

City Council

Special Meeting

Agenda

Tuesday, February 11, 2025
Library Meeting Room
951 Spruce Street
6:00 PM

Members of the public are welcome to attend remotely; however, the in-person meeting may continue even if technology issues prevent remote participation.

- You can call in to **+1 719 359 4580 or 877 853 5247 (toll free)**
Webinar ID **#876 9127 0986**.
- You can log in via your computer. Please visit the City's website here to link to the meeting: www.louisvilleco.gov/council

Anyone may email comments to the Council prior to the meeting at Council@LouisvilleCO.gov.

1. Call to Order & Roll Call
2. Consent Agenda
 - Approval of Employment Agreement for Diana Langley, City Manager
3. Regular Agenda
 - Presentation / Discussion: Traffic Calming
4. Adjourn

Citizen Information

If you wish to speak at the City Council meeting in person, please fill out a sign-up card and present it to the City Clerk at the meeting; if you are attending remotely, please use the "raise hand" icon to show you wish to speak in public comments.

Persons planning to attend the meeting who need sign language interpretation, translation services, assisted listening systems, Braille, taped material, or special transportation, should contact the City Clerk's Office (303.335.4536 or 303.335.4574) or ClerksOffice@LouisvilleCO.gov. A forty-eight-hour notice is requested.

Si requiere una copia en español de esta publicación o necesita un intérprete durante la reunión del Consejo, por favor llame a la Ciudad al 303.335.4536 o 303.335.4574 o email ClerksOffice@LouisvilleCO.gov.

**SUBJECT: EMPLOYMENT AGREEMENT FOR CITY MANAGER DIANA
LANGLEY**

DATE: FEBRUARY 11, 2025

**PRESENTED BY: MAYOR CHRIS LEH
COUNCILMEMBER JUDI KERN
CITY ATTORNEY KATHLEEN KELLY**

SUMMARY:

On September 17, 2024, the City of Louisville retained recruiting firm Bob Murray & Associates to conduct a nationwide search for the City's new City Manager. The position was advertised for about six weeks, closing December 1, 2024, and 50 applications were received. The recruiter moved twelve applicants forward for preliminary review with the Council committee consisting of Mayor Chris Leh and Councilmember Judi Kern, and the Council committee further narrowed the applicant pool to six candidates.

The City Council reviewed the applicant pool recommended by the Council committee and the recruiter on January 6, 2025, and on January 7th announced four applicants as finalists. The City hosted a public open house on January 22nd at the Louisville Recreation and Senior Center, at which residents and City staff met the finalists and provided feedback to the City Council. On January 23rd, Councilmembers and the City's Executive Leadership Team interviewed the finalists.

On January 27, 2025, the City Council unanimously selected Diana Langley as the new City Manager, subject to execution of an employment agreement. The Council committee and City Attorney negotiated the attached Employment Agreement with Ms. Langley.

The Employment Agreement provides that Ms. Langley will serve as the City Manager. She will perform those functions and duties of the City Manager as set forth in the City's Home Rule Charter, ordinances, and other applicable laws. She will be paid a base salary of \$300,000 per year and receive employee benefits as set forth in the Employment Agreement and the City's personnel policies. She will become a resident of the City within six months and remain a resident throughout her appointment as City Manager.

The City's Home Rule Charter provides the City Manager serves at the pleasure of the City Council and may be removed by the affirmative vote of the entire Council (at least four Councilmembers). If such termination is without cause, Ms. Langley will receive six months' severance pay. This amount of severance pay is the same as was contained in previous City Manager employment agreements. "Termination for Cause" is defined in the Employment Agreement, and if the termination is for cause no severance pay is due.

SUBJECT: EMPLOYMENT AGREEMENT FOR CITY MANAGER DIANA LANGLEY**DATE: FEBRUARY 11, 2025****PAGE 2 OF 2****FISCAL IMPACT:**

The Employment Agreement provides Ms. Langley an annual base salary of \$300,000, plus automobile allowance (\$500 per month) and benefits comparable to other City employees.

RECOMMENDATION:

City Council appoint Diana Langley as City Manager and approve the attached Employment Agreement.

ATTACHMENT:

1. Employment Agreement for City Manager

STRATEGIC PLAN IMPACT:

☒	 Financial Stewardship & Asset Management	☒	 Reliable Core Services
☐	 Vibrant Economic Climate	☒	 Quality Programs & Amenities
☐	 Engaged Community	☐	 Healthy Workforce
☐	 Supportive Technology	☐	 Collaborative Regional Partner

EMPLOYMENT AGREEMENT FOR CITY MANAGER

THIS EMPLOYMENT AGREEMENT FOR CITY MANAGER ("Agreement") is made effective as of the ____ day of _____, 2025, by and between the City of Louisville, a Colorado home rule municipal corporation, hereinafter known as "City", and Diana Langley, hereinafter known as the "City Manager" or "Ms. Langley."

WHEREAS, the City desires to employ the services of Diana Langley as the City Manager of the City of Louisville, Colorado; and

WHEREAS, the City and Ms. Langley desire to set forth certain specifics concerning her employment by the City as City Manager, and to establish conditions of employment related thereto; and

WHEREAS, the parties acknowledge that Ms. Langley is a member of the International City County Management Association ("ICMA"), and that Ms. Langley is subject to the ICMA Code of Ethics; and

WHEREAS, Ms. Langley desires to accept employment as the City Manager of the City of Louisville under the terms and conditions set forth herein.

NOW THEREFORE, in consideration of the following mutual covenants and conditions the parties agree as follows:

1. Duties; Residency. The City agrees to employ Diana Langley as its City Manager to perform the functions and duties of the City Manager specified by Colorado state statutes, Article 8 of the Louisville Home Rule Charter, Section 2.04.030 of the Louisville Municipal Code, and any other applicable laws, ordinances, or regulations of the City of Louisville. The City Manager shall become a resident of the City within six (6) months and shall remain a resident of the City throughout the City Manager's appointment. The City Manager acknowledges this position is an in-person role.

2. Ethical Commitments; Standard of Conduct. The City expects the City Manager to adhere to the highest professional standards, and that the City Manager's actions shall comply with those standards. The City Manager agrees to follow the City's ethics policies, code of conduct, and other applicable regulations, and agrees to handle any personnel matter reasonably. The City's personnel policies shall apply to the City Manager, except as they pertain to disciplinary action and separation from employment.

