICES TOTAL	\$551,184	\$482,130	\$626,472	\$538,400
Other Revenue				
Miscellaneous Revenue	\$22,728	\$31,018	\$5,363	\$10,000
Loss Of Property Comp	\$144	\$250	\$0	\$0
Sale Of Surplus	\$598	\$1,973	\$2,056	\$0
Disposal Of Assets	\$34,331	\$2,606	\$0	\$0
Cash Over / (Short)	-\$48	\$25	\$99	\$0
OTHER REVENUE TOTAL	\$57,753	\$35,871	\$7,518	\$10,000
Transfers In				
From General Fund	\$909,380	\$1,815,144	\$1,244,417	\$2,470,604
TRANSFERS IN TOTAL	\$909,380	\$1,815,144	\$1,244,417	\$2,470,604
TOTAL	\$5,102,542	\$7,099,396	\$6,358,619	\$6,607,143

Budget Detail, continued

Expenses

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Pueblo Transit Wages	\$1,952,940	\$1,825,711	\$2,099,983	\$2,292,288
Uniform Allowance	\$5,900	\$5,650	\$4,475	\$5,500
Employee Of The Quarter	\$533	\$382	\$382	\$0
Overtime	\$197,760	\$301,462	\$242,170	\$140,926
Safety Incentive	\$7,027	\$8,486	\$0	\$10,800
WAGES TOTAL	\$2,164,160	\$2,141,691	\$2,347,010	\$2,449,514
Benefits				
Pension - PERA	\$294,476	\$307,743	\$339,577	\$360,359
Health Insurance	\$602,528	\$561,848	\$632,914	\$646,702
Disability Insurance	\$6,688	\$7,381	\$8,996	\$12,600
Dental Insurance	\$20,629	\$18,740	\$20,983	\$21,594
Life Insurance	\$2,807	\$2,513	\$2,906	\$3,124
Tool Reimbursement	\$4,050	\$3,266	\$2,925	\$12,658
Medicare Tax	\$30,117	\$30,484	\$33,033	\$35,518
Worker's Compensation	\$100,039	\$107,360	\$128,269	\$78,000
State FAMILI	\$0	\$9,771	\$10,572	\$11,079
Other Payroll Tax Expense	\$11,613	\$12,695	\$5,135	\$0
Uniform Repair/Replace	\$0	\$0	\$0	\$2,250
Other Payroll Expense	\$0	\$0	\$8,813	\$0
Uniform Cleaning	\$5,833	\$5,130	\$6,381	\$11,900
BENEFITS TOTAL	\$1,078,780	\$1,066,930	\$1,200,504	\$1,195,784
Professional Services	\$30,825	\$14,467	\$19,540	\$22,870
Contract Services	\$1,104,772	\$1,128,548	\$1,212,811	\$1,248,615
Drug & Alcohol Testing	\$2,688	\$2,680	\$2,016	\$2,680
Administrative Services	\$327,736	\$327,736	\$327,736	\$327,736
Electricity	\$87,447	\$115,571	\$90,210	\$99,000
Utilities & Energy/Centurylink	\$419	\$419	\$440	\$475
Fleet Fuel	\$499,752	\$432,874	\$372,293	\$356,000
Fleet Repair	\$291,503	\$360,300	\$329,910	\$309,500
Repair & Maintenance	\$29,153	\$18,307	\$56,019	\$24,200
Service Contract	\$10,697	\$2,597	\$0	\$18,087
Rentals	\$2,567	\$591	\$456	\$5,500
Licenses, Permits & Fees	\$3,098	\$1,598	\$1,481	\$1,700
Other Charges	\$0	\$0	\$2,500	\$0
Inventory Over/Short	\$4,246	\$4,030	\$2,427	\$5,000
Insurance	\$80,534	\$73,034	\$76,529	\$77,252
Postage	\$2,049	\$682	\$804	\$1,700
Telephones	\$18,296	\$16,921	\$14,839	\$10,000
Advertising	\$5,812	\$5,589	\$0	\$3,300
Printing & Binding	\$1,005	\$16,610	\$10,334	\$13,000
Travel	\$0	\$743	\$0	\$5,500
Training & Education	\$4,470	\$4,937	\$4,707	\$5,500
Office Supplies	\$823	\$976	\$839	\$1,000
Operating Supplies	\$91,394	\$133,673	\$65,871	\$22,200
Repair & Maint Supplies	\$6,742	\$5,840	\$3,930	\$7,000
Tires	\$26,908	\$36,660	\$32,077	\$40,000
Dues & Subscriptions	\$6,787	\$5,017	\$9,375	\$12,255

Budget Detail, continued

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Computer Equipment <\$2500	\$0	\$31,259	\$4,674	\$2,000
Machinery & Equipment <\$2500	\$3,624	\$1,847	\$1,738	\$2,000
Proj To Be Determined	\$0	\$0	\$0	\$336,000
Capital Outlay				
Computer Equipment >\$2500	\$130,000	\$0	\$22,304	\$0
Vehicles & Rolling Stock	\$68,700	\$1,342,417	\$59,509	\$0
Buildings	\$0	\$242,115	\$0	\$0
CAPITAL OUTLAY TOTAL	\$198,700	\$1,584,532	\$81,813	\$0
Capital Maintenance				
Project R&M Vehicles & Rolling	\$50,750	\$0	\$0	\$0
Project R&M Buildings	\$0	\$687	\$84,052	\$0
CAPITAL MAINTENANCE TOTAL	\$50,750	\$687	\$84,052	\$0
Debt Service Payments				
Bond Principal Payment	\$1,368	\$1,456	\$1,548	\$1,682
Bond Interest Payment	\$211	\$174	\$135	\$93
DEBT SERVICE PAYMENTS TOTAL	\$1,579	\$1,630	\$1,683	\$1,775
TOTAL	\$6,137,315	\$7,538,975	\$6,358,619	\$6,607,143

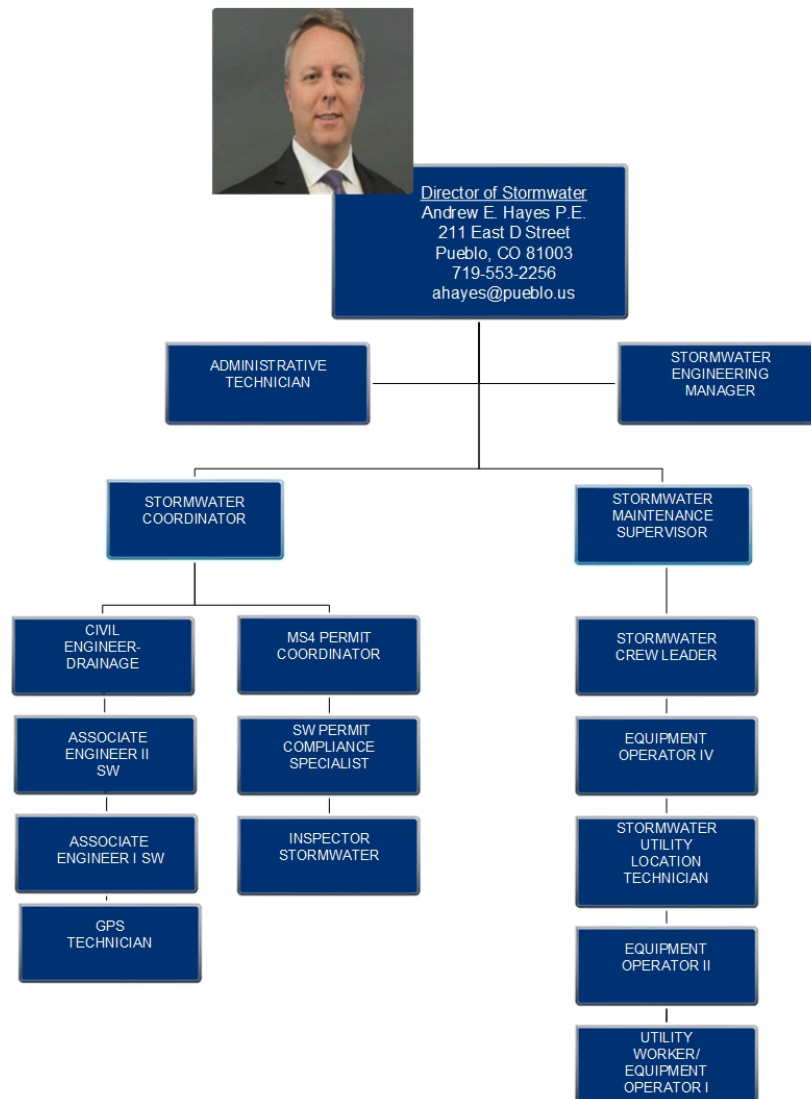
Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Director of Transit	1	1	1	1	98,655.00	98,655.00
Operations Supervisor	1	1	1	1	81,016.00	81,016.00
Maintenance/Facilities Supervisor	1	1	1	1	66,831.00	66,831.00
Transit Shop Foreman	1	1	1	1	60,882.00	60,882.00
Streets Supervisor	1	1	1	1	60,633.00	60,633.00
Mechanic "A"	2	2	2	2	54,122.00	54,122.00
Mechanic "B"	2	2	2	2	52,500.00	52,500.00
Lead Customer Service Representative	2	2	2	2	44,388.00	44,388.00
Bus Operator	22	22	22	22	44,928.00	44,928.00
Administrative Technician	1	1	1	1	43,244.00	43,244.00
Utility Worker	4	4	4	4	42,391.00	42,391.00
Parts Technician	1	1	1	1	41,517.00	41,517.00
Planning Technician	0	1	1	1	40,919.00	40,919.00
Customer Services Representatives	3	3	3	3	36,400.00	36,400.00
	42	43	43	43		

Stormwater

2025 Proposed Budget

Organizational Chart



Mission/Function

Operating as a division of the Public Works Department, the mission of the Stormwater Utility Division is to provide services necessary to improve the quality of the stormwater in the City's streams and creeks, provide maintenance of the City's drainage facilities, install new infrastructure to reduce flooding problems, and ensure development practices meet all required provisions of the National Pollutant Discharge Elimination System (NPDES) Phase II Program.

Objectives

- Meet or exceed all applicable federal and state regulatory requirements for stormwater management and water quality protection.
- Inspect and maintain existing stormwater facilities, including applicable open channels, and repair and improve existing stormwater infrastructure to meet the future needs of the City.
- Improve water quality on new development and redeveloped sites by requiring the use of stormwater best management practices (BMPs).
- Encourage phased construction on developing sites to minimize land disturbance and the associated increased run-off and decreased water quality from rainfall events.
- Ensure that development activities comply with the floodplain management regulations and other applicable codes and ordinances.
- Inform the public about the importance of preserving water quality.

Programs for 2025

- Expedite reviews of all submittals of drainage studies and plans for general compliance with the new Drainage Criteria Manual.
- Upgrade Stormwater facilities to mitigate flooding in several problem areas.
- Incorporate green stormwater infrastructure projects that are designed to capture pollutants in runoff and prevent them from reaching downstream water bodies.
- The Stormwater Utility will continue to develop a cleaning and point repair project for several locations within the existing storm sewer system.
- Improve maintenance response times to citizen service requests.
- Continue safety improvements on Fountain Creek and efforts to certify the levee system.
- Continue to geocode the Stormwater system and incorporate electronic detection methods on all new infrastructure.

Budget Detail

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Intergovernmental				
FEMA - Homeland Security	\$1	\$0	\$0	\$0
INTERGOVERNMENTAL TOTAL	\$1	\$0	\$0	\$0
Charges for Services				
Stormwater Fees	\$4,946,231	\$5,051,655	\$5,039,162	\$5,000,000
Miscellaneous Revenue	\$12,357	\$0	\$141,873	\$0
CHARGES FOR SERVICES TOTAL	\$4,958,587	\$5,051,655	\$5,181,035	\$5,000,000
Other Revenue				
Interest On Pooled Invest	-\$248,283	\$1,111,835	\$1,168,008	\$650,000
Loss Of Property Comp	\$0	\$3,057	\$0	\$0
Sale Of Surplus	\$21	\$375	\$0	\$0
Disposal Of Assets	\$148,339	\$22,723	\$0	\$0
Bad Debt Recovery	-\$5,398	\$63,938	\$15,431	\$0
OTHER REVENUE TOTAL	-\$105,321	\$1,201,927	\$1,183,439	\$650,000
TOTAL	\$4,853,267	\$6,253,582	\$6,364,474	\$5,650,000

Expenses

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Administration Wages	\$223,426	\$395,697	\$431,493	\$568,373
General Service Wages	\$654,183	\$797,201	\$982,158	\$1,178,088
Temporary/Part Time Wages	\$78,158	\$84,226	\$53,594	\$245,700
Leave Sell/Payout	\$631	\$4,938	\$1,884	\$3,000
Step-Up	\$7,423	\$3,323	\$6,317	\$7,000
Uniform/Shoe/Tool Allow	\$1,925	\$2,600	\$3,400	\$2,400
Overtime	\$7,247	\$12,942	\$12,555	\$15,500
WAGES TOTAL	\$972,993	\$1,300,928	\$1,491,401	\$2,020,061
Benefits				
Pension - PERA	\$132,196	\$182,397	\$210,622	\$298,372
Health Insurance	\$230,905	\$305,525	\$346,048	\$413,648
Dental Insurance	\$4,355	\$5,705	\$6,264	\$7,102
Life Insurance	\$1,158	\$1,408	\$1,628	\$1,931
Medicare Tax	\$13,222	\$17,828	\$20,497	\$29,256
Worker's Compensation	\$48,137	\$68,605	\$78,683	\$68,174
Other Payroll Expense	\$19,203	\$0	\$0	\$0
Uniform Cleaning	\$6,616	\$7,190	\$7,859	\$9,000
BENEFITS TOTAL	\$455,792	\$588,658	\$671,601	\$827,483
Professional Services	\$382,620	\$257,956	\$274,535	\$122,000
Contract Services	\$3,481	\$3,481	\$3,134	\$207,500
Billing Services	\$258,366	\$234,166	\$231,598	\$240,000
Administrative Services	\$211,904	\$211,904	\$211,904	\$211,904
Electricity	\$32,769	\$55,904	\$40,628	\$64,000
Utilities & Energy/Centurylink	\$5	\$0	\$0	\$0
Fleet Fuel	\$61,103	\$68,126	\$50,696	\$68,500
Fleet Repair	\$85,671	\$94,574	\$104,222	\$79,000
Repair & Maintenance	\$2,926	\$210	\$6,780	\$4,500
Rentals	\$20,203	\$2,548	\$2,201	\$46,600
Licenses, Permits & Fees	\$4,430	\$5,541	\$5,763	\$6,500

