



**Economic Vitality Committee
Thursday, March 21, 2024, 1:00 PM
Public Meeting Room / Eagle Town Hall
200 Broadway, Eagle, CO**

This agenda and the meetings can be viewed at www.Townofeagle.org.

PUBLIC WIFI – Eagle Guest

MEETING ACCESS

CALL TO ORDER AND ROLL CALL - 1:00 PM

APPROVAL OF MINUTES

- a Minutes dated February 14, 2024

STAFF & OTHER UPDATES

- a Community Development's report. Questions?
- b Staff updates
- c Chamber and DDA updates (as appropriate).

BUSINESS & DISCUSSION ITEMS

- a RRC update on Dashboard launch
- b Economic Development Plan Implementation & Priorities

ADJOURN

I hereby certify that the above Notice of Meeting was posted by me in the designated location at least 24 hours prior to said meeting.

Nikki Davis
Economic Development & Housing Specialist

EVC MEETING MINUTES 2/15/24

CALL TO ORDER AND ROLL CALL - 1:01 PM

In attendance: Mick Daly, David Gaboury, Christina Hofman, Kim Fritzler, Eric Eves, Matt Felser, Kevin Brubeck, Nick Sunday, Nikki Davis, Cliff Simonton, Sydney, Jamie Wilson
Absent: Kim Goodrich

ROLL CALL & APPROVAL OF MINUTES

Motion to approve minutes passed unanimously.

ADMIN

- a. Nikki introduced Jamie Wilson, Communications & Marketing Specialist. Discussion on her role.
- b. Christina will continue as Secretary while we redefine the role (not minutes!)
- c. The recording of this meeting is linked below, together with topics and time stamp, so you can go directly to the section.

STAFF UPDATES

- a. See below.

EVC BUSINESS

- a. RRC update. The final draft dashboard will be presented and approved at our next meeting, to go live in April.
- b. Economic Development Plan (see updated Action list attached):
 - Staff will prioritize the 10 Actions and identify those requiring EVC support.
 - Recommended that we choose 3 or 4 that EVC can support delivering real progress and deliverables this year.
 - Action 1 is ongoing and long-term spanning the life of the project. It will be achieved in part by the completion of several other actions.
 - Action 3 is high priority – it can deliver a key tool to help all new businesses and developers come to Eagle with a smooth path laid out to navigate the Town's processes and code. It can also be a marketing piece that demonstrates we are serious about being "Open For Business".
 - Actions 4 & 5 are budgeted and EPS is already contracted to do the work.
 - Action 6 is the Dashboard. Phase 1 is close to going live. Phase 2 will be designed later this year.
 - Action 7 should include bringing together the Chamber, DDA/DBA and EVC to confirm roles and ensure synergistic collaboration.
 - Action 10: rather than assume a "non-profit", let's ask the question "How can we best organize to attract and recruit new businesses to Eagle?" Before that, we

should ask Council “What types of business and what industry(ies) are strategic for Eagle’s future?” Or do we make a recommendation to Council for their support?

- c. Budget: \$70 is already budgeted to support three of the above actions. Another \$20 is available but not earmarked for anything specific.

ADJOURN

Motion to adjourn passed unanimously at 2:38pm.

RECORDING: <https://bit.ly/EVCmeeting21524> (detail below)