3. Term. The City Manager is an employee at will. The City Council may terminate the services of the City Manager at any time and without prior written notice, subject to the provisions set forth in Section 6.C herein. The City Manager may resign at any time from her position upon thirty (30) days prior written notice, unless the City

designates a shorter period, subject to the termination and severance pay provisions as set forth in Section 6.E herein. Langley's first day of employment as City Manager shall be March 31, 2025

4. Compensation.

A. The City agrees to pay to Ms. Langley for her services as its City Manager an annual base salary of \$300,000.00, payable in biweekly installments at the same time as other employees of the City are paid. The position of City Manager is an exempt position under the provisions of the Fair Labor Standards Act (the "Act"). As such, the City Manager shall not be bound by the record keeping or overtime provisions of the Act, and shall not earn overtime pay or compensatory time.

B. The City Manager's base salary pursuant to this Agreement shall be increased to include all salary adjustments on the same basis and at such intervals as applied to all other City employees. For the avoidance of doubt, it is expressly intended that City Manager receive pay increases to reflect market adjustments to the same extent as that applied to all other full-time employees of the City.

C. The City Council shall annually consider whether the City Manager should receive a merit adjustment, in addition to the market adjustment. A merit adjustment to the City Manager's salary shall be effective only when set forth in a written amendment to this Agreement that is approved by the City Council.

5. Relocation Costs.

A. The City shall reimburse the City Manager for expenses incurred for moving her family and personal property from her current residence in California to Colorado. Such moving expenses include packing, moving, storage costs, unpacking, and insurance charges ("Relocation Expenses"). The City Manager shall be reimbursed for Relocation Expenses within thirty (30) days of submission of receipts to the City in an amount up to, but not exceeding the gross amount of ten thousand dollars (\$10,000.00), less any and all applicable taxes and other withholdings.

B. If the City Manager ceases employment for one of the reasons for which severance pay is disallowed within the first year, then the City Manager shall repay the Relocation Expenses, either by a deduction from gross compensation or in cash within thirty (30) days of the termination date, at the election of the City. If the City Manager ceases employment for one of the reasons for which severance pay is disallowed after the first full year but before the second full year, then the City Manager shall repay half of all Relocation Expenses, either by a deduction

from gross compensation or in cash within thirty (30) days of the termination date, at the election of the City.

6. Termination and Severance Pay.

A. Termination Without Cause. The employment of the City Manager may be terminated by the City Council at any time, with or without cause, by the affirmative vote of a majority of the entire City Council. The parties agree that the City Manager serves at the pleasure of the City Council, that the City Manager's employment may be terminated at will by the City Council, and that the procedures for termination of an employee as set out in the City's Personnel Guidelines shall not apply to any termination of the City Manager.

B. Termination for Cause. Termination for Cause shall only occur if the City Manager is terminated upon a majority vote of the entire City Council for the following reasons:

1. Conviction of any felonious act, any act of moral turpitude, any illegal act involving personal gain to the City Manager, or other criminal offense that would inhibit the City Manager's ability to perform her job duties, such as an alcohol-related driving offense.
2. Insubordination, nonfeasance, gross negligence, or malfeasance in the performance of duties.
3. Excessive use of drugs, alcohol, or other substances, whether legal or illegal and whether during or outside of normal working hours, which renders the City Manager unfit or unable to satisfactorily perform her duties.
4. Violation of the City's Code of Ethics or the City's policies regarding discrimination, harassment, retaliation, workplace violence, workplace safety, equal opportunity, the City's drug and alcohol policy, the City's Code of Conduct, or any other applicable law or regulation that substantially impedes the City Manager's ability to lead the organization in a positive manner.
5. If the City Manager materially breaches this Agreement and the City Council determines in writing, in its sole discretion,

that the breach cannot be cured by the City Manager; or the City Council determines in writing in its sole discretion, can be but has not been cured within thirty (30) days of providing written notice (the "Cure Period") to City Manager of the breach, and the material breach is such that it can be remedied by the City Manager, and the City Council has notified the City Manager in writing about the breach, which is not cured by the City Manager within the Cure Period.

6. Any behavior that disparages the City or its residents, including but not limited to disruptive conduct, excessive absenteeism, or failure to fulfill job responsibilities.

The City Manager's refusal to comply with a directive that violates the City's Code of Ethics or is otherwise unlawful shall not serve as cause for termination. A waiver by the City Council of any grounds for Termination for Cause shall not be construed as a waiver of any subsequent basis for Termination for Cause, whether on the same or different grounds.

C. Severance Pay.

1. In the event of termination of the City Manager by the City Council for any reason other than a Termination for Cause, including but not limited to non-appropriation of funds pursuant to Section 18, the City Manager shall be entitled to receive the gross amount of six (6) months' severance pay, less employment taxes and other withholdings ("Severance Pay").
2. Payment of any Severance Pay to the City Manager shall only occur if the City Manager executes a valid and enforceable waiver and release of claims ("Waiver and Release"), containing such terms that are considered to be satisfactory by a majority of the City Council and consistent with applicable law. Any Waiver and Release under this section shall provide, among other things, that the Waiver and Release must be executed no later than thirty (30) days after being provided to the City Manager for review and shall not become effective if executed after that date.

3. Severance Pay shall include payment for six months' health, dental, and vision benefits, but shall not include any other benefits provided by this Agreement or the City's general personnel policies. The health, dental and vision benefits shall be for the City Manager and dependents (if the City Manager has obtained dependents coverage) with the City Manager and City to pay their respective portions of the premiums and costs thereof according to the benefits plans then in effect.
4. Severance Pay shall be paid in a lump sum on the first pay date immediately following the City's receipt of the signed Waiver and Release, except that the respective portions of the premiums and costs for the continued health, dental and vision benefits shall be paid monthly at the times required by the benefits plans then in effect.

D. In the event the City Manager resigns, or the City Council's termination of the City Manager is For Cause, the City Manager shall not be entitled to any Severance Pay.

7. Death; Disability.

A. If the City Manager dies, this Agreement shall terminate.

B. If the City Manager is unable to perform her duties due to a disability, the City Council may terminate City Manager's employment. "Disability" shall mean a physical or mental condition that prevents the City Manager from performing the essential duties of the City Manager, with or without reasonable accommodation, for a period of sixty (60) consecutive days in any consecutive twelve (12)-month period. Evidence of such disability shall be certified by a physician who is licensed to practice in the State of Colorado and who is mutually agreeable to the City and the City Manager. Termination for Disability shall not be treated as a Termination for Cause for purposes of Section 6.B and the City Manager shall be entitled to receive Severance Pay.

