

Ridgway Town Council Budget Retreat Agenda

**Saturday, October 21, 2023
201 N. Railroad Street, Ridgway, Colorado**

**Pursuant to the Town's Electronic Participation Policy,
the meeting will be conducted both in person and via a virtual meeting portal. Members of the public
may attend in person at the Community Center, located at 201 N. Railroad Street, Ridgway, Colorado
81432, or virtually using the meeting information below.**

Join Zoom Meeting

<https://us02web.zoom.us/j/83344653126?pwd=U3p4anI5K0NYMWxDZVlOcnpjS2xZQT09>

Meeting ID: 833 4465 3126

Passcode: 956188

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9:00 a.m.

CALL TO ORDER & ROLL CALL Councilors Polly Enochs, Kevin Grambley, Beth Lakin, Terry Schuyler, JT Thomas, Mayor Pro Tem Russ Meyer and Mayor John Clark

BUDGET TOPICS

1. Review Retreat Goals (9:05 a.m.)
 - a. Council direction for budget revisions
 - b. Council direction for Capital Improvement Projects
 - c. Council requests for additional information, analysis or options
 - d. Council direction for 2024 Strategic Plan
2. Overview of Budget Adoption Process (9:10 a.m.)
 - a. Town Charter – Article IX Finance
 - b. Timeline
 - c. Budget Approach
3. Additional Budget Topics for Discussion and Review (9:25 a.m.)
4. Presentation of Draft 2024 Fiscal Year Budget (9:30 a.m.)
 - a. Financial Overview
 - b. Operational Expenditures
 - c. Revenue Projections
5. Presentation of 2024 Pay Movements Recommendations (10:45 a.m.)
6. Review and Direction on Capital Improvements Plan (CIP) (11:00 a.m.)
7. Lunch Break (12:00 p.m.)
8. Continuation of CIP Discussion (12:30 p.m.)
9. Discussion and direction regarding Solar Garden Microgrid at Green Street Park (1:00 p.m.)
10. Discussion regarding Council Priorities/Strategic Plan (1:30 p.m.)

ADJOURNMENT (2:00 p.m.)

TOWN COUNCIL BUDGET RETREAT

October 21, 2023



AGENDA

- 1. Retreat Goals**
- 2. Overview of Budget Adoption Process**
- 3. Add Specific Budget Topics Council Members Would Like to Discuss**
- 4. Presentation of Draft 2024 Fiscal Year Budget**
- 5. Presentation of 2024 Pay Movement Recommendations**
- 6. CIP Discussion**
- 7. Lunch Break**
- 8. Continuation of CIP Discussion**
- 9. Solar Garden Microgrid Discussion**
- 10. Discussion of Council Priorities/2023 Strategic Plan Update**



RETREAT GOALS

- 1. Council direction for revisions**
- 2. Council requests for additional information, analysis, or options**
- 3. Council direction for Capital Improvement Projects**
- 4. Council direction for 2024 Strategic Plan**



BUDGET ADOPTION PROCESS

The Charter of the Town of Ridgway

Article IX - FINANCE

9-4: Budget.

(A) The Town Council shall cause the preparation of a proposed annual budget by the first regular Council meeting in October of each year for the next fiscal year.

(B) The budget shall contain at a minimum the following information:

(1) Detailed revenues, expenditures and balances for each fund and account for

(a) the prior fiscal year,

(b) the adopted budget for the current fiscal year,

(c) the estimated actual revenues and expenditures for the current year and

(d) the budget year.

(2) Prior to the adoption of the budget, a public hearing shall be held, notice of which shall be posted and published once in a newspaper of general circulation within the Town at least 15 days prior to the hearing.

(3) Prior to adoption of the budget, the Council may amend the proposed budget as appropriate.

(4) The budgeted expenditures shall be balanced by budgeted revenues, which may include fund balances and reserves.

(5) The Council shall adopt the budget by the minimum vote of 4 members of Council by resolution prior to December 15.

Adoption of the budget shall constitute the appropriation of the budgeted expenditures by fund.



BUDGET ADOPTION PROCESS

Remaining Timeline

October 21, 2023: Budget Retreat

November 8, 2023: Council Budget Hearing

- Staff Presentation of 2024 Fiscal Year Budget
- Follow-up on any Council directions or requests
- Council discussion and public comment

November 16, 2023: Council Budget Workshop

- Overview of 2024 Fiscal Year Budget
- Follow-up on any Council directions or requests
- Review and direction on Council Initiatives/funding requests
- Presentation of 2024 Strategic Plan
- Council discussion and public comment

December 13, 2023: Council Budget Hearing

- Adoption of 2024 Fiscal Year Budget, including Capital Projects Plan and 2024 Strategic Plan
- Approval of Resolution Certifying Mill Levy



BUDGET ADOPTION PROCESS

Budget Approach

1. Balance core operation expenses with conservative revenue projections
2. Ensure long-term fiscal stability
3. Provide for the delivery of quality services and maintain an enhanced service delivery
4. Establish reserves necessary to meet known and unknown future obligations.



BUDGET ADOPTION PROCESS

Operation Reserves

3% Emergency Reserve (required by TABOR)

Additional Fund Balance



ADDITIONAL BUDGET TOPICS FOR DISCUSSION AND REVIEW?



DRAFT 2024 FISCAL YEAR BUDGET – FINANCIAL OVERVIEW

General Fund

Projected Beginning Fund Balance - \$2,039,054

Projected Total General Fund Revenues - \$500,087

Projected Total Available Resources - \$2,539,141

Projected Total General Fund Expenditures - \$2,225,410

Projected Ending General Fund Balance - \$313,731



DRAFT 2024 FISCAL YEAR BUDGET – FINANCIAL OVERVIEW

Water Enterprise Fund

Projected Beginning Fund Balance - \$1,823,967

Projected Total Water Fund Revenues - \$806,600

Projected Total Available Resources - \$2,630,567

Projected Total Water Fund Expenditures - \$1,064,216

Projected Ending Water Fund Balance - \$1,566,351



DRAFT 2024 FISCAL YEAR BUDGET – FINANCIAL OVERVIEW

Sewer Enterprise Fund

Projected Beginning Fund Balance - \$1,170,960

Projected Total Sewer Fund Revenues - \$428,100

Projected Total Available Resources - \$1,599,060

Projected Total Sewer Fund Expenditures - \$440,863

Projected Ending General Fund Balance - \$1,058,197



REVENUE PROJECTIONS AND TRENDS

Greg Sobetski, Chief Economist with the Colorado Legislative Council, presented an Economic and Revenue Forecast for Colorado in September 2023. Colorado General Fund revenue projections in FY2023-24 are expected to decrease by 3.1 percent compared to FY2022-23. General Fund revenue in FY2024-25 is expected to grow 6.0 percent, roughly in line with its historical trend growth rate, based on the Forecast's expectations for a stabilizing economy.

The economy continues to navigate successfully between inflation and recession. The enduring strength of the labor market is supporting incomes and fueling consumer spending. To this point, economic activity has decelerated more smoothly than feared, carefully following the path to a soft landing.

Economic news indicates a slowing, yet resilient economy despite aggressive Federal Reserve action to cool last year's overheating. Inflationary pressure is abating, albeit at a slower pace in Colorado than nationally, with moderate pressure from energy prices expected to apply pressure in the near-term. The Fed is expected to slow further interest rate hikes, but not to make rate cuts until inflation approaches its 2 percent target.

The principal downside risk to the economic outlook is that tightening monetary policy could trigger a recession. The economy remains in a delicate state, and outside shocks due to unforeseen national or international events are more likely than usual to push the economy off of its growth trajectory.



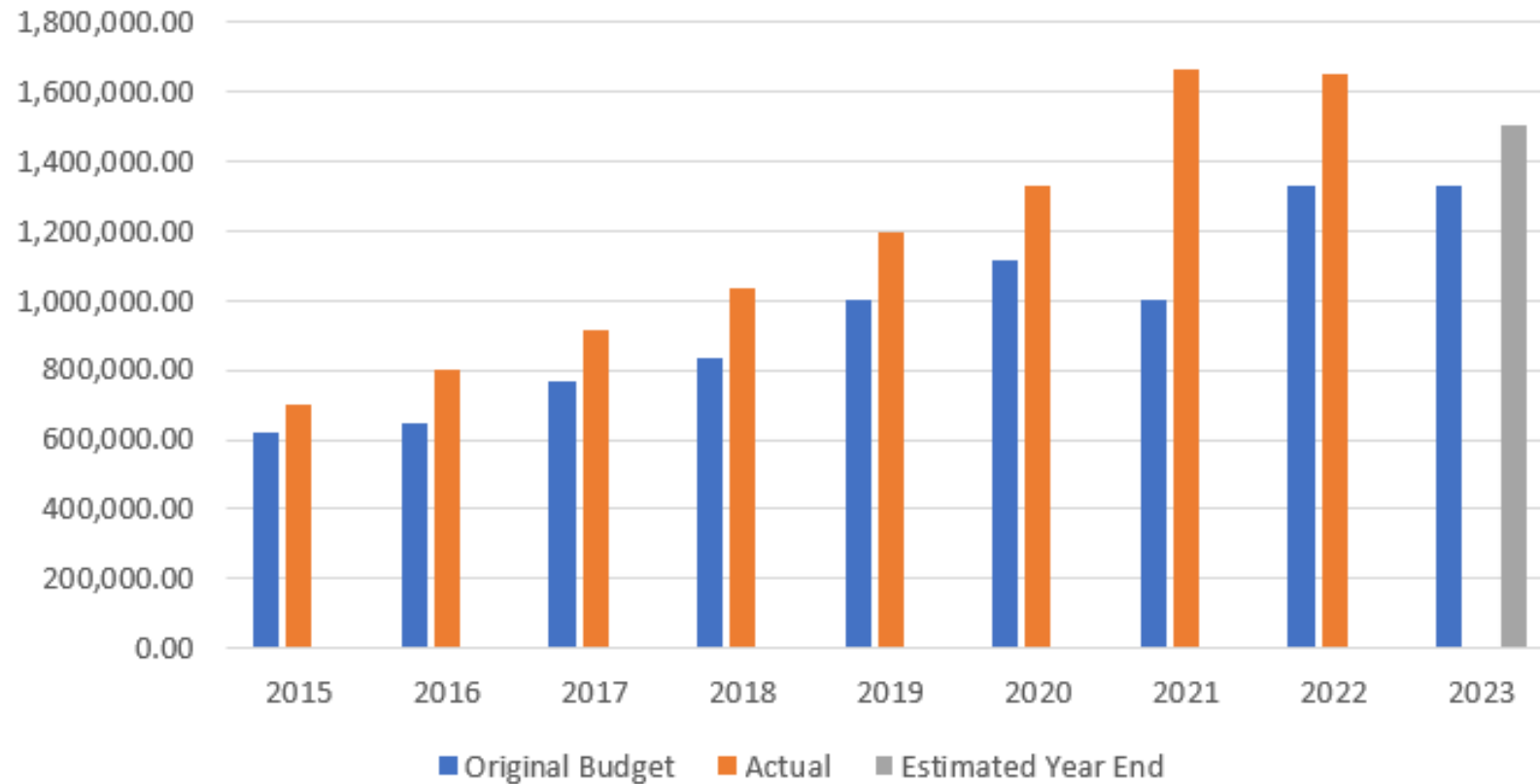
REVENUE PROJECTIONS AND TRENDS

Sales Tax: Staff has not yet pinpointed a recommended revenue amount for Sales Tax in 2024.

Sales Tax revenue in the Estimated Year End 2023 Budget is trending to \$1,500,000, which is \$175,000 above what the projected amount was in the 2023 Adopted Budget (\$1,325,000).



Sales Tax Revenues vs. Original Budget



2024 PAY MOVEMENT RECOMMENDATIONS

Logic Compensation Group is recommending that the Town's salary structure be adjusted by 3.1% which is reflective of the average salary range adjustment predicted for 2024. From an implementation standpoint, the recommendation is for the Town to move employees their one step in the salary step structure and then apply the 3.1% structure adjustment. This will ensure that no employees fall below the minimum of step 1 during the process. The proposed increases are aligned with the market average pay increase prediction of 6.1% and will help to ensure that the Town maintain its competitive position in the market.

As a percentage of total payroll, the proposed increase is \$72,655, which is 6.7% above total payroll in 2023.