Stormwater

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Other Charges	\$0	\$0	\$19,446	\$0
Insurance	\$13,096	\$13,096	\$13,096	\$13,100
Postage	\$354	\$235	\$238	\$1,500
Telephones	\$5,994	\$7,006	\$6,022	\$8,028
Advertising	\$2,712	\$2,296	\$2,060	\$3,000
Printing & Binding	\$0	\$218	\$196	\$1,000
Travel	\$453	\$0	\$0	\$3,000
Training & Education	\$1,144	\$1,695	\$4,805	\$8,000
Office Supplies	\$7,189	\$6,960	\$8,333	\$4,000
Operating Supplies	\$14,559	\$30,614	\$31,497	\$56,000
Repair & Maint Supplies	\$28,148	\$15,171	\$19,933	\$51,000
Dues & Subscriptions	\$1,536	\$2,111	\$2,074	\$3,000
Computer Equipment <\$2500	\$11,390	\$6,870	\$6,452	\$18,500
Machinery & Equipment <\$2500	\$0	\$4,269	\$1,246	\$5,000
Proj To Be Determined	\$0	\$0	\$0	\$278,247
Capital Outlay				
Computer Equipment >\$2500	\$0	\$6,041	\$0	\$10,000
Machinery & Equipment >\$2500	\$0	\$0	\$0	\$50,000
Vehicles & Rolling Stock	\$54,463	\$223,911	\$305,566	\$0
Infrastructure	\$0	\$230,835	\$54,390	\$0
Land Improvements	\$0	\$0	\$0	\$375,000
CAPITAL OUTLAY TOTAL	\$54,463	\$460,787	\$359,956	\$435,000
Capital Maintenance				
Project R&M Mach & Equip	\$60,548	\$0	\$9,776	\$0
Project R&M Infrastructure	\$106,610	\$602,081	\$352,540	\$410,000
CAPITAL MAINTENANCE TOTAL	\$167,158	\$602,081	\$362,316	\$410,000
Debt Service Payments				
Bond Principal Payment	\$295,890	\$305,109	\$313,983	\$316,129
Bond Interest Payment	\$91,675	\$84,675	\$77,675	\$70,675
Fees & Charges	\$54,772	\$54,772	\$54,773	\$54,773
DEBT SERVICE PAYMENTS TOTAL	\$442,337	\$444,556	\$446,431	\$441,577
Transfers Out				
Highway Users Tax Fund	\$12,000	\$12,000	\$12,000	\$12,000
TRANSFERS OUT TOTAL	\$12,000	\$12,000	\$12,000	\$12,000
TOTAL	\$3,254,796	\$4,433,964	\$4,390,565	\$5,650,000

Stormwater

Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Stormwater Coordinator	1	1	1	1	98,660.94	120,577.92
Civil Engineer/Drainage	1	2	2	2	87,733.32	114,603.36
MS4 Permit Coordinator	1	1	1	1	76,743.60	93,746.70
Stormwater Maintenance Supervisor	1	1	1	1	76,743.56	93,746.76
SW Permit Compliance Specialist	1	1	1	1	68,565.00	86,448.72
Associate Engineer II Stormwater	1	1	1	1	61,717.08	77,668.80
Stormwater Crew Leader	1	1	1	1	59,856.36	78,310.68
Inspector/Stormwater	1	1	1	1	59,268.84	74,501.88
Associate Engineer I Stormwater	2	2	2	2	59,268.84	74,501.88
Equipment Operator IV	3	3	3	3	52,031.76	70,743.48
Administrative Technician	1	1	1	1	51,234.12	70,116.48
GPS Technician	0	0	1	1	48,220.68	60,331.68
Equipment Operator II	4	4	4	4	45,528.6	61,738.08
Utility Locate Technician	0	0	1	1	45,528.6	61,737.96
Utility Worker/Equipment Operator I	4	4	4	4	41,806.56	53,876.88
Director of Stormwater	1	1	1	1	122,147.52	149,304.84
Stormwater Engineering Manager	1	1	1	1	116,675.16	154,372.08
	24	25	27	27		

Capital Project Detail

Project Number	PROJECT	2025
SW2501	Master Drainage Study	375,000
SWAN02	Stormwater - Erosion Control	10,000
SWAN03	Stormwater Point Repairs & Pipe Cleaning	400,000
SW2502	Rain Gauge Installation	50,000
SWAN04	Computer Equipment > \$2500	10,000
		845,000

Street Repair

2025 Proposed Budget

Mission/Function

The mission of the Street Repair Utility is to manage funds and resources needed to improve the quality of streets, by coordinating, designing, constructing, managing, and operating the street and road systems located within the City of Pueblo.

Objectives

- Provide and maintain safe, accessible street conditions throughout the City of Pueblo
- Provide quicker response times for areas in need of repair.
- Analyze streets in need of repairs.
- Construct projects efficiently with minimum disruption to the community life.
- Provide reasonable access for all users, during street construction.

Street Repair

Budget Detail

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Charges for Services				
Street Repair Fees	\$6,246	\$0	\$0	\$0
CHARGES FOR SERVICES TOTAL	\$6,246	\$0	\$0	\$0
Other Revenue				
Contributions & Donations	\$24	\$24	\$0	\$0
Bad Debt Recovery	\$15	\$96	\$3	\$0
OTHER REVENUE TOTAL	\$39	\$120	\$3	\$0
TOTAL	\$6,285	\$120	\$3	\$0

Expenses

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Capital Outlay				
Infrastructure	\$79,777	\$283,179	\$123,149	\$0
Intangibles	\$0	\$5,321	\$0	\$0
CAPITAL OUTLAY TOTAL	\$79,777	\$288,500	\$123,149	\$0
Capital Maintenance				
Project R&M Infrastructure	-\$42,263	\$0	\$168,699	\$0
CAPITAL MAINTENANCE TOTAL	-\$42,263	\$0	\$168,699	\$0
TOTAL	\$37,514	\$288,500	\$291,847	\$0

Walkingstick Golf Course

2025 Proposed Budget

Mission/Function

Provide and maintain a high quality 18-hole municipal golf course, driving range, clubhouse, and restaurant for the recreational enjoyment of the general public.

Objectives

- Plan, conduct and supervise the day-to-day play of the golf course
- Operate and provide year-round maintenance for the golf course and its related amenities to the highest level possible
- Actively promote through public and private agencies in the coordination of leagues, instructional programs, activities, and tournaments
- Continue to market both City courses to both local and out-of-town players through digital and social media
- Continue to build and promote Junior Golf in the City of Pueblo
- Renovation of the on-course restroom facilities
- Expansion of the Ladies and Seniors tee boxes throughout the course

Significant Adjustments

- The amount of \$275,000 has been included as a transfer from Elmwood Golf Course to balance Walking Stick Golf Course's operating budget expenditures
- Partnering with Colorado State University Pueblo in developing a Thunderwolves clubhouse for the university golf teams and the promotion of junior golf in the community

Walkingstick Golf Course

Budget Detail

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Charges for Services				
Cart Rentals	\$263,449	\$296,159	\$331,466	\$300,000
Concessions	\$23,850	\$41,224	\$31,300	\$31,300
Daily Green Fees	\$305,189	\$370,874	\$602,998	\$600,000
Annual Green Fees	\$145,223	\$144,669	\$109,794	\$140,000
Trail Fees	\$290,489	\$302,516	\$0	\$0
Tournaments-Green Fees	\$27,408	\$28,820	\$31,080	\$27,000
Tournaments-Trail Fees	\$34,260	\$28,820	\$0	\$0
Driving Range	\$54,043	\$59,027	\$59,615	\$55,000
CHARGES FOR SERVICES TOTAL	\$1,143,911	\$1,272,109	\$1,166,253	\$1,153,300
Other Revenue				
Miscellaneous Revenue	\$476	\$12,492	\$454	\$0
OTHER REVENUE TOTAL	\$476	\$12,492	\$454	\$0
Transfers In				
From Elmwood Golf Course	\$377,756	\$184,867	\$275,000	\$275,000
TRANSFERS IN TOTAL	\$377,756	\$184,867	\$275,000	\$275,000
TOTAL	\$1,522,143	\$1,469,468	\$1,441,707	\$1,428,300

Expenses

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Temporary/Part Time Wages	\$43,550	\$31,165	\$58,727	\$53,020
Overtime	\$40	\$0	\$0	\$0
WAGES TOTAL	\$43,590	\$31,165	\$58,727	\$53,020
Benefits				
Pension - PERA	\$6,323	\$4,600	\$8,680	\$7,852
Medicare Tax	\$632	\$452	\$852	\$769
Worker's Compensation	\$1,949	\$1,393	\$2,625	\$0
BENEFITS TOTAL	\$8,904	\$6,445	\$12,157	\$8,621
Professional Services	\$2,477	\$2,524	\$1,331	\$2,800
Management Fees	\$101,068	\$109,889	\$109,455	\$108,000
Contract Services	\$320,560	\$351,836	\$361,005	\$330,000
Administrative Services	\$80,655	\$80,655	\$80,655	\$80,655
Electricity	\$375,584	\$364,899	\$365,751	\$361,000
Utilities & Energy/Centurylink	\$8,687	\$4,632	\$4,350	\$0
Fuel-Other	\$32,856	\$27,032	\$32,395	\$33,500
Repair & Maintenance	\$4,880	\$12,129	\$8,337	\$9,500
Irrigation Equipment	\$28,715	\$30,515	\$35,659	\$35,000
Fert/Seed/Pest/Topsoil	\$92,965	\$102,401	\$94,700	\$94,700
Golf Carts	\$2,174	\$9,543	\$3,251	\$1,500
Rentals	\$2,047	\$2,151	\$2,708	\$3,500
Other Charges	\$20,088	\$22,612	\$21,059	\$23,861
Insurance	\$6,557	\$4,840	\$9,549	\$7,000
Postage	\$0	\$0	\$0	\$300
Telephones	\$2,064	\$1,820	\$2,128	\$3,000
Advertising	\$3,341	\$14,209	\$5,713	\$6,000
Office Supplies	\$34	\$186	\$250	\$800
Operating Supplies	\$16,828	\$35,755	\$41,996	\$20,000

Walkingstick Golf Course

Budget Detail

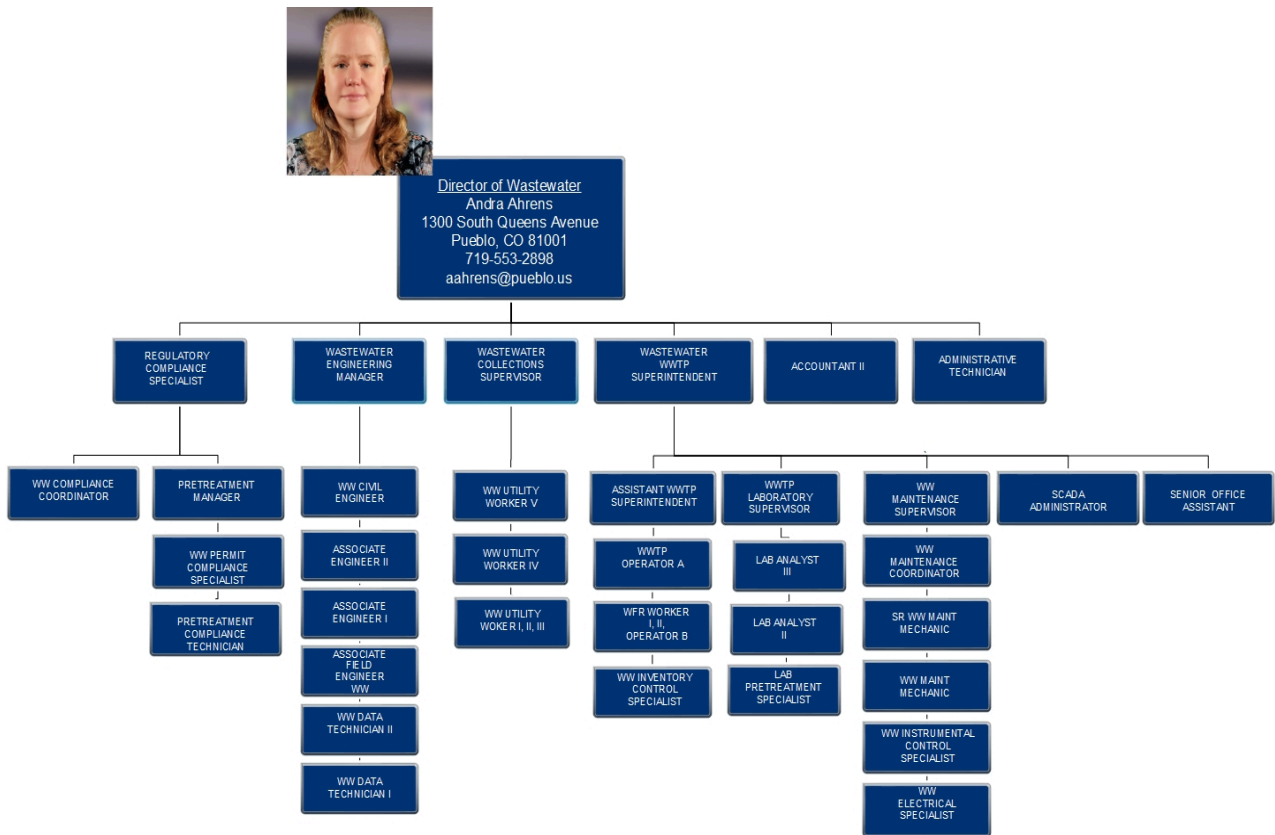
	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Repair & Maint Supplies	\$32,156	\$34,374	\$38,146	\$20,000
Dues & Subscriptions	\$5,745	\$5,414	\$0	\$5,090
Computer Equipment <\$2500	\$0	\$0	\$1,434	\$0
Machinery & Equipment <\$2500	\$5,711	\$4,280	\$1,561	\$0
Capital Outlay				