8. Performance Goals and Evaluation.

A. The City Council shall set written performance goals for the City Manager within ninety (90) days of her appointment and shall review and evaluate the performance of the City Manager on at least an annual basis in the following areas: (1) strategic leadership; (2) execution of policy; (3) community relations, collaboration, and public engagement; (4) administration, decision making, and

problem solving; (5) supervision; (6) economic development; (7) integrity and accountability; (8) City Council relations; (9) strategic planning and organizing; and (10) budgeting and financial management.

B. The first such review shall occur in January 2026, and each January thereafter, except the foregoing shall not limit the authority of the City Council to evaluate the performance of the City Manager at any other time or more frequent intervals, in its sole discretion. The City and the City Manager may agree to have the review facilitated by a third-party human resource professional selected by the City and City Manager.

9. Automobile. The City shall provide the City Manager with an automobile allowance of \$500.00 per month, payable via payroll check on the first pay date of each month. The City Manager shall then provide her own transportation as necessary in the performance of her duties. The City Manager shall maintain all liability insurance as required by the State of Colorado.

10. Cell Phone, Laptop, Other Equipment. The City shall provide the City Manager with a City-owned cell phone, laptop, and other equipment determined by the City Manager and City Council to be reasonable and necessary for the performance of City Manager's duties. Upon termination of City Manager's employment, all equipment provided by the City shall be returned to the City.

11. Paid Leave.

A. PLB. The City Manager shall receive paid leave time ("PLB"), which consists of vacation, holiday, and personal leave, shall be accrued on a biweekly basis, coincidental with established pay dates, at the rate of City employees with fifteen (15) or more years of service, which accrual is currently 12.32 hours per pay period, up to a maximum of 480.3 hours of paid leave time ("Maximum Leave Time"). If the City Manager's accrued but unused leave time reaches the Maximum Leave Time, leave time shall cease to accrue until such time as the City Manager uses enough leave time to reduce her remaining accrued but unused leave time below the Maximum Leave Time. Upon termination of her employment with the City, the City Manager shall be paid for all accrued, unused paid leave time.

B. EIB. The City Manager shall also receive Extended Illness Bank ("EIB") leave at rates accrued by other City employees and subject to maximum accrual amounts applicable to other City employees, to be used in accordance with and subject to all requirements and limitations of the City's personnel policies, and upon termination of employment with the City, the City Manager shall not be paid for any unused EIB time.

C. Bonus Leave. Upon appointment, the City Manager shall receive a one-time credit of one hundred (100) hours of Bonus Leave, which is in addition to the PLB provided in subsection A, above, and which Bonus Leave may be used for vacation, holiday, and personal leave during her employment with the City. Bonus Leave shall be utilized prior to the PLB provided in subsection A, above, and upon termination of employment with the City, the City Manager shall not be paid for any unused Bonus Leave time.

12. Insurance. The City Manager shall be entitled to receive the same health, dental, disability, life, liability, and other insurance coverage as set forth under the terms of the group insurance coverages provided by the City to all employees. The City Manager must meet all of the terms and conditions required by the individual carriers in order to receive said coverages.

13. Retirement. The City agrees to pay an amount equal to six and one-half percent (6.5%) of the City Manager's base salary into the International City Management Association Retirement Corporation's (ICMA-RC) 401-A Money Purchase Plan, which is the current uniform percentage rate paid for all employees participating in the plan. The City Manager shall contribute at a rate in accordance with the City's personnel policies. Each payment shall be made on a biweekly basis according to the City's payroll schedule, with the City contribution being 6.5% of the base salary paid for such payroll period. In the event the City Council approves any change in the uniform percentage rate paid for all employees participating in the plan, the above-stated 6.5% rate shall automatically adjust to the new rate, effective as of the effective date of the change. All of the City's contribution shall vest to the City Manager from her date of employment.

14. Other Terms and Conditions of Employment. The City Council shall fix such other terms and conditions of employment, as it may determine from time to time, relating to the performance of the City Manager, provided such terms and conditions are not inconsistent with the provisions of this Agreement, federal and state law, or the Louisville Home Rule Charter or Municipal Code. Except as pertains to discipline and separation from employment, the City Manager shall be treated as an employee under the provisions of the City's personnel policies.

15. Dues, Subscriptions, and Conferences. The City agrees to budget and pay for reasonable professional dues and subscriptions of the City Manager necessary for her participation in national, regional, state, and local associations and organizations necessary and desirable for her continued professional participation, growth, and advancement, and which are for the good of the City. The City also agrees to budget and pay for necessary travel expenses for the City Manager to adequately pursue official and other functions for the City. By way of example, such functions include, but are not limited to, ICMA and Colorado Municipal League ("CML") meetings and conferences. City

Manager shall not be required to use PLB or any other type of paid leave when participating in these professional development activities.

16. Reimbursement of General Expenses. The City recognizes that certain expenses of a non-personal and job-related nature will be incurred by the City Manager, and hereby agrees to reimburse reasonable general expenses subject to any applicable requirements of the City's purchasing policies.

17. Hours of Work; Outside Activities.

A. The City Manager shall work on-premise and spend significant time working outside core business hours and offsite. Offsite locations may include any and all City of Louisville facilities and properties, community meetings, and events and other meetings or conferences that will require travel to and from different regional jurisdictions for meetings as related to the scope of job responsibilities.

B. The City Manager shall not spend any time in remunerated business outside of this Agreement, nor shall she spend more than ten hours per week in non-remunerated non-City connected business, without the prior approval of the City Council. No such outside activities shall be contrary to the interests of the City.

18. Funding. Notwithstanding any other provisions contained herein, this Agreement is subject to annual appropriation by the City Council of sufficient funds to pay the full amount due, or which may be due hereunder for the following year. A failure to appropriate such funds shall constitute a termination pursuant to Section 6 of this Agreement.

19. Constitutionality; Entire Agreement; Severability. The parties hereto do not intend this Agreement to be a multiple fiscal year financial obligation within the meaning of Article X, Section 20 of the Colorado Constitution, and this Agreement shall be interpreted so as to avoid any such meaning. This Agreement is held to be the entire Agreement of the parties thereto and shall be binding upon and inure to the benefit of the heirs, representatives, and assigns of the City Manager. If any provision or portion of this Agreement is held to be unconstitutional, invalid, or unenforceable, the remainder of this Agreement shall be deemed severable and shall remain in full force and effect.

20. Indemnification. The City Manager shall be defended and indemnified for her actions undertaken in her official capacity pursuant to all insurance coverages maintained by the City and pursuant to the terms of the Colorado Governmental Immunity Act ("CGIA"), C.R.S. § 24-10-101, *et seq.*; provided, however, the City Manager shall not be indemnified for any act or omission that is willful or wanton as those terms are defined in the CGIA. This Section survives the termination of this Agreement.

21. Acknowledgement of Open Records Act. The City is a public entity subject to the Colorado Open Records Act, C.R.S. § 24-72-201, *et seq.*, and this Agreement and any related documents may be subject to public disclosure.

22. Assignment. Neither this Agreement nor any of the rights or obligations of the Parties shall be assigned by either Party without the written consent of the other; provided that City Manager's heirs shall be entitled to enforce this Agreement should City Manager become legally incapacitated or deceased, as applicable and provided by law.

23. Return of City Property and Confidential Information. Upon termination of employment, whether voluntary or involuntary, the City Manager agrees to return all City property, including but not limited to, all documents, electronic files, and any other materials containing Confidential Information, proprietary data, or trade secrets belonging to the City. The City Manager shall not retain any copies of such materials and agrees to certify in writing that all such materials have been returned or destroyed as directed by the City.

IN WITNESS WHEREOF, the parties have executed this Agreement on the dates set forth adjacent to their respective signatures, intending the same to be effective as of the date set forth above; the parties agree that electronic signatures are sufficient and binding for this Agreement.

CITY OF LOUISVILLE

By: _____
Christopher M. Leh, Mayor

Date: _____

ATTEST:

Genny Kline, Interim City Clerk

CITY MANAGER

Diana Langley

Date: _____

SUBJECT: TRAFFIC CALMING PRESENTATION / DISCUSSION

DATE: FEBRUARY 11, 2025

PRESENTED BY: KURT KOWAR, PUBLIC WORKS DEPARTMENT

SUMMARY:

Staff has been investigating traffic-calming solutions for the City and would like to share their findings and discuss previous and ongoing efforts by the City's Public Works Department to create a safer, more comfortable network for users of all ages and abilities

Staff requests feedback from City Council for recommendations presented in the presentation:

- Traffic Calming in 2025 – Recommendation of Raised Crosswalks at strategic locations
- Next Steps for the Polk/Dahlia Corridor
- Next Steps for the Via Appia Corridor

PROJECT DETAILS:

The Public Works Department and other City staff frequently receive complaints that vehicles and pedestrians are not practicing safe habits. Complaints consist of perceived speeding, distracted driving, erratic driving in school zones, and pedestrians and cyclists not having safe and comfortable spaces in the roadway. This presentation outlines the many projects the City's Public Works Department has completed to help improve comfort and safety throughout the City with often limited budget.

Staff welcomes additional feedback and comments from the City Council on working toward achieving the goal of zero deaths.

Please refer to the attached presentation for more details.

FISCAL IMPACT:

There is no impact on finances for this presentation. Future projects will be brought to City Council based on council feedback and staff recommendations for contract award.

PROGRAM/SUB-PROGRAM:

The recommended contracts support the goal of providing a safe, well-maintained, effective and efficient multimodal transportation system at a reasonable cost.

STAFF RECOMMENDATION:

Staff requests feedback from City Council for recommendations presented in the presentation:

- Traffic Calming in 2025 – Recommendation of Raised Crosswalks at strategic locations
- Next Steps for the Polk/Dahlia Corridor
- Next Steps for the Via Appia Corridor

ATTACHMENT(S):

1. Traffic Calming Presentation (Zero is our Goal)

STRATEGIC PLAN IMPACT:

☒	 Financial Stewardship & Asset Management	☒	 Reliable Core Services
☐	 Vibrant Economic Climate	☒	 Quality Programs & Amenities
☒	 Engaged Community	☐	 Healthy Workforce
☐	 Supportive Technology	☐	 Collaborative Regional Partner



Traffic Calming

February 2025

**Zero Is Our Goal:
A Safe System Is
How We Get There**



Welcome!

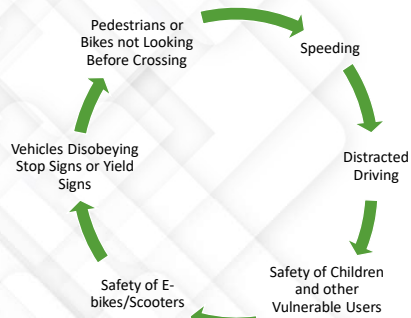
What are we here to discuss?

- Community Concerns
- Education – Traffic Laws, Terminology, Perspectives
 - Understanding the Safe System Approach
- Recent Improvements:
 - Raised Crosswalks
 - Polk/Dahlia
 - Via Appia
- Expectations – What are community expectations?
- Future – What does the path forward look like?
 - Striving towards Vision Zero through a Safe Systems Approach

**SUMMARY: IMPROVE SAFETY IN LOUISVILLE THROUGH A
COMPREHENSIVE TRAFFIC STRATEGY**

February 2025

Community Concerns



Terminology

- All Ages and Abilities – 8 years (3rd Grade) old to 80 years old
- 85th Percentile Speed – The speed at which or below 85 percent of drivers are traveling.
- Average Daily Traffic (ADT) – Average amount of traffic on a street each day.
- FHWA – Federal Highway Administration
- TMP – Transportation Master Plan (adopted 2019)

Colorado Traffic Law (CRS 42-4-802)

- (1) When traffic control signals are not in place or not in operation, the driver of a vehicle shall yield the right-of-way, slowing down or stopping if need be to so yield, to a pedestrian crossing the roadway within a crosswalk when the pedestrian is upon the half of the roadway upon which the vehicle is traveling or when the pedestrian is approaching so closely from the opposite half of the roadway as to be in danger.
Staff Expectation: Drivers stop and wait at crosswalks when pedestrians are present and show intent.
- (3) A pedestrian shall not suddenly leave a curb or other place of safety and ride a bicycle, electrical assisted bicycle, or electric scooter, or walk or run into the path of a moving vehicle that is so close as to constitute an immediate hazard.
Staff Expectation: Pedestrians and Bicyclists be prepared to stop at all crossings.