REVIEW OF CAPITAL IMPROVEMENTS PLAN



COUNCIL PRIORITIES/STRATEGIC PLAN/MASTER PLAN



GENERAL FUND						
		2022	2023	AS OF	ESTIMATED	2024
		ACTUAL	ADOPTED	AUG. 1, 2023	YR. END 2023	ADOPTED
			BUDGET			BUDGET
	BEGINNING FUND BALANCE	2,894,704	3,565,700		3,485,263	2,039,054
ACCOUNT #	REVENUES					
	TAXES					
400GOO	Property Tax	349,548	346,695	319,017	346,695	
4001GOO	Property Tax - Bond Repayment	0	0	0	0	
401GOO	Penalties & Interest - Property Tax	1,137	500	200	1,000	500
402GOO	Delinquent Property Tax	0	100	0	0	100
403GOO	Sales Tax	1,650,482	1,325,000	752,475		
404GOO	Sales Tax - Food for Home Consumption	106,242	105,000	41,794		
405GOO	Sales Tax - Capital Improvement Fund	299,830	227,655	138,296		
4051GOO	Sales Tax - Cap Impr-Food Home Consump	21,128	21,005	8,361		
406GOO	Penalties & Interest - Sales&Lodging Tax	19,605	15,000	9,583	20,000	20,000
407GOO	Lodging Tax	145,796	100,000	36,690	132,800	
408GOO	Specific Ownership Tax	40,397	35,000	20,674	38,500	35,000
409GOO	Utility Franchise Tax	54,466	52,000	41,912	61,950	
410GOO	Excise Development Tax	3,000	28,500	34,500		13,500
	TOTAL	2,691,631	2,256,455	1,403,502	600,945	69,100
	INTERGOVERNMENTAL					
411GOO	Highway Users	60,837	59,104	27,981	60,307	60,895
412GOO	Motor Vehicle Fees	7,245	6,500	3,697	6,650	
413GOO	Cigarette Tax	3,077	2,500	1,362	2,500	2,500
414GOO	Conservation Trust Fund (Lottery)	15,169	14,000	9,448	20,000	
415GOO	Grants - general	184,684	762,400	328,409	721,755	
416GOO	Road & Bridge Apportionment	30,216	30,058	0	30,058	
417GOO	Mineral Lease & Severance Taxes	93,505	20,000	0	109,063	
	TOTAL	394,733	894,562	370,897	950,333	63,395
	LICENSES, PERMITS & FEES					
420GOO	Building Permits	188,517	75,000	55,262	141,415	85,000
421GOO	Liquor Licenses	6,413	3,500	3,725	4,175	3,500
422GOO	Sales Tax Licenses	23,920	22,000	3,570	24,000	22,000
430GOO	Marijuana Facility Licenses	12,500	12,000	0	14,000	12,000
423GOO	Planning Applications	8,570	5,000	600	2,500	5,000
424GOO	Excavation/Encroachment Permits	3,850	7,500	2,350	4,500	
425GOO	Refuse Collection Fees	180,339	165,000	93,117	187,000	197,000
427GOO	USPS Rental Fees	8,642	8,642	5,761	8,642	8,642
428GOO	Parks, Facility & Rights of Way User Fees	4,385	6,500	2,485	4,000	6,500
429GOO	Permits - other (signs, etc)	1,029	1,000	320	460	1,000
431GOO	Short Term Rental Licenses	9,900	9,500	9,200	10,000	6,000
432GOO	Parking In-Lieu Fees	15,000				
	TOTAL	463,065	315,642	176,390	400,692	346,642
	FINES & FORFEITURES					
435GOO	Court Fines	7,889	7,500	3,939	6,700	7,500
	TOTAL	7,889	7,500	3,939	6,700	7,500
	REIMBURSABLE FEES					
440GOO	Consulting Services Reimbursement	65,528	70,000	32,116		
441GOO	Labor & Documents Reimbursement	135	1,000	552	625	1,000
442GOO	Bonds & Permits Reimbursement	7,110	9,000	6,610	9,000	
443GOO	Mosquito Control Reimbursement	8,000	8,000	0	8,000	
444GOO	Administrative Reimbursement	6,151	7,000	3,451		
	TOTAL	86,924	95,000	42,729	17,625	1,000
	MISCELLANEOUS					
450GOO	Donations - general (Parks & Marshal)	2,500	2,500	2,550	2,550	2,500
451GOO	Sales - other (copies, equip sales, misc)	94	250	10,327	10,500	250
452GOO	Credits & Refunds - general	9,510	8,500	14,359	14,392	8,500
453GOO	Other - general (T/Clerk & Marshal fees)	945	1,200	617	800	1,200
454GOO	Special Events (festivals,concerts,movies)	67,808	79,000	65,476	97,600	
459GOO	Donations - RCD & MainStreet	2,670	3,000	1,290	3,000	
455GOO	Interest Income	35,110	8,500	69,662	148,000	
456GOO	Investment Income	4,033	1,500	5,799	12,200	
	TOTAL	122,670	104,450	170,080	289,042	12,450
	TOTAL GENERAL FUND REVENUES	3,766,912	3,673,609	2,171,487	2,265,337	500,087
	TOTAL AVAILABLE RESOURCES	6,661,616	7,239,309	5,066,191	5,750,600	2,539,141

GENERAL FUND						
		2022	2023	AS OF	ESTIMATED	2024
		ACTUAL	ADOPTED	AUG. 1, 2023	YR. END 2023	ADOPTED
			BUDGET			BUDGET
ACCOUNT #	EXPENDITURES					
	ADMINISTRATIVE SERVICES					
	PERSONNEL					
500GOO	Administrative Wages	484,969	592,376	319,906	497,566	
505GOO	Housing Stipend	4,000				
509GOO	Council Compensation	22,050	22,800	11,400	22,800	
510GOO	Planning Commission Compensation	17,400	17,400	8,500	17,400	
501GOO	Employer Tax Expense	39,821	48,392	25,948	41,139	
502GOO	Health Insurance	72,513	107,424	54,791	75,799	
503GOO	Retirement Fund	13,449	23,695	10,175	15,614	
504GOO	Workers Compensation Insurance	1,892	1,500	0	2,200	
	PROFESSIONAL SERVICES					
511GOO	Town Attorney	47,975	60,000	22,658	60,000	60,000
512GOO	Auditing Services	7,000	7,000	0	7,000	8,000
514GOO	Consulting Services	6,500	6,340	1,913	2,200	6,500
556GOO	IT Services	8,050	18,497	11,163	19,199	20,160
513GOO	Planning Consulting	88,967	75,000	61,507	91,000	105,000
515GOO	County Treasurer Services	6,982	6,934	6,354	6,934	
519GOO	Contractual Services	47,608	110,000	59,286	120,000	110,000
538GOO	GOV OS Services	16,854	17,500	8,427	16,854	17,000
516GOO	Refuse Collection Franchise	180,182	165,000	108,751	187,000	197,000
	ADMINISTRATIVE EXPENSE					
520GOO	Insurance (Property & Casualty)	9,509	13,815	2,318	13,815	22,500
521GOO	Conferences, Workshops & Training	2,118	4,000	556	3,315	4,000
522GOO	Dues & Memberships	1,756	3,500	2,662	2,662	3,000
523GOO	Council/PComm - Conferences & Training	1,584	2,500	1,018	2,500	2,500
524GOO	Reimbursable Bonds & Permits	6,491	16,646	1,880	9,050	10,500
525GOO	Unemployment Tax (all)	2,513	2,664	1,795	2,400	
526GOO	Life Insurance (all)	506	625	411	530	
527GOO	Personnel - Recruitment/Testing	670	4,000	1,802	3,000	4,000
536GOO	Wellness Program	11,261	15,750	6,339	14,350	23,100
528GOO	Other - admin.	611	1,000	0	450	1,000
	OFFICE EXPENSE					
540GOO	Printing & Publishing	299	1,000	366	600	1,000
541GOO	Office Supplies	7,042	7,500	2,182	7,000	7,500
542GOO	Utilities	1,710	2,000	1,041	1,700	2,000
543GOO	Telephone	1,783	2,000	967	2,000	2,000
544GOO	Elections	902	2,500	88		2,500
530GOO	Computer	2,918	2,900	941	1,150	2,900
545GOO	Janitorial Services	3,822	3,850	2,596	5,000	5,000
546GOO	Council/Commission - Materials/Equipment	1,201	1,000	530	800	1,000
547GOO	Records Management	139	500	0	200	500
548GOO	Office Equipment - Leases	2,665	3,200	1,710	3,200	3,200
549GOO	Office Equipment - Maintenance/Repairs	0	500	0	0	500
550GOO	Filing Fees/Recording Costs	598	500	63	225	500
551GOO	Postage - general	711	1,500	231	750	1,500
552GOO	GIS Mapping - admin	234	1,000	277	1,300	9,800
553GOO	Meetings & Community Events	7,413	10,000	1,853	8,000	10,000
537GOO	Bank & Misc. Fees & Charges	2,081	2,500	1,090	3,125	3,250
	COMMUNITY & ECONOMIC DEVELOPMENT					
529GOO	Tourism Promotion	103,226	70,000	27,145	77,000	
531GOO	Community Outreach	360	4,000	1,236	3,000	4,000
532GOO	Creative/Main Street Program	17,127	31,500	12,053	24,000	45,000
533GOO	Economic Development	903	2,500	973	973	2,500
535GOO	Affordable Housing	40,302	75,000	46,529		
781POO	Events and Festivals	91,243	130,000	97,220	120,920	135,000
557GOO	Grants - pass thru to other agencies	255,576	750,000	458,058	712,500	37,500
559GOO	Regional Transportation Service	0	35,000	0		35,000
595GOO	Electric Vehicle Charging Station				2,850	3,000

GENERAL FUND						
		2022	2023	AS OF	ESTIMATED	2024
		ACTUAL	ADOPTED	AUG. 1, 2023	YR. END 2023	ADOPTED
			BUDGET			BUDGET
	VEHICLE EXPENSE					
560GOO	Gas & Oil	223	300	148	300	350
561GOO	Vehicle Maintenance & Repair	0	500	878	878	750
	CAPITAL OUTLAY					
571GOO	Office Equipment Purchase	5,346	1,500	592	1,550	32,000
572GOO	Property Purchase	0	40,000	9,481	12,500	80,000
	DEBT SERVICE					
591GOO	RAMP Bond	120,647	117,712	11,356	117,712	119,776
	COUNCIL INITIATIVES					
5010GO1	Uncompahgre Volunteer Legal Aid	3,000	3,000	0	3,000	
5015GO1	Partners Program	1,000	1,000	0	1,000	1,000
5020GO1	Colorado West Land Trust	3,000	4,000	4,000	4,000	5,000
5025GO1	Voyager Program	7,000	9,000	9,000	9,000	10,000
5030GO1	Juvenile Diversion	8,000	8,000	8,000	8,000	8,000
5040GO1	Other Contributions	3,500	5,000	3,161	3,500	5,000
5050GO1	KVNF Radio	0	1,000	0	1,000	1,000
5060GO1	Second Chance Humane Society	7,250	8,000	0	8,000	8,760
5065GO1	Neighbor to Neighbor Program	0	1,000	1,000	1,000	1,000
5085GO1	Eco Action Partners	5,000	6,000	6,000	6,000	6,500
5075601	Region 10	1,328	1,394	1,394	1,394	1,464
5095GO1	Student Scholarship	1,000	1,500	1,000	1,000	1,500
5100GO1	Public Art Ridgway Colorado	3,000	3,000	3,000	3,000	3,000
5110GO1	Uncompahgre Watershed Partnership	3,000	3,000	3,000	3,000	4,000
5115GO1	George Gardner Scholarship Fund	1,000	1,000	1,000	1,000	1,000
5120GO1	Ouray County Soccer Club	3,000	2,000	0	2,000	
5135GO1	Sherbino Theater	2,500	15,000	0	15,000	
5136GO1	Ouray County Food Pantry	1,000	1,000	0	1,000	
5137GO1	Weehawken Creative Arts	4,000	5,000	0	5,000	
5138GO1	Friends of Colorado Avalanche Info Center	2,500	3,500	3,500	3,500	4,000
5139GO1	Ridgway Western Heritage Society	0	500	0	500	500
5140GO1	Ouray Mountain Rescue Team		10,000	10,000	10,000	10,000
	Minerva West Performing Arts					5,000
	Ouray County Support & Advocacy Project					5,000
	SUBTOTAL COUNCIL INITIATIVES	60,078	92,894	54,055	90,894	71,724
	ADMINISTRATIVE EXPEND. SUBTOTAL	1,831,780	2,737,714	1,463,219	2,434,904	1,214,010

GENERAL FUND						
		2022	2023	AS OF	ESTIMATED	2024
		ACTUAL	ADOPTED	AUG. 1, 2023	YR. END 2023	ADOPTED
			BUDGET			BUDGET
ACCOUNT #	EXPENDITURES					
	STREETS & MAINTENANCE					
	PERSONNEL					
600GO2	Streets Wages	104,894	85,028	52,188	74,875	
601GO2	Employer Tax Expense	8,069	6,505	3,992	5,728	
602GO2	Health Insurance	24,438	20,142	14,950	18,080	
603GO2	Retirement Fund	4,191	3,401	2,087	2,995	
604GO2	Workers Compensation Insurance	1,921	2,000	3,512	3,512	
	ADMINISTRATIVE EXPENSE					
613GO2	Office - miscellaneous	251	500	0	0	500
621GO2	Workshops & Training	218	500	0	0	3,000
628GO2	Other - streets	105	500	0	1,620	500
614GO2	Consulting & Contractual Services	3,455	40,000	2,785	36,500	58,600
615GO2	IT Services	7,406	145	81	138	155
	OPERATING EXPENSE					
631GO2	Maintenance & Repairs	26	3,000	242	500	5,000
632GO2	Supplies & Materials	2,681	3,000	601	1,450	3,000
635GO2	Gravel & Sand	6,501	25,000	6,046	20,000	25,000
636GO2	Dust Prevention (mag chloride)	32,880	35,000	36,680	36,680	38,000
637GO2	Paving & Maintenance	464	40,000	220	220	50,000
633GO2	Tools	176	500	0	250	500
638GO2	Street Lighting	6,164	8,000	2,609	4,400	6,500
639GO2	Street Signs	376	10,000	1,967	3,000	5,000
634GO2	Safety Equipment	606	1,000	937	1,000	1,000
682GO2	Tree Trimming - Rights-of-Ways	0	6,000	0	6,073	6,000
666GO2	Landscaping - Rights-of-Ways	19,120	28,000	13,298	28,000	28,000
663GO2	Storm Drainage	0	0	0	0	0
662GO2	Snow Removal Equipment & Services	21,424	22,000	18,717	18,717	0
	SHOP EXPENSE					
642GO2	Utilities	2,573	3,000	2,186	2,800	3,000
643GO2	Telephone	1,364	1,500	756	1,400	1,500
630GO2	Computer	1,638	900	525	900	900
	VEHICLE EXPENSE					
660GO2	Gas, Oil & Diesel	6,243	6,750	3,077	5,500	6,500
661GO2	Vehicle & Equip Maintenance & Repair	5,912	9,000	3,109	9,000	9,000
	DEBT SERVICE					
	CAPITAL OUTLAY					
670GO2	Vehicle Purchase	0	75,000	0	0	0
671GO2	Office Equipment Purchase	285	500	0	100	2,000
672GO2	Equipment Purchase	10,188	3,500	0	5,000	5,000
	STREETS & MAINT. EXP. SUBTOTAL	273,569	440,371	170,565	288,438	258,655