Project R&M Buildings	\$16,773	\$8,388	\$26,599	\$0
Project R&M Land Improvements	\$7,000	\$4,080	\$0	\$0
CAPITAL MAINTENANCE TOTAL	\$17,773	\$9,469	\$26,599	\$0
Debt Service Payments				
Bond Principal Payment	\$278,266	\$185,330	\$216,659	\$184,003
Bond Interest Payment	\$21,391	\$9,414	\$3,610	\$36,450
DEBT SERVICE PAYMENTS TOTAL	\$299,657	\$194,744	\$220,269	\$220,453
TOTAL	\$1,522,143	\$1,480,298	\$1,539,185	\$1,428,300

Wastewater

2025 Proposed Budget

Organizational Chart



Wastewater

Mission/Function

The mission of the Wastewater Department is to collect and reclaim wastewater in a manner that is protective of public health and the environment by collecting sanitary sewage from residences, businesses, and industries; conveying sewage to the wastewater treatment facility safely and efficiently; treating sewage to levels specified by Federal and State law; and disposing of residual materials in compliance with legal requirements.

Objectives

- Meet all legal requirements in a continuous, cost-effective manner
- Discharge only nontoxic effluent that meets standards protective of public health and the environment.
- Maintain and develop treatment and collection system capacity to meet the ongoing needs of community development and the changing requirements of environmental law.
- Recycle or dispose of treatment process residuals, meet solids stabilization requirements, and limit odor problems.
- Provide employee training and skill levels in all aspects of treatment, maintenance, laboratory analysis, and safety, including cross training between disciplines to achieve greater efficiency.

Wastewater

Budget Detail

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Charges for Services				
Sewer User Fees	\$29,312,924	\$30,973,975	\$31,662,192	\$31,025,120
Hi-Strength Sewer Charge	\$744,642	\$833,803	\$808,359	\$700,000
Plant Investment Fee	\$329,650	\$190,021	\$339,983	\$160,330
Sewer Connection Fee	\$641,720	\$418,480	\$895,143	\$350,000
Septic Hauler Permits	\$400	\$2,300	\$1,300	\$1,300
Penalty/Interest on Accounts	\$18,857	\$10,708	\$10,160	\$7,500
CHARGES FOR SERVICES TOTAL	\$31,048,193	\$32,429,287	\$33,717,137	\$32,244,250
Other Revenue				
Interest On Pooled Invest	-\$733,531	\$3,974,302	\$4,440,044	\$2,000,000
Miscellaneous Revenue	\$13,829	\$47,921	\$8,684	\$7,000
Sale Of Surplus	\$588	\$10,321	\$7,452	\$0
Disposal Of Assets	\$7,500	\$0	\$0	\$0
Bad Debt Recovery	\$1,235	\$2,103	\$126	\$0
Refunds & Rebates	\$0	\$1,127	\$0	\$0
OTHER REVENUE TOTAL	-\$710,380	\$4,035,774	\$4,456,307	\$2,007,000
Transfers In				
Prior Year Unexpended Fund Bal	\$0	\$0	\$0	\$498,472
TRANSFERS IN TOTAL	\$0	\$0	\$0	\$498,472
TOTAL	\$30,337,813	\$36,465,061	\$38,173,444	\$34,749,722

Wastewater

Budget Detail continued

Expenses

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Administration Wages	\$711,156	\$963,972	\$1,125,258	\$1,345,717
General Service Wages	\$2,597,038	\$2,709,018	\$2,861,756	\$3,165,442
Temporary/Part Time Wages	\$30,434	\$2,873	\$17,593	\$42,900
Leave Sell/Payout	\$134,080	\$30,841	\$25,576	\$9,000
Step-Up	\$21,723	\$11,959	\$8,843	\$18,168
Uniform/Shoe/Tool Allow	\$7,700	\$8,200	\$7,800	\$6,400
Overtime	\$74,113	\$108,115	\$86,774	\$95,816
WAGES TOTAL	\$3,576,244	\$3,834,977	\$4,133,600	\$4,683,443
Benefits				
Pension - PERA	\$495,227	\$541,984	\$586,794	\$690,922
Health Insurance	\$728,498	\$772,668	\$804,370	\$922,366
Dental Insurance	\$13,567	\$14,326	\$14,475	\$15,685
Life Insurance	\$3,970	\$4,073	\$4,196	\$4,558
Medicare Tax	\$49,366	\$53,088	\$57,068	\$67,816
Worker's Compensation	\$137,553	\$147,253	\$157,592	\$162,312
Tuition Reimbursement	\$0	\$0	\$7,842	\$0
Other Payroll Expense	\$4,256	\$0	\$0	\$0
Uniform Cleaning	\$17,297	\$16,759	\$10,325	\$23,500
BENEFITS TOTAL	\$1,449,734	\$1,550,152	\$1,642,662	\$1,887,159
Professional Services	\$411,653	\$850,976	\$1,000,352	\$1,795,266
Contract Services	\$28,342	\$18,478	\$25,690	\$38,900
Legal Fees	\$12,881	\$26,880	\$20,347	\$250,000
Laboratory Services	\$54,379	\$101,683	\$85,843	\$120,600
Billing Services	\$518,780	\$539,545	\$443,664	\$581,700
Administrative Services	\$589,658	\$589,658	\$589,658	\$589,658
Electricity	\$739,742	\$901,923	\$871,871	\$1,147,500
Utilities & Energy/Centurylink	\$1,384	\$1,444	\$1,387	\$1,950
Fleet Fuel	\$134,133	\$113,995	\$89,176	\$133,500
Fleet Repair	\$330,208	\$196,218	\$182,162	\$310,500
Repair & Maintenance	\$135,154	\$149,325	\$146,271	\$213,500
Service Contract	\$39,484	\$30,084	\$104,531	\$73,060
Rentals	\$15,704	\$20,765	\$16,895	\$24,000
Licenses, Permits & Fees	\$31,554	\$34,565	\$32,575	\$56,500
Other Charges	\$0	\$15,000	\$22,638	\$25,000
Claim Settlement	\$0	\$9,000	\$0	\$15,000
Insurance	\$130,962	\$130,962	\$130,962	\$145,000
Postage	\$6,095	\$5,001	\$7,372	\$14,300
Telephones	\$38,298	\$36,394	\$36,060	\$45,212
Advertising	\$9,903	\$4,320	\$6,470	\$20,700
Travel	\$5,066	\$2,604	\$4,404	\$13,750
Training & Education	\$15,341	\$20,706	\$23,505	\$34,900
Office Supplies	\$2,139	\$1,979	\$2,425	\$5,300
Operating Supplies	\$519,138	\$441,331	\$556,759	\$789,400
Repair & Maint Supplies	\$272,808	\$312,756	\$219,730	\$317,000
Dues & Subscriptions	\$25,287	\$25,176	\$23,785	\$50,600
Computer Equipment <\$2500	\$8,374	\$10,460	\$14,621	\$9,500
Machinery & Equipment <\$2500	\$9,283	\$6,338	\$6,181	\$7,525

Wastewater

Budget Detail continued

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Capital Outlay				
Computer Equipment >\$2500	\$0	\$92,242	\$124,140	\$10,000
Machinery & Equipment >\$2500	\$166,056	\$105,660	\$263,027	\$4,167,525
Vehicles & Rolling Stock	\$567,425	\$37,640	\$509,161	\$52,000
Infrastructure	\$115,432	\$127,822	\$47,447	\$0
Buildings	\$470,771	\$211,145	\$1,547,116	\$2,518,356
CAPITAL OUTLAY TOTAL	\$1,319,684	\$574,508	\$2,490,892	\$6,747,881
Capital Maintenance				
Project R&M Mach & Equip	\$0	\$0	\$0	\$100,000
Project R&M Infrastructure	\$5,853,428	\$5,332,441	\$7,071,255	\$10,011,358
Project R&M Buildings	\$419,483	\$633,307	\$861,177	\$0
Project R&M Land Improvements	\$9,900	\$0	\$20,180	\$0
CAPITAL MAINTENANCE TOTAL	\$6,282,811	\$5,965,748	\$7,952,613	\$10,111,358
Debt Service Payments				
Bond Principal Payment	\$1,919,857	\$1,991,124	\$2,054,015	\$4,149,055
Bond Interest Payment	\$170,253	\$125,371	\$90,914	\$135,525
Fees & Charges	\$281,288	\$263,570	\$229,919	\$205,480
DEBT SERVICE PAYMENTS TOTAL	\$2,371,398	\$2,380,065	\$2,374,848	\$4,490,060
TOTAL	\$19,085,621	\$18,903,016	\$23,259,949	\$34,749,722

Wastewater

Staffing Detail

Administration

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Regulatory Compliance Specialist	1	1	1	1	98,660.40	120,577.92
Accountant II	1	1	1	1	87,733.32	107,162.52
Administrative Technician	0	0	0	1	51,234.12	70,116.48
WW Compliance Officer	0	0	1	1	47,338.08	59,211.12
Director of Wastewater	1	1	1	1	133,095.96	162,670.68
Senior Office Assistant	1	1	1	0	-	-
	4	4	5	5		

Collections

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
WW Collection Supervisor	1	1	1	1	76,743.6	93,746.76
WW Utility Worker/Utility Worker I/Utility Worker II/Utility Worker III/Utility Worker IV	9	9	9	16	41,806.56	74,181.96
	10	10	10	17		

Engineering

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Civil Engineer - Wastewater	0	0	2	2	87,733.32	114,603.36
Associate Field Engineer	1	1	1	1	59,856.36	76,299.00
Wastewater Data Technician II	1	1	1	1	59,856.36	76,299.00
Wastewater Inspector	2	2	1	1	59,268.84	74,501.88
Wastewater Data Technician	1	1	1	1	55,231.08	69,328.80
Wastewater Engineering Manager	1	1	1	1	116,675.16	154,372.08
Associate Engineer II WW	2	2	0	0	-	-
	8	8	7	7		

Wastewater

Staffing Detail - continued

Treatment Plant

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
SCADA Administrator	0	0	1	1	93,186.72	113,879.88
Pretreatment Manager	0	0	0	1	93,186.60	113,879.88
WWTP Lab Supervisor	1	1	1	1	93,186.60	113,879.88
Assistant WWTP Superintendent	1	1	1	1	93,186.60	113,879.88
WW Maintenance Supervisor	0	1	1	1	93,186.60	113,879.90
Wastewater Permit Compliance Specialist	0	0	0	1	68,565.00	86,448.72
Lab Analyst III	2	2	2	2	68,564.88	86,448.72
WW Operator A	5	5	5	5	67,295.88	83,517.96
Pretreatment Compliance Technician	0	0	0	1	61,717.08	77,668.80
Lab Analyst II	2	1	1	1	61,717.08	77,668.80
WW Maintenance Coordinator	1	1	1	1	60,147.24	80,721.60
Lab Pretreatment Specialist	2	2	2	2	58,194.24	73,141.32
WW Instrument & Controls Specialist	1	1	1	1	56,839.08	71,418.72
Senior WWTP Maintenance Mechanic	2	2	2	2	56,839.08	71,418.72
WWTP Inventory Control Specialist	1	1	1	1	56,839.08	71,418.72
WWTP Maintenance Mechanic	2	2	2	2	51,147.60	64,068.12
Senior Office Assistant	0	0	0	1	48,112.68	67,719.12
WRF Worker/WRF Worker I/WRF Worker II/WW Operator B	7	7	7	7	41,806.56	64,516.56
WWTP Superintendent	1	1	1	1	108,613.68	132,770.28
WW Electrical Specialist	1	0	0	0	-	-
Pretreatment Manager	1	1	1	0	-	-
WW SCADA Coordinator	1	1	0	0	-	-
WW Permit Compliance Specialist	1	1	1	0	-	-
Pretreatment Compliance Technician	0	1	1	0	-	-
Administrative Technician	1	1	1	0	-	-
	33	33	33	33		

Capital Project Detail

Project Number	PROJECT	2025
WW1503	Selenium Reduction	250,000
WW2304	Secondary Clarifier Replacement	3,000,000
WW2305	Pretreatment Building	1,000,000
WW2001	Capacity Improvements	1,229,874
WW2501	Plant Automation	100,000
WWAN01	Sanitary Sewer - Annual Small Main Rehabilitation	2,951,697
WWAN02	Sanitary Sewer - Annual Large Main Rehabilitation	2,800,000
WWAN03	Sanitary Sewer - Annual Point Repair	1,675,837
WWAN04	WRF Treatment Plant - Annual Facility Repair & Rehabilitation	813,025
WWAN05	Sanitary Sewer Manhole - Annual Rehab	1,103,950
WWAN07	Equipment-Wastewater	416,500
WWAN08	Surveying, Professional Services	250,000
WW1203	Treatment Plant - Electrical Upgrade	1,518,356
		17,109,239

Internal Services

2025 Proposed Budget

Purpose

The Internal Service Fund consists of the Self Insurance, Fleet Maintenance, Technology, and Health Self Insurance Funds. The Internal Service Funds purpose is to provide insurance including health insurance to City Departments, quality repair and maintenance of all city owned vehicles, and technology, to ensure services are provided in an efficient manner.

Source of Revenue

The revenue generated for the Internal Service Fund primarily consists of charges paid by City Departments and health insurance premiums paid by employees. Fleet Maintenance does provide some service to non-city owned vehicles.

Designated Expenditures

The majority of expenditures are related to insurance, health insurance claims and fees, and vehicle maintenance for the City of Pueblo.

Internal Services

Budget Summary

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(601) Self-Insurance Fund	\$3,632,127	\$4,784,535	\$3,969,200	\$5,237,914
(602) Fleet Maintenance	\$3,156,341	\$2,806,901	\$2,816,704	\$3,186,570
(603) Technology Fund	\$182,046	\$182,046	\$182,046	\$182,046
(604) Health Self Insurance Fund	\$12,426,593	\$12,952,056	\$13,972,066	\$13,700,000
TOTAL	\$19,397,108	\$20,725,538	\$20,940,016	\$22,306,530

Expenditures

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(601) Self-Insurance Fund	\$3,725,269	\$3,935,552	\$4,045,669	\$5,237,914
(602) Fleet Maintenance	\$3,216,921	\$3,138,896	\$3,107,308	\$3,186,570
(603) Technology Fund	\$170,643	\$209,287	\$127,003	\$182,046
(604) Health Self Insurance Fund	\$11,588,263	\$12,998,698	\$12,696,217	\$13,700,000
TOTAL	\$18,701,095	\$20,282,433	\$19,976,197	\$22,306,530

Fleet Maintenance

2025 Proposed Budget

Organizational Chart



Fleet Maintenance

Mission/Function

The mission of Fleet Maintenance / Management is to comprehensively oversee and optimize all aspects of the city's fleet operations, including vehicle acquisition, disposal, maintenance, compliance, fuel consumption, and overall utilization. The Fleet Department provides quality vehicle repair and preventive maintenance in a timely, cost-effective manner for approximately 900 vehicles/equipment, as well as operate a car wash facility and monitor five fueling sites. Fleet also provides back up support when needed for the Police, Fire and Public Works Departments during emergencies.

Objectives

- Implement and evaluate Battery Electric Vehicle (BEV) and other Clean Green Energy innovations use and applications.
- Continue to assist City Departments in evaluating equipment needs.
- Assist with specifications for vehicles and equipment to meet City Department requirements.
- Continue to assist Purchasing with disposal of surplus vehicles and equipment.
- Standardize vehicle/equipment to reduce the amount of replacement parts inventory.
- Monitor best management practice for fuel purchases.
- Continue to monitor fuel site inventories and hazmat compliance.
- Oversee Accident Review Committee.
- Evaluate the replacement vehicle management software program.

Programs for 2024

- Seeking a revenue source for future Fuel Farm replacement.
- Develop a data focused fleet replacement program.
- Certify Fleet Department technicians in emergency vehicle repair

Significant Adjustments

- We have made significant investments to update the tooling and equipment required for safe vehicle maintenance.
- We are constantly exploring training opportunities to stay up to date with vehicle technology.

Fleet Maintenance

Budget Detail

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Charges for Services				
Billing	\$3,025,187	\$2,702,039	\$2,772,969	\$2,900,000
Billing To Other Agencies	\$126,470	\$97,929	\$39,124	\$75,000
CHARGES FOR SERVICES TOTAL	\$3,151,657	\$2,799,967	\$2,812,093	\$2,975,000
Other Revenue				
Miscellaneous Revenue	\$1,412	\$3,170	\$338	\$0
Sale Of Surplus	\$3,273	\$3,763	\$4,273	\$0
Cash Over / (Short)	\$0	\$1	\$0	\$0
OTHER REVENUE TOTAL	\$4,685	\$6,934	\$4,611	\$0
Transfers In	\$0	\$0	\$0	\$211,570
TOTAL	\$3,156,341	\$2,806,901	\$2,816,704	\$3,186,570

Expenses

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Administration Wages	\$171,039	\$185,242	\$185,919	\$182,925
General Service Wages	\$446,593	\$446,299	\$581,764	\$645,286
Temporary/Part Time Wages	\$0	\$0	\$0	\$49,091
Leave Sell/Payout	\$6,514	\$75,999	\$17,153	\$4,000
Uniform/Shoe/Tool Allow	\$1,400	\$1,600	\$1,600	\$1,600
Overtime	\$21	\$1,258	\$3,602	\$2,000
WAGES TOTAL	\$625,566	\$710,399	\$790,038	\$884,902
Benefits				
Pension - PERA	\$85,092	\$100,019	\$122,907	\$130,225
Health Insurance	\$151,481	\$159,093	\$193,955	\$188,572
Dental Insurance	\$3,130	\$2,762	\$2,811	\$2,663
Life Insurance	\$781	\$744	\$784	\$898
Tool Reimbursement	\$3,000	\$2,500	\$1,606	\$3,500
Medicare Tax	\$8,598	\$9,655	\$11,853	\$12,808
Worker's Compensation	\$27,814	\$29,279	\$41,506	\$38,831
Uniform Cleaning	\$4,153	\$3,452	\$3,815	\$7,700
BENEFITS TOTAL	\$284,049	\$307,503	\$379,237	\$385,197
Professional Services	\$2,031	\$490	\$22,035	\$23,300
Contract Services	\$27,552	\$27,733	\$26,907	\$34,380
Electricity	\$34,926	\$37,689	\$33,336	\$41,000
Utilities & Energy/Centurylink	\$31	\$0	\$90	\$200
Fleet Fuel	\$2,448	\$2,010	\$1,901	\$2,650
Fleet Repair	\$1,788	\$870	\$3,816	\$2,300
Repair & Maintenance	\$10,819	\$10,344	\$4,339	\$6,800
Rentals	\$4,769	\$3,245	\$976	\$5,000
Licenses, Permits & Fees	\$277	\$398	\$1,100	\$1,845
Inventory Over/Short	\$2,899	\$35,070	\$8,224	\$0
Postage	\$15	\$7	\$12	\$0
Telephones	\$4,288	\$4,518	\$4,223	\$4,500
Travel	\$0	\$0	\$0	\$100
Training & Education	\$0	\$456	\$0	\$3,000
Office Supplies	\$327	\$662	\$595	\$1,800
Operating Supplies	\$3,560	\$6,377	\$5,049	\$7,500

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Dues & Subscriptions	\$5,749	\$5,457	\$5,190	\$6,500
Cost Of Merchandise	\$2,164,856	\$1,910,351	\$1,811,130	\$1,760,986
Computer Equipment <\$2500	\$487	\$0	\$0	\$0
Machinery & Equipment <\$2500	\$0	\$29,892	\$0	\$5,000
Debt Service Payments				
Bond Principal Payment	\$7,410	\$7,885	\$8,382	\$9,108
Bond Interest Payment	\$1,144	\$942	\$729	\$502
DEBT SERVICE PAYMENTS TOTAL	\$8,554	\$8,827	\$9,111	\$9,610
TOTAL	\$3,184,992	\$3,102,299	\$3,107,308	\$3,186,570

Fleet Maintenance

Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Fleet Superintendent	1	1	1	1	97,599.72	119,517.36
Shops Supervisor	1	1	1	1	78,381.96	95,736.84
Fleet Mechanic	0	0	0	6	59,856.36	78,310.68
Senior Office Assistant	1	1	1	1	48,112.68	67,719.12
Fleet Service Writer	0	0	1	1	41,878.92	52,673.04
Parts Clerk	2	2	2	2	41,878.92	52,673.04
Auto Mechanic	6	6	6	0	-	-
	11	11	12	12		

Health Self Insurance

2025 Proposed Budget

Mission/Function

The Health Self-Insurance Fund is an Internal Service Fund used to collect monthly contributions towards medical/health insurance benefits for City employees. Contributions are made on a monthly basis towards a determined “premium” level, with employees contributing a percentage and the employer contributing a percentage toward the overall premium cost. Contribution or “premium” levels are determined on an annual basis after underwriting and analysis of claims experience and plan design review are completed through the City’s contracted insurance broker. The process includes collaboration with the collective bargaining group representatives. The fund provides for payment of medical and pharmacy claims, up to the City’s self-insured retention limit after which time purchased stop-loss insurance is activated. The fund also covers premium costs for the stop-loss insurance, pharmacy benefit manager fees, and other contracted third-party administration fees.

Objectives

Provide cost-effective, quality medical insurance coverage for City employees.

Budget Detail

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Charges for Services				
Billing	\$12,419,993	\$12,952,056	\$13,882,032	\$13,700,000
CHARGES FOR SERVICES TOTAL	\$12,419,993	\$12,952,056	\$13,882,032	\$13,700,000
Other Revenue				
Interest Cash Balances	\$0	\$0	\$90,034	\$0
Miscellaneous Revenue	\$6,600	\$0	\$0	\$0
OTHER REVENUE TOTAL	\$6,600	\$0	\$90,034	\$0
TOTAL	\$12,426,593	\$12,952,056	\$13,972,066	\$13,700,000

Expenses

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Other Charges	\$3,437	\$3,592	\$3,888	\$4,000
Health Self Insurance Claims	\$10,008,656	\$11,607,924	\$11,120,268	\$11,100,278
Health Self Insur Admin Fees	\$1,576,170	\$1,387,181	\$1,572,061	\$2,595,722
TOTAL	\$11,588,263	\$12,998,698	\$12,696,217	\$13,700,000

Self-Insurance

2025 Proposed Budget

Mission/Function

The Self-Insurance Fund is an Internal Service Fund used to receive payments from City Departments in return for insurance services provided to those Departments. The Self-Insurance Fund is an enterprise activity dedicated to providing services to other City Departments. The fund provides for payment of losses up to the City's self-insured retention limit and purchases re-insurance in the event of losses above that amount. This fund also purchases risk management services for the City in an effort to minimize losses. The major insurance programs in the fund are worker's compensation, property, and liability coverage.

Objectives

Reduce the City's loss exposure.

Self-Insurance

Budget Detail

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Charges for Services				
(44810) Billing	\$2,036,746	\$2,241,808	\$2,394,764	\$2,394,765
CHARGES FOR SERVICES TOTAL	\$2,036,746	\$2,241,808	\$2,394,764	\$2,394,765
Other Revenue				
Miscellaneous Revenue	\$2,540	\$0	\$308	\$0
(46821) Worker's Comp Reimburse	\$371,941	\$159,792	\$274,590	\$250,000
(46822) Loss Of Property Comp	\$65,734	\$1,176,416	\$183,860	\$0
(46831) Disposal Of Assets	\$40,005	\$106,519	\$15,678	\$0
(46862) Recoveries	\$15,162	\$0	\$0	\$50,000
OTHER REVENUE TOTAL	\$495,381	\$1,442,727	\$474,436	\$300,000
Transfers In				
(49101) From General Fund	\$1,100,000	\$1,100,000	\$1,100,000	\$1,100,000
(49900) Prior Year Unexpended Fund Bal	\$0	\$0	\$0	\$1,443,149
TRANSFERS IN TOTAL	\$1,100,000	\$1,100,000	\$1,100,000	\$2,543,149
TOTAL	\$3,632,127	\$4,784,535	\$3,969,200	\$5,237,914

Expenses

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Worker's Comp Insurance	\$2,318,679	\$2,174,759	\$2,103,416	\$2,500,000
Risk Management	\$61,869	\$61,869	\$69,230	\$75,000
General Comp & Liability	\$705,323	\$1,002,084	\$1,472,922	\$2,132,914
Unemployment Comp	\$56,408	\$72,448	\$66,005	\$100,000
Liab Ins Deduct Cov	\$582,990	\$624,391	\$334,097	\$430,000
TOTAL	\$3,725,269	\$3,935,552	\$4,045,669	\$5,237,914

Technology

2025 Proposed Budget

Mission/Function

Provide funding for the payment of principal, interest and fees on the new phone system and other technology items.

Objectives

Improve the technology available to City staff to enhance the services provided to the citizens of Pueblo.

Budget Detail

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Charges for Services				
Billing	\$182,046	\$182,046	\$182,046	\$182,046
CHARGES FOR SERVICES TOTAL	\$182,046	\$182,046	\$182,046	\$182,046
TOTAL	\$182,046	\$182,046	\$182,046	\$182,046

Expenses

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Contract Services	\$0	\$1,405	\$0	\$0
Utilities & Energy/Centurylink	\$30,073	\$27,243	\$27,280	\$24,000
Service Contract	\$20,407	\$7,790	\$15,962	\$42,301
Repair & Maint Supplies	\$62,662	\$60,595	\$58,836	\$115,745
Capital Outlay				
Computer Equipment >\$2500	\$0	\$14,201	\$0	\$0
Vehicles & Rolling Stock	\$0	\$39,533	\$24,925	\$0
Project Computer Equip <\$2500	\$2,046	\$0	\$0	\$0
CAPITAL OUTLAY TOTAL	\$2,046	\$53,734	\$24,925	\$0
TOTAL	\$115,189	\$150,767	\$127,003	\$182,046

Economic Development Tax

2025 Proposed Budget

Purpose

Account for the voter approved one-half cent sales tax to be used for the development of job creating activities throughout the City.