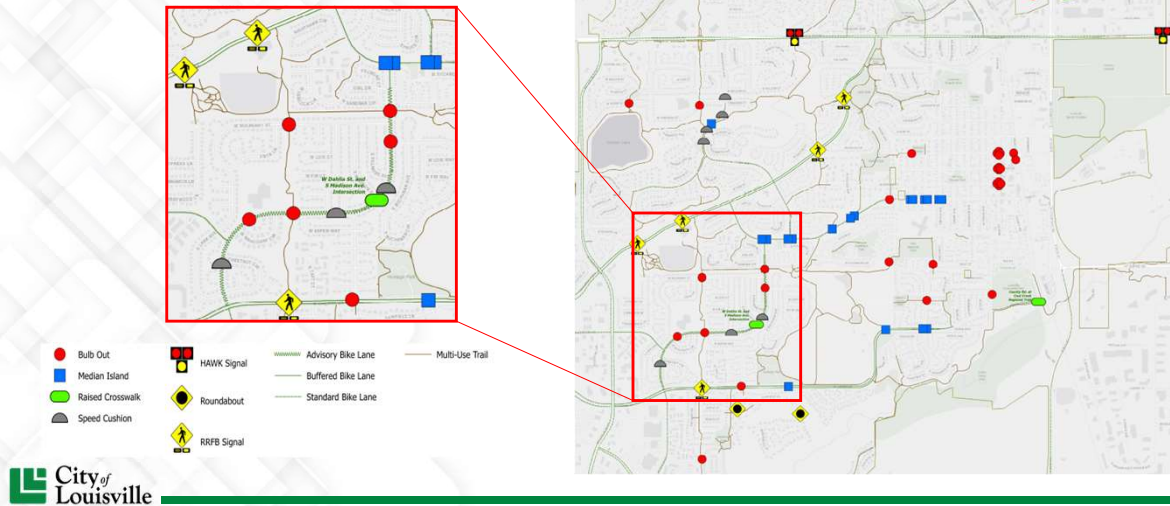
The Safe System Approach

- Aim: Eliminate traffic fatalities and serious injuries
- Key Objectives:
 - Safer People
 - Safer Roads
 - Safer Speeds
 - Safer Vehicles
 - Post-Crash Care
- Key Principles:
 - Death and Serious Injuries are Unacceptable
 - Humans Make Mistakes
 - Humans are Vulnerable
 - Responsibility is Shared
 - Safety is Proactive
 - Redundancy is Crucial



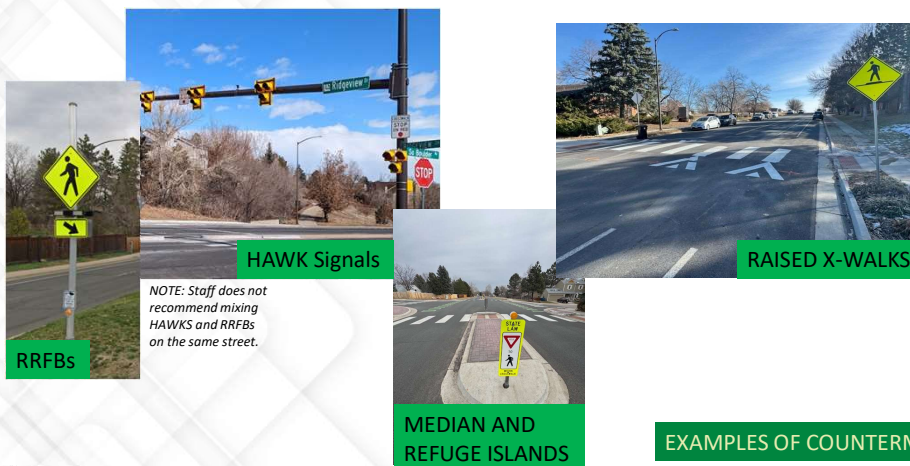
Traffic Calming Exists

The City has been proactive in addressing traffic calming AND safety.



Proven Safety Countermeasures

FHWA's 28 Proven Safety Countermeasures: [Proven Safety Countermeasures Link](#)



Focus Areas: Why these are important



Speed Management

Reducing vehicle speeds can significantly decrease crash severity and improve pedestrian safety.



Pedestrian & Bicyclist Safety

Ensures safe crossing options, bike lanes, and visibility for vulnerable road users.



Intersection Safety

Improves signal visibility, reduces conflict points, and enhances accessibility for all users.

Three E's:



Education: Raises awareness about traffic laws, safety practices, and the shared responsibility for road safety (CMO/PD)



Enforcement: Ensures compliance with traffic rules to prevent speeding, distractions, and unsafe driving behaviors (PD)



Engineering: Implements infrastructure improvements to create safer roads and reduce crash risks (PW)

Intersection Safety

- Visibility of Traffic Signals
- Ability for Blind and Disabled users to cross
 - ADA Ramps
 - Audible Push Buttons
 - Reduced Crossing Length
- Right-of-Way Compliance
 - Stop signs
 - Proper Yielding



LOW VISION TRAINING



LIGHTING



REFLECTIVE
BACKPLATES

Traffic Calming Considerations

-  Volume of Traffic (ADT) and Road Classification
-  Posted Speed vs 85th Percentile (Speed Management)
-  School, Regional Trail, Vulnerable Community, Other Factors
-  Police and Fire Delay/Response Times
-  Accident History – Look for patterns
-  Context of Road Uses – Residential, Commercial, Industrial
-  Residential On-Street Parking
-  Community Input

Upcoming Traffic Calming

Staff Recommendations



W. LINDEN @ POWERLINE TRAIL



W. WILLOW @ POWERLINE TRAIL

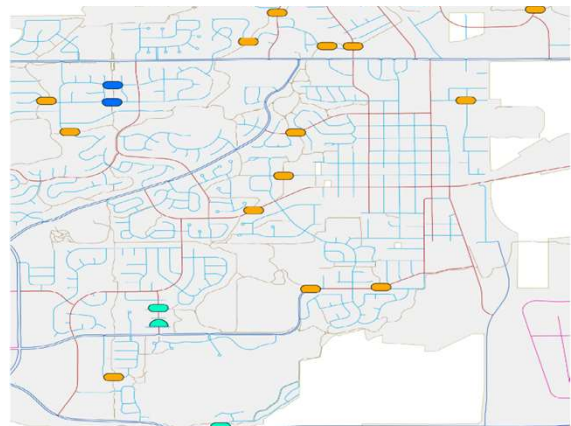


MADISON @ JUNIPER LN



ST. ANDREWS @ COAL CREEK TRAIL

-  Raised Crosswalk – Install with 2025 Pavement Budget if Alternate 2 approved
-  Raised Crosswalk – Install with 2025 Traffic Calming Budget
-  Speed Cushions – Install with 2025 Traffic Calming Budget
-  Raised Crosswalk (Future) – Install with Pavement Budget if street repaved – or with traffic calming budget if a priority.



Case Study: Polk and Dahlia Corridor

Community Concerns:

- Two (2) Auto-Pedestrian Accidents
- Lack of defined bike lanes (on-street parking)
- Concerns for Speeding
- School Zones

What is next?

- Paving currently planned in 2026
- Budget: No specific CIP; included with Annual Resurfacing Program
- Staff Recommendation for 2026



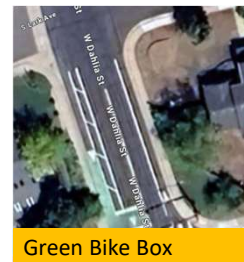
Speed Cushions



Raised Crosswalk



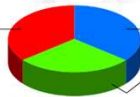
Advisory Bike Lanes



Green Bike Box

Polk and Dahlia Survey

Respondent to Both Surveys



Respondent to First Survey

Respondent to Second Survey

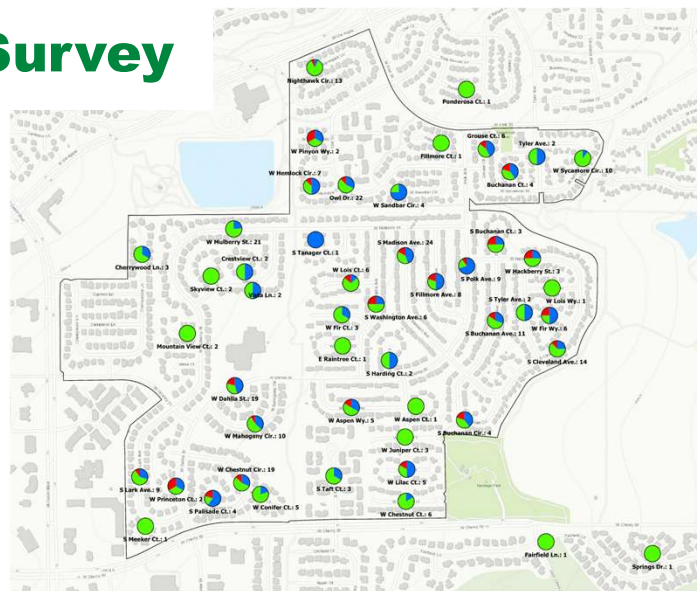
We want to hear from you!

Traffic calming measures have now been in place in the Polk/Dahlia corridor for approximately one year, and the City is looking for feedback from neighborhood residents! Your responses will be compiled and provided to the City Council, and may be used to inform future corridor discussions.



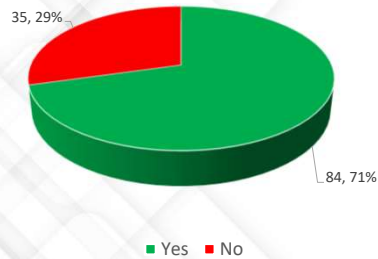
SHARE YOUR
FEEDBACK!

Just scan this
QR code or visit
[louisvilleco.gov/
PolkDahliaSurvey](https://louisvilleco.gov/PolkDahliaSurvey)



Polk and Dahlia (Speed)

Do you think there is a speeding problem?



Jun 2023 (pre)
119 Survey Responses

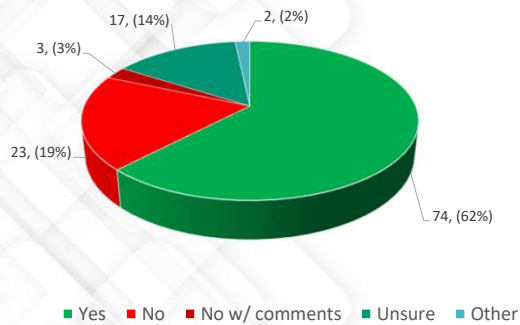
Do you think a speeding problem remains?



Nov 2024 (post)
199 Survey Responses

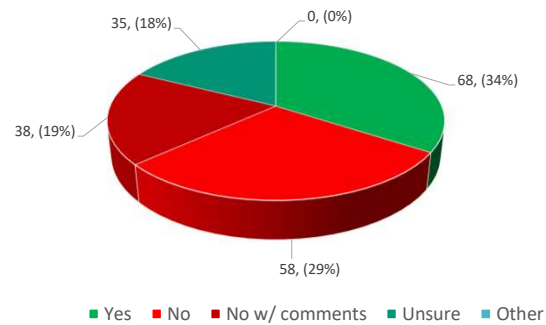
Polk and Dahlia (Safe Habits)

Do you think pedestrians and cyclists are practicing safe habits?



Jun 2023 (pre)
119 Survey Responses

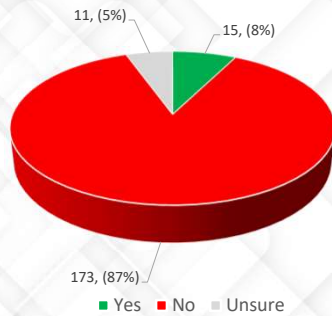
Do you think pedestrians and cyclists are practicing safe habits?



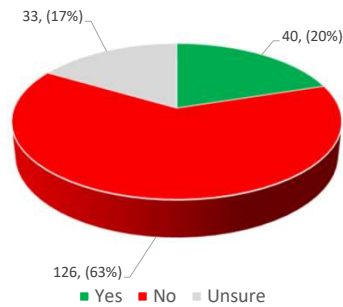
Nov 2024 (post)
199 Survey Responses

Polk and Dahlia Opinions (Post)

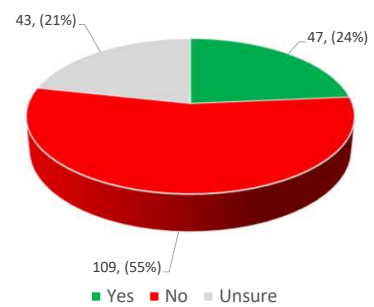
Do you think the improvements have helped improve comfort in the corridor for cars?