GENERAL FUND						
		2022	2023	AS OF	ESTIMATED	2024
		ACTUAL	ADOPTED	AUG. 1, 2023	YR. END 2023	ADOPTED
			BUDGET			BUDGET
ACCOUNT #	EXPENDITURES					
	PARKS, FACILITIES & ENVIRONMENT					
	PERSONNEL					
700POO	Parks Maintenance Wages	39,468	67,773	41,490	67,558	
706POO	Parks Maintenance - Seasonal Wages	31,817	32,000	8,496	14,800	
701POO	Employer Tax Expense	5,447	7,633	3,824	6,300	
702POO	Health Insurance	13,272	20,142	14,141	20,138	
703POO	Retirement Fund	1,132	2,711	1,660	2,703	
704POO	Workers Compensation Insurance	1,940	3,200	3,372	3,372	
	ADMINISTRATIVE EXPENSE					
719POO	Contractual Services	0	48,000	15,450	48,000	48,000
720POO	Insurance (Property & Casualty)	9,302	12,815	12,315	12,315	22,500
721POO	Workshops & Training	0	500	0	0	500
728POO	Other - parks	105	750	0	0	2,000
	FACILITIES					
732PO1	Supplies - community center/town hall	5,398	5,000	3,775	5,000	5,500
742PO1	Utilities - community center/town hall	1,980	1,750	1,041	1,750	1,800
779PO1	Janitorial Services - community center	3,822	3,850	2,596	4,500	4,500
731PO1	Maintenance & Repairs - comm. center/town hall	2,508	15,000	4,223	12,000	40,000
778PO1	Space to Create Community Room	40,598	136,500	29,921	80,000	72,700
782PO1	Visitor Center	0	0	2,174	2,174	0
783PO1	Broadband Carrier Neutral Station	1,956	1,800	1,231	2,650	2,750
	OPERATING EXPENSE					
731POO	Maintenance & Repair	4,851	15,000	4,657	9,000	17,500
732POO	Supplies & Materials	20,322	30,200	14,426	22,500	30,000
733POO	Tools	37	1,000	0	250	1,000
734POO	Safety Equipment	1,190	1,000	659	950	1,000
741POO	Telephone	692	1,000	366	750	1,000
742POO	Utilities	7,458	7,500	4,376	6,000	7,500
729POO	IT Services	7,406	450	245	420	475
730POO	Computer	1,338	600	350	600	600
779POO	Janitorial Service - parks	11,466	12,000	6,691	10,500	12,000
765POO	River Corridor Maintenance&Gravel Removal	0	0	0	0	0
767POO	Urban Forest Management	20,808	20,000	5,760	27,260	20,000
768POO	Mosquito Control	12,171	12,500	11,472	11,472	15,000
769POO	Weed Control	745	1,500	0	684	1,500
	VEHICLE EXPENSE					
760POO	Gas & Oil	5,129	5,000	1,306	2,200	4,000
761POO	Vehicle & Equipment Maint & Repair	1,233	4,000	2,265	4,500	4,500
	CAPITAL OUTLAY					
772POO	Equipment Purchase	16,004	0	0	0	35,000
775POO	Park Improvements	35,466	45,000	16,420	30,000	135,000
	PARKS & FACILITIES EXPEND. SUBTOTAL	305,061	516,174	214,702	410,346	486,325

GENERAL FUND						
		2022	2023	AS OF	ESTIMATED	2024
		ACTUAL	ADOPTED	AUG. 1, 2023	YR. END 2023	ADOPTED
			BUDGET			BUDGET
ACCOUNT #	EXPENDITURES					
	LAW ENFORCEMENT					
	PERSONNEL					
800GO3	Law Enforcement Wages	247,860	287,461	180,813	292,702	
807GO3	Municipal Judge	726	1,656	1,656	1,656	
808GO3	Municipal Court Clerk	4,140	4,140	2,415	4,140	
801GO3	Employer Tax Expense	22,787	22,434	14,945	23,478	
802GO3	Health Insurance	43,406	53,712	35,431	49,719	
803GO3	Retirement Fund	10,377	11,498	9,236	13,400	
804GO3	Workers Compensation Insurance	7,070	8,500	9,283	9,283	
	OFFICE EXPENSE					
809GO3	Law Enforcement - Coverage	47,483	42,000	19,480	20,760	0
819GO3	Contractual Services	10,225	12,000	12,836	13,725	12,000
820GO3	IT Services	7,641	16,094	9,613	16,485	17,310
822GO3	Dues & Memberships	630	650	840	840	850
841GO3	Office Supplies	1,277	1,500	424	1,000	1,500
842GO3	Utilities	1,710	1,600	1,041	1,700	1,700
843GO3	Telephone	4,356	4,750	2,568	4,400	4,850
830GO3	Computer	4,167	3,000	1,524	3,075	3,075
849GO3	Office Equip - Maintenance/Repairs	0	100	0	0	100
	OPERATING EXPENSE					
832GO3	Equipment & Supplies	14,895	15,000	4,392	5,000	12,500
821GO3	Conferences, Workshops & Training	4,573	3,000	1,804	2,320	4,500
883GO3	Uniforms	1,302	2,500	1,596	2,500	3,500
884GO3	Traffic & Investigations	358	2,500	374	374	2,500
886GO3	Testing & Examinations	0	1,000	0	0	1,000
828GO3	Other - law enforcement	406	1,000	0	0	1,000
885GO3	Dispatch Services	56,498	66,821	33,410	66,821	74,227
834GO3	Multi-Jurisdictional Program Participation	6,000	15,923	0	15,923	24,500
835GO3	Community Outreach Programs	2,076	1,000	916	1,837	2,000
	VEHICLE EXPENSE					
860GO3	Gas & Oil	13,032	16,500	5,224	12,500	18,000
862GO3	Radio/Radar Repair	630	2,000	41	120	2,000
861GO3	Vehicle Maintenance & Repair	2,897	4,000	2,373	5,000	7,500
	CAPITAL OUTLAY					
870GO3	Vehicle Purchase	12,452	0	0	0	71,308
871GO3	Office Equipment Purchase	1,000	3,000	500	500	500
872GO3	Vehicle Leasing	0	7,000	7,774	8,600	0
	LAW ENFORCEMENT EXP. SUBTOTAL	529,974	612,339	360,509	577,858	266,420

GENERAL FUND						
		2022	2023	AS OF	ESTIMATED	2024
		ACTUAL	ADOPTED	AUG. 1, 2023	YR. END 2023	ADOPTED
			BUDGET			BUDGET
	TOTAL GENERAL FUND EXPENDITURES	2,940,384	4,306,598	2,208,995	3,711,546	2,225,410
	TRANSFER CAPITAL PROJECT - Heritage Park Improvements		70,000	1,660		
	TRANSFER CAPITAL PROJECT - Lena Street Paving Reserves	235,969		26,004		
	TOTAL TRANS. TO CAPITAL PROJECTS	235,969	70,000	27,664	0	0
	Tabor Emergency Reserves (3% of expenditures)		129,198		0	
	ENDING GENERAL FUND BALANCE	3,485,263	2,733,513	2,829,532	2,039,054	313,731
	Restricted for Capital Improvement Fund		0			0
	(per GASBY 54)					

WATER ENTERPRISE FUND						
		2022	2023	AS OF	ESTIMATED	2024
		ACTUAL	ADOPTED	AUG 1, 2023	YR. END 2023	ADOPTED
			BUDGET			BUDGET
	BEGINNING FUND BALANCE	1,294,095	1,730,481		1,765,923	1,823,967
ACCOUNT#						
460WOO	Water Service Charges	695,474	700,000	348,561	705,000	736,500
461WOO	Penalty Fees on Water Charges	3,538	3,000	1,975	3,800	3,500
462WOO	Transfer fees - water	920	500	300	680	500
464WOO	Material/Labor Reimbursement - water	23,358	25,000	17,125		
463WOO	Tap Fees - water	60,400	90,000	180,600		66,000
465WOO	Other - water	48	100	0	0	100
466WOO	Grants - water	264,425	100,000	0		
456WOO	Investment Income/Desgn Reserves	21,289	8,000	34,687	74,000	
	TOTAL WATER FUND REVENUES	1,069,452	926,600	583,248	783,480	806,600
	TOTAL AVAILABLE RESOURCES	2,363,547	2,657,081	583,248	2,549,403	2,630,567
	EXPENDITURES					
	PERSONNEL					
900WOO	Water Wages	110,209	115,558	71,333	115,781	
901WOO	Employer Tax Expense	8,342	8,840	5,457	8,857	
902WOO	Health Insurance	26,046	26,856	19,812	28,087	
903WOO	Retirement Fund	4,362	4,622	2,853	4,631	
904WOO	Workers Compensation Insurance	744	4,500	2,281	4,044	
	ADMINISTRATIVE EXPENSE					
920WOO	Insurance (Property & Casualty)	9,553	12,615	13,010	14,010	23,000
921WOO	Workshops & Training	561	1,500	800	800	3,500
919WOO	Wellness Program	1,339	1,750	1,084	1,750	2,100
914WOO	Consulting & Engineering Services	111,882	152,850	57,739	122,000	165,000
917WOO	IT Services	7,164	9,785	5,745	9,836	10,330
912WOO	Auditing Services	3,125	3,250	0	3,250	3,500
911WOO	Legal Services	241	2,500	0	0	2,500
918WOO	Permits - water	310	400	0	310	400
	OFFICE EXPENSE					
913WOO	Office - misc	287	1,000	253	500	1,000
915WOO	Dues & Memberships	447	500	345	500	500
916WOO	Filing Fees/Recording Costs	7	150	7	20	150
942WOO	Utilities	27,692	25,000	17,143	26,500	26,000
943WOO	Telephone	2,031	2,500	983	1,850	2,500
930WOO	Computer	2,948	2,900	1,241	1,750	3,200
941WOO	Office Supplies	1,945	1,500	678	1,350	2,000
947WOO	Records Management	111	200	0	100	200
948WOO	Office Equipment - Leases	314	400	201	625	650
949WOO	Office Equipment - Maint & Repairs	0	250	0	0	250
951WOO	Postage - water	2,235	2,500	1,554	3,000	3,000
952WOO	GIS Mapping - water	714	1,500	517	1,850	9,850
	OPERATING EXPENSE					
931WOO	Maintenance & Repairs	90,679	510,000	40,745		510,000
932WOO	Supplies & Materials	32,694	90,000	31,148	50,000	90,000
933WOO	Tools	176	3,000	0	1,500	3,000
988WOO	Taps & Meters	47,519	150,000	77,749	150,000	95,000
989WOO	Plant Expenses - water	19,800	22,000	11,550	22,000	22,000
934WOO	Safety Equipment	724	1,000	1,004	1,500	1,500
990WOO	Testing - water	7,898	8,000	2,278	5,200	8,000
987WOO	Weed Control	745	1,500	0	684	1,500
928WOO	Other - water	776	500	77	50,115	1,500
	VEHICLE EXPENSE					
960WOO	Gas & Oil	7,909	7,500	2,593	5,000	7,500
961WOO	Vehicle & Equipment Maint & Repair	11,649	7,000	3,253	9,500	7,500

WATER ENTERPRISE FUND						
		2022	2023	AS OF	ESTIMATED	2024
		ACTUAL	ADOPTED	AUG 1, 2023	YR. END 2023	ADOPTED
			BUDGET			BUDGET
	CAPITAL OUTLAY					
971WOO	Office Equipment Purchase	1,028	500	0	0	2,000
972WOO	Equipment Purchase	0	25,000	25,118	25,118	1,668
	DEBT SERVICE					
992WOO	Debt Service - DOLA	0				
993WOO	Debt Service - CWRPDA	22,500	22,500	11,250	22,500	22,500
998WOO	Debt Service - CWCB (2)	30,918	30,918	0	30,918	30,918
	TOTAL WATER FUND EXPENDITURES	597,624	1,262,844	409,801	725,436	1,064,216
	TRANSFER CAPITAL PROJECT - Waterline Replacement					
	Reserved per financing agreement with CWCB		2,950			
	ENDING WATER FUND BALANCE	1,765,923	1,391,287		1,823,967	1,566,351