	Time Stamp
Discussion on Housing Development and Business Discussion	0:06:00
Committee Meeting Discussion and Communication Strategies	2:03:00
Planning and Implementation of New Staff Member in Meeting	4:25:00
Discussion on Role Introduction and Implementation in Economic Development Plan	5:40:00
Community Development Team Meeting and Role Discussions	8:25:00
Discussion on Meeting Management and Role Changes in a Community Development	10:21:00
Community Development Report Discussion	13:21:00
Discussion on Annexation and Zoning Process in North Broadway	15:31:00
Discussion on Extension of Sylvan Lake and the Challenges of the West Eagle Project	17:11:00
Discussion on Grand Ave RAISE Grant Application and Regional Transportation Issues	20:42:00
Discussion on Staff Updates, Economic Development Council, and Public Relations Strategies	24:03:00
Town Council Meeting Discussion Quality of Life Objectives and Sales Tax Data	27:05:00
Town Council Work Session and Dashboard Update Discussion	29:48:00
Discussion on Data Tracking and Community Engagement in Housing and Permit Program	31:31:00
Discussing the Development and Implementation of a Public Dashboard	34:25:00
Discussing the Public Accessibility and Maintenance of a Data Dashboard	38:56:00
Discussion on Council Management and Project Management	43:43:00
Discussing Data Collection and Analysis for Local Housing and Mobility Issues	45:41:00
Discussion on Housing Needs Assessment and Collaboration with EPS and RRC	50:07:00
Discussion on Development Plan and Expectations	52:06:00
Planning and Implementing a Rebranding Strategy	53:18:00
Strategic Planning and Branding Discussion for Local Business Development	59:12:00
Discussing Branding and Economic Development Strategies for a Town	1:03:55
Strategic Planning and Progress Discussion in a Committee Meeting	1:08:44
Discussing the Role and Responsibilities of the EVC in Future Plans	1:14:31
Discussing the Development of a User-Friendly Guide for Business Development	1:15:38
Community Planning and Internal Improvement in Local Governance	1:19:23
Discussing Organizational Culture and Leadership Improvement	1:23:54
Discussing the Formation of a Nonprofit Economic Development Partnership	1:25:29
Discussing Strategies for Building the Recruitment Capabilities of the Town	1:28:28
Discussing the Future of Indoor/Outdoor Recreation and Business Development	1:32:59
Discussion on Business Operations and Future Plans	1:34:09

Theme: Branding & Marketing

Action 1. Rebrand the Town of Eagle as "Open for Business."

Estimated Timeframe: Ongoing

Action 2. Marketing and Events Advisory Committee (MEAC) – Promote the community and unique character of Eagle through a balance of events and programs that serve local residents and attract guests.

Estimated Timeframe: Ongoing

- MEAC is preparing to evolve into Marketing, Events, Arts and Culture (part of "rebranding" Eagle).

Theme: Development Process & Projects

Action 3. Create a guide navigating the Town's process for new development and change of use permits. **UNDERWAY.** Estimated Timeframe: 6-8 months. Aiming to go live by Q3 or Q4.

- Also identified as a priority by the Town Council.
- A framework of the guide will be a product of the DCI Challenge Program, available in Q2.
- How else can we tailor the guide? Where does it "live" (digital, brochure, both)? Who "owns" it (updates, graphics, contact information)? Includes a cover sheet (maybe a flow chart?), letter from the Mayor, etc. Partner with Jamie Wilson (Communications & Marketing) to develop the guide.
- What type of businesses / retail mix is Eagle trying to attract and retain? Craft the guide around this?
 - As case studies, invite local business owners to share their experience opening a business in Eagle (i.e. Slope & Hatch, Casey Glowacki, Brian Kunkel).
- Discuss what changes in policy and practice need to occur. For example, how are we going to support businesses as the Town bolsters enforcement (i.e. vacancies, illegal uses, parking downtown)?
- Discuss policies to create incentives which make (re)development a lighter lift.
- As an advisory board, it is appropriate for EVC to provide the Town Council with policy recommendations related to the above.

Action 4. Research and authorize using special districts in East Eagle to fund infrastructure (i.e., business improvement district, metropolitan district, and others). EVC will receive periodic updates; will be led primarily by EPS and staff.

UNDERWAY. Estimated Timeframe: 6-10 months.

Action 5. Conduct a nexus study to research and adopt commercial linkage standards that mitigate the impacts of new commercial development on housing. EVC will receive periodic updates; will be led primarily by EPS and staff.
UNDERWAY. Estimated Timeframe: 5-7 months.

Action 6. Launch and regularly update the economic and community dashboard to track and measure key metrics and trends. This includes a year-end report to Town Council on year-one insight, accomplishments, and recommended changes, if any.

UNDERWAY. Estimated Timeframe: Phase 1 launch in late March/early April 2024; ongoing maintenance. Phase 2 to be planned.

Theme: Retail & Commercial

Action 7. Reinforce partnership with the Eagle Chamber of Commerce (Chamber) to strengthen existing employers, focusing on business retention and expansion.
Estimated Timeframe: Ongoing

- Eagle Chamber is launching their Advocacy Committee which will focus on three initiatives - economic development in collaboration with the Town; business advocacy generator; small business resources & education.

Action 8. Research and develop a program to attract and maintain higher commercial occupancies.
Estimated Timeframe: 6-8 months.

- This initiative directly supports Action Item #3.

Theme: Housing & Workforce

Action 9. Continue to implement recommendations from the Comprehensive Affordable Housing Assessment.
Estimated Timeframe: Ongoing

Theme: Leveraging a Nonprofit Partnership

Action 10. ~~Initiate research into establishing an independent nonprofit economic development organization (EDO) with an autonomous board.~~ See Action #7. How can we best organize to attract and recruit new businesses to Eagle, with a clear idea of what kind of businesses/industries will fit best?" Estimated Timeframe: 2-3 months (2-3Q).

- Eagle already has two business non-profits (Eagle Chamber Economic Vitality Foundation and the Downtown Business Alliance).
- Town staff will facilitate a roundtable workshop with all ED groups to build upon each other's missions and goals while minimizing duplication.

COMMUNITY DEVELOPMENT

February 2024

LONG RANGE PLANNING

ReCode Eagle – The Land Use and Development Code (LUDC)

- Staff is preparing application forms and checklists and addressing other various administrative tasks.
- Municode upload to be completed in early 2024. The previous version of the Land Use and Development code will still be available to the public as an archived version.
- The new ReCode available here: [Land Use and Development Code Effective 10/23/2023 | Town of Eagle, CO - Official Website](#)
- Staff is cataloging questions from the Public, tracking items for technical changes and researching Code Sections to determine where amendments may be necessary.
- In the next couple of months, staff will bring forward corrections and adjustments to the Land Use and Development Code. The tentative schedule for this initial Code clean-up effort is as follows:
 - 3/19 - bring amendments to Planning Commission in a work session
 - 4/16 - bring amendments to Planning Commission at a public hearing
 - 5/14 - bring amendments to Town Council at a public hearing

LAND USE APPLICATIONS IN PROGRESS

For more information and to access project documents, visit the Town's [Active Land Use Applications Page](#).

- **AN23-01: West Eagle Housing**
 - The project consists of 9.5 acres and 113 units within 23 buildings. Applications include annexation, zoning, major development permit, and subdivision. Proposed lot area/dwelling unit is 3,278 SF, which is ~13.3 units/acre
 - No public hearings scheduled.
- **PUDA23-01: Haymeadow Major PUD Amendment**
 - This Project is a Major PUD Amendment within the Haymeadow development to:
 - Reverse the RMF-5 land swap;
 - Update the intended alignment of the extension of Sylvan Lake Rd
 - Update the conceptual/development plan
 - Revise the PUD Guide to align with ReCode and current best practices.
 - PUD Amendment application is paused until such time as the ADA Amendments are completed.
 - No public hearings scheduled
- **HYMD23-05: Haymeadow ADA Amendment**
 - This application consists of a focused update to Haymeadow's Annexation and Development Agreement, more information will be provided in the next update.
 - Negotiations between the Town and the applicant are ongoing
- **AN23-02 Annexation/RZ23-02/PUD Plan23-01 PUD Zoning Plan: North Broadway**
 - Low income and for-sale housing with limited commercial new development that includes: 1) Annexation and initial zoning of 2.248 acres of the Ping Lane parcel and 1.193 acres of the Brooks Lane parcel to HD/C-PUD; 2) Rezone of 9.236 acres of the Ping Lane parcel from Rural Residential to Planned Unit Development and 4.296 acres of the Brooks Lane parcel from Mobile Home Park/Planned Unit Development (MHP/PUD) to Planned Unit Development; and 3) PUD Zoning Plan for the entire property utilizing the newly adopted CMU-1 zone district as

the underlying framework.

- Project Location: 101 Ping Lane and 404 Brooks Lane properties located north of Eagle's Central Business District between the railroad and the Eagle River.
 - Application has not been deemed complete
 - Public Hearing Schedule: None
- **PUDA24-01 Reserve at Hockett Gulch**
 - This project is a Minor PUD Amendment to review the minimum width standard from the drive aisle from Section 8 of the PUD Guide.
 - Minor PUD Amendment are reviewed administratively.

ADDITIONAL UPDATES:

- Staff have been fielding significant numbers of calls, emails and meeting requests about uses permitted under the new Code, as well as reviewing timelines, process and procedures.

MAJOR CONSTRUCTION PROJECTS

Business Name	Location	Status
Second Street Tavern	127 W Second St.	Staff is currently waiting on a certificate of insurance which is required before an encroachment permit can be issued. Their previous insurance certificate expired in March 2023. Also, the applicant requested revisions to the encroachment permit, including undisclosed improvements for additions to the 2nd street ROW. CO can be issued after the encroachment permit is final.
Foodsmith	318 Broadway	Working toward building final *Noteworthy: Retail food sales & cooking class.
Eby Creek Apts.	435 Eby Creek	Complete w/Permanent CO
Hockett Gulch Apts.	16186 Hwy 6	TCO pending for Clubhouse and Building #2 (102 Mount Eve). Trailhead restroom - Shaw resubmitted revising cost comparison. Forwarded Community Development department's request for color rendering of restroom for TOE Packet. Development Agreement revision with Kendra for drafting, revision will adjust deadlines for Grand Ave. entrance and irrigation system items. Back to Kendra for adjustment, Town needs to confirm time frames for task completion. Drywall in Building 2 and Clubhouse complete. Building 1 has started drywall stage at upper levels.
410 Broadway Project	410 Broadway	TCO issued occupancy of dwelling units.
City Market Remodel	0103 Market St	Interior work completed. Parking lot improvements (re-configuration) still pending.
Haymeadow	91 Mountain Hope Circle	Foundations for last two buildings pending and framing of five buildings in progress. First building sheetrocked and interior finish in progress. Continued work needed on Conditions of Approval / tracking of COA's

Habitat for Humanity	3 rd Street	All building permits issued and foundation work for last building just completed. Most of the dwelling units have been set on foundations and construction of garages in progress.
Slope and Hatch	115 East Second St Unit 1	Construction work commenced. Sign Permit issued.
High Country Hearth Showroom	115 East Second St Unit 4	Permit issued. Work in progress.
Desmond Builders Office	410 Broadway South Unit	TCO issued
C&C Plumbing and Mechanical	82 Chambers Ave	Both buildings under construction

The figures below show general activity levels not broken down by permit type (building, electrical, plumbing, mechanical, etc.)

TYPE OF WORK PERFORMED	EOY 2023	YTD 2024
Inspections (n/i Planning, Public Works)	1,885	397
Permits Processed	411	70

P&Z and Council Meeting Schedule

February 2024
February 6 th (Planning Commission) - Cancelled
February 13 th (Town Council)
February 20 th (Planning Commission) Haymeadow Major PUD Amendment
February 27 th (Town Council)
March 2024
March 5 th (Planning Commission) - Cancelled
March 12 th (Town Council)
March 19 th (Planning Commission) ReCode work Session
March 26 th (Town Council) P&Z Appointments
April 2024
April 2 nd (Planning Commission)
April 9 th (Town Council)
April 16 th (Planning Commission) DR24-02 Eagle Pool Project ReCode Amendment
April 23 rd (Town Council)



To: Mayor and Town Council
From: Larry Pardee, Town Manager
Date: March 12, 2024
Re: Town Manager Report

Administration and organization update:

On February 29, Leap Day, Kira Koppel hosted the Lunch and Learn – NetZero Goals meeting. We had 40 team members join us in person in the Council Chambers and another four on TEAMS. Kira did an excellent job communicating and educating our organizational team members on achieving NetZero for the Town Government operations by 2028 and briefly discussed the Community by 2030. I attached a copy of the email I sent out to all of our Team members ([LINK](#)).

We are thrilled to share our newly crafted Culture Statement, a collaborative effort shaped by the valuable input of each member of our organization. We extend our heartfelt gratitude to everyone who contributed to refining this statement- your feedback has been instrumental.

After careful consideration and thoughtful discussions within the drafting group, we are excited to present our guiding principle:

Culture Statement: *"Fostering teamwork through inclusivity, empowerment, and understanding."*

This statement reflects our commitment to cultivating a work environment that thrives on collaboration, respect, and shared understanding. It emphasizes the importance of inclusivity, empowerment, and understanding as pillars supporting our collective success.

For a deeper dive into the guiding principles behind this statement, insights on how it manifests into action, and our next steps, please ([LINK](#))

In 2024, our commencement was marked by nineteen vacant positions, of which we have proficiently occupied seven. The focus now pivots towards fulfilling the remaining twelve positions, encompassing seven full-time roles and five seasonal opportunities. Demonstrating a proactive approach, the Town has implemented strategic measures to discern and engage exceptionally qualified candidates for these roles, acknowledging their pivotal impact on augmenting our Community's overall quality of life. Our unwavering commitment to securing the most fitting candidates is emblematic of our enduring dedication to fostering a thriving environment. This dedication emanates from our steadfast objective of ensuring perpetual progress and well-being for our valued residents.

Economic Development:

We convened our first project kick-off meeting on Wednesday, February 28, welcoming participants Sarah Dunmire and Andrew Knudtsen from EPS to delve into the intricacies of East Eagle Financing and Revenue Strategies. This initiative focuses on unlocking the development and growth potential of the expansive 160-acre East Eagle subarea, aligning seamlessly with the 2021 East Eagle Sub Area Plan. As a pivotal extension of our commitment to economic development, we are currently investigating the integration of a Commercial Linkage

Fee specifically tailored for affordable housing within the Town of Eagle. This forward-thinking study surpasses the boundaries set by the existing Local Employee Residency Program (LERP) for residential housing by establishing a symbiotic relationship between commercial development and affordable housing initiatives. The proposed fee structure will be calibrated considering prevailing market conditions and land-use employee generation rates. This strategic approach perfectly aligns with the Town's dedication to proactively addressing housing needs stemming from commercial development growth in the area.

Outreach & Meetings: *This report will overview recent participation in community outreach opportunities and regional and project-specific meetings. These events offer valuable opportunities to collaborate with stakeholders, stay informed on the latest developments, and contribute to the local Community.*

On Friday, February 23, the Town of Eagle hosted a discussion in the council chambers, drawing active participation from the engaged members of the Eagle Valley community. The focal point of the dialogue revolved around the prospect of introducing a second ice sheet within our Eagle Valley. The potential locations under consideration were explored in depth, encompassing:

- The East Eagle property is situated just east of the cul-de-sac at the terminus of Chambers,
- The Fair/Rodeo Grounds site,
- The existing Eagle Pool and Ice Rink site, and
- An area within the Eagle-Vail subdivision.

Guiding the discussions was Russ Forest, the Town Manager of Vail. The Town's strategic redevelopment plan for the Dobson Ice Rink facility was integral to the discourse. Russ Forest conveyed that Vail envisions commencing construction in the spring of 2025 and is actively seeking a temporary or permanent location to house an additional ice sheet. Also, Vail has committed to an investment of \$1 million to contribute funding for the proposed second ice sheet. This collaborative effort underscores the commitment to enhancing winter recreational facilities within the Eagle Valley.

On Friday, February 23, in collaboration with Nicholas Richards, Community Manager, and Shelley Bellm, Assistant Community Manager at Eagle Ranch Association, a meeting was sought with the Town. The purpose of this meeting was to establish a platform for enhanced and transparent communication between the Eagle Ranch staff and our Town team.

The proposed agenda for our discussion encompasses areas of importance, including:

- Dog Park Improvements – A preliminary conceptual plan layout was presented for potential enhancements to the dog park.
- Snow Removal – Deliberations on the plowing process, particularly addressing issues such as plowing onto sidewalks and clarifying the schedule/priority for plowing. Recognizing the possibility of not being a top priority for snow removal, the Eagle Ranch team seeks a deeper understanