

2024 Louisville City Council Work Plan – 2024 Wrap Up

Number*	Program Area	Issue	Council Time Estimate	Estimated Timeline/ Quarter	FINAL 2024 UPDATE
HIGH PRIORITY					
1H	Community Design	Comprehensive Plan Update 10-Year Update: Include completion of Market/Leakage Study	4-6 Council meetings	Q1-Q4	IN PROGRESS - Completed first round of public engagement and resident survey, with over 2,000 people engaged. - Held public open house, focus groups, and met with 9 city boards and commissions. - Completed existing conditions assessment. - Council affirmed Vision and Values, with expected final review by Council in August. - Second round of community engagement in progress. - Complete plan development and adoption process is anticipated in Q1-Q2 2025.
2H	Community Design	Strategic Land Use Code Revisions as Needed to Move Forward Other Initiatives	TBD	Q1-Q4	IN PROGRESS Passed amendments to development review process which expand eligibility of development application types that can be expedited to the final review stage.

Color-coding: Pink = Highest Priority; Yellow = Medium Priority; Blue = Lower Priority; Green = Recurring/Ongoing Items.

* Numbering is not indicative of priority; is only an identifier.

DECEMBER 2024

CC 12/17/2024

2024 Louisville City Council Work Plan – 2024 Wrap Up

3H	Open Space, Administration & Support Services	Open Space Management - Continued implementation of regenerative agriculture; maintenance, restoration; asset management; wildfire mitigation - Implementation of 2C ballot question	1-2 Council meetings	Q1-Q3	IN PROGRESS - Fall Regenerative Agriculture Program has concluded with success at Davidson Mesa Open Space. This program will continue in 2025 at multiple Open Space properties. - Per 2C ballot language, Parks & Open Space funds have been separated, and an acquisition reserve has been established. - Multiple projects and staffing additions approved as a part of the 5/7/2024 budget amendment are underway. A new Open Space Manager and Technician I have been hired. Shoreline/Social Trail restoration through fencing installation and equipment purchases for Hecla Open Space, a Fall season Vegetation Study, the removal of invasive Siberian Elm trees at North Open Space, enhancements to Open Space staff workspaces, and the allocation of funds for future Open Space planning work have all been completed as a result of the ballot measure funding.
----	---	---	----------------------	-------	--

Color-coding: Pink = Highest Priority; Yellow = Medium Priority; Blue = Lower Priority; Green = Recurring/Ongoing Items.

* Numbering is not indicative of priority; is only an identifier.

DECEMBER 2024

CC 12/17/2024

2024 Louisville City Council Work Plan – 2024 Wrap Up

4H	Transportation/ Community Design/ Economic Prosperity	Transportation Topics • Future 42 plan next steps • Discuss partnership with LRC for construction of underpasses in the URA (Main St/SBR, SH 42/South, SH42/SBR) • Transportation safety (including pedestrian and bicycle)	2 – 3 Council meetings	Q1 – Q4	IN PROGRESS • Future 42 60% Design in Progress. Phase 1 – South Street design in progress and targeting Summer/Fall 2025 groundbreaking. Finalizing funding with LRC, Lafayette, CMO, CDOT. • Transportation Safety presentation provided. Multiple transportation safety improvements completed including Via Appia lane reduction and various raised crosswalks. Polk/Dahlia corridor 1-year resident survey completed. • Transportation Safety study session scheduled for Feb 2025.
----	---	---	------------------------------	---------	---

Color-coding: Pink = Highest Priority; Yellow = Medium Priority; Blue = Lower Priority; Green = Recurring/Ongoing Items.

* Numbering is not indicative of priority; is only an identifier.

DECEMBER 2024

CC 12/17/2024

2024 Louisville City Council Work Plan – 2024 Wrap Up

5H	Community Development	Economic Vitality • Strategic Code Changes (land use/commercial building code) • Review policies for public private partnerships • Explore additional opportunities with urban renewal authority • Retention and expansion of existing businesses • Attraction of new businesses	As Needed	Q1-Q4	IN PROGRESS • LRC and City Council adopted the Downtown Vision Plan for Streetscapes and Public Places in Q4. Staff to publish RFP for design services by end of 2024 with consultant contract and final design development starting in 2025. Design development will include public engagement and engagement with LRC and City Council in 2025. • LRC and Council approved of moving forward with \$10M in bond funds in Q4, anticipated to be split \$9M for the Downtown Vision Plan for Streetscapes and Public Places and \$1M for the South Street Underpass project. • Council passed amendments to expedited PUD and Plat review process. • EVC developed monthly business outreach forum. Several successful forums were held that focused on expanding engagement with different business sectors and areas of town. • Council approved BAP for King Soopers Marketplace project at former Lowes location. • Completed first ever Economic Development Retreat with EV partners.
----	-----------------------	---	-----------	-------	---

Color-coding: Pink = Highest Priority; Yellow = Medium Priority; Blue = Lower Priority; Green = Recurring/Ongoing Items.

* Numbering is not indicative of priority; is only an identifier.

DECEMBER 2024

CC 12/17/2024

2024 Louisville City Council Work Plan – 2024 Wrap Up

6H	Community Design	Affordable Housing • Complete Housing Study & Strategic Plan, including impact fee development • Could include Residential Rental Licenses; ADUs; Inclusionary Housing (affordable, senior, accessible); Public/private partnerships; streamlined zoning; building of new housing; transit oriented development	4-6 Council meetings	Q1-Q4	IN PROGRESS • Council adopted Housing Plan in Q2. • Council adopted IGA with the City of Boulder in collaboration with the Boulder County Regional Housing Partnership (BCRHP) for affordable homeownership and rental compliance program services. • Comp Plan public engagement to explore future land use scenarios to meet housing goals completed in Q4. • Staff and consultants starting development of draft policy and future preferred land use plan in Q4 with anticipated Planning Commission and City Council engagement in Q1 2025. • City Council held discussion/direction to review State ADU law (HB24-1152) and review code options. Staff had anticipated draft ordinance review in Q4, but due to staff turnover, now targeting Planning Commission and City Council review in Q1 of 2025. Deadline for compliance with HB24-1152 is June 30, 2025. • Updates to Inclusionary Housing Ordinance (IHO) delayed due to staff turnover. Anticipate presenting updates to IHO to Planning Commission and City Council in Q1/Q2 of 2025. • Staff has initiated discussion with Boulder County on the potential for additional affordable housing development at Kestrel development. Kestrel property is anticipated to be considered for policy change through
----	------------------	---	----------------------	-------	---

Color-coding: Pink = Highest Priority; Yellow = Medium Priority; Blue = Lower Priority; Green = Recurring/Ongoing Items.

* Numbering is not indicative of priority; is only an identifier.

DECEMBER 2024

CC 12/17/2024

2024 Louisville City Council Work Plan – 2024 Wrap Up

					the Comp Plan update, which would be followed by land use applications if Comp Plan policies supported. • Staff has continued to engage with CU on Cinnebarre property development and included the property as a focus area for the Comp Plan update. Staff anticipates more formal engagement and to start negotiations on a development agreement following Comp Plan adoption in mid-2025. CU also hosted a public meeting in Q3 to introduce the project to the public and gather community input. • Staff is working on implementation steps for HB24-1313 – Transit Oriented Communities. Staff has met with DOLA staff on compliance options and will be engaging with Council in the first half of 2025. Preliminary reporting from the City to DOLA will be due by June 30, 2025.
7H	Administration & Support Services, Public Works	City Climate Change/Greenhouse Gas Reduction Initiatives: Implementation of internal strategic decarbonization plan for City facilities and operations & community decarbonization plan	3 Council meetings	Q1-Q4	IN PROGRESS • Internal Decarbonization Plan Project implementation is in progress. Many improvements funded in the 2025/2026 budget. • Community Decarbonization Plan (CDP) implementation: Staff initially focused on business strategies while concurrently launching the 1-2-3 Electrify workshop series for single-family homeowners. Staff engaging in outreach to Parco Del Zingaro with hard-to-recycle event and listening session scheduled in April for park residents.

Color-coding: Pink = Highest Priority; Yellow = Medium Priority; Blue = Lower Priority; Green = Recurring/Ongoing Items.

* Numbering is not indicative of priority; is only an identifier.

DECEMBER 2024

CC 12/17/2024

2024 Louisville City Council Work Plan – 2024 Wrap Up

8H	Administration & Support Services, PROS, Public Works	Fire Hardening/Emergency Preparedness • Fire Hardening Code Revisions • Emergency Preparedness • Cooperation and Partnership (regionally, consortium of cities, emergency notification systems) • Include all types of threats • Potential policy discussions	3-5 Council meetings	Q1-Q4	IN PROGRESS • Council held a discussion on Wildland Urban Interface (WUI) and building hardening code options and directed staff to develop a city-wide structure hardening code in 2024 and consider development of a WUI code with additional regulations beyond the structure hardening code as a future project. • Council adopted city-wide fire hardening code for residential commercial structure in Q4. • Additional buffer strip mowing occurred on open space properties bordering residential property within higher risk areas as determined by the Wildfire Risk Assessment. • Additional grazing completed in 2024. • Restoration and pilot studies to reduce invasive grasses, respectively, on open space properties continue to be evaluated. • BOCO Alert test completed with 38,842 contact points reached. • Released RFP for mitigation outreach contractor. • HMGP Generator Grant funding pursued and awarded. Targeting 2025 install for South WTP generator conversion from Natural Gas to Diesel, Police/Court generator conversion from Natural Gas to Diesel, and new generator at Recreation Center. • Disaster preparedness month events.
MEDIUM PRIORITY					

Color-coding: Pink = Highest Priority; Yellow = Medium Priority; Blue = Lower Priority; Green = Recurring/Ongoing Items.

* Numbering is not indicative of priority; is only an identifier.

DECEMBER 2024

CC 12/17/2024

2024 Louisville City Council Work Plan – 2024 Wrap Up

1M	Administration & Support Services	Equity, Diversity, and Inclusion –Updates from staff on the implementation of the task force recommendations and next steps.	2-3 Council meetings	Q1 - Q4	IN PROGRESS • EDI work continues while the position is vacant overlapping with many internal and external initiatives such as regional minimum wage, flag displays, and policy updates. • The City continues to make utility bill inserts and the quarterly Community Update newsletter available in Spanish and has added translation links to all email newsletters. Staff continues to evaluate options to deliver additional communications multilingually. • On demand translation services available at City Hall, Library, Recreation Center, PD/Court and in use by some public facing staff via phone app. • City staff responsible for programming events continue working to offer events, music, art and other opportunities that reflect diverse communities. • Completed training for Board and Commission members and City Council. Will offer annually to Boards and Commissions going forward. • Appointed new ADA coordinator. • Continue work on Accessibility Plan including website changes. • Bringing holiday policy for City Council adoption.
----	-----------------------------------	---	----------------------	---------	--

Color-coding: Pink = Highest Priority; Yellow = Medium Priority; Blue = Lower Priority; Green = Recurring/Ongoing Items.