SEWER ENTERPRISE FUND		2022	2023	AS OF	ESTIMATED	2024
		ACTUAL	ADOPTED	AUG. 1, 2023	YR. END 2023	ADOPTED
			BUDGET			BUDGET
	BEGINNING SEWER FUND BALANCE	1,134,404	1,220,300		1,227,470	1,170,960
ACCOUNT#						
	REVENUES					
460SOO	Sewer Service Charges	329,083	328,000	165,749	337,500	358,000
461SOO	Penalty Fees on Sewer Charges	3,538	3,000	1,975	3,800	3,500
462SOO	Transfer Fees - sewer	860	500	300	740	500
464SOO	Material/Labor Reimbursement - sewer	560	2,500	17,121		
463SOO	Tap Fees - sewer	49,640	90,000	162,800		66,000
465SOO	Other - sewer	15	100	0	0	100
466SOO	Grants - sewer	3,272	0	0	0	
456SOO	Investment Income - Desgn Reserves	18,732	8,000	28,508	61,200	
	TOTAL SEWER FUND REVENUES	405,700	432,100	376,453	403,240	428,100
	TOTAL AVAILABLE RESOURCES	1,540,104	1,652,400	376,453	1,630,710	1,599,060
	EXPENDITURES					
	PERSONNEL					
900SOO	Sewer Wages	68,658	105,375	64,976	105,504	
901SOO	Employer Tax Expense	5,133	8,061	4,971	8,071	
902SOO	Health Insurance	14,668	26,856	19,232	28,271	
903SOO	Retirement Fund	2,423	4,215	2,083	3,704	
904SOO	Workers Compensation Insurance	1,568	4,500	2,199	4,044	
	ADMINISTRATIVE EXPENSE					
920SOO	Insurance (Property & Casualty)	9,553	12,615	12,789	12,789	23,000
921SOO	Workshops & Training	216	1,500	450	450	3,000
914SOO	Consulting & Engineering Services	25,890	75,500	17,706	35,000	100,000
917SOO	IT Services	7,139	9,784	5,745	9,836	10,330
912SOO	Auditing Services	3,125	3,250	0	3,250	4,500
911SOO	Legal Services	0	1,000	0	0	1,000
919SOO	Wellness Program	1,339	2,100	1,050	2,100	1,400
	OFFICE EXPENSE					
913SOO	Office - misc	196	1,000	137	150	1,000
915SOO	Dues & Memberships	382	500	260	450	500
916SOO	Filing Fees/Recording Costs	7	150	7	20	150
941SOO	Office Supplies	1,862	1,500	568	1,200	1,500
942SOO	Utilities	50,790	50,000	25,138	48,000	50,000
943SOO	Telephone	1,575	2,200	1,203	2,300	2,300
930SOO	Computer	2,648	2,600	1,066	1,450	2,850
947SOO	Records Management	111	200	0	50	200
948SOO	Office Equipment - Leases	157	400	101	190	450
949SOO	Office Equipment - Maint & Repairs	0	250	0	0	250
951SOO	Postage - sewer	1,767	2,000	1,126	1,800	2,000
952SOO	GIS Mapping - sewer	234	1,500	277	1,300	9,850
	OPERATING EXPENSE					
931SOO	Maintenance & Repairs	64,612	60,000	13,999		65,000
932SOO	Supplies & Materials	6,708	10,000	5,402	16,500	10,000
933SOO	Tools	176	1,000	0	1,000	1,500
918SOO	Testing & Permits	7,931	15,000	2,599	8,500	15,000
928SOO	Other - sewer	885	500	90	1,200	
934SOO	Safety Equipment	1,274	900	1,140	1,500	1,500
987SOO	Weed Control	745	1,500	0	684	1,500
	VEHICLE EXPENSE					
960SOO	Gas & Oil	6,145	7,500	2,650	5,000	7,500
961SOO	Vehicle & Equipment Maint & Repairs	1,090	3,500	2,691	7,500	5,000
	CAPITAL OUTLAY					
971SOO	Office Equipment Purchase	285	500	0	400	2,000
972SOO	Equipment Purchase	0	25,000	25,118	25,118	1,668
978SOO	Bio-Solid Removal	7,427	5,000	0	6,504	100,000
	DEBT SERVICE					
996SOO	Debt Service - DOLA	15,915	15,915	0	15,915	15,915
	TOTAL SEWER FUND EXPENDITURES	312,634	463,371	214,773	359,750	440,863

SEWER ENTERPRISE FUND						
		2022	2023	AS OF	ESTIMATED	2024
		ACTUAL	ADOPTED	AUG. 1, 2023	YR. END 2023	ADOPTED
			BUDGET			BUDGET
	Reserves for Wastewater Plant Improvements		100,000		100,000	100,000
	ENDING SEWER FUND BALANCE	1,227,470	1,089,029	161,680	1,170,960	1,058,197

CAPITAL PROJECTS FUND - RAMP Project Note Account						
		2022	2023	AS OF	ESTIMATED	2024
		ACTUAL	ADOPTED	AUG. 1, 2023	YR. END 2023	ADOPTED
			BUDGET			BUDGET
ACCOUNT#						
	REVENUES					
4001GOO	Property Tax		0			
	Transfer from restricted Cap Imprv Acct		117,712			
	TOTAL REVENUES	0	117,712	0	0	0
	PROJECT EXPENDITURES					
591GOO	Note Principal & Interest Payment Amt		117,712			
	TOTAL EXPENDITURES		117,712	0	0	0

CAPITAL PROJECTS FUND - Heritage Park Improvements						
		2022	2023	AS OF	ESTIMATED	2024
		ACTUAL	ADOPTED	AUG. 1, 2023	YR. END 2023	ADOPTED
			BUDGET			BUDGET
ACCOUNT#						
	REVENUES					
2000A	Main Street Mini-Grant					
2000B	AARP Grant					
2000C	COMS Grant					
	Town Contribution		70,000			
	TOTAL REVENUES	0	70,000	0	0	0
	PROJECT EXPENDITURES					
CP2000	Construction		20,000	1,660	3,320	
CP2001	Construction Docs		50,000			
	TOTAL EXPENDITURES	0	70,000	1,660	3,320	0

CAPITAL PROJECTS FUND - North Lena Street Paving						
		2022	2023	AS OF	ESTIMATED	2024
		ACTUAL	ADOPTED	AUG. 1, 2023	YR. END 2023	ADOPTED
			BUDGET			BUDGET
ACCOUNT#						
	REVENUES					
2100A	Developer Contribution	574,452		-26,004		
2100B	Grant - Colorado Dept of Transportatio	150,000				
	Town Budgeted Contribution	235,969				
	TOTAL REVENUES	960,421	0	-26,004	0	0
	PROJECT EXPENDITURES					
CP2100	Construction	846,023			20,000	
CP2101	Project Management & Oversight	66,200			4,000	
CP2102	Design, Survey, Engineering	48,198				
	TOTAL EXPENDITURES	960,421	0	0	24,000	0

**Town of Ridgway
Memorandum**

FROM: Pam Kraft, Town Clerk/Treasurer
RE: Line Item Locations of Expenditures in 2024 Fiscal Year Budget

GENERAL FUND

519GOO Contractual Services

\$ 16,667	Infrastructure Inspection
\$ 60,000	Development review (Swiftwater)
\$ 5,000	Town Engineer remaining from 2023
\$ 10,000	Building permit review for mechanical & large projects
\$ 10,000	Code hosting and codification

530GOO Computer

\$ 1,397	Asset Management Software
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531GOO Community Outreach

\$ 3,500	Community outreach advertising (Plaindealer)
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532GOO Creative/Main Street Program

\$ 11,000	Gallery Coordinator (10hrs wk @ \$20 hr)
\$ 6,500	Social media and web management; social media strategy

552GOO GIS Program

\$ 8,334	Overhaul program
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559GOO Regional Transportation Service

\$ 35,000	Match for pilot program
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571GOO Office Equipment Purchase

\$ 30,000	Sound system and condenser microphones (meetings)
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572GOO Capital Outlay

\$ 80,000 Purchase property in River Park Subdivision

614GO2 Consulting

\$ 25,600 Update Streets and Sidewalks Standards (CCS)
\$ 8,000 Feasibility and Planning Storm Water Improvements (CCS)
\$ 20,000 Intersection (circulation) analysis for Railroad St (CCS)
\$ 5,000 Town Engineer misc. services

621GO2 Training

\$ 2,500 Commercial Drivers License

637GO2 Paving & Maintenance

\$ 10,000 Crack sealing and paving
\$ 30,000 Curb and gutter repair
\$ 10,000 Striping, repaint parking areas, curbs

666GO2 Landscaping in rights-of-ways

\$ 22,000 Landscaping contract for planters in RAMP area & Heritage
Park
\$ 6,000 Tree replacement in RAMP area

672GO2 Equipment Purchase

\$ 1,667 Willow arm attachment for Brush Hog

671GO2 Office Equipment

\$ 500 Replace workstation computer at public works facility
\$ 1,500 Router for workstation computers at public works facility

719POO Contractual Services

\$ 8,000 Landscaping contract for Town Hall and gazebo

772POO Equipment Purchase

\$ 20,000 Zero turn mower with bagger
\$ 13,500 Golf car

775POO Park Improvements

\$ 85,000 Play structure & pour in place Geo Grid in Hartwell Park
\$ 15,000 Landscape east side of Rollans Park
\$ 4,000 Electrical panel upgrade on stage in Hartwell Park
\$ 5,000 Replace cable lines in trees in Hartwell Park
\$ 15,000 Fence replacement at Weaver Park

731PO1 Maintenance and Repairs Community Center/Town Hall

\$ 3,500 Cooling system for server room
\$ 3,000 Lighting in hallways
\$ 3,500 Upgrades to kitchen
\$ 2,500 Paint interior
\$ 6,500 Paint exterior

778PO1 Space to Create Meeting Room

\$ 15,000 Furnishings
\$ 5,000 Cleaning
\$ 3,000 Monthly management and cleaning
\$ 8,500 Annual lease payment
\$ 1,200 Internet
\$ 40,000 Micro-grid on building

728POO Other - parks

\$ 500 Replace workstation computer at public works facility
\$ 1,500 Router for workstation computers at public works facility

781POO Events and Festivals

\$ 120,500 Concert Series
\$ 5,000 Movie Nites (Townie Tuesdays)
\$ 9,500 Love Your Valley Festival

819GO3 Contractual Services

\$ 5,178 Axon for Evidence.com body cameras (house &
 distribute information)
\$ 5,192 Lexipool (new policies and procedures)

832GO3 Equipment and Supplies

\$ 850 AR Rifle (for new officer)
\$ 5,100 Bullet proof vests

834GO3 Multi-Jurisdictional Program Participation

\$ 6,000 Emergency Network
\$ 12,000 Evacuation Plan
\$ 4,000 Victim Assistance Program
\$ 2,500 Hazard Mitigation Project

870GO3 Vehicle Purchase

\$ 61,308 Patrol Vehicle buy out of 2023 Chevy Tahoe
\$ 10,000 Mobile Radar Trailer

WATER FUND**914WOO Consulting & Engineering Services**

\$ 65,000 Water plant operations contractor
\$ 25,000 GAC design and implementation (CCS)
\$ 1,600 Review water tank inspection data (CCS)
\$ 2,400 GIS verification of utilities (CCS)
\$ 5,000 SCADA repair at Lake O; repair and install flow measuring
 devices at Lake O and Ridgway Ditch (CCS)
\$ 5,000 Town Engineer misc
\$ 42,000 Cyber security with Brown's Hill Engineering
\$ 16,667 Infrastructure Inspection contractor

921WOO Training

\$ 2,500 Commercial Drivers License

930WOO Computer

\$ 1,397 Asset Management Software

931WOO Maintenance and Repairs

\$ 400,000	GAC equipment at water plant (offset by \$100,000 DOLA grant & \$261,152 American Relief Funds)
\$ 10,000	SCADA repair at Lake O
\$ 10,000	Move electrical subpanel from old building at water plant to the new building
\$ 50,000	Flow measuring devices at Ridgway Ditch & Lake O
\$ 5,000	Lead surface line inventory

932WOO Supplies and Materials

\$ 7,500	Lightening protection at water tank
\$ 5,000	High range chlorine analyzer

952GOO GIS Program

\$ 8,334	Overhaul program
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971WOO Office Equipment

\$ 500	Replace workstation computer at public works facility
\$ 1,500	Router for workstation computers at public works facility

972WOO Equipment Purchase

\$ 1,667	Willow arm for Brush Hog
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988WOO Taps and Meters

\$ 45,000	MXU's (150) *completes the replacement project*
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SEWER FUND**914SOO Consulting & Engineering Services**

\$ 30,000	Wastewater plant operations contractor
\$ 35,200	Preliminary needs assessment to relocate plant (CCS)
\$ 2,600	Review camera footage of lines (CCS)
\$ 2,400	GIS verification of utilities (CCS)
\$ 3,200	Renewal of CDPHE Discharge Permit (CCS)
\$ 1,600	Quarterly Reports to CDPHE (CCS)
\$ 5,000	Town Engineer miscellaneous
\$ 16,667	Infrastructure Inspection contractor

921SOO Training

\$ 2,500 Commercial Drivers License

930SOO Computer

\$ 1,397 Asset Management Software

931SOO Maintenance & Repairs

\$ 2,500 Grease trap from Town Hall
\$ 16,800 Pond liner (for Pond #2)
\$ 6,000 Camera sewer lines
\$ 10,000 Recirculation project at wastewater ponds
\$ 12,000 Flow meters to measure between cells at ponds
\$ 5,000 Auto sampler at treatment plant

952SOO GIS Program

\$ 8,334 Overhaul program

971SOO Office Equipment

\$ 500 Workstation computer at public works facility
\$ 1,500 Router for workstation computers at public works facility

972SOO Equipment Purchase

\$ 1667 Willow arm for Brush Hog

978SOO Bio Solid Removal

\$100,000 Sludge removal from all ponds

Reserves \$ 100,000 Wastewater treatment plant improvements

CP \$ 1.2 mil Water line replacement - Water Plant to Moffat



Logic Compensation Group
Total Rewards Consulting

September 14, 2023

Mr. Preston Neill
Town Manager
Town of Ridgway
PO Box 10
201 N. Railroad Street
Ridgway, CO 81432

2024 Pay Movement Recommendations

Dear Preston:

Logic Compensation Group (LCG) is pleased to provide our recommendations on proposed salary range adjustments and individual salary movement for the Town of Ridgway (the Town).