Do you think the improvements have helped improve comfort in the corridor for pedestrians and cyclists?

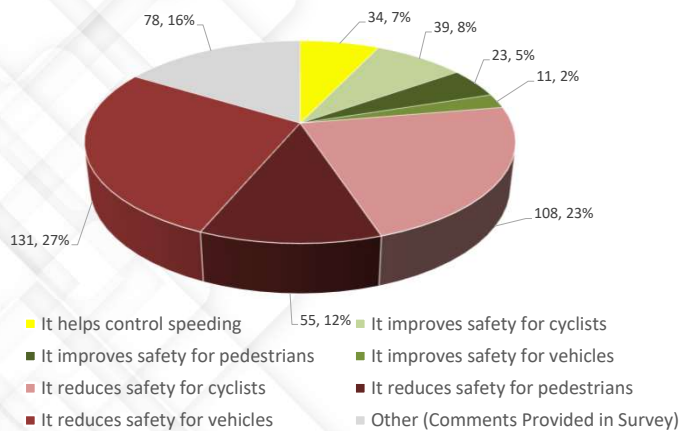


Do you think the improvements have helped improve safety in the school zone?

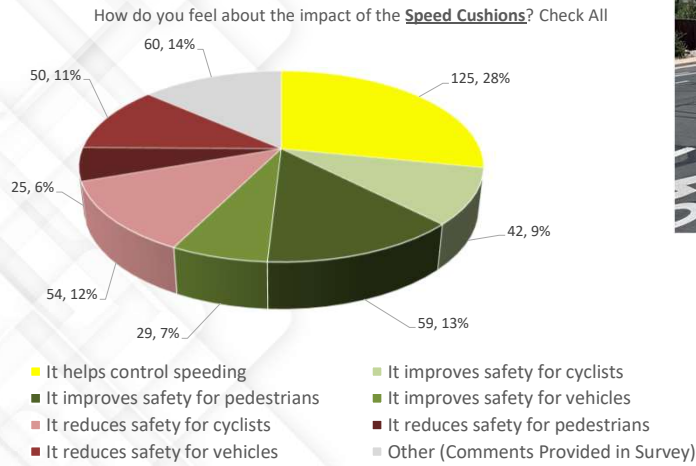


Polk and Dahlia Opinions Advisory Bike Lanes

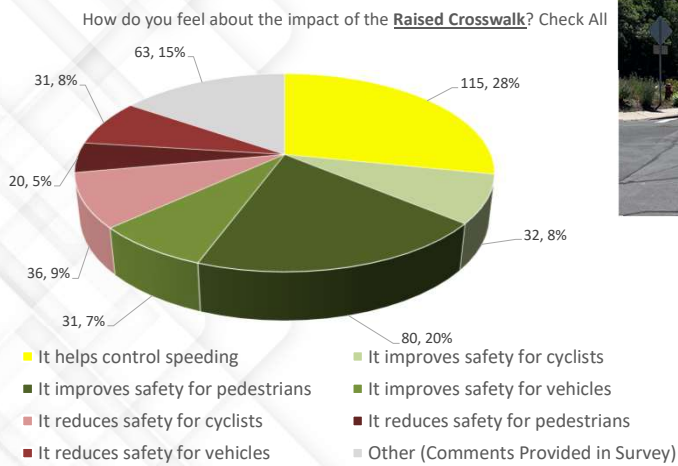
How do you feel about the impact of the Advisory Bike Lanes? Check All



Polk and Dahlia Opinions Speed Cushions



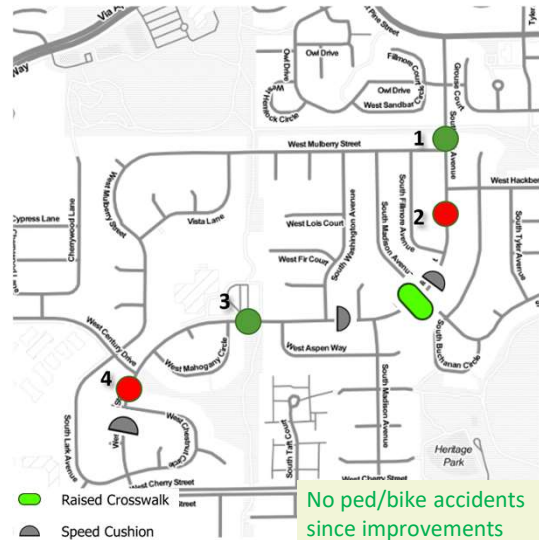
Polk and Dahlia Opinions Raised Crosswalk



Traffic and Speed Data

Location	85 th percentile (mph) Speeds (NB/SB)			
	Oct 2022 (ADT)	Dec 2023 (ADT)	Mar 2024 (ADT)	Oct 2024 (ADT)
1	25/24 (3,347)	29/29 (3,254)	28/27 (2,647)	29/29 (3,182)
2	29/29 (2,949)	26/28 (2,764)	27/26 (2,484)	29/29 (2,669)
3	23/24 (2,548)	28/27 (1,952)	24/23 (1,774)	29/26 (1,949)
4	32/28 (2,973)	27/29 (2,319)	25/24 (2,191)	28/27 (2,397)

Improvements completed November 2023



What is next for Polk/Dahlia? Staff Recommendation

Recommendation (To be completed with Resurfacing):

- Install Raised Crosswalk at Madison Ave
- Install Speed Cushions at existing locations
- No Advisory Bike Lanes – return to a sharrow – No Double Yellow
- Remove Green Bike Box at Cherry



SPEED CUSHIONS



REMOVE BIKE BOX and RESTORE TURN LANE



SHARROW (No Centerline)



RAISED X-WALK

Case Study: Via Appia Restriping Project

- Community Concerns:
 - Speeding
 - Difficult and slow to enter from side streets
 - Pedestrian Safety and Comfort while Crossing
 - Bicyclist Safety and Comfort
- Community On-Site Meetings (March 7, 2024)
- Community Meeting (March 11, 2024)

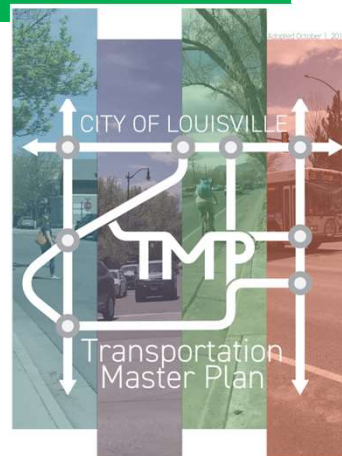


Via Appia Traffic Study Overview

OBJECTIVE: Enhance the safety and comfort for pedestrians, cyclists, and motorists along the Via Appia Corridor through targeted improvements.

What guided the decisions?

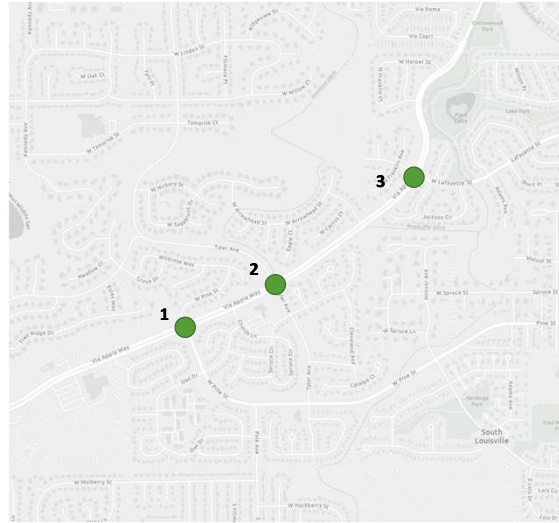
- Crash History: 26 crashes from 2021 to 2023
 - 11 rear-end crashes
 - 2 injuries to cyclists
- Align with FHWA's Safe Systems Approach
- Leverage FHWA's Proven Countermeasures
 - Road Diet (Lane reduction/modification)
 - Buffered bike lanes
 - Install new RRFB at Eldorado
- Support recommendations within TMP:
 - Multimodal improvements
 - Safe street for all ages and abilities



Via Appia Traffic and Speed Data

	85 th percentile (mph) Speeds (EB/WB)	
Location	Jun 2023 (ADT)	Oct 2024 (ADT)
1	43/41 (9,969)	38/37 (9,735)
2	42/41 (8,707)	39/36 (8,540)
3	37/37 (9,001)	36/36 (8,380)

Improvements completed July 2024



Via Appia and South Boulder Road No Right Turn on Red



Level of Service (LOS) History

	2018 (RTOR allowed; before-project condition)	2023 (RTOR prohibited; existing condition)	2023 (RTOR allowed; hypothetical)
AM	40 sec/LOS D 605 EBT/220 NBR	31 sec/LOS C 483 EBT/186 NBR	30 sec/LOS C 483 EBT/186 NBR
Mid-day	Not available	37 sec/LOS D	41 sec/LOS D
PM	39 sec/LOS D 1266 EBT/388 NBR	39 sec/LOS D 670 EBT/391 NBR	38 sec/LOS D 670 EBT/391 NBR

Different Experiences:

- First 2 to 3 cars at red light
- Next 3 to 10 cars
- 10+ cars

Accident History:

- Nine (9) crashes from 2015 through 2018, including 4 in 2016 alone
- Five (5) crashes from 2019 through 2022, including one with a bicyclist in 2021.
- There has been one (1) crash caused by a right turn on red from January 2023 through August 2024.

Via Appia Improvements

(Pedestrian Improvements)

Directional Ramps:

- Provide a dedicated, clear direction for all users
- Gives drivers clarity as to which direction a pedestrian will cross
- Shortens crossing distance and time
- Moves pedestrians further from middle of intersection

Acceleration Lanes:

- Unnecessary for volumes and speeds of Via Appia
- Creates additional lane for pedestrians to cross

Median Refuge Islands:

- Provides a safe space in the middle
- Pedestrian only needs to clear one half the street at a time



Existing



Proposed

February 2025

Via Appia Improvements

(Vehicular Improvements)

Single Lane, Dedicated Left Turns, and Dedicated Right Turns:

- Provide a dedicated, single through lane
- Provide 10-ft lane widths
- Provide a buffered bike lane
- Dedicated left turn Lanes remain
 - Added left turn at Via Capri
 - Added left turn at Harper St
- Provide Right Turn Lanes at locations existing prior to project.
- Improves decision comfort for vehicles entering Via Appia



Acceleration Lanes:

- Removal of acceleration lanes

Median Striping:

- Yellow striped (drivable) median allows for:
 - Lanes usage during an evacuation
 - Lane usage for emergency vehicles

Not Recommended:

- Roundabouts
 - Not warranted
 - High costs
- Traffic Signals or HAWKS
 - Not warranted
 - High costs
 - Significant Vehicular Delays
 - Increased emissions



February 2025

What is next for Via Appia?

Staff Recommendation

Recommendation (To be completed with Resurfacing):

- Construct Bi-Directional ADA Ramps at all intersections (2028 - \$300k-\$400k)
 - Construct Median Refuge Islands (2028 - \$50k-\$75k)
 - Crosswalk Striping (2028 - \$30k-\$40k)
- Permanently Remove Acceleration Lanes (2028 - \$15k-\$25k)
- Re-install Right-Turn Lanes – striping (2025/28 - \$8k-\$15k)
- Remove Green Bike Box at South Boulder Road (Keep at McCaslin) – (2025 - \$5k-\$10k)
- Monitor potential for overhead RRFB at Pine and Tyler (TBD - \$100k/ea)
- Continue to monitor left turn receiving lanes



Median Refuge Islands



REMOVE BIKE BOX and RESTORE TURN LANE



Right Turn Lanes



Bi-Directional Ramps

Photo Enforcement

Pros:

- Improved Safety
 - Deters Speeding
 - Deters Red-Light Running
- Consistent/Unbiased Enforcement
- Efficient Use of Law Enforcement
- Objective Evidence
- Encourages Compliance



Cons:

- Resident Privacy Concerns
- Negative Public Perception
- Legal Challenges to be Explored
- Initial/Startup Costs are High
- Context violations
 - Running red light to avoid accident
 - Running red light to make way for emergency vehicles



Conclusion

- Striving towards Vision Zero through a Safe Systems Approach
- Louisville is proactive in eliminating deaths and serious accidents
- FHWA's resources and programs support safety goals
- Louisville is actively improving safety and comfort for all users
- Together, we can create safer roads for all



What are your expectations moving forward?

Additional Comments?