* Numbering is not indicative of priority; is only an identifier.

DECEMBER 2024

CC 12/17/2024

2024 Louisville City Council Work Plan – 2024 Wrap Up

2M	Administration & Support Services	Sustainability Programs	As Needed	Q1-Q4	COMPLETE • Five pilot bag-tax funded commercial programs are complete and are being rebranded as the "Commercial Sustainability Grant" with a permanent structure. • A Building Materials Pick-up program has been launched in partnership with Resource Central. • Five waterwise programs with Resource Central are ongoing. • Residential electrification and energy efficiency rebates are going quickly. • Commercial electrification and energy efficiency rebates are launching. • FreshFood Connect communications are ongoing (this program is seasonal). • Awarded RQAC Regional Air Quality Award for Parks Small Equipment electric conversion and all electric trash truck fleet.
3M	Parks, Recreation, & Open Space	Parks, Recreation, and Open Space Departmental Master Plan	1-2 Council meetings	Q4	IN PROGRESS • Council approved the RFP scope on 10/15/24. • The RFP is out for bid, closing 12/12/24. • Council contract approval anticipated in 2025 Q1. • Adoption/Approval by Council anticipated in 2026.

Color-coding: Pink = Highest Priority; Yellow = Medium Priority; Blue = Lower Priority; Green = Recurring/Ongoing Items.

* Numbering is not indicative of priority; is only an identifier.

DECEMBER 2024

CC 12/17/2024

2024 Louisville City Council Work Plan – 2024 Wrap Up

4M	Parks, Recreation, & Open Space	Recreation Amenities: Tennis/Pickleball Courts; Multiuse Fields	As Needed		COMPLETE - PPLAB/RAB sub-committee continues to evaluate potential locations and/or community need. - Topic included in Long-Range Plan RFP scope. - Mission Green Tennis Court and Fencing was rebuilt in 2024. - Rec. Center and Centennial Courts received resurfacing. - Funding for the conversion of In-line skating rink to Pickleball courts approved for 2025. - Multiple CIP requests to either convert or add these amenities to the PROS system in the future.
5M	Administration & Support Services	Potential Minimum Wage Adjustments	2-3 Council meetings	Q1-Q4	COMPLETE – City Council discussed in September and decided not to adopt the policy and asked for updates on what others in the region do.
6M	Administration & Support Services; Economic Prosperity	Main Street Closure – Consideration of 2024 closure and planning for potential 2025 closure.	3 Council Meetings	Q1-Q3	IN PROGRESS - Council considered and did not direct closure in 2024. - Currently working to determine interest in potential 2025 closure.
7M	Administration & Support Services	Board & Commission Engagement - Q1 meetings with Advisory Boards - Q2 staff follow up on additional options for engagement - Possible joint meeting with Planning Cmsn re: Comp Plan	4-5 Study Sessions	Q1 - Q4	COMPLETE - Resumed joint board/Council meetings. - Asked for board budget recommendations. - Volunteer appreciation event breakfast recognizing board and commission members, as well as other city volunteers. - Board and commission engagement on the Comprehensive Plan.

Color-coding: Pink = Highest Priority; Yellow = Medium Priority; Blue = Lower Priority; Green = Recurring/Ongoing Items.

* Numbering is not indicative of priority; is only an identifier.

DECEMBER 2024

CC 12/17/2024

2024 Louisville City Council Work Plan – 2024 Wrap Up

		Possible social/thank you event			Administrative updates including instituting Rules of Procedure and beginning work on new bylaws.
LOW PRIORITY					
1L	Administration & Support Services	Campaign Finance Rules and Limits	2 – 3 Council meetings	Q2	COMPLETE - Adopted Ordinance No. 1872, Series 2024 on 5/7/2024. - New campaign finance regulations were in place for the 2024 election.
2L	Administration & Support Services	Communications/Marketing Automation Software	2-3 Council meetings	Q2	COMPLETE – Council approved in January and this has been implemented.
3L	Community Design	Completion of Old Town Overlay update	2 Council meetings	Q2	ON HOLD – Due to shifting priorities and staff resources.
4L	Community Design	Update Development Impact Fees	1-2 Council meeting	Q1 – Q3	ON HOLD – Due to shifting priorities and staff resources.
Annual/Ongoing					
	Administration & Support Services	2025-2026 Budget Updates/Adoption	4-6 Council meetings	Q1 – Q4	COMPLETE – The 2025/2026 budget was adopted 11/4/2024.
	Utilities	Water, Sewer and Storm Rates: annual update of utility rates	1 Council Meeting	Q1 - Q2	COMPLETE 2024/2025 rate adoption complete. 2025/2026 rate model review to began in Finance Committee during the summer.
	Utilities	Solid Waste/Trash Contract Renewal	3 Council meetings	Q1-Q2	COMPLETE - City Council approved a new five-year contract with Republic Services on 6/18/2024 resulting in the first in the nation fully electric fleet for all residential solid waste removal.

Color-coding: Pink = Highest Priority; Yellow = Medium Priority; Blue = Lower Priority; Green = Recurring/Ongoing Items.

* Numbering is not indicative of priority; is only an identifier.