Data was collected for the following market sectors:

- Public Administration (National, State-wide Colorado, and Denver/Ouray County)
- All Industries (National, State-wide Colorado, and Denver/Ouray County)

Data obtained for the analysis was extracted from the 2023/24 *WorldAtWork* (WAW) Salary Budget Survey and from the Bureau of Labor Statistics (BLS) website. Data obtained from WAW is reflective of projected market movement in 2024; however, the data obtained from BLS is a look back and is reflective of comparisons between the first quarter of 2022 and first quarter of 2023 since 2024 data predictions have not been published.

Our recommendations, found at the end of this report, take into consideration year-to-date movement/adjustments, as well as the current economic state and the significant competition in the labor market.



The table below provides details collected for **salary range adjustments** for 2024:

SALARY RANGE ADJUSTMENTS				Salary Range Adjustments
	Executive	Professionals	Non-Exempt	Aggregate
Colorado: Public Administration	NA	3.6%	NA	3.6%
Colorado: All Industries	2.4%	2.5%	2.8%	2.5%

	Executive	Professionals	Non-Exempt	Aggregate
Denver Metro: Public Administration	NA	3.6%	NA	3.6%
Denver Metro: All Industries	2.4%	2.5%	2.9%	2.5%

	Executive	Professionals	Non-Exempt	Aggregate
Avg:	2.4%	2.9%	2.9%	3.1%
Median:	2.4%	2.5%	2.9%	3.1%
High:	2.4%	3.6%	2.9%	3.6%
Low:	2.4%	2.5%	2.8%	2.5%



The table below provides details collected for ***predicted salary movement*** for 2023:

ACTUAL PAY ADJUSTMENTS				Merit Increase Budget
Colorado - Statewide				Aggregate
	Executive	Professionals	Non-Exempt	
Colorado: Public Administration (WAW)	NA	5.00%	NA	4.9%
Colorado: Public Administration (BLS)	NA	NA	NA	8.0%
Colorado: All Industries (WAW)	4.0%	4.2%	4.3%	4.1%
Colorado: All Industries (BLS)	NA	NA	NA	7.1%
Denver Metro/Ouray County Area				Aggregate
Denver Metro: Public Administration (WAW)	NA	NA	5.00%	4.9%
Ouray County (Q1: 2022 to 2023): Public Admin (BLS)	NA	NA	NA	11.9%
Denver Metro: All Industries (WAW)	4.0%	4.2%	4.4%	4.2%
Ouray County (Q1: 2022 to 2023): All Industries (BLS)	NA	NA	NA	3.4%
Aggregate Data: Colorado and Denver/Ouray County				
	Executive	Professionals	Non-Exempt	Aggregate
Avg:	4.0%	4.5%	4.6%	6.1%
Median:	4.0%	4.2%	4.4%	4.9%
High:	4.0%	5.0%	5.0%	11.9%
Low:	4.0%	4.2%	4.3%	3.4%



Logic Compensation Group
Total Rewards Consulting

Recommendations:

Based on the above data collected, LCG recommends that the Town utilize the market data that is reflective of the average aggregate movement (public and private sectors combined) obtained from the combined market regions when considering salary range adjustments and merit budgets. In doing so, this would result in combined salary range adjustments and merit budgets of 4.6%.

We are recommending that the salary structure be adjusted by 3.1%, which is reflective of the average salary range adjustment predicted for 2024. The proposed structure that incorporates the 3.1% adjustment to the salary ranges has been provided under separate cover. From an implementation standpoint, we recommend that the Town move employees one step and then apply the 3.1% structure adjustment. This will ensure that no employees fall below the minimum of step 1 during the process. In the current structure, the step movement ranges from 2.6 to 3.5%. Therefore, employees would receive the step increase of 2.6 to 3.5%; then, a 3.1% increase to the steps would be applied. The result is that employees would see between a 5.7 and 7.0% increase to pay. This is closely aligned with the market average pay increase prediction of 6.1% and will help to ensure that the Town maintains its competitive position in the market.

Thank you for the opportunity to provide our recommendations. Should you have any questions regarding the above information, please contact me at lori.messer@LogicCompGroup.com or 480-431-4702.

Best,

Lori Messer, MA, CCP
Principal

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P: 480.431.4702

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5 Year Capital Improvement Project
2024-2028 General Fund

Project	Estimated Cost	Budget Line Item
Dennis Weaver Memorial Park - Vault Restroom Facility	\$60,000	
Amelia Street Construction Project	\$4,000,000	
Acquisition and Managed Use of South Railroad Street Right-of-Way		
Master Plan Implementation & Subdivision Updates	\$30,000	
Expand Middle Mile Fiber Network Through Rest of Town	\$73,000	
Heritage Park - Construction Doc's	\$75,000	CP2000
Town Hall Assessment & Design for Reconfiguring	\$40,000	
Purchase of an Affordable Housing Unit		
Acquisition of Two Blocks of N. Laura Street for Right-of-Way		
Traffic Plan and Mitigation on N. Laura Street		
Micro Grid on Space to Create Building (off set by DOLA grant of \$10,000)	\$40,000	778PO1
Dog Park		
Replace Two Trucks in Parks Department	\$50,000	
Purchase of Property in River Park Subdivision	\$80,000	572G00
Patrol Vehicle Buy Out - 2023 Chevy Tahoe	\$61,308	870G03
Mobile Radar Trailer	\$10,000	870G03
Playground Structure and Pour-In Place Geo Grid (replace existing in Hartwell Park)	\$85,000	775PO0
Sound System with Condenser Microphones for Community Center	\$30,000	571G00
Implementation of Athletic Park Master Plan		
Note: a yellow line delineates an item included in the 2024 Fiscal Year Budget		

**5 Year Capital Improvement Project
2024-2028 Water Fund**

Project	Estimated Cost	Budget Line Item
Water Utility Augmentation (increase reliable water supply)	\$750,000	
Water Conservation Plan / Basin Protection Implementation	\$25,000	
Video Inspection of Transmission Lines	\$57,500	
Extend Water Mains Downtown (as needed)	\$135,000	
GAC Equipment (offset by \$100,000 & \$261,152 in grant funds)		931WOO
Second River Crossing of Lines	\$150,000	
Increase Storage East of the Uncompahgre River	\$750,000	
Water Collection System - Piping Ridgway Ditch & Headgate	\$1,500,000	
Micro Hydro Construction	\$1,000,000	
Replace Two Modules	\$150,000	
Feasibility Study of Micro Hydro Construction & Piping Ridgway Ditch	\$40,000	
Meter & MXU Replacement 5 Year Plan (completed in 2024)	\$45,000	988WOO
Repair Flow Measuring Devices at Ridgway Ditch and Lake O	\$50,000	931WOO
Water Line Replacement - Water Plant to Moffat Street	\$1,200,000	CP
Note: a yellow line delineates an item included in the 2024 Fiscal Year Budget		

**5 Year Capital Improvement Project
2024-2028 Sewer Fund**

Project	Estimated Cost	Budget Line Item
Preliminary Needs Assessment for Relocating Treatment Plant	\$35,200	914500
Design and Install Secondary Discharge Pipe	\$10,000	
Emergency Generator	\$80,000	
Fine Bubble Diffuser System or Replace Aeration	\$425,000	
Reserves for Wastewater Treatment Plant Improvements	\$100,000	
BioSolid Removal from Wastewater Treatment Ponds	\$100,000	978500
Note: a yellow line delineates an item included in the 2024 Fiscal Year Budget		

**10 Year Capital Improvement Project
2024-2034 General Fund**

Project	Estimated Cost	Budget Line Item
Implementation of Athletic Park Master Plan		
Heritage Park - Plan Implementation with Visitor's Center Improvements	\$1,000,000	
Heritage Park - ADA Restroom	\$130,000	
Gateway Signage	\$120,000	
Improve Drainage at Park-n-Ride Lot at Fairgrounds		
Green Street Park Improvements		
Chip Seal or Hard Surface Streets Throughout Town		
Stormwater Drainage Improvements		
Install Sidewalks Throughout Town		
Town Hall and Community Center Improvements Assessment Plan		
Uncompahgre RiverWay Trail - Regional Partnership to connect Montrose to Ouray		
Rollans Park - Restoration Project, In-Stream Improvements		
Scanning and Electronic File Management Plan		
Pedestrian Crossing Over/Under Pass on Highway 550		
Anchor Site for Wi-Fi Connection to Water Plant		

**10 Year Capital Improvement Project
2024-2034 Water Fund**

Project	Estimated Cost	Budget Line Item
Third Filter Train for Water Treatment	\$500,000	
Water Storage Tank Painting (2029)	\$300,000	
Water Collection System - Piping Ridgway Ditch / Headgate	\$1,500,000	
Presedimentation Ponds Improvements and Piping	\$250,000	
Increase Capacity by the Lake Outfall (400' of 12" Line)	\$45,000	
Dallas Ditch Water into Cottonwood Creek		
Develop Hydraulic Model of Distribution System	\$50,000	
Replace John Deere Backhoe	\$95,000	
Feasibility Study of Expansion of Water Treatment Plant		
Expansion of Water Treatment Plant	\$1,000,000	

10 Year Capital Improvement Project
2024-2034 Sewer Fund

Project	Estimated Cost	Budget Line Item
Lift Station Equipment Replacement		
Upgrade the Treatment System (when loading reaches 80% of approved design capacity - 0.194 MGD and 400 ppd of BOD)	\$100,000	
Mechanical Wastewater Treatment Plant	\$7,500,000	

Town of Ridgway 2023 Strategic Plan Progress Report – September 19, 2023

Community Value 1

Healthy Natural Environment

	Healthy Natural Environment: 2023 Strategy	Responsible Party
1	Advance goals of the Town's Source Water Protection Plan including working with Ouray County on setbacks to the Town's water supplies in the unincorporated areas of Ouray County. IN PROGRESS AND ON-GOING. TOWN AND COUNTY REGULARLY COMMUNICATE ON ISSUES THAT PERTAIN TO SOURCE WATER PROTECTION PLAN.	PW/Manager
2	Review Adequate Water Supply Rules in RMC 7-6 and update Town Code. NO PROGRESS HAS BEEN MADE.	Manager/PW
3	Ensure the cost of water is understood and user fees are in line with costs. AN ANALYSIS OF WATER REVENUE HAS BEEN COMPLETED SEVERAL TIMES IN THE LAST FEW YEARS AND PRESENTED TO COUNCIL.	Manager/Eng.
4	Make available educational materials on radon mitigation, and water and energy conservation, and periodically communicate this information via the Town website and other communication channels. CONSISTENTLY DONE AND ON-GOING.	Building
5	Participate on the Sneffels Energy Board and work with the Board and EcoAction Partners to implement the objectives and supporting actions detailed in the <i>San Miguel & Ouray County Regional Climate Action Plan</i> in order to help our community continue to reduce our greenhouse gas emissions from our 2010 GHG emissions baseline. ON-GOING. STAFF COMMUNICATES REGULARLY WITH SEB AND ECOACTION TO COMMUNICATE THE CAP TO THE COMMUNITY AND ENSURE STRATEGIES AND OBJECTIVES REMAIN UP TO DATE. THE TOWN IS REGULARLY REPRESENTED AT SEB MEETINGS.	Manager
6	Continue working with Ouray County Vegetation Management on implementation of the Town's Integrated Weed Management Plan and to manage weeds in Ridgway more aggressively. Continue following the policy set forth in Resolution No. 22-01, Amending the Policy Relative to Noxious Weed Management. The policy now allows for the application of chemical-based herbicides when deemed necessary by Town staff and Ouray County Vegetation Management personnel, as long as the application falls in line with the Chemical Application and Protocol Recommendations found in the Integrated Weed Management Plan. STAFF MEETS PERIODICALLY WITH JULIE KOLB OF OURAY COUNTY VEGETATION MANAGEMENT TO IDENTIFY WEED INFESTATIONS ON TOWN PROPERTY AND TO DISCUSS AND AGREE UPON HERBICIDE APPLICATION PROTOCOLS FOR THOSE IDENTIFIED AREAS. JULIE PRESENTS A RECAP OF SUMMER ACTIVITY IN RIDGWAY EACH SEPTEMBER. JULIE'S WEED MANAGEMENT REPORT FOR 2023 WAS SHARED WITH COUNCIL DURING THE SEPTEMBER 13, 2023 COUNCIL MEETING.	Manager/PW
7	Support and promote the Sustainability Advisory Board as members work to, among many other things, advance and encourage environmentally sustainable practices and ideas within the Town. The Sustainability Advisory Board's priorities and work plan items for 2023 are as follows: <ul style="list-style-type: none"> Explore a mandate for all new construction (commercial and residential) to be all-electric ready and solar ready (ELECTRIC READY). SEE UPDATE BELOW FOR ENERGY CODE UPGRADE. Explore the requirements outlined in HB22-1362, monitor progress of the energy code board, and on or after July 1, 2023 recommend adoption of an energy code that achieves equivalent or better energy performance than the 2021 international energy conservation code and the model electric and solar ready code developed by the energy code board (ENERGY CODE UPGRADE). SUSTAINABILITY ADVISORY BOARD HAS KEPT A PULSE ON THE WORK OF THE ENERGY CODE BOARD. TOWN STAFF HAS REACHED OUT TO KIM WHEELS AND THE COLORADO ENERGY OFFICE TO PROPOSE A PUBLIC MEETING SCHEDULE RELATED TO THE ADOPTION OF THE 2021 INTERNATIONAL ENERGY CONSERVATION CODE AND THE COLORADO MODEL ELECTRIC READY AND SOLAR READY CODE. WE'RE WAITING TO HEAR BACK. IN AN INITIAL PUBLIC MEETING BEFORE THE UPDATES GO THROUGH THE FORMAL ADOPTION PROCESS, KIM AND A REP FROM THE COLORADO ENERGY OFFICE WILL PRESENT THE REQUIREMENTS OF 1362 AND THE PROCESS OVERVIEW. Enhance education on regional sustainability/climate action efforts by establishing a webpage to serve as a clearinghouse of regional programs and incentives that can benefit community members and help meet regional greenhouse gas emissions reduction targets (EDUCATION). SUSTAINABILITY ADVISORY BOARD HAS ESTABLISHED A WEBPAGE AND CONTINUES TO WORK ON ENHANCING 	Manager