Source of Revenue

A one-half cent sales tax is added to the city sales tax rate.

Designated Expenditure

Projects that are designed to increase economic development for the City of Pueblo. In addition, expenditures for 2025, include actual disbursements and funds committed to approved job creating capital improvement projects.

Budget Summary

H01 Econ Dev.

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(413) Econ Dev Special Tax	\$13,816,396	\$17,499,749	\$20,193,291	\$15,569,346
TOTAL	\$13,816,396	\$17,499,749	\$20,193,291	\$15,569,346

H01 Econ Dev.

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(413) Econ Dev Special Tax	\$8,323,788	\$10,661,581	\$13,395,096	\$15,569,346
TOTAL	\$8,323,788	\$10,661,581	\$13,395,096	\$15,569,346

Economic Development Tax

Budget Detail

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
General Taxes				
Sales Taxes	\$12,167,868	\$12,026,152	\$12,026,152	\$12,026,152
GENERAL TAXES TOTAL	\$12,167,868	\$12,026,152	\$12,026,152	\$12,026,152
Other Revenue				
Interest On Pooled Invest	-\$646,297	\$3,220,850	\$3,320,057	\$1,500,000
Loan Interest	\$289,730	\$440,874	\$363,685	\$300,000
COVID Loan Interest	\$100	\$9,632	\$7,495	\$7,000
Penalty/Interest	\$386,333	\$366,000	\$366,000	\$300,000
Miscellaneous Revenue	\$5,000	\$5,000	\$0	\$0
City Property Rental	\$553,135	\$589,371	\$590,300	\$515,000
Solar	\$115,900	\$117,639	\$119,403	\$121,194
COVID Loan Principal	\$15,364	\$281,946	\$2,845,829	\$300,000
Loan Payments	\$698,002	\$432,287	\$554,370	\$500,000
Recoveries	\$4,572	\$10,000	\$0	\$0
OTHER REVENUE TOTAL	\$1,421,840	\$5,473,598	\$8,167,139	\$3,543,194
Transfers In				
From General Fund	\$226,688	\$0	\$0	\$0
TRANSFERS IN TOTAL	\$226,688	\$0	\$0	\$0
TOTAL	\$13,816,396	\$17,499,749	\$20,193,291	\$15,569,346

Expenses

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages	\$0	\$0	\$0	\$88,333
Benefits	\$0	\$0	\$0	\$38,567
Professional Services	\$284,278	\$372,800	\$472,800	\$472,800
Contract Services	\$6,771	\$5,175	\$17,210	\$5,000
Electricity	\$114,957	\$114,374	\$26,029	\$200,000
Repair & Maintenance	\$0	\$0	\$1,000	\$0
Proj To Be Determined	\$0	\$0	\$0	\$11,349,646
Capital Outlay				
Buildings	\$0	\$0	\$2,824,847	\$0
Land Improvements	\$0	\$0	\$14,360	\$0
Current Projects/Prog	\$5,946,405	\$9,966,632	\$9,823,937	\$0
CAPITAL OUTLAY TOTAL	\$5,946,405	\$9,966,632	\$12,663,144	\$0
Capital Maintenance				
Project R&M Infrastructure	\$31,669	\$2,600	\$2,990	\$0
Project R&M Buildings	\$0	\$0	\$11,924	\$0
CAPITAL MAINTENANCE TOTAL	\$31,669	\$2,600	\$14,914	\$0
Transfers Out				
General Fund	\$200,000	\$200,000	\$200,000	\$200,000
Capital Improvement Fund	\$1,739,708	\$0	\$0	\$3,175,000
Aviation Grants	\$0	\$0	\$0	\$40,000
TRANSFERS OUT TOTAL	\$1,939,708	\$200,000	\$200,000	\$3,415,000
TOTAL	\$8,323,788	\$10,661,581	\$13,395,096	\$15,569,346

HUD Grants

2025 Proposed Budget

Purpose

The HUD Grants Fund consists of the Community Development Block Grant (CDBG), HOME Grant, Housing Rehabilitation Loans, and Housing Development Loan Fund (HDLF). HUD Grant's purpose is to increase home ownership, support community development and increase access to affordable housing. CDBG funds are primarily utilized for community development in low-income neighborhoods. The HOME Grant is used for homeowner assistance projects for qualified participants. The Housing Rehabilitation Loan Program accounts for the provision of loans to low income individuals for the purpose of rehabilitation.

Source of Revenue

The majority of revenue is derived from federal grants that are appropriated annually.

Designated Expenditures

Projects associated with home ownership for lower income families and improving the infrastructure of low-income neighborhoods.

HUD Grants

Budget Summary

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(250) Comm Dev Block Grant	\$2,117,774	\$2,732,608	\$1,494,716	\$1,453,413
(251) HOME Grant	\$1,112,155	\$1,428,695	\$799,803	\$1,080,344
(252) Housing Rehab Program	\$4,756	\$360	\$100,175	\$230,000
(254) HOME-Development Loan Fund	\$0	\$0	\$0	\$180,000
(255) HOME-ARP Affordable Housing	\$10,555	\$52,750	\$0	\$0
TOTAL	\$3,245,240	\$4,214,413	\$2,394,693	\$2,943,757

Expenditures

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(250) Comm Dev Block Grant	\$2,113,018	\$2,732,248	\$1,494,716	\$1,453,413
(251) HOME Grant	\$1,312,557	\$772,670	\$799,803	\$1,080,344
(252) Housing Rehab Program	\$61,610	\$360	\$38,673	\$230,000
(254) HOME-Development Loan Fund	\$0	\$0	\$0	\$180,000
(255) HOME-ARP Affordable Housing	\$10,555	\$52,750	\$0	\$0
TOTAL	\$3,497,740	\$3,558,028	\$2,333,192	\$2,943,757

Capital Project Detail

Project Number	PROJECT	2025
HS2501	Emergency Rehabilitation Loan Program	50,000
HS2502	Section 3 Employment Criteria	50,000
HS2503	Market Study	30,000
HS2504	Needs Assessment	25,000
HO2560	HOME Grant Match	200,000
		355,000

Intergovernmental

2025 Proposed Budget

Purpose

The Intergovernmental Fund consists of the Highway User Tax Fund, Conservation Trust, Seized Property and Federal Forfeiture funds. The Highway User Tax Fund accounts for distributions from the State of Colorado and Pueblo County to be used for operation and maintenance of streets and highways within the City. The Conservation Trust Fund accounts for the collection of revenues from the Colorado state lottery. The Federal Forfeiture fund accounts for moneys and other assets seized in law enforcement activity.

Source of Revenue

Funds are received from the state or federal government to be used for certain purposes stipulated within each fund. The Highway User Tax Fund revenue is based upon a formula that considers the number of vehicles registered and miles of streets within a municipality. The Conservation Trust Fund revenue is distributed by the Colorado Lottery, and is based upon population within a municipality. Federal Forfeiture revenues are derived from the disbursement of funds seized in state and federal narcotic law enforcement activity.

Designated Expenditures

The primary expenses are related to street resurfacing, capital projects, and supplements to police-related activities. The detail of the Conservation Trust (Lottery) Capital Projects and Highway User Tax Fund Projects can be found on the following page.

Budget Summary

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(210) Highway User Tax Fund	\$4,749,724	\$5,032,415	\$5,752,422	\$5,113,211
(213) Conservation Trust	\$1,409,830	\$1,675,698	\$1,611,832	\$1,643,348
(217) Federal Forfeiture	\$54,459	\$31,346	\$168,922	\$61,000
TOTAL	\$6,214,013	\$6,739,459	\$7,533,176	\$6,817,559

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(210) Highway User Tax Fund	\$4,645,670	\$3,875,869	\$3,526,533	\$5,113,211
(213) Conservation Trust	\$1,028,699	\$1,395,669	\$2,025,886	\$1,643,348
(217) Federal Forfeiture	\$50,923	\$42,563	\$53,655	\$61,000
TOTAL	\$5,725,291	\$5,314,101	\$5,606,074	\$6,817,559

Capital Project Detail

HUTF Projects

Project Number	PROJECT	2025
HUAN01	Street Rehabilitation	3,000,000
		3,000,000

CTF/Lottery Projects

Project Number	PROJECT	2025
LT2301	City Park - Tennis Clubhouse And Bleacher Renovations	150,000
LT12501	Arkansas River Corridor	500,000
LT2502	Lake Minnequa Dredge Study	25,000
LT1901	Equipment Purchases - Parks	325,000
		1,000,000

Other Special Revenue

2025 Proposed Budget

Purpose

Account for miscellaneous special revenues for which expenditures are restricted to specific purposes. The Pueblo Beautiful Endowment fund is used to account for the collection of gifts for the beautification of the City. The Mountain View Cemetery Endowment is used for gravesite maintenance at the City cemetery. The Contributions and Donations fund is for monies donated to the City for specific purposes. HARP Land Sales fund is used for development of land around HARP in downtown Pueblo.

Source of Revenue

Revenue is primarily received from grants, contributions, and donations that are stipulated for a certain purpose.

Designated Expenditures

Management fees for Mountain View Cemetery represent the majority of expenditures. All other expenditures will only occur on a need basis to satisfy the stated purpose of the fund.

Other Special Revenue

Budget Summary

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(220) Pueblo Beautiful Endow	-\$81	\$314	\$323	\$6,725
(221) Cemetery Endowment	\$140,401	\$148,837	\$151,649	\$151,649
(223) Contributions & Donations	\$169,495	\$130,167	\$136,619	\$150,000
(225) HARP Land Sales	-\$781	\$3,032	\$3,123	\$63,113
(226) Opioid Abatement Settlement	\$200,338	\$78,116	\$481,771	\$200,000
TOTAL	\$509,372	\$360,465	\$773,485	\$571,487

Expenditures

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(220) Pueblo Beautiful Endow	\$0	\$0	\$0	\$6,725
(221) Cemetery Endowment	\$140,401	\$148,837	\$151,649	\$151,649
(223) Contributions & Donations	\$157,965	\$111,327	\$104,798	\$150,000
(225) HARP Land Sales	\$0	\$0	\$0	\$63,113
(226) Opioid Abatement Settlement	\$0	\$55,000	\$153,880	\$200,000
TOTAL	\$298,366	\$315,164	\$410,326	\$571,487

Police Safety Tax

2025 Proposed Budget

Purpose

Account for the voter approved one-fifth cent sales tax to be used for Police personnel and operating needs.

Source of Revenue

An increase of one-fifth cent was added to the City sales tax rate by vote of the citizens of Pueblo starting in January of 2018. This increase brought an additional \$3.36 million in 2018, \$3.54 million in 2019, \$3.66 million in 2020, \$4.68 million in 2021, \$4.81 million in 2022, and \$3.69 million in 2023, to be used specifically for Police personnel and operating needs. The City is estimating another \$4.8 million for 2024 and 2025.

Police Safety Tax

Designated Expenditures

This tax revenue is to be used only for Police personnel and operating costs of the City of Pueblo Police Department. Beginning in 2018, the Police Department hired, trained, and fully equipped 18 new officers that included new patrol vehicles with in-car computers and cameras. The process of purchasing additional vehicles was also started in 2019 by purchasing nineteen (19) 2020 marked patrol units. During 2020, the Police Department purchased eight (8) unmarked vehicles, five (5) Identification Section trucks for crime scene response and processing, and an additional sixteen (16) 2021 marked patrol units. During the first half of 2022 the Police Department purchased seventeen (17) vehicles, fifteen will be unmarked vehicles for administrative use by detectives and two (2) marked patrol units. Additionally, a new truck for the bomb unit and one for code enforcement was purchased.

In 2022 the Police Department purchased fifteen (15) electric vehicles (Ford Mustang Mach-E). Two (2) of these are unmarked administrative vehicles and the other thirteen (13) are marked patrol supervisor vehicles.

The total Part I Crime index rate was reduced by 5% from 2019 to 2020. It rose 20% from 2020 through 2021, and an additional rise of 20% from 2021 through August of 2022. The department currently has several vacant positions which have been difficult to fill during the COVID-19 pandemic coupled with the fall out of the George Floyd incident and the defund the police movement that continues to affect law enforcement on a national level even now. These funds will ensure the department is able to fill those vacancies as soon as possible. In 2020, another 6 officers were hired, trained, and equipped utilizing these funds. The Police will also be purchasing more drones, police vehicles, and several other upgraded systems to help improve the Police Departments efficiencies.

Pueblo Police Department							
January 1-August 31 Comparative Part I Crimes							
Nature	2021	2022	% Δ '21-'22	2023	% Δ '22-'23	2024	% Δ '23-'24
Aggravated Assault	483	544	13%	542	0%	589	9%
Arson	60	56	-7%	45	-20%	39	-13%
Auto Theft	887	1203	36%	1201	0%	974	-19%
Burglary	767	847	10%	672	-21%	606	-10%
Homicide	19	18	-5%	19	6%	15	-21%
Robbery	133	261	96%	194	-26%	180	-7%
Sexual Assault	223	172	-23%	141	-18%	181	28%
Theft/Larceny	2464	2839	15%	2463	-13%	2374	-4%
Grand Total	5036	5940	18%	5277	-11%	4958	-6%

This data set includes completed, attempted, and unfounded incidents. All files utilized in the creation of this report are dynamic. Dynamic files allow additions, deletions, and/or modification at any time, resulting in more complete and accurate records in the databases. Due to continuous data entry after reports are filed and compiled, numbers may vary in previous or subsequent reports.