DECEMBER 2024

CC 12/17/2024

2024 Louisville City Council Work Plan – 2024 Wrap Up

	Administration & Support Services	Comcast Franchise Renewal	2-3 Council Meetings	Q1-Q4	IN PROGRESS – The renewal is due in 2025, and staff has begun the process.
	Administration & Support Services	Resident Survey	2-3 Council Meetings	Q1-Q2	COMPLETE – Presented to council 7/16/2024
	Administration & Support Services	Council Salary Survey: review results of annual City Council salary survey (if changes are needed)	1 Council meeting or memo	Q3	COMPLETE – City Council discussed at their August 27 meeting and chose to make no changes.
	Administration & Support Services	Airport Impact Mitigation Efforts: Participate in Rocky Mountain Metropolitan Airport Community Noise Roundtable (RMMA CNR)	As Needed	Q1 – Q4	OTHER – The RMMA CNR was dissolved in 2024. However, council has continued to pursue the topic through other avenues.
	Administration & Support Services	Evaluation of all City Council Appointees: City Manager, City Attorney, Judge and Prosecuting Attorney	2 Council meetings/ Exec Session	Q3 - Q4	IN PROGRESS - City Manager complete. - Other appointees to be reviewed at 1/7/25 executive session.
	Administration & Support Services	Council Work Plan Preparation: draft annual Council Work Plan with prioritized items to be addressed in upcoming year	3 Council meetings	Q1 - Q4	IN PROGRESS – The City Council Work Plan approach for 2025 was further refined this year with council setting four priorities, viewed through two lenses, that were utilized throughout the budget process. Council will have a discussion and direction on their work plan in January of 2025, allowing the new council member to get up to speed and engage in the process.
	Administration & Support Services	Board & Commission Interviews/Appointments: conduct interviews for boards & commissions and determine appointments	3 Council meetings	Q4	COMPLETE – The City received a record number of applicants (75) and held interviews 12/9/2024 & 12/10/2024, with appointments anticipated 12/17/2024.

Color-coding: Pink = Highest Priority; Yellow = Medium Priority; Blue = Lower Priority; Green = Recurring/Ongoing Items.

* Numbering is not indicative of priority; is only an identifier.

DECEMBER 2024

CC 12/17/2024

2024 Louisville City Council Work Plan – 2024 Wrap Up

	Administration & Support Services	Organizational Strategic Plan Update	As needed		IN PROGRESS – The Comprehensive Plan, Resident Survey, and Council's work on identifying 2025 priorities are all important components of organizational planning. A more formal plan update should wait until a City Manager is selected.
	Other	PUDs/Developments Projects Submitted during the Year: once applicant has satisfied all submittal requirements and proposal has been reviewed by the Planning Commission, staff will present to City Council for consideration	Varies	Varies	IN PROGRESS
	Other	Regional Partnerships: continue to consider shared service and/or policy opportunities with neighboring municipalities, such as: Marshall Fire Recovery; Transportation, Northwest Rail; Minimum wage; Affordable Housing; Residential/Commercial building code cohort	Varies	Varies	IN PROGRESS – This year Louisville continued participation in all listed items and participated in additional partnerships such as regional minimum wage analysis, staff representation on the Colorado Wildfire Resiliency Code Board (developing State-minimum WUI code), and more.
	Other	Consent Items: staff processes small/non-controversial issues by adding to consent agenda for consideration. Council sometimes removes these items from consent agenda and discusses during regular meeting.	Varies	Varies	IN PROGRESS

Color-coding: Pink = Highest Priority; Yellow = Medium Priority; Blue = Lower Priority; Green = Recurring/Ongoing Items.

* Numbering is not indicative of priority; is only an identifier.

DECEMBER 2024

CC 12/17/2024

2024 Louisville City Council Work Plan – 2024 Wrap Up

	Other	Municipal Code Updates: staff drafts and presents updates to Municipal Code as part of ongoing efficiency and operational improvement efforts - Commercial Energy Code	Varies	Varies	IN PROGRESS • Commercial Energy Code amendments came to council, went to a discussion/direction, and are scheduled to return to council for adoption in January 2025. • Council adopted updated EV charging code for new developments to match the State Electrical Board minimum standards. • Council completed discussion/direction on ADU ordinance in Q2. Staff will be conducting further community outreach and drafting a code for Planning Commission and Council consideration in Q1 2025.
	Other	Unanticipated Issues: each year numerous issues arise that cannot be reasonably foreseen that require Council consideration	Varies	Varies	ONGOING - 2024 has a myriad of unexpected issues including turnover, emergent maintenance, and large-scale incidents such as CrowdStrike and outages.

Color-coding: Pink = Highest Priority; Yellow = Medium Priority; Blue = Lower Priority; Green = Recurring/Ongoing Items.

* Numbering is not indicative of priority; is only an identifier.

DECEMBER 2024

CC 12/17/2024



2024 Council Work Plan

- Wrap Up -

December 17, 2024

Samma Fox, Interim City Manager



1

Purpose and Expectations

- Final Update on the 2024 Council Work Plan
- Celebrate and acknowledge accomplishments
- Consider and reflect on progress, in advance of 2025 Council Work Plan discussion/direction – January 2025



2

2024 Recap



3

We had some challenges



"I'm right there in the room, and no one even acknowledges me."

The Photo by David J. White is licensed under CC BY-SA. The Photo by David J. White is licensed under CC BY-SA.



4

We did a lot!

- CORE SERVICES!
- Resilience Sculpture
- Pet Memorial
- New Communications Systems (Including Text Messages!)
- Open Space/Parks 2C Actions
- Mental Health Co-Responders
- Park Re-Openings
- Decreased Employee Turnover
- New EDI Training
- ~350K Rec. Membership Visits
- Library Visitors ^15%
- Tickets Processed by Court ^26%
- Many Systems Improvements
- Disaster Preparedness Trainings and Exercises
- Very High Number of Projects
- Ward Meetings



5

We did some impressive things

- The Regional Air Quality Council has selected the City of Louisville for its “CLEAN AIR CHAMPION” award!
- First all electric refuse fleet!
- Individual and Group Awards & Recognitions
 - American Water Works Association
 - Museum
 - American Public Works Association
 - LPD Honored by Support the Shield
 - Best Public Golf Course in Colorado
- 10% Reach on Comp Plan Engagement!



6

2024 Council Work Plan



7

Overview

35 Items!

- 8 High Priority Items
- 7 Medium Priority Items
- 4 Low Priority Items
- 16 Annual/Ongoing Items



8

High Priority Items

- Comprehensive Plan Update
- Strategic Land Use Code Revisions
- Open Space Management
- Transportation Topics
- Economic Vitality
- Affordable Housing
- Climate Change / Greenhouse Gas Reduction Initiatives
- Fire Hardening / Emergency Preparedness



9

High Priority Item Status

- 8 High Priority Items
- All In-Progress – On Track
- All large, complex, on-going initiatives
- All likely to continue into the 2025 Council Work Plan
- Highlights...
 - CP Engagement / Vision and Values
 - Development Code Improvements
 - New Open Space Staff
 - Award Winning Bike/Ped Safety Improvements
 - EV Day and Business Attraction
 - Housing Plan Adopted
 - Decarbonization Efforts
 - Fire Hardening
 - BOCO Alert Test
 - Disaster Preparedness Month



10

Medium

- Equity, Diversity, and Inclusion
- Sustainability Programs
- Parks, Recreation, and Open Space Long-Range Plan
- Recreation Amenities
- Potential Minimum Wage Adjustments
- Potential Main St. Closure
- Boards and Commissions Engagement



11

Medium Priority Item Status

- 7 Medium Priority Items
- 4 Complete, 3 In Progress
- Many of these are large, complex, and on-going items
- EDI & Sustainability are lenses for all priorities in the proposed 2025 Council Work Plan
- Highlights...
 - EDI Training for Boards, Commissions, and Council
 - Digital Accessibility Plan
 - Bag Tax Programs
 - Board/Commission Meetings with City Council
 - Minimum Wage Discussions & Regional Coordination
 - Volunteer Appreciation



12

Low

- 4 low priority items
- 2 complete – 2 on hold

On hold items, due to shifting priorities, legislative mandates, and staff resourcing include Updates to Old Town Overlay and Development Impact Fees.

• Highlights...

- Adopted New Campaign Finance Regulations
- Implemented New Communications Software



13

Ongoing

- 16 Items
- 6 Complete
 - 2025/2026 Budget Adopted (every 2yrs)
 - Utility Rates (annual)
 - Solid Waste Contract (every 5 yrs)
 - Resident Survey (every 4 yrs)
 - Board & Commission Appoints (annual)
- 9 In Progress – Comcast Franchise Renewal, Appointee Evaluations, Partnerships, PUDs, Consent Items, Strategic Planning, Council Work Planning, and Unanticipated Issues.
- 1 Other – RMMA CNR disbanded, though work still pursued



14

Thank you!

- To council for your leadership!
- To staff for your work!
- To the community for your support!



2024 Recap

Just some of the things staff accomplished this year.

None of which is possible without collaboration and coordination across the City.



Parks

Parks, Athletic Fields, Cemetery

- 8,800 acres mowed
- 45 burials & 43 plots sold
- 155+ field preparations, Five 3-day tournaments
- 200+ trash cans changed per week -10,400 per year
- 270+ snow/ice management hours
- Implemented first all-electric mower

Forestry

- 55 trees planted
- 39 trees removed (34 due to EAB)
- 65 trees contracted for pruning
- Forestry Corp pilot program (Tree Tender) and grant collaboration with PLAY Boulder- 16 trees planted and trained youth participants on urban tree canopy maintenance

Streetscapes/Horticulture

- 1312 annuals and 578 perennials planted
- 6 new or renovated landscape beds
- 36 varieties specific to support pollinators
- 27 varieties that are Native
- 26 varieties that are low water / xeric
- 15 varieties with a fire rating 7.5 or above

Other Highlights

- 95% battery conversion- small power tools (blowers, trimmers, chain saws, etc.)
- 5 Eagle Scout projects
- Resiliency and Pet Memorial sculpture installations
- Regional Air Quality Council - Clean Air Champion
- Implemented digital / software playground inspection reporting



Recreation, Senior Center, & Golf

- Overall quality of the Recreation Center 94% satisfaction in resident survey
- Overall quality of the Senior Center 91% satisfaction in resident survey
- 2,256 youth sports participants
- 6,423 child watch participants
- 7,206 Zoom fitness class attendees
- 342,468 membership visits & 26,697 daily admissions at Rec Center
- 2,280 facility rentals & 293 park shelter rentals
- Summer day camp serviced 133 kids
- 433 swim classes offered with 2,249 enrollments
- Produced the largest junior golf programming in the state of Colorado
- Produced the 5th largest PGA Jr Camp, by participation, in the U.S.
- Named Best Public Golf course in Colorado by NBC / GolfPass golfers
- Overall quality of Coal Creek Golf Course 86% satisfaction by Louisville residents
- Served over 9,601 senior meals through November
- Served 1,126 lattes for seniors
- Over 1,000 participants in 43 senior day trips
- 2,117 volunteer hours logged for senior programs



PROS CIP Projects

Parks

- Playground renovations of Joe Carnival & Meadows Parks including re-opening celebrations
- Resurfacing, new fencing and reopening of Mission Green tennis court
- Installation of new signage for Centennial & Annette Brand parks
- Xeric garden @ White House (with Sustainability)
- Installation and opening ceremony of Resilience sculpture @ City Hall (with Cultural Services)

Rec & Senior Center

- Locker room renovations for counters, sinks and mirrors
- Resurfacing of indoor track (with Facility Services)

Open Space

- Installation of trail wayfinding signage phase one, Powerline Trail
- Close-out of 104th Street Trail construction (with Public Works)
- Installation of fencing for vegetation restoration at Hecla Lake OS

Golf

- Extension of golf cart path for hole 13, missing since 2013 flood (with Public Works)



Public Works

First in the country all-electric refuse truck fleet!!

CIP Projects Completed

- Polk/Dahlia restriping and safety improvements
- Via Appia restriping and safety improvements
- 104th Street Trail
- Yearly Concrete, Asphalt , Sanitary and Storm Projects
- Downtown Vision Plan
- Drainageway A-1 Floodplain reduction
- South Boulder Road Ditch Lining

Engineering Tasks

- ROW Permits processed – 300
- Phone calls responded to – 697
- General Emails to Public Works responded to - 150
- Development submittals reviewed (Planning referrals, civil plans, material submittals, other requests) – 86
- Positions filled – 2
- Traffic Control Orders submitted – 21



Public Works

Water and Wastewater

- 1.3 billion gallons of water delivered
- 660 million gallons of wastewater treated
- Projects Completed
 - Utility Master Plan
 - Technology Upgrades at the Water Treatment Plants
 - Design of the Wastewater Plant Solids Handling Improvements w/ construction underway
 - Continued work on Windy Gap Firming Project

Facilities Tasks

- Received 2,000 work orders, completed 1,950
- Steinbaugh Pavilion Repairs
- Resolved long-standing water leaks at Police Department and City Services
- Assisted with Museum staff on restoration of Historic Rex Curtain
- Installed Mini Split HVAC at CTC lift station to prevent over heating



IT

- Welcomed five new team members
- Completed 27 projects
- Resolved 3,783 help desk tickets
- Completed 404 hours of professional training and certification
- Implemented new Zoom phone system allowing employees to work and communicate from anywhere
- Separated and upgraded critical infrastructure to mitigate risks associated with cyber threats, enhancing the security of our water systems
- Completed redundant internet connection to ensure minimal downtime during disruptions and improve reliability
- Enhanced GIS mapping that supports multiple divisions including Marshall Fire Recovery
- Improved SCADA system for great operational efficiency and service delivery of the City's water system



Finance

- Processed 35,790 sales tax returns – an almost 25% increase from 2023
- Issued 1,575 business licenses – an over 70% increase from 2023
- Issued over 11,500 pay checks
- Completed 2025-26 Budget Process
- Began offering free sales tax seminars on a quarterly basis to help business owners understand sales tax requirements in Louisville, allow them to ask questions specific to their business, and equip them with the tools necessary to be successful with voluntary compliance
- Implemented the Simpler reporting software tool for all Tyler users in the City. This is an efficient way for staff in various departments to get real-time data, review prior and current year transactions, and see their YTD budget utilization as well as future year budget info for their department.



City Clerk/Municipal Court

- Municipal Court processed 1,432 tickets – up from 1,057 in 2023, a 26% increase
- Upgraded Council Chambers AV System
- Uploaded 45,157 documents to Central Records system totaling 99,176 pages
- Permitted 43 Special Events
- Processed 141 CORA Requests
- Renewed or transferred 70 existing liquor licenses; processed 3 new licenses
- Updated board and commission application process to make it ADA compliant
- Completed integration of Building Department EnnerGov software with Central Records software LaserFiche for permanent retention of building permits
- Updated Campaign Finance Regulations
- Oversaw 2024 Ward I Election
- Coordinated first ever EDI training for Boards and Commissions and City Council (in conjunction with Cultural Services)

Police Department

- Hired 12 new employees
- Implemented Co-Responder program in partnership with Boulder County
- Created a department Peer Support Team
- Implemented a web-based Administrative and Training records management system
- Started an E-bike patrol team
- Developed a robust marketing and recruitment campaign
- Collaborated with PROS staff and Open Space Rangers, local community members and businesses, and BVSD on development of an E-bike safety campaign and associated events
- Received over \$320,000 in Federal and State grant funds to support co-responder services, in-service training, high visibility traffic and DUI enforcement, and some equipment needs
- 19,029 Police staff responses to incidents and other calls for service
- Generated over 2,000 Police reports and investigations
- Processed 593 public records requests

Cultural Services

- Nearly 600 Library events drawing over 20,700 community members
- Library welcomed over 3,700 new cardholders and nearly 200,000 visitors through November, marking an exciting 15.5% increase in visitors from last year!
- Checked out 435,651 physical materials through November and over 96,000 eMaterials which is a 12.4% increase over last year
- Library commitment to reaching all community members remained strong, with our dedicated team delivering 571 books to Homebound patrons
- Strengthened educational partnerships, connecting with 2,434 elementary students and 550 middle and high school students through dynamic school visits
- Museum held 48 programs and tours with 3,625 attendees
- Museum instagram followers increased by 13% and eNewsletter nearly doubled to reach almost 2000 subscribers
- The American Association for State and Local History awarded the Museum a Leadership in History Award of Excellence for work collecting and documenting personal accounts and recovery with the Marshall Fire Story Project



4/19/2023

Community Development

- Held first EV day event with participation from business sectors across the City
- 30+ meetings with brokers
- Hosted 8 Business Beats
- 2,081 building permits received
- 1,616 building permits finalized with 301 certificates of occupancy issued
- 13,529 inspections completed
- 383 Marshall Fire homes now complete
- 101 Marshall Fire homes under construction
- 50 new historic preservations processed
- Comprehensive Plan
 - 3 rounds of community engagement, including 2 open houses and about 5 pop up events; 3 community surveys with total participants well over 2,000
 - Existing conditions report completed
 - Affirmed Vision and Values
- Processed 25 new land use applications
- Processed 5 code amendments
- Housing Plan Adopted
- Fire Hardening Ordinance Adopted
- Downtown Vision Plan Adopted (in conjunction with Public Works)



4/19/2023

Human Resources

- Launched Employee HUB – a SharePoint portal for employee information and communication
- 125 total recruitments, ~1500 Interviews conducted
- Onboarded 210 employees (55 full time and 155 part time)
- 2024 Attrition rate: 2024 – 18% (37 employees), 8% improvement from 2023
- Implemented new automated NeoGov Onboarding and Offboarding program for employees
- Held 4 major Employee Appreciation Events (Pancakes in the Park, Ice Cream Social, Fall Festival and Holiday Lunch)
- STEP Leadership Development Program: 10 employees completed and graduated this 8-month program
- Implemented NeoGov LEARN Learning Management system – roll out Q1 2025
- Implemented new ID Badging system for all employees (in conjunction with LPD and IT)
- Created and implemented Louisville Medical Leave Program to be competitive with the State FAMILI program



4/19/2023

City Manager's Office

- Launched GovDelivery in July and sent 801,086 emails notices across multiple mailing lists since the launch date; includes new text message service
- Processed 36 property/liability insurance claims & 23 workers comp claims
- Completed Resident Survey
- EcotoberFest
- Received \$2.5M grant from DOLA for generators
- Closed out 2013 flood projects with FEMA
- Held BoCo Alert Test – adding more than 34,842 points of contact reached
- Processing final close out of Marshall Fire insurance claim with Travelers
- City SheLeads Gov watch party was highlighted by the International City Management Association
- Hosted first volunteer appreciation brunch since COVID
- Disaster Preparedness Month



4/19/2023

Re-Energizing Louisville

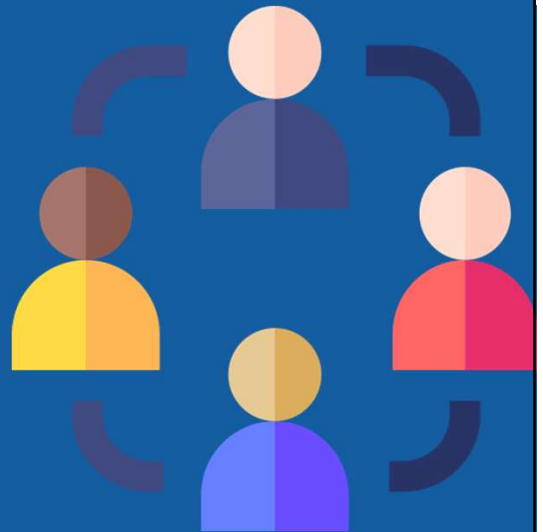
State of the City

Mayor Chris Leh
November 14, 2024

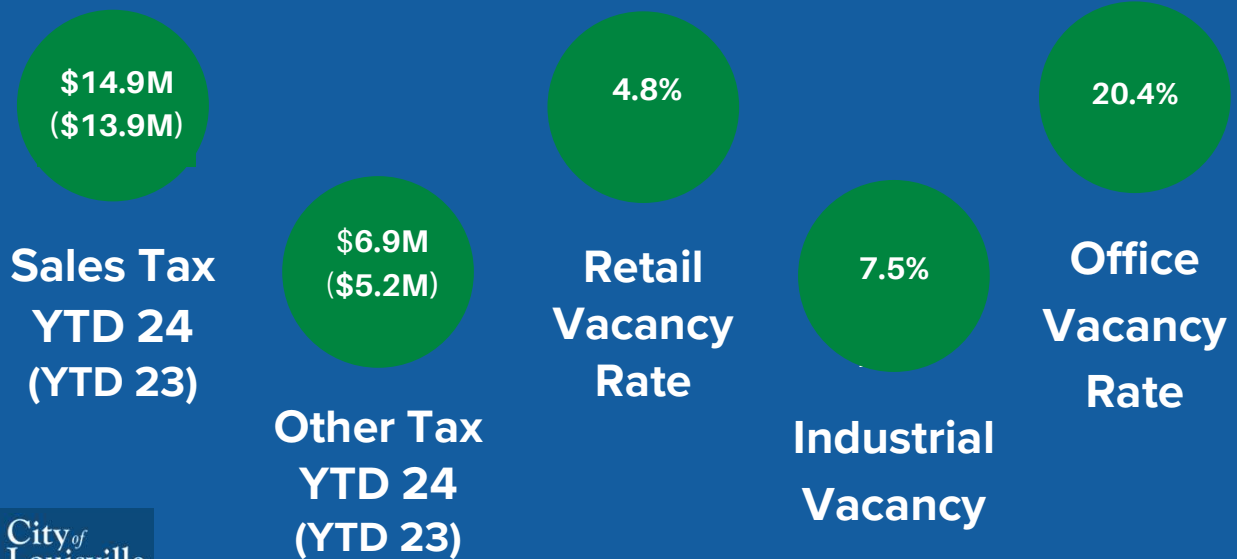


Louisville Today

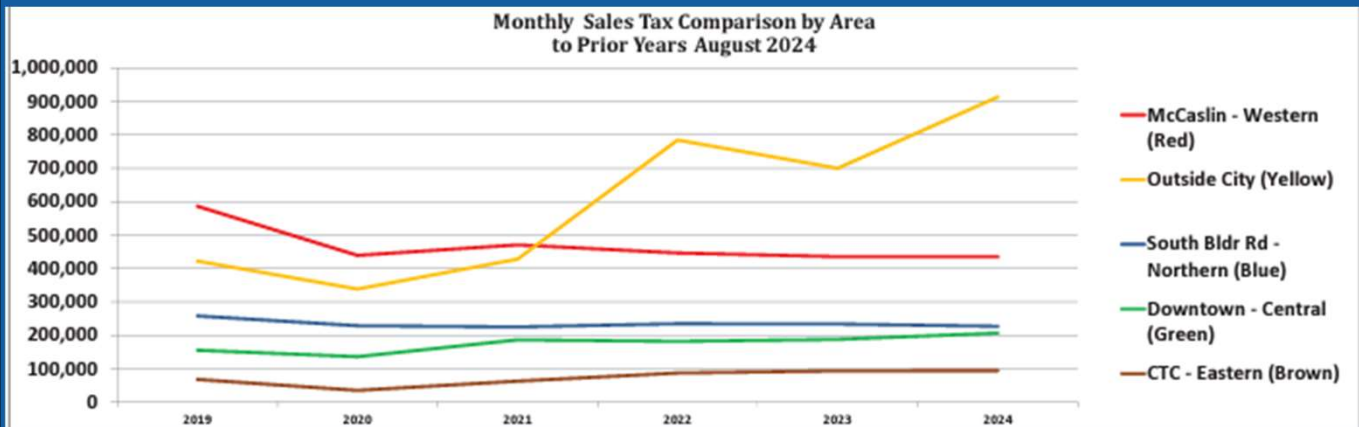
- Population: 19,570 people (2023)
- Median household income: 25K. (2021; only Superior \$132K and Erie \$140K are higher in BoCo)
- MHI Change: 50% (2011-21 Highest in BoCo)
- Ave. Home Price: \$831K in 2021 (up 132% since 2011)
- Lack of Affordability: In 2023, household would have to earn >\$200K to afford median home price (74% could not afford their current home)
- Average rent: \$1,961 (2021; up 58% since 2012)
- Median age: 43 (2021; Highest in BoCo)
- 25-44 year-olds: Dropped 27% (2011-21)
- Single family homes : 70%



Economic Snapshot



Revenue by Area



Council Work Plan Priorities

Economic Vitality
Comp Plan
Strategic Land Use Revisions
Affordable Housing
Open Space
Climate Change/Sustainability
Fire Hardening/Preparedness



How It Started

Affordable Housing

- Preliminary Discussions

Downtown

- Facade Improvement Program

South Boulder Road

- Alfalfa's - Closed

McCaslin Corridor

- Old Sam's Club - Closed (comm)
- Lowe's
- Initiative
- Biodesix
- Regal Theater for Sale

Redtail Ridge

- NW Parkway Authority



How It's Going

Affordable Housing

- Two Projects Recently Approved

Downtown

- Property Improvement Program
- Downtown Vision Plan

South Boulder Road

- Shamrock

McCaslin Corridor

- Relish
- King Soopers Marketplace
- Compromise on Gas Stations
- Biodesix
- University of Colorado

Redtail Ridge

- Final Platting Approved

Future Projects

Redtail Ridge

AdventHealth Avista Health

King Soopers

University of Colorado



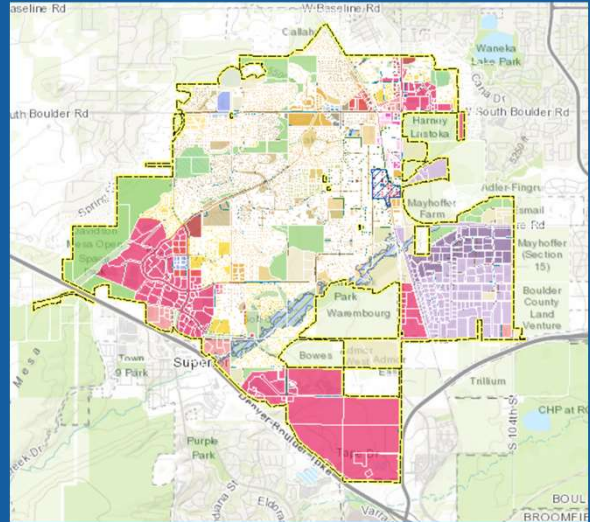
Future Projects

Downtown Vision Plan



Improvements In The Planning Process

- Energy Code Amendments
- Planning Code Revision
- Concept Plans
- Streamlined PUD Reviews
- BAP



Regional Collaboration to Attract & Retain Business Along the US 36 Corridor

- Bioscience
- Aerospace
- Quantum Computing
- University of Colorado



City / Chamber Collaboration

- State of the City
- Pints in the Park
- Dinner on Main
- Summerfest
- Awards
- Ecotoberfest
- Economic Vitality Day
- Regional Economic Vitality



Re-Energizing Louisville

State of the City

Mayor Chris Leh
November 14, 2024





 City of
Louisville
COLORADO • SINCE 1878