	EDUCATION ON REGIONAL EFFORTS AND PROGRAMS. ON SEPTEMBER 16 TH , SAB SUCCESSFULLY HOSTED AN EV RIDE/DRIVE DEMO WHERE INFORMATION WILL BE AVAILABLE ABOUT EV'S, ECOACTION PARTNERS, SOLAR, HEAT PUMPS, AND THE SUSTAINABILITY ADVISORY BOARD.	
8	Make available educational materials on the amended landscape regulations to encourage water conservation and require low water usage landscaping or xeriscaping. WE CONSISTENTLY PUT OUT MESSAGING ABOUT WATER CONSERVATION AND EFFICIENCY BUT MORE WORK IS NEEDED TO PUT EDUCATIONAL MATERIALS TOGETHER.	Planner/Building
10	Perform state-mandated requirements for backflow prevention and cross-connection control outreach, reporting and tracking. THIS WORK IS ON-GOING AND CONSISTENTLY DONE.	Manager/PW
11	Research and develop regulations or a policy specific to grease traps. NO PROGRESS HAS BEEN MADE.	Manager/PW
12	Research and develop regulations or a policy specific to graywater residential use. GRAYWATER/REG 86 STAKEHOLDER COMMITTEE HAS MET OVER A DOZEN TIMES SINCE THE KICKOFF MEETING ON MARCH 21, 2022. THE WQCC RECENTLY POSTED THE "NOTICE OF PUBLIC RULEMAKING HEARING" FOR CONSIDERATION OF THE ADOPTION OF REVISIONS TO THE GRAYWATER CONTROL REGULATION (REG 86). THE HEARING IS SCHEDULED FOR NOVEMBER 13 TH .	Manager
13	Install water meter at water tanks; test meters for accuracy; repair alarm dialer from the plant to on-call personnel. STAFF IS WORKING CLOSELY WITH REPS OF RUST AUTOMATION & CONTROLS, INC. ON PROCURING A TREATED WATER FLOW METER AT THE WATER PLANT. WE HOPE TO HAVE IT INSTALLED IN THE COMING MONTHS. ALARM DIALER HAS BEEN REPAIRED AND IS IN GOOD WORKING ORDER.	PW
14	Repair and maintain wastewater lines; replace pond curtain; add aerator for lagoon. AERATORS ADDED. STAFF STILL EVALUATING THE NEED FOR REPLACING POND CURTAIN. LINES REPAIRED ON AN AS-NEEDED BASIS.	PW
15	Develop a Preliminary Needs Assessment that makes recommendations for improvements to the current wastewater treatment system and identifies future needs. NOT YET COMPLETED. OUR ENGINEERING TEAM IS AIMING TO GET THIS DONE IN THE FALL OF 2023.	Eng.
16	Remove gravel from Uncompahgre River in Rollans Park and continually improve the area. CONSISTENTLY DONE. THIS WORK IS PLANNED FOR THE WINTER MONTHS WHEN FLOWS ARE LOWER.	PW
17	Evaluate results of <i>Uncompahgre River Corridor Ecological Assessment and Technical Report</i> and explore implementation of the recommended restoration opportunities and river management actions. STAFF RECENTLY MET WITH REPS OF UNCOMPAHGRE WATERSHED PARTNERSHIP TO LEARN ABOUT THEIR RECOMMENDATIONS FOR RESTORATION OPPORTUNITIES BASED ON THE REPORT. RECOMMENDATIONS ARE FORTHCOMING.	Manager/PW
18	To support operations and when needed, acquire roll-off bins for green waste and composting from local companies that manage organic waste. ON-GOING.	PW
19	Ensure the Town's responsibilities, as described in <i>Resolution No. 21-09 Rights of Nature</i> , are met, and ensure good stewardship of the Uncompahgre River, its tributaries, and its watershed. IN LATE 2022 AND IN ACCORDANCE WITH THE RESOLUTION, STAFF AND UWP REPS PRESENTED A WRITTEN REPORT WHICH INCLUDED INFORMATION ON THE HEALTH AND STATE OF THE UNCOMPAHGRE RIVER, ITS TRIBUTARIES, AND ITS WATERSHED; AN UPDATE ON THE REALIZATION OF THEIR RIGHTS RECOGNIZED IN THE RIGHTS OF NATURE RESOLUTION; AND RECOMMENDATIONS FOR ADVANCING AND SECURING THEIR WELFARE AND SUSTAINABILITY. CONVERSATIONS HAVE BEEN HELD RECENTLY REGARDING FINDING A MECHANISM FOR GIVING THE RIVER A VOICE IN THE DECISION-MAKING PROCESS.	Manager
20	Work with SMPA to further explore the idea of a community solar array, or even a agrophotovoltaic system being constructed somewhere on public property, namely the remaining area of Green Street Park. Identify feasible locations and assist SMPA, as needed, in developing a formal proposal for the public to weigh in on and for the Town Council to consider. TOWN STAFF HAS WORKED WITH SMPA TO LOOK INTO THE POSSIBILITY INTO THE POSSIBILITY OF A 300 KW SOLAR ARRAY ON THE SOUTHWEST PORTION OF THE ATHLETIC PARK PARCEL (SOUTH OF THE CURRENT SOCCER AND BASEBALL FIELDS BUT WEST OF THE PROPOSED BIKE PARK). THIS IDEA WAS INITIALLY PROPOSED ABOUT A YEAR AGO AND SMPA WAS RECENTLY AWARDED A DOLA PLANNING GRANT THAT WILL ALLOW SMPA TO FURTHER EXPLORE/PURSUE THE APPROPRIATE LOCATIONS FOR A SOLAR ARRAY AND STORAGE/MICROGRID CONTROLS. THE GRANT WILL ALSO ALLOW SMPA TO WORK THROUGH	Manager

	OTHER FEASIBILITY ISSUES CONCERNING SYSTEM DEVELOPMENT, LAND LEASING, AND EQUITABLE DISTRIBUTION OF THE RENEWABLE SOLAR ENERGY. THE ATHLETIC PARK LOCATION IS NOW A COMPONENT AND A CONTEMPLATED USE THROUGH THE ATHLETIC PARK MASTER PLANNING PROCESS BEING SPEARHEADED BY DHM DESIGN.	
21	Work with SMPA and Artspace to explore the idea of installing a solar/storage system, commonly referred to as a Microgrid, at Ridgway Space to Create. ARTSPACE HAS SIGNED OFF ON THE IDEA AND THE SPACE IS SOLAR READY. SMPA IS EAGERLY AWAITING THE OPENING OF THE IMPLEMENTATION/CONSTRUCTION GRANT FROM THE "MICROGRIDS FOR COMMUNITY RESILIENCE PROGRAM" THROUGH THE DEPARTMENT OF LOCAL AFFAIRS (OPENING IS ANTICIPATED IN OCTOBER 2023).	Manager
22	Host annual Town Cleanup Day event and Adopt-A-Highway Cleanup events. TOWN CLEANUP DAY WAS HELD ON APRIL 22 ND . ADOPT-A-HIGHWAY CLEANUP WAS HELD ON JULY 8 TH .	Manager/PW

Community Value 2

Sense of Community & Inclusivity

	Sense of Community and Inclusivity: 2023 Strategy	Responsible Party
1	Continue the process of developing an interior design/furnishing plan for the Ridgway Space to Create community room and begin implementation. Develop a usage policy for the space, as well as an application process. STAFF IS IN THE PROCESS OF PROCURING AND PURCHASING A/V EQUIPMENT FOR THE DECKER ROOM. INTERIOR DESIGN AND FURNISHING OF THE SPACE IS ON-GOING BUT THE FURNITURE TO MAKE THE SPACE USABLE WAS PURCHASED EARLIER THIS YEAR. FEE SCHEDULE AND APPLICATION PROCESS FOR THE RIDGWAY SPACE TO CREATE COMMUNITY ROOM WAS ESTABLISHED VIA RESOLUTION NO. 23-02. ART SHOW/EXHIBIT RELATED TO THE GRAND OPENING OF SPACE TO CREATE IS SLATED TO COME TO A CLOSE AT THE END OF AUGUST. STAFF IS CURRENTLY WORKING ON A PROGRAM AND PROCESS FOR FUTURE ART SHOWS IN THE SPACE.	Manager/Community Initiatives
2	Complete the updates to Chapter 7 "Planning and Zoning" of the Ridgway Municipal Code in an effort to, among other things, clarify the application review and approval processes and incorporate new application types to improve the development review process. Updates to the Town's subdivision regulations and Planned Unit Development regulations will meet Action COM-1b and Action GRO-1c identified in the Town of Ridgway Master Plan. A NEW VERSION OF CHAPTER 7, NOW TITLED "LAND USE REGULATIONS" WAS ADOPTED VIA ORDINANCE NO. 03-2023 ON JUNE 14 TH . THE CHANGES TO RMC TOOK EFFECT ON JULY 14 TH . IN RESPONSE TO EMERGENCY ORDINANCE NO. 01-2022 ESTABLISHING A TEMPORARY MORATORIUM ON THE ACCEPTANCE OF DEVELOPMENT APPLICATIONS, TOWN STAFF, CONSULTANTS, AND THE PLANNING COMMISSION SPENT THE BETTER PART OF A YEAR UPDATING THE TOWN'S LAND USE REGULATIONS.	Manager/Planner
3	Work with developers through the Planned Unit Development process to secure deed restricted workforce housing. CONSISTENTLY DONE.	Planner/Manager
4	Continue efforts on workforce housing, including evaluating and recommending mechanisms or strategies for a dedicated revenue source for affordable housing; hold a Town Council workshop solely dedicated to evaluating and considering strategies and funding mechanisms; continue regular communication with regional partners. EFFORTS TO ADDRESS WORKFORCE HOUSING HAVE BEEN ROBUST (E.G., WETTERHORN HOMES PROJECT, SPACE TO CREATE, PROPOSITION 123 OPT-IN). COUNCIL HAS HELD A NUMBER OF WORK SESSIONS IN 2023 TO DISCUSS AND EVALUATE STRATEGIES FOR A DEDICATED REVENUE SOURCE FOR AFFORDABLE HOUSING. ON AUGUST 9 TH , COUNCIL IS SLATED TO CONSIDER APPROVING A RESOLUTION THAT WOULD PLACE A BALLOT QUESTION RELATED TO THE TOWN'S LODGING TAX ON THE NOVEMBER 7 TH COORDINATED ELECTION BALLOT. IF APPROVED, THE LODGING TAX WOULD BE RAISED TO 6% AND THE PROCEEDS WOULD BE SPLIT 50/50 BETWEEN TOURISM PROMOTION AND AFFORDABLE HOUSING/CHILDHOOD CARE.	Manager
5	Organize and facilitate one regional law enforcement training opportunity. COMPLETED.	Marshal

6	Complete training with the Ouray County Sheriff's Office and City of Ouray Police Department to improve skills and foster good relations across the jurisdictional departments. THIS IS ON-GOING AND CONSISTENTLY DONE. MARSHAL'S OFFICE HAS CONDUCTED A VARIETY OF REQUIRED TRAININGS IN CONJUNCTION WITH OURAY COUNTY SHERIFF'S OFFICE AND THE OURAY POLICE DEPARTMENT.	Marshal
7	Complete the transition of the Ouray County Victim Services Program from the Town of Ridgway to Ouray County and continue to support, grow and promote the Program/victim advocacy and victim's rights. TRANSITION HAS BEEN COMPLETED. THE SUPPORT AND GROWTH OF THE PROGRAM IS ON-GOING.	Marshal
8	Develop a community outreach and education program, including outreach on leash laws and dog owner responsibilities, securing trash containers and being bear-aware, town-wide speed limits, snow removal, etc. ON GOING. THERE ARE CONSISTENT MESSAGES THROUGH THE TOWN'S COMMUNICATION CHANNELS, INCLUDING THE REGULAR POLICE BLOTTER AND REGULAR WATER BILL.	Marshal/Community Initiatives/PW
9	Promote the Athletic Park Pavilion as a Town facility and community amenity that is available for rent. THE PAVILION IS A POPULAR AMENITY IN THE ATHLETIC PARK. IT'S A FIRST COME, FIRST SERVED AMENITY, UNLESS A GROUP WANTS TO RESERVE AND UTILIZE THE CONCESSION AREA AND THE ENTIRETY OF THE PAVILION.	Manager/Clerk
10	Provide in-kind support to the Ridgway Community Garden by helping to improve the parking area with additional gravel and weed mitigation. DONE.	PW
11	Work with Ouray County Plaindealer staff to begin implementation of monthly newspaper advertisements to showcase what's going on at the Town of Ridgway. MONTHLY AD IMPLEMENTED AND GOING WELL!	Manager