Police Safety Tax

Budget Detail

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
General Taxes				
Sales Taxes	\$4,867,147	\$4,810,461	\$4,810,461	\$4,810,461
GENERAL TAXES TOTAL	\$4,867,147	\$4,810,461	\$4,810,461	\$4,810,461
Other Revenue				
Miscellaneous Revenue	\$124	\$780	\$0	\$0
Loss Of Property Comp	\$1,189	\$0	\$0	\$0
OTHER REVENUE TOTAL	\$1,313	\$780	\$0	\$0
TOTAL	\$4,868,460	\$4,811,241	\$4,810,461	\$4,810,461

Expenses

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Wages				
Police Service Wages	\$1,754,268	\$1,892,364	\$1,994,632	\$2,204,128
Overtime	\$320,511	\$241,507	\$393,341	\$300,000
Leave Sell/Payout	\$42,445	\$63,117	\$43,284	\$0
Step-Up	\$4,119	\$12,242	\$18,306	\$8,000
Uniform/Shoe/Tool Allow	\$10,745	\$9,831	\$10,127	\$11,250
Educational Incentive	\$5,800	\$4,800	\$5,300	\$4,000
Police Extra Duty	\$357	\$245	\$11,682	\$0
WAGES TOTAL	\$2,138,246	\$2,224,106	\$2,476,672	\$2,527,378
Capital Outlay				
Vehicles & Rolling Stock	\$681,605	\$1,859,047	\$1,063,928	\$0
Computer Equipment >\$2500	\$22,967	\$897,398	\$28,538	\$0
Machinery & Equipment >\$2500	\$14,541	\$78,327	\$108,515	\$0
Project Computer Equip <\$2500	\$598	\$5,548	\$1,250	\$0
Project Mach & Equip <\$2500	\$195	\$659	\$180	\$0
CAPITAL OUTLAY TOTAL	\$719,906	\$2,840,978	\$1,202,411	\$0
Benefits				
Health Insurance	\$306,291	\$300,197	\$321,712	\$351,616
Pension - Police	\$156,693	\$179,044	\$197,158	\$231,433
Worker's Compensation	\$88,951	\$92,539	\$104,529	\$90,926
Disability Insurance	\$45,002	\$49,001	\$51,261	\$56,548
Medicare Tax	\$29,747	\$31,179	\$35,180	\$36,647
Quartermaster	\$0	\$9,566	\$12,311	\$19,200
Dental Insurance	\$7,205	\$6,515	\$6,362	\$6,600
Life Insurance	\$1,758	\$1,704	\$1,693	\$1,753
BENEFITS TOTAL	\$635,647	\$669,745	\$730,206	\$794,723
Debt Service Payments				
Lease Principal Payment	\$653,736	\$653,675	\$653,676	\$825,356
DEBT SERVICE PAYMENTS TOTAL	\$653,736	\$653,675	\$653,676	\$825,356
Operating Supplies	\$6,478	\$91,655	\$78,629	\$386,262
Transfers Out				
Capital Leases	\$144,749	\$144,749	\$0	\$0
General Fund	\$70,637	\$70,637	\$0	\$0
TRANSFERS OUT TOTAL	\$215,386	\$215,386	\$0	\$0
Capital Maintenance				
Project R&M Vehicles & Rolling	\$23,777	\$80,480	\$20,259	\$0
Project R&M Computer Equip	\$70,339	\$18,635	\$0	\$0

Police Safety Tax

Budget Detail

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Project R&M Mach & Equip	\$20,604	\$15,506	\$221	\$0
CAPITAL MAINTENANCE TOTAL	\$114,720	\$114,621	\$20,480	\$0
Transfer To Reserves	\$0	\$0	\$0	\$226,742
Machinery & Equipment <\$2500	\$0	\$85,857	\$21,208	\$0
Computer Equipment <\$2500	\$0	\$32,869	\$22,279	\$0
Advertising	\$0	\$44,615	\$152	\$0
Professional Services	\$15,000	\$4,525	\$9,762	\$15,000
Ammunition	\$5,000	\$22,814	\$6,626	\$5,000
Contract Services	\$5,990	\$14,108	\$0	\$14,500
Travel	\$5,000	\$9,792	\$5,659	\$5,000
Training & Education	\$3,410	\$8,606	\$2,993	\$5,000
Repair & Maintenance	\$19,976	\$0	\$0	\$0
Vehicle R&M-Other	\$0	\$0	\$19,908	\$0
Police Academy Training	\$4,552	\$4,608	\$2,152	\$5,000
Telephones	\$0	\$0	\$15,467	\$0
Printing & Binding	\$123	\$465	\$205	\$500
EV Charging	\$0	\$50	\$0	\$0
TOTAL	\$4,543,169	\$7,038,476	\$5,268,485	\$4,810,461

Staffing Detail

Title	2022	2023	2024	2025	2025 Minimum Salary	2025 Maximum Salary
Police Patrol Officer	20	20	20	20	76,474.44	93,288.72
Police Sergeant	4	4	4	4	111,731.64	116,641.92
	24	24	24	24		

Public Improvements

2025 Proposed Budget

Purpose

The Public Improvement Fund includes Police Grants, Transportation Grants, Planning Grants, and Transportation Planning Grants, Fire Stations along with the general Capital Improvement Fund. The purpose of the fund is to enhance the services provided by the City by utilizing the various Federal and State grants that are available. Police Grants are used to provide and address additional public safety issues. The Transportation Grants are used to address the numerous transportation related projects in the City of Pueblo. The Planning Grants are used to acquire, enhance or maintain the parks and open space areas of the City. Transportation Planning Grants address any urban and regional transportation planning with the City of Pueblo. The Capital Improvement Fund is used for other capital projects that are funded by revenue sources other than State and Federal grants. This fund accounts for capital projects, large and small, that occur throughout the City of Pueblo, except for those required to be reported in a capital project fund.

Source of Revenue

Revenues for the Public Improvement Fund are typically received from Federal and State Grants that may or may not require a match from the General Fund. Other major funding sources for public improvement projects are the Conservation Trust Fund (Lottery), General Fund, Highway Users Tax Fund, and interest derived from the Economic Development Tax Fund.

Designated Expenditures

The expenditures typically involve large-scale projects that enhance the City of Pueblo. A detail of the Public Improvement Projects may be found on the following page of this document.

Public Improvements

Budget Summary

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(260) Planning Grants	\$577,243	\$2,744,412	\$1,234,860	\$0
(263) Transportation Planning	\$285,531	\$384,593	\$511,796	\$373,400
(264) Police Grants	\$715,759	\$886,632	\$1,209,843	\$100,000
(401) Capital Improvement Fund	\$18,025,733	\$40,831,284	\$44,015,919	\$3,175,000
(456) Fire Stations	\$0	\$34,507,808	\$1,914,408	\$0
TOTAL	\$19,604,266	\$79,354,729	\$48,886,826	\$3,648,400

Expenditures

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(260) Planning Grants	\$504,342	\$2,804,128	\$796,860	\$0
(263) Transportation Planning	\$285,531	\$384,593	\$511,796	\$373,400
(264) Police Grants	\$763,899	\$878,632	\$1,209,843	\$100,000
(401) Capital Improvement Fund	\$8,963,505	\$32,947,495	\$39,034,147	\$3,175,000
(456) Fire Stations	\$0	\$0	\$10,015,000	\$0
TOTAL	\$10,517,278	\$37,014,848	\$51,567,647	\$3,648,400

Capital Project Detail

Project Number	PROJECT	2025
CI2502	Station upgrades	200,000
CI2503	Muni Court Small SUV	60,000
CIAN12	IT Technology Upgrades	1,500,000
CIAN20	City Building Repairs	300,000
CI2505	City-wide Clean Up Projects	200,000
CI2506	Drones	350,000
CI2504	Restroom Fence Enclosure - El Centro Del Quinto Sol	15,000
CI2507	City Hall Security Upgrades	350,000
CI2501	EKG monitors	200,000
		3,175,000

Special Charges

2025 Proposed Budget

Purpose

The Special Charges Fund consists of the Southside Landfill Trust, E-911 Telephone, Solid Waste Service Charge, Sales Tax Collection Fee, and Excess Court Fines. These funds are utilized for specific functions within the City of Pueblo.

Source of Revenue

Funds are primarily received from fees that are charged to customers that use the specific service. The solid waste service charge is \$.50 per cubic yard of waste surcharge on tipping fees at all solid waste disposal sites. The Sales Tax Collection Fee revenue is obtained from collection of the sales tax vendor fee of 3.3%. The Excess Court Fine revenue is derived from fines imposed by the Municipal Court which exceed \$300; any amount collected over the \$300 is considered an excess fine. The Southside Landfill Trust receives royalty fees from the private dump operator.

Designated Expenditures

The Southside Landfill Trust is used to accumulate resources relative to the post-closing costs of a portion of the Southside Landfill that is owned and operated by a private operator. The E-911 fees are restricted to operating and capital expenditures related to the 911 service provided by the city. The solid waste service charges are to be used for solid waste management and education. The resources accumulated in the Sales Tax Collection Fee are restricted to the operations and debt service of certain activities of the Pueblo Urban Renewal Authority. Excess court fines are used for graffiti removal and prevention programs.

Special Charges

Budget Summary

Revenue

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(231) Sales Tax Collection Fee	\$3,072,796	\$3,037,007	\$3,037,007	\$3,037,007
(232) Excess Court Fines-Graffiti	\$31,022	\$42,465	\$41,012	\$50,000
(233) E-911 Telephone Charge	\$2,570,086	\$2,756,578	\$3,070,148	\$2,540,000
(234) Solid Waste Service Charges	\$336,149	\$295,685	\$318,424	\$325,000
(235) South Landfill Trust	\$71,791	\$229,532	\$248,383	\$155,000
(236) Plastic Pollution Reduction	\$0	\$111,484	\$188,861	\$150,000
TOTAL	\$6,081,844	\$6,472,751	\$6,903,835	\$6,257,007

Expenditures

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(231) Sales Tax Collection Fee	\$3,072,796	\$3,037,007	\$3,037,007	\$3,037,007
(232) Excess Court Fines-Graffiti	\$45,770	\$33,023	\$10,243	\$50,000
(233) E-911 Telephone Charge	\$749,451	\$1,269,390	\$1,760,584	\$2,540,000
(234) Solid Waste Service Charges	\$325,000	\$325,000	\$325,000	\$325,000
(235) South Landfill Trust	\$0	\$0	\$0	\$155,000
(236) Plastic Pollution Reduction	\$0	\$0	\$0	\$150,000
TOTAL	\$4,193,017	\$4,664,420	\$5,132,833	\$6,257,007

Other Information

Greater detail of E-911 fee revenue and expenditure is provided on the following page

Special Charges - E-911

Mission/Function

The E-911 Telephone Charge Fund is a Special Revenue Fund used to receive funds which are restricted by ordinance for the costs associated with the implementation, operation and maintenance of the 9-1-1 emergency telephone system. The 911 dispatch center is operated by the Pueblo Police Department, and funds are transferred as budgeted to the City's General Fund for allowable expenditures in that division of the Police Department. Income for this fund is derived through a monthly charge per phone line for all telephone lines within the City. This charge was raised from 40 cents per line to 70 cents per line during 2006, with the purpose of upgrading the technology and equipment utilized by the 911 emergency response systems. In January of 2021, through Ordinance No. 9864, the City increased the charge to \$1.72 per line.

Objectives

Improve the quality of service provided by the dispatch center, as well as to upgrade and maintain technology and equipment utilized by the 911 emergency response systems.

Special Charges - E-911

Budget Detail

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Intergovernmental				
CDOR Emergency Telephone	\$92,759	\$91,469	\$93,264	\$90,000
INTERGOVERNMENTAL TOTAL	\$92,759	\$91,469	\$93,264	\$90,000
Charges for Services				
E-911 Telephone Charge	\$2,498,695	\$2,429,988	\$2,694,842	\$2,350,000
CHARGES FOR SERVICES TOTAL	\$2,498,695	\$2,429,988	\$2,694,842	\$2,350,000
Other Revenue				
Interest On Pooled Invest	-\$21,367	\$235,121	\$282,042	\$100,000
OTHER REVENUE TOTAL	-\$21,367	\$235,121	\$282,042	\$100,000
TOTAL	\$2,570,086	\$2,756,578	\$3,070,148	\$2,540,000

Expenses

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
Professional Services	\$3,615	\$26,308	\$52,692	\$100,000
Utilities & Energy/Centurylink	\$72,213	\$72,213	\$72,213	\$100,000
Repair & Maintenance	\$0	\$0	\$51,500	\$0
Travel	\$0	\$6,520	\$8,720	\$20,000
Training & Education	\$25,085	\$32,111	\$36,736	\$70,000
Operating Supplies	\$4,500	\$0	\$4,794	\$100,000
Machinery & Equipment <\$2500	\$0	\$0	\$20,992	\$0
Proj To Be Determined	\$0	\$0	\$0	\$1,411,948
Capital Outlay				
Computer Equipment >\$2500	\$0	\$449,271	\$677,023	\$136,400
Machinery & Equipment >\$2500	\$0	\$0	\$85,484	\$0
Project Computer Equip <\$2500	\$57,968	\$1,969	\$1,190	\$0
Project Mach & Equip <\$2500	\$10,617	\$20,294	\$7,876	\$0
CAPITAL OUTLAY TOTAL	\$68,584	\$471,534	\$771,574	\$136,400
Capital Maintenance				
Project R&M Computer Equip	\$17,159	\$23,537	\$30,041	\$0
Project R&M Mach & Equip	\$41,295	\$120,168	\$194,322	\$84,652
CAPITAL MAINTENANCE TOTAL	\$58,454	\$143,705	\$224,363	\$84,652
Transfers Out				
General Fund	\$517,000	\$517,000	\$517,000	\$517,000
TRANSFERS OUT TOTAL	\$517,000	\$517,000	\$517,000	\$517,000
TOTAL	\$749,451	\$1,269,390	\$1,760,584	\$2,540,000

Capital Project Detail

Project Number	PROJECT	2025
E9AN02	E-911 Phone System Equipment / Software / Support	84,652
E9AN01	E-911 Equipment / Software / Support	136,400
		221,052

Special Districts

2025 Proposed Budget

Purpose

Account for and provide the maintenance of certain public infrastructure for entities within their district.

Source of Revenue

Southpointe and Bandera Boulevard Special Improvement Maintenance Districts derive their respective revenue by imposing an additional property tax mill levy on all residents within their district. The North Gateway Business Improvement District (BID) is to be utilized for public improvements within its district. The North Gateway BID is located at the new Pueblo Crossing shopping center. A Public Improvement Fee is imposed by the retailers located within the North Gateway Business Improvement District on all sales within the district. Revenue collected from this fee is restricted for the construction of certain additional public improvements within the district.

Designated Expenditures

Maintenance and public improvements within each of the districts

Special Districts

Budget Summary

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(290) Bandera Blvd Spec Dist	\$42,885	\$45,024	\$53,637	\$74,803
(291) North Gateway BID	\$213,065	\$203,218	\$205,416	\$205,416
(292) North Gateway PIF	\$300,711	\$297,244	\$298,606	\$298,000
(293) Southpointe Spec Dist	\$48,134	\$41,250	\$85,330	\$150,430
TOTAL	\$604,795	\$586,737	\$642,988	\$728,649

Expenditures

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(290) Bandera Blvd Spec Dist	\$49,108	\$40,156	\$39,886	\$74,803
(291) North Gateway BID	\$213,065	\$203,218	\$205,416	\$205,416
(292) North Gateway PIF	\$300,711	\$297,244	\$298,606	\$298,000
(293) Southpointe Spec Dist	\$72,126	\$43,068	\$27,139	\$150,430
TOTAL	\$635,010	\$583,686	\$571,047	\$728,649

Stimulus Grants

2025 Proposed Budget

Purpose

The Stimulus Grants Fund consists of grants received from the Federal government for the purpose of stimulating the struggling economy. In 2008, the Housing Economic Recovery Act (HERA) was enacted by Congress to provide funding to the collapsing housing markets across the country

Source of Revenue

Revenues are derived from the federal grants that were appropriated under ARRA and HERA.

Designated Expenditures

Projects are varied and are strictly defined under the provisions of each federal grant award and contract.

Budget Summary

Revenues

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(241) HERA Grants	\$0	\$0	\$5,474	\$85,087
TOTAL	\$0	\$0	\$5,474	\$85,087

Expenditures

	2022 Actuals	2023 Actuals	2024 Projected	2025 Proposed
(241) HERA Grants	\$0	\$0	\$0	\$85,087
TOTAL	\$0	\$0	\$0	\$85,087

Capital Improvement Plan

2025 Proposed Budget

Mission/Function

In The City of Pueblo maintains a five-year Capital Improvement Plan that is updated annually. The following pages provide details of the projects contained in the Capital Improvement Plan. The program represents the intent of the Council and City staff to plan prudently for necessary capital improvements.

Capital improvements can impact the budget by increasing or decreasing revenues and expenditures. Revenues can be increased if the improvement attracts new business (i.e. building permits, sales tax, and property tax). Expenditures can be increased if the improvement results in increased operating and maintenance costs, or increased utility costs. Capital projects can also result in a decrease in expenditures. New technology can potentially make our operations more efficient, resulting in a reduction in power costs, or personnel costs, such as salary or overtime.

The five-year budget planning process provides a framework for allocating resources based on policy goals, economic trends, and legislative requirements.

Capital Improvement Plan

What is in the Capital Improvement Plan

Capital Improvement expenditures are costs other than those covered in the regular operating budgets. They are categorized as either Capital Outlay or Capital Projects and include the following major categories:

- Land / Land Improvements
- Building/ Building Improvements
- Infrastructure (roads, wastewater, stormwater, traffic signal system)
- Machinery and Equipment over \$2,500
- Software over \$25,000
- Artworks and Historical Treasures

Capital Outlay expenditures are typically a one-time purchase of:

- Machinery and Equipment over \$2,500
- Software over \$25,000
- Artworks and Historical Treasures

Capital Projects are typically major capital improvement expenditures that require multiple purchases over an extended period of time to complete. It may include one or several of:

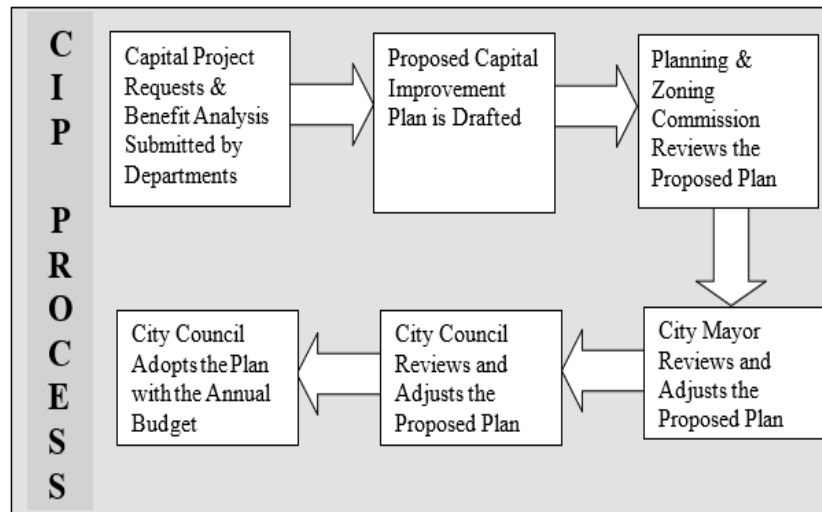
- Land / Land Improvements
- Building / Building Improvements
- Infrastructure (roads, wastewater, stormwater, traffic signal system)
- Computer Systems

Project Type is one of the following:

- Building; for buildings, facilities, and plant.
- Transportation; for pavement, traffic signal lights, handicap ramps, curb and gutter, sidewalks.
- Parks; components of new or existing parks and other park related facilities (i.e. golf courses).
- Wasterwater; sanitary sewer system.
- Stormwater; storm sewer system.
- Community Development; for aesthetically pleasing and arts & culture projects (i.e. HARP).
- Operational; capital outlay.

Capital Improvement Plan

The Preparation Process



The Five-Year Plan

The CIP is detailed in the tables and charts in this section. Please note that the plan is fluid and projects may go away and others added every year. Only a portion of the General Fund requests are actually funded each year.

Capital Improvement Plan

Project Detail - by Funding

PROJECT	GENERAL FUND	ECONOMIC DEVELOPMENT INTEREST	E-911	ENTERPRISE	CTF, CTF FB	HUFT, HUFT FB, HUFT- FASTER
Arkansas River Corridor	0	0	0	0	500,000	0
Equipment Purchases - Parks	0	0	0	0	325,000	0
City Park - Tennis Clubhouse And Bleacher Renovations	0	0	0	0	150,000	0
Lake Minnequa Dredge Study	0	0	0	0	25,000	0
E-911 Equipment / Software / Support	0	0	136,400	0	0	0
E-911 Phone System Equipment / Software / Support	0	0	84,652	0	0	0
Building Maintenance	0	25,000	0	0	0	0
Apron Rehabilitation - East	0	15,000	0	0	0	0
EKG monitors	0	200,000	0	0	0	0
Station upgrades	0	200,000	0	0	0	0
Muni Court Small SUV	0	60,000	0	0	0	0
Restroom Fence Enclosure - El Centro Del Quinto Sol	0	15,000	0	0	0	0
City-wide Clean Up Projects	0	200,000	0	0	0	0
Drones	0	350,000	0	0	0	0
City Hall Security Upgrades	0	350,000	0	0	0	0
IT Technology Upgrades	0	1,500,000	0	0	0	0
City Building Repairs	0	300,000	0	0	0	0
HOME Grant Match	200,000	0	0	0	0	0
Emergency Rehabilitation Loan Program	50,000	0	0	0	0	0
Section 3 Employment Criteria	50,000	0	0	0	0	0
Market Study	30,000	0	0	0	0	0
Needs Assessment	25,000	0	0	0	0	0
Elmwood Gc - Cart Path Repair / Replacement	0	0	0	120,000	0	0
Elmwood Gc - Driving Range Replacement	0	0	0	12,000	0	0
Elmwood Gc - Storage Addition	0	0	0	50,000	0	0
Street Rehabilitation	0	0	0	0	0	3,000,000
Treatment Plant - Electrical Upgrade	0	0	0	1,518,356	0	0
Selenium Reduction	0	0	0	250,000	0	0
Capacity Improvements	0	0	0	1,229,874	0	0
Secondary Clarifier Replacement	0	0	0	3,000,000	0	0
Pretreatment Building	0	0	0	1,000,000	0	0
Plant Automation	0	0	0	100,000	0	0
Sanitary Sewer - Annual Small Main Rehabilitation	0	0	0	2,951,697	0	0
Sanitary Sewer - Annual Large Main Rehabilitation	0	0	0	2,800,000	0	0
Sanitary Sewer - Annual Point Repair	0	0	0	1,675,837	0	0
WRF Treatment Plant - Annual Facility Repair & Rehabilitation	0	0	0	813,025	0	0
Sanitary Sewer Manhole - Annual Rehab	0	0	0	1,103,950	0	0
Equipment-Wastewater	0	0	0	416,500	0	0
Surveying, Professional Services	0	0	0	250,000	0	0
Master Drainage Study	0	0	0	375,000	0	0
Rain Gauge Installation	0	0	0	50,000	0	0
Stormwater - Erosion Control	0	0	0	10,000	0	0
Stormwater Point Repairs & Pipe Cleaning	0	0	0	400,000	0	0
Computer Equipment > \$2500	0	0	0	10,000	0	0
	355,000	3,215,000	221,052	18,136,239	1,000,000	3,000,000

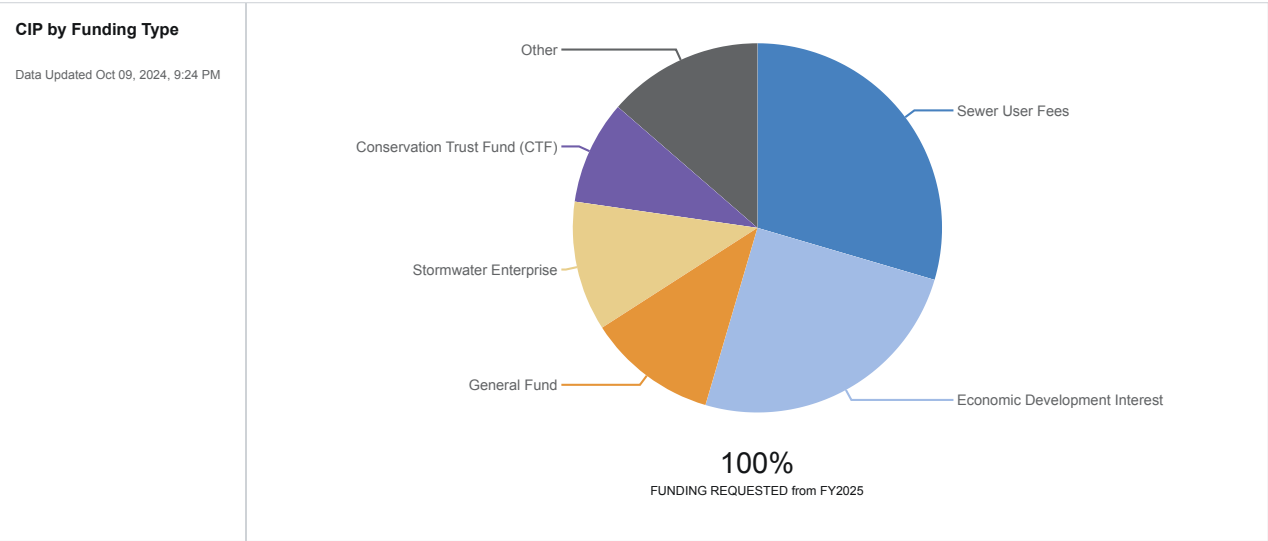
Capital Improvement Plan

Project Detail - Five-Year

PROJECT	2025	2026	2027	2028	2029
Building Maintenance	25,000	25,000	25,000	0	0
Apron Rehabilitation - East	15,000	0	0	0	0
EKG monitors	200,000	200,000	0	0	0
Station upgrades	200,000	200,000	200,000	200,000	200,000
Muni Court Small SUV	60,000	0	0	0	0
Restroom Fence Enclosure - El Centro Del Quinto Sol	15,000	0	0	0	0
City-wide Clean Up Projects	200,000	200,000	200,000	200,000	200,000
Drones	350,000	0	0	0	0
City Hall Security Upgrades	350,000	0	0	0	0
IT Technology Upgrades	1,500,000	0	0	0	0
City Building Repairs	300,000	300,000	300,000	300,000	300,000
E-911 Equipment / Software / Support	136,400	12,000	0	0	0
E-911 Phone System Equipment / Software / Support	84,652	0	0	0	0
Elmwood Gc - Cart Path Repair / Replacement	120,000	120,000	120,000	0	0
Elmwood Gc - Driving Range Replacement	12,000	0	0	0	0
Elmwood Gc - Storage Addition	50,000	0	0	0	0
HOME Grant Match	200,000	200,000	200,000	200,000	200,000
Emergency Rehabilitation Loan Program	50,000	50,000	50,000	50,000	50,000
Section 3 Employment Criteria	50,000	50,000	50,000	50,000	50,000
Market Study	30,000	0	0	30,000	0
Needs Assessment	25,000	0	0	0	0
Street Rehabilitation	3,000,000	0	0	0	0
Arkansas River Corridor	500,000	500,000	0	0	0
Equipment Purchases - Parks	325,000	0	0	0	0
City Park - Tennis Clubhouse And Bleacher Renovations	150,000	0	0	0	0
Lake Minnetqua Dredge Study	25,000	0	0	0	0
Master Drainage Study	375,000	0	0	0	0
Rain Gauge Installation	50,000	0	0	0	0
Stormwater - Erosion Control	10,000	50,000	50,000	50,000	50,000
Stormwater Point Repairs & Pipe Cleaning	400,000	400,000	400,000	400,000	400,000
Computer Equipment > \$2500	10,000	0	0	0	0
Treatment Plant - Electrical Upgrade	1,518,356	3,582,157	553,443	3,250,079	0
Selenium Reduction	250,000	4,919,495	0	0	5,000,000
Capacity Improvements	1,229,874	1,125,509	1,159,274	1,343,916	1,384,234
Secondary Clarifier Replacement	3,000,000	27,000,000	0	0	0
Pretreatment Building	1,000,000	1,000,000	0	0	0
Plant Automation	100,000	100,000	100,000	0	0
Sanitary Sewer - Annual Small Main Rehabilitation	2,951,697	3,040,248	3,131,456	3,225,399	3,322,161
Sanitary Sewer - Annual Large Main Rehabilitation	2,800,000	2,800,000	3,783,842	3,897,358	4,014,728
Sanitary Sewer - Annual Point Repair	1,675,837	633,385	652,387	671,958	692,117
WRF Treatment Plant - Annual Facility Repair & Rehabilitation	813,025	633,385	652,387	671,958	692,117
Sanitary Sewer Manhole - Annual Rehab	1,103,950	506,708	521,909	537,567	553,694
Equipment-Wastewater	416,500	0	0	0	0
Surveying, Professional Services	250,000	0	0	0	0
	25,927,291	47,647,887	12,149,698	15,078,235	17,109,051

Capital Improvement Plan

By Funding

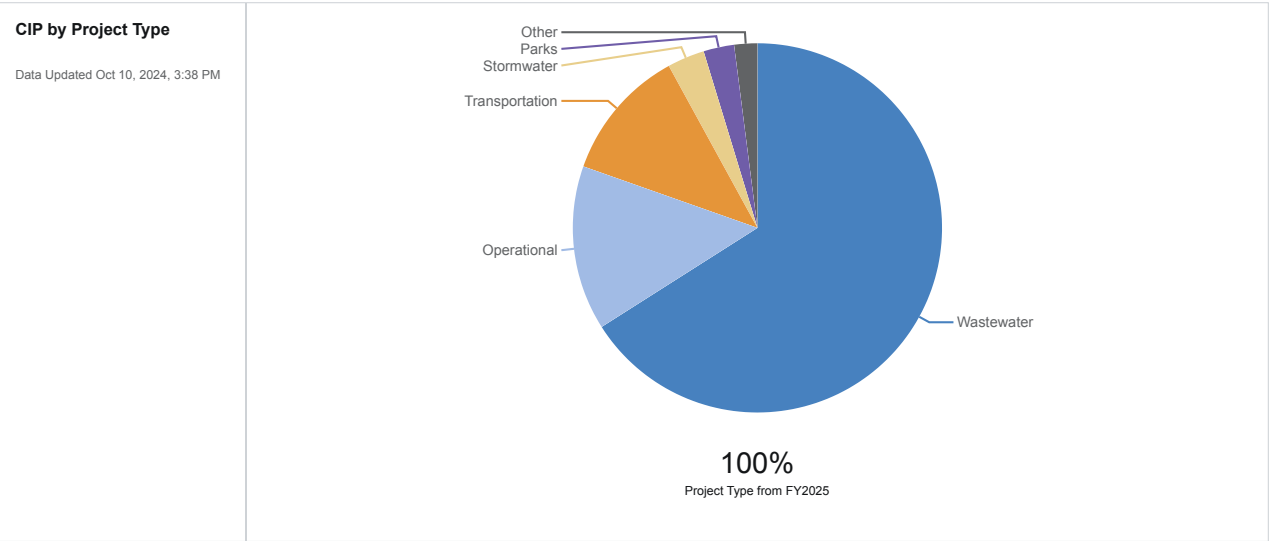


CIP by Funding Type

FUNDING REQUESTED		FY2025
Count		
Golf Course Enterprise		6.8%
Conservation Trust Fund (CTF)		9.1%
E-911		4.5%
Stormwater Enterprise		11.4%
Sewer User Fees		29.5%
Economic Development Interest		25%
General Fund		11.4%
HUTF		2.3%
COUNT		100%

Capital Improvement Plan

By Project Type



CIP by Project Type

Project Type		FY2025
Amount		
Community Development		0.8%
Parks		2.7%
Transportation		11.6%
Stormwater		3.3%
Operational		14.4%
Building		1.3%
Wastewater		66%
AMOUNT		100%

Capital Improvement Plan

Project Detail - Unfunded

PROJECT	FUNDING REQUESTED	2025	2026	2027	2028	2029
Construct T-Hangers	Airport Funds	25,000	0	0	0	0
Construct T-Hangers	CDOT Division of Aeronautics	25,000	0	0	0	0
Apron Rehabilitation - East	CDOT Division of Aeronautics	15,000	0	0	0	0
Mill And Overlay TWY A, A1, A3, A4, A5	CDOT Division of Aeronautics	0	15,000	0	0	0
Mill And Overlay TWY A, A6, A7, A8, A9, A10, A11	CDOT Division of Aeronautics	0	0	15,000	0	0
Proposed: Taxiway B Rehabilitation Design And Construct	CDOT Division of Aeronautics	0	0	0	70,000	0
Fire - Replace Fire Station 1	COP	15,000,000	0	0	0	0
Equipment Purchase - Parks	CTF	160,000	100,000	100,000	100,000	100,000
City Park - Tennis Clubhouse And Bleacher Renovations	CTF	75,000	0	0	0	0
Park Construction - Eagleridge Park	CTF	100,000	0	0	0	0
Turf Renovations	CTF	50,000	50,000	50,000	50,000	50,000
Athletic Facilities Lighting Replacement	CTF	143,346	143,346	143,346	143,346	0
Play Equipment Renovation	CTF	50,000	50,000	50,000	50,000	50,000
Park Renovations - City Park	CTF	200,000	200,000	200,000	200,000	200,000
Park Renovations - Mineral Palace Park	CTF	150,000	150,000	150,000	150,000	150,000
Swimming Pool Upgrades	CTF	50,000	75,000	75,000	75,000	75,000
Veteran's Park At Lake Minnequa Improvements	CTF	45,000	45,000	45,000	45,000	45,000
Irrigation Renovations	CTF	25,000	25,000	25,000	25,000	25,000
Tree Planting - Citywide	CTF	10,000	10,000	10,000	10,000	10,000
Outdoor Basketball Court Repairs	CTF	100,000	100,000	100,000	100,000	100,000
Lake Minnequa Dredge Study	CTF	25,000	0	0	0	0
Ball Field Renovations	CTF	0	100,000	100,000	100,000	100,000
Tennis Court Renovations, Repairs & Resurfacing	CTF	0	150,000	0	0	0
Pumper Replacement	Debt Service	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Construct T-Hangers	Federal Aviation Administration	1,000,000	0	0	0	0
Apron Rehabilitation - East	Federal Aviation Administration	600,000	0	0	0	0
Mill And Overlay TWY A, A1, A3, A4, A5	Federal Aviation Administration	0	600,000	0	0	0
Mill And Overlay TWY A, A6, A7, A8, A9, A10, A11	Federal Aviation Administration	0	0	600,000	0	0
Proposed: Taxiway B Rehabilitation Design And Construct	Federal Aviation Administration	0	0	0	2,660,000	0
Vehicles	General Fund	35,000	35,000	35,000	0	0
Mill And Overlay TWY A, A1, A3, A4, A5	General Fund	0	15,000	0	0	0
Mill And Overlay TWY A, A6, A7, A8, A9, A10, A11	General Fund	0	0	15,000	0	0
Proposed: Taxiway B Rehabilitation Design And Construct	General Fund	0	0	0	70,000	0
Fire - Repaving Multiple Years And Locations Station 3 Parking Lot And Rear Access Road Station 2 And Access To Training Tower	General Fund	75,000	75,000	75,000	75,000	0
Design/Architect	General Fund	1,500,000	0	0	0	0
Additional Vehicle Needs	General Fund	35,000	50,000	50,000	50,000	0
Match For Grants	General Fund	100,000	100,000	100,000	100,000	100,000
New Apparatus Equipment	General Fund	50,000	50,000	50,000	50,000	50,000
Vehicle Purchases - General Fund	General Fund	6,236,000	0	0	0	0
In-Stream Water Rights	General Fund	90,000	90,000	90,000	90,000	90,000
Equipment Purchase - Parks	General Fund	265,000	150,000	150,000	150,000	150,000
City Park - Tennis Clubhouse And Bleacher Renovations	General Fund	75,000	0	0	0	0
Park Construction - Eagleridge Park	General Fund	400,000	0	0	0	0
Park Security Program	General Fund	25,000	25,000	25,000	25,000	25,000
Play Equipment Renovation	General Fund	150,000	150,000	150,000	150,000	150,000
City Park Administration Building Renovation	General Fund	2,000,000	300,000	0	0	0
Mount View Cemetery Renovations	General Fund	150,000	150,000	150,000	150,000	150,000

Capital Improvement Plan

Project Detail - Unfunded

PROJECT	FUNDING REQUESTED	2025	2026	2027	2028	2029
Park Renovations - City Park	General Fund	0	0	0	0	0
City Park Annex Building Waterproofing	General Fund	200,000	0	0	0	0
Swimming Pool Upgrades	General Fund	50,000	50,000	50,000	50,000	50,000
Veteran's Park At Lake Minnequa Improvements	General Fund	0	200,000	100,000	100,000	100,000
Nature And Wildlife Discovery Center Drainage Study	General Fund	200,000	0	0	0	0
Outdoor Basketball Court Repairs	General Fund	100,000	100,000	100,000	100,000	100,000
Nature And Wildlife Discovery Center - Arkansas River Boat Access	General Fund	250,000	0	0	0	0
Honor Farm - Entry Road Repair And Renovation	General Fund	400,000	0	0	0	0
Lake Management - Dredging Program	General Fund	750,000	750,000	0	0	0
Mountain Park Fire Tower Renovation	General Fund	250,000	0	0	0	0
Community Aquatic Center	General Fund	1,000,000	15,000,000	15,000,000	15,000,000	15,000,000
Ball Field Renovations	General Fund	0	100,000	100,000	100,000	100,000
Tennis Court Renovations, Repairs & Resurfacing	General Fund	0	150,000	0	0	0
Terminal Elevator	General Fund - Airport land sales	130,000	0	0	0	0
Elmwood GC - Clubhouse Replacement	Golf Course Enterprise	0	0	0	0	9,000,000
Walking Stick Gc - Clubhouse Hvac Units Replacement	Golf Course Enterprise	60,000	0	0	0	0
Walking Stick Gc - Magnation System For Course Irrigation	Golf Course Enterprise	20,000	0	0	0	0
Walking Stick Gc - Truck	Golf Course Enterprise	50,000	0	0	0	0
Park Construction - Eagleridge Park	Great Outdoors Colorado	1,200,000	0	0	0	0
Honor Farm - Drag Strip Staging Area Overlay	Honor Farm Enterprise	75,000	0	0	0	0
Honor Farm - Oval Track Lighting	Honor Farm Enterprise	75,000	75,000	75,000	0	0
Honor Farm - Road Course Overlay	Honor Farm Enterprise	0	250,000	250,000	0	0
Honor Farm - Oval Track Pit Renovations	Honor Farm Enterprise	0	50,000	0	0	0
Honor Farm - Drag Strip Pit Renovations	Honor Farm Enterprise	40,000	0	0	0	0
Honor Farm - West Perimeter Fencing	Honor Farm Lease Holder	40,000	0	0	0	0
Nature And Wildlife Discovery Center - Raptor Center Rehab	Other	3,000,000	0	0	0	0
Lake Management - Dredging Program	Other - Federal Programs, Stormwater Enterprise, grant funding	1,500,000	1,500,000	0	0	0
Mountain Park Fire Tower Renovation	Other - Historic Preservation Grant	300,000	0	0	0	0
Police Vehicles	Police Safety Tax	1,500,000	0	0	0	0
Recruitment And Retention Project	Police Safety Tax	50,000	0	0	0	0
Information Technology Funding	Police Safety Tax	100,000	0	0	0	0
Rifle Firearms	Police Safety Tax	408,000	0	0	0	0
Ballistic Shields And Blankets	Police Safety Tax	20,000	0	0	0	0
Street Rehabilitation Project (SRUE)	Street Utility Enterprise	5,000,000	0	0	0	0
		46,802,346	22,228,346	19,228,346	21,038,346	26,970,000