Community Value 3

Small Town Character & Identity

	Small Town Character and Identity: 2023 Strategy	Responsible Party
1	Expand community outreach and information sharing efforts. THIS IS AN ON-GOING EFFORT. OUTREACH EFFORTS HAVE BEEN BOLSTERED IN 2023 WITH OUR MONTHLY "HEY, RIDGWAY!" AD IN THE OURAY COUNTY PLAINDEALER.	Manager/Community Initiatives
2	Further implementation of the <i>Ridgway Visitor Center & Heritage Park Master Plan (Amended June 2022)</i> via the phased Implementation Plan that staff developed and presented to Town Council on September 14, 2022. Continue exploring grant funding opportunities to bring the improvements to fruition. WE WORKED WITH THE COLORADO MAIN STREET PROGRAM TO UTILIZE TECHNICAL ASSISTANCE ON THE DEVELOPMENT OF CONSTRUCTION-LEVEL DOCUMENTS FOR THE NEW VISITOR CENTER STRUCTURE. COMS SOUGHT PROPOSALS TO PROVIDE DESIGN SERVICES AND CONSTRUCTION DRAWINGS FOR A NEW VISITOR CENTER IN RIDGWAY. PROPOSALS WERE DUE BY AUGUST 25TH, BUT, UNFORTUNATELY, COMS DID NOT RECEIVE ANY PROPOSALS BY THE DEADLINE. IN A MEETING BETWEEN COMS STAFF AND TOWN STAFF HELD A FEW WEEKS AGO, FEEDBACK WAS SHARED FROM THREE ARCHITECTURAL FIRMS THAT HAD ELECTED NOT TO BID. THE GROUP DISCUSSED FUTURE OPTIONS TO BRING THE PROJECT TO FRUITION, AND ALSO TALKED ABOUT SEVERAL GRANT OPPORTUNITIES THAT CAN HELP ADVANCE THE PROJECT.	Community Initiatives/Manager
3	Partner with GOCO on a Youth Corps project. NO PROGRESS HAS BEEN MADE.	PW
4	Lead <i>Ridgway Fuse, A Colorado Creative Main Street Program</i> in implementing priority Council initiatives and supporting the Ridgway Creative District and Ridgway Main Street programs. Continue efforts to Connect, Gather, Build, and Spotlight via the collectively agreed upon work plan. THIS IS CONSISTENTLY DONE. RIDGWAY FUSE HAS MADE A LOT OF PROGRESS IN 2023 AN CONTINUES TO WORK IN A COLLABORATIVE MANNER TO FURTHER THE GOALS AND PRIORITIES SET FORTH IN THEIR STRATEGIC PLAN.	Community Initiatives
5	Generate promotional pieces that communicate the Ridgway Creative District's and Main Street Program's value to the community, objectives, and invite potential partnerships and collaboration. Continue efforts to bolster and enhance the Ridgway Fuse website and	Community Initiatives

	its functionality. CONSISTENTLY DONE. RETROSPECTIVE POSTERS COMPLETED FOR SPACE TO CREATE GRAND OPENING CELEBRATION. CHECK THEM OUT IN THE DECKER COMMUNITY ROOM!	
6	Support and promote the Youth Advisory Council and provide its membership opportunities for input on Town projects, programs, and events. CONSISTENTLY DONE. TWO STUDENTS APPOINTED TO 23-24 YAC SO FAR. TOWN SEEKING MORE APPLICANTS FOR 23-24 YAC. THREE ADDITIONAL APPLICATIONS RECEIVED FOR COUNCIL CONSIDERATION ON OCTOBER 11, 2023.	Manager
7	Make efforts to educate and inspire residents and visitors about Ridgway's ranching heritage; provide information about ranching activities that periodically occur in and around Town, such as cattle drives. NO PROGRESS HAS BEEN MADE.	Community Initiatives
8	Create and maintain succession plans for all Town staff and standard operating procedures. VARIOUS HANDBOOKS ON DAY-TO-DAY DUTIES AND RESPONSIBILITIES HAVE BEEN CREATED BUT MORE NEEDS TO BE DONE.	All Departments
9	Identify a consultant to undertake a master planning process for the Athletic Park and to develop a master plan document for the Town to follow and implement. CONSULTANT HAS BEEN IDENTIFIED. DHM DESIGN IS SPEARHEADING THE MASTER PLANNING PROCESS. TWO DESIGN CONCEPTS DEVELOPMENT AND PRESENTED DURING A SECOND PUBLIC MEETING HELD ON SEPTEMBER 18TH.	Manager

Community Value 4

Vibrant & Balanced Economy

	Vibrant and Balanced Economy: 2023 Strategy	Responsible Party
1	Continue participation in local and regional broadband initiatives, including connecting local government and anchor institution buildings. ON-GOING.	Manager/Planner
2	Plan, organize, and manage Summer Concert Series and Love Your Valley event. COMPLETED.	Clerk
3	Plan, organize, and manage Ridgway Independent Film Festival and other Ridgway Fuse events. ON-GOING. FIRST FRIDAYS GOING WELL AND RIDGWAY INDEPENDENT FILM FEST SCHEDULED FOR NOVEMBER 10-12.	Community Initiatives
4	Continue the partnership with the regional Creative Districts and the Ridgway Area Chamber of Commerce to advance the Creative Corridors Initiative. THIS IS ON-GOING.	Community Initiatives
5	Partner with Colorado Creative Industries to further develop and grow the Ridgway Creative District, including consideration of feedback and recommendations from Ridgway Fuse; provide training and educational opportunities for members of Ridgway Fuse. CONSISTENTLY DONE.	Community Initiatives
6	Identify and complete a priority Creative District project with the Colorado Creative Industries matching grant. OPERATIONAL GRANT SECURED FOR 2023.	Community Initiatives
7	Partner with the Department of Local Affairs on the Main Street Program and implement priority recommendations from the Main Street Downtown Assessment focused on economic restructuring, design, organization, and promotions. ON-GOING.	Community Initiatives
8	Oversee and manage downtown streetscape maintenance and landscaping; maintain and replace trees as needed; maintain landscaping at Heritage Park; maintain planter boxes and landscaping around Town Hall and Hartwell Park. THIS IS AN ON-GOING ITEM. THE TOWN CONTRACTS WITH HEIDE GROWS UP, LLC TO MAINTAIN LANDSCAPED AREAS IN THE STREETSCAPE PROJECT AREA, IN HARTWELL PARK, AND AROUND TOWN HALL.	PW

Community Value 5

Well-Managed Growth

	Well-Managed Growth: 2023 Strategy	Responsible Party
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1	Continue the process of updating the Town's zoning and subdivision regulations to allow for administrative approvals as appropriate. THE TOWN'S LAND USE REGULATIONS WERE RECENTLY UPDATED AND ALLOW FOR SOME ADMINSTRATIVE ADJUSTMENTS, DEPENDING ON THE APPLICATION/REQUEST.	Planner
2	Update Town regulations to address shared utility taps and shared water meters. NO PROGRESS HAS BEEN MADE.	Planner/PW
3	Complete solicitation and selection processes for new engineering consultant to spearhead development/civil review. COMPLETED. SWIFTWATER SOLUTIONS, LLC CAME OUT ON TOP OF THE COMPETITIVE PROCESS AND IS NOW UNDER CONTRACT TO PERFORM ENGINEERING SERVICES FOR DEVELOPMENT REVIEW. JOYCE HUANG, WHO RESIDES IN RIDGWAY, IS A PRINCIPAL ENGINEER WITH SWIFTWATER AND SERVES AS THE POINT OF CONTACT, PROJECT MANAGER AND LEAD REVIEWER.	Manager
4	Participate in regional transportation initiatives including the Gunnison Valley Transportation Planning Region (GVTPR) and the Ouray County Transit Advisory Council, as appropriate. CONSISTENTLY DONE.	Manager
5	Continue working with the City of Ouray, Ouray County, and All Points Transit to establish and begin the rollout of the Ouray County Workforce Transportation Project. WE ARE STILL WAITING ON AN EXECUTED CONTRACT FROM CDOT (FOR MMOF GRANT MONIES) TO START THE TRANSIT SERVICE. LAUNCH NOW SCHEDULED FOR JANUARY 2024.	Manager
6	Assist Ouray County and their selected contractors to update the Ouray County Community Wildfire Protection Plan and develop a Multi-Jurisdictional Evacuation Plan. A BID REVIEW COMMITTEE, COMPRISED OF COUNTY, TOWN, AND CITY REPS, RECOMMENDED THAT THE BOCC AWARD THE BID FOR THE OURAY COUNTY MULTI-JURISDICTIONAL EVACUATION PLAN TO JEO CONSUTING GROUP. THE CONTRACT IS CLOSE TO BEING SIGNED AND PERSONNEL FROM THE COUNTY, TOWN AND CITY WILL NEED TO PARTICIPATE IN THE PROCESS.	Manager
7	Explore feasibility of a roundabout at Railroad St. and Hwy 62 and recommend inclusion on GVTPR 10 Year Plan. THE IDEA HAS BEEN PLUGGED AT VARIOUS GVTPR MEETINGS WITH THE MOST RECENT PITCH ON MARCH 10, 2022. MORE EFFORTS ARE NEEDED TO GET IT ON THE 10-YEAR REGIONAL TRANSPORATION PLAN. STAFF MET WITH JENNIFER ALLISON, REGION 5 TRAFFIC & SAFETY PROGRAM ENGINEER, A FEW WEEKS AGO AND SHE SUGGESTED THAT THE TOWN UNDERTAKE AN INTERSECTION ANALYSIS IN 2024 TO DETERMINE IF AN INTERSECTION TREATMENT IS WARRANTED (I.E., ROUNDABOUT, TRAFFIC SIGNAL, ETC.)	Manager
8	Finalize GIS database for water and sewer infrastructure, including catalog of all mechanical/fleet equipment. IN PROGRESS.	PW/Eng.
9	Develop and organize volunteer efforts, focused on procedural rules, expectations, purpose, etc. for Council appointed commissions, boards, committees and task forces. CONSISTENTLY DONE. BYLAWS AND/OR AUTHORITY AND PROCEDURES ADOPTED FOR VARIOUS BOARDS AND COMMISSIONS.	Manager/Community Initiatives
10	Implement measures to address deficiencies and ensure Wastewater Treatment Plant consistently meets permit limitations and other terms and conditions of its permits. ON-GOING. STAFF HOPES TO GET A PRELIMINARY NEEDS ASSESSMENT COMPLETED IN THE LAST PART OF 2023.	Manager/PW/Eng.
11	Expand efforts on official record and electronic file organization. ON-GOING.	Manager/Clerk
12	Implement Asset Management Plan for all departments. IN PROGRESS.	Clerk
13	Complete the updates to the Town's standard specifications for infrastructure that have not yet been completed. STANDARDS UPDATED A FEW TIMES IN LATE 2022. MORE UPDATES WILL BE BROUGHT TO COUNCIL IN THE COMING MONTHS.	Eng./PW
14	Address access to Ridgway Ditch and adjacent development, including building and septic setbacks, Ditch access, and land use opportunities with Ouray County to protect the Ditch. ON-GOING.	Eng./Manager/PW
15	Explore grant funding opportunities that would provide for major improvements to the Ridgway Ditch in a way that would allow the Town to receive additional water and mitigate system loss (i.e., piping portions of the Ridgway Ditch). Repair and install additional flow measuring devices along Ridgway Ditch and at Lake O. STAFF IS WORKING WITH REPS OF RUST AUTOMATION & CONTROLS, INC. ON PROCURING ALTERNATIVE FLOW MEASURING DEVICES AND TOOLS FOR RIDGWAY DITCH AND LAKE O. WE HOPE TO HAVE ALL OF IT FIGURED OUT IN THE COMING	Manager

	MONTHS. STAFF CONTINUES TO KEEP A PULSE ON FUNDING OPPORTUNITIES, AS TIME ALLOWS, TO BRING MAJOR PROJECTS ON THE TOWN'S CAPITAL IMPROVEMENT PLAN TO FRUITION. THIS INCLUDES THE PROJECT REVOLVING AROUND IMPROVEMENTS TO THE RIDGWAY DITCH (I.E., PIPING SEGMENTS OF THE DITCH).	
16	Investigate how to access potential funding opportunities for water-related projects (i.e., monitoring and improvements to the Town's water supply system) under the Infrastructure Investment and Jobs Act or through state funding options such as Colorado Water Plan grants or Gunnison Basin Roundtable grants. EARLIER THIS SUMMER, THE STATE OF COLORADO HOSTED A SERIES OF REGIONAL SUMMITS TO ASSIST LOCAL GOVERNMENTS IN NAVIGATING THE IIJA AND TO PROVIDE INFORMATION ABOUT IIJA OPPORTUNITIES AND WHAT MUST BE DONE TO SUCCESSFULLY APPLY FOR AND ADMINISTER FUNDS. TOWN STAFF ATTENDED THE REGION 10 SUMMIT AT THE 4H CENTER IN RIDGWAY. STAFF IS CONTINUING TO KEEP A PULSE ON FUNDING OPPORTUNITIES AS TIME ALLOWS.	Manager
17	Replace hydrants and valves, as needed, on water distribution system. ON-GOING.	PW
18	Continue the phased water meter replacement program. PW STAFF WORKING ON CURRENT PHASE NOW. JUST IN THE LAST MONTH, 120 METERS AND MXU'S HAVE BEEN REPLACED!	PW
19	Complete transition from chlorine dioxide treatment to Granular Activated Carbon filtration alternative at water treatment plant. TOWN IS UNDER CONTRACT WITH FILTER TECH SYSTEMS, INC. FOR THIS PROJECT. UNIT IS STILL IN THE PROCESS OF BEING DESIGNED. STAFF ANTICIPATES BEING ABLE TO SUBMIT PLANS/DESIGN TO CDPHE IN THE NEXT FEW DAYS FOR REVIEW AND APPROVAL.	PW/Eng./Manager
20	Complete sewer line camera and root abatement work; remove contact chamber sludge. CAMERA AND ROOT ABATEMENT WORK IS ONGOING. CONTACT CHAMBER SLUDGE REMOVED.	PW
21	Employ methods to better manage traffic flow and safe speeds; further explore additional advisory signage, temporary pedestrian signage, and street devices to mitigate speeding vehicles on westbound and eastbound Hwy 62 and other areas of town. RADAR TRAILERS DEPLOYED AS NEEDED. MARSHAL'S OFFICE HAS INCREASED PRESENCE ON SHERMAN ST. AND AMELIA ST. SPEED RADAR SIGNS PURCHASED AND INSTALLED ON EASTBOUND AND WESTBOUND SHERMAN ST.	Marshal/PW
22	Review Traffic Flow Plan and update, as needed. ON-GOING.	Eng./Manager/PW
23	Partner with Browns Hill Engineering & Controls to utilize the VSaaS platform and a high-end, full-featured, cybersecurity-protected SCADA system for the water treatment plant. NEW VSAAC PLATFORM AND SCADA SYSTEM CLOSE TO OPERATIONAL!	Manager/PW
24	Explore retaining a consultant to assist with exploring available grant opportunities that would advance projects and initiatives that have been identified as near-term and long-term priorities, and to assist with administering awarded grants. WITH SUPPORT FROM THE STATE OF COLORADO, REGION 10 HAS ESTABLISHED A REGIONAL GRANTS NAVIGATOR PROGRAM TO SUPPORT LOCAL GOVERNMENTS IN PURSUIT OF FUNDS FROM THE HISTORIC BIPARTISAN INFRASTRUCTURE LAW. REGION 10 HAS CONTRACTED COLLEEN HANNON TO ASSIST WITH THE REGIONAL GRANT NAVIGATOR PROJECT. TOWN STAFF MET WITH COLLEEN IN THE SPRING TO GET AN UPDATE ON REGION 10'S WORK TO DATE AND TO GIVE HER INFORMATION ON CURRENT AND FUTURE INFRASTRUCTURE PROJECTS AND OUR OVERALL NEEDS. COLLEEN HAS PROVIDED UPDATES AND INFO ON AVAILABLE FUNDING OPPORTUNITIES BASED ON THE NEEDS THAT WE EXPRESSED.	Manager/Clerk

Wetterhorn Subdivision Waivers

Tap Installations

14 residential water taps at \$6,000	\$ 84,000
14 residential sewer taps at \$6,000	\$ 84,000
14 water meters at \$207	\$ 2,898
14 water MXU's at \$243	\$ 3,402
14 water meter cans, piping and fittings \$725	\$ 10,150
Labor 16 hours for installation for water	\$ 617
Total	\$185,067

Water Fund Revenues \$ 101,067

Sewer Fund Revenues \$ 84,000

Fees and Services

Excise development tax	\$ 21,000
Building permit and plan check	\$ 22,320
Attorney	\$ 10,631
Engineering	\$ 35,323
Development Review	\$ 16,706
Culvert	\$ 14,956

General Fund Revenues \$ 120,936

Habitat for Humanity Tri-Plex Units Waivers

Tap Installations

* tap fees on the development were originally paid by the developer,
all remaining fees are to bring the taps current

3 residential water taps	\$ 9,000 *
3 residential sewer taps	\$ 4,880 *
3 water meters and mxu's	\$ 1,080
3 water meter cans, piping and fittings	\$ 2,175
Labor 4 hours for installation for water	\$ 230
Total	\$ 17,365

Water Fund \$ 12,485 *Repaid from General Fund 10-14-22*

Sewer Fund \$ 4,880 *Repaid from General Fund 10-14-22*

Fees and Services

Excise development tax	\$ 4,500
Building permit and plan check	\$ 7,500

General Fund Revenues \$ 12,000

Home Trust Fee Waivers

Tap Installations

* tap fees on the development were originally paid by the developer,
all remaining fees are to bring the taps current

2 residential water taps	\$ 4,320 *
2 residential sewer taps	\$ 3,440 *
2 water meters and mxu's	\$ 720
3 water meter cans, piping and fittings	\$ 1,450
Labor 4 hours for installation for water	\$ 230
Total	\$ 10,160

Water Fund \$ 6,720

Sewer Fund \$ 3,440

Fees and Services

Excise development tax	\$ 3,000
Building permit and plan check	\$ 8,000

General Fund Revenues \$ 11,000

2023 Chevrolet Tahoe Leasing versus buy out

2023 Chevrolet Tahoe LTZ equipment with administrative light and siren package

In 2022 we needed a new patrol vehicle to replace the 2012 Ford Fusion.

Due to vehicle shortages and rising cost of new vehicle we explored and found a leasing program that looked to be a great option for the Town.

United Fleet offered a one-year leasing option that was structured where we paid a set fee of \$7,700.00 for the year lease. We then turned the vehicle back and they sold it, and we paid the next year lease fee and started a new lease with a new patrol vehicle.

This year in preparing for the 2024 budget I reached out to a representative with United Fleet, and he said that their program had changed to a three-year leasing program. He indicated that we would just keep the 2023 Tahoe and sign a new three-year lease and go on with that. He indicated that this was a great option for the town, and they were not offering the one-year option anymore. He told me that they would be sending new paperwork out in order for the current leases.

Hours before the budget meetings We received the paperwork for the new lease from Umpqua Bank, Some issues with the new lease were.

1. The new three-year lease would start 10-01-2023 through 10-01-2025, with a total of five-year option for buyout in 10-01-2028 of one dollar.

Structurally this option would like.

10-01-2023 \$7,500.00, 10-01-2024 \$7,500.00, 10-01-2025 \$7500.00, 10-01-2026 \$30,637.60, 10-01-2027 \$30,637.60, 10-01-2028 \$1.00.

Based on these costs and considering the \$7,700.00 for the 2023 lease the town could potentially pay \$91,476.20 for a vehicle that based on 15,000 miles per year would be at 90,000 plus or minus miles and at potential removal from fleet.

This also does not consider any residual reduction by the town with the \$7,500.00 yearly lease fees.

2. I contacted Mike Scott the CEO of fleet leasing to address our concerns regarding the new three year and he provided a better cost break down which provides for residual drop and explanation of their forecast for residual value above costs to the town at turn in of the vehicle.

10-01-2023 lease payment \$7,500.00, pay off balance \$58,808.00, 10-01-2024 \$7,500.00, payoff balance \$54,448.35, 10-01-2025 \$20,121.09, pay off balance \$37,234.80, 10-01-2026 \$20,121.09, pay off balance \$19,102.04, 10-01-2027 \$20,121.09, pay off balance \$1.00, 10-01-2028 \$1.00, payoff balance \$0.00

Potentially costing the town \$55242.18

To continue with the lease also has a cost of interest and admin fees. The 7500.00 payment, only 4359.00 dollars goes to residual reduction costing the town 3141.00 a year in interest and administrative fees.

There is also the cost of equipping the new Tahoe with emergency lighting, and computer equipment of \$4,000.00 - \$6,000.00. With the 2023 Tahoe that we have, there was a long wait time when we were taking delivery of 2 to 4 months, so I opted to install the equipment myself at no cost to the town other than some of the equipment.

Options for the Town:

1. Would be to sign new three-year lease with Unified fleet starting January 1, 2024, on the current 2023 Tahoe we have now. We can opt out of the lease at any time and pay the buyout at what the current buyout rate would be. Or we can turn it back and lease a new one at the end of the three years.
2. Buy out the current lease January 10, 2024, for \$61,308.00, The car would then be owned by the town.
3. Turn the Tahoe back on January 10th Unified Fleet would then sell the vehicle and hopefully cover the residual cost of \$61,308.00, after fees and costs the town should come out even to plus money.

Based on the following factors I am recommending that the town buy out the lease on January 10th 2024 For the \$61,308.00.

The 2023 Tahoe is equipped, has graphics \$800.00 cost, will be right at 20,000 miles, with plenty of life left. The car has been great for the needs of the Department and will be for years to come.

Other factors:

Currently there are only two new 2023 Tahoe's available at three dealerships in our area, they range from \$68,000.00 to \$71,000.00, for lower package ones than we have. 2024 are coming soon but with a substantially higher price. There is also the looming threat of an auto workers' strike which could impact on the market after the first of the year.

Used vehicles are at an all-time high, and similar Tahoe's are priced from \$68,000.00 to \$83,000.00. Other types of vehicles such as the Ford Explorers new are in the \$56,000.00 to \$62,000.00 dollar range.

We would also have the cost of setup and equipment for up to \$6,000.00 and time of 4 to 6 months to get them done. I am no longer going to be available to install equipment.

During a meeting with other area agencies that use United Fleet Leasing there were concerns expressed about the new contracting of the three-year leases. Of the three agencies that I talked with one had put a hold on any future leases due to contract language. One had stopped all leasing and gone another route. The third was not committed to future leasing with United Fleet.

If we were to turn back Tahoe in January, there is an 8 month wait period for a new vehicle plus a current shortage of equipment and companies to install it.

Thank you.

Marshal Shane Schmalz

Reducing Youth Access to and Use of Tobacco in Ouray County, Colorado

Youth Tobacco Use in Region 10

Almost **90%** of adults who smoke regularly begin smoking at or **before age 18**.¹ The 2021 Healthy Kids Colorado Survey indicated that among youth in Colorado's Region 10:

- 34.4% have ever used an electronic vapor product,
- 18.4% have used an electronic vapor product in the past 30 days,
- 20.3% have ever used a cigarette, even one or two puffs, and
- 4.9% have used a cigarette in the past 30 days.²



Youth Access to Tobacco in the Retail Setting

- **Over three out of four** (77.5%) underage students in Region 10 who tried to buy tobacco or vaping products in a store **were not refused because of age**.²
- **Almost half** (49.2%) of the students in Region 10 feel it would be sort of easy or very easy to get electronic vapor products if they wanted.²
- **Over one in three** (39.2%) of students in Region 10 feel it would be sort of easy or very easy to get cigarettes if they wanted.²

How the Tobacco Industry Uses the Retail Environment

- Pervasive **retail tobacco promotional practices**, including product and advertising placement and pricing tactics, known to **influence youth towards smoking**, contribute to increased initiation, experimentation, and regular smoking.³
- In 2021, tobacco companies spent **\$8.6 billion** to advertise and promote their products.⁴ Tobacco companies spend 96.8% (\$8.3 billion) of their advertising and promotional expenditures on point-of-sale ads, price discounts, coupons and specials.⁵
 - These kind of point-of-sale advertising tactics have been linked with increases in tobacco use among youth.⁶

Local Tobacco Retail Licensing – Proposed Solution

License Tobacco Retailers Locally

Licensing requires retailers to obtain a license to sell tobacco products and follow all tobacco control laws or risk fines and losing the ability to sell those products. It also:

- Helps enforce tobacco point-of-sale laws;
- Provides an accurate list of tobacco retailers for inspection; and,
- Funds retailer education, administration of licenses, and enforcement.

A tobacco retail license ordinance can also include provisions that may further reduce youth access such as:

- Requiring all tobacco products be displayed behind counters and requiring a clerk's assistance;
- Prohibiting the sale of any tobacco products through vending machines;
- Restricting the age of entrance to tobacco retail establishments;
- Restricting the sale of flavored tobacco products;
- Limit location and number of tobacco retailers (near schools, for example);
- Restricting a retailer's ability to redeem coupons for tobacco products; and,
- Requiring a minimum age for retail salesclerk.

Evidence of Effectiveness

Local tobacco retail laws with enforcement and retailer education are an effective way to reduce tobacco sales to minors.^{7,8} Tobacco retail stores located in jurisdictions with weaker enforcement are more likely to sell to minors than retailers located in jurisdictions with more effective measures, such as licensing.⁹

An evaluation published in the journal *Pediatrics* shows local tobacco retailer licensing can help reduce youth use and initiation of both cigarettes and e-cigarettes. Youth living in jurisdictions with strong retailer ordinances were less likely to use or try tobacco compared to youth living in jurisdictions with weak ordinances.¹⁰

A study in Fort Morgan, Colorado showed that the true violation rate of sales to minors was as high as 48% - more than five times the state's reported rate. This rate fell to 3.4% with more frequent local inspections, and underage retail purchases declined.¹¹

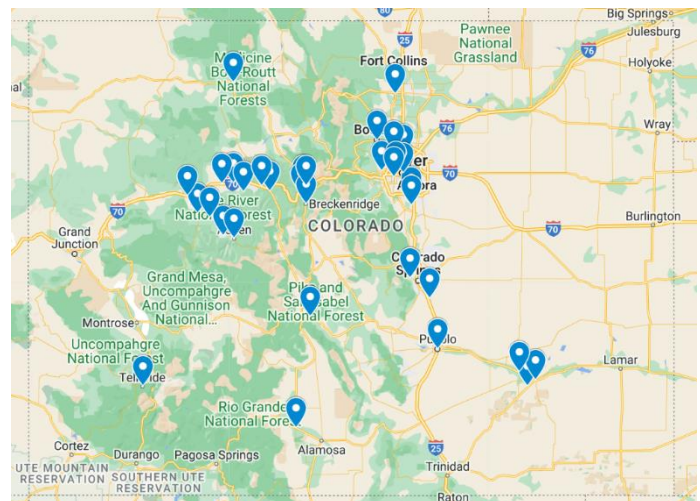
An independent study conducted in Colorado showed that communities with local tobacco retail ordinances had significantly lower compliance check violation rates than communities without such ordinances. Findings suggest that local tobacco retail ordinances may decrease tobacco sales to minors.¹²

CO Communities with Local Tobacco Retail Licensing Laws

Thirty-six Colorado communities have local tobacco retail licensing laws, including but not limited to: Fountain, Golden, Manitou Springs, Pueblo, Rocky Ford, and Steamboat Springs (see Map).

For more information:

Ouray County Public Health Agency
302 2nd St., Ouray, Co 81427
970-325-4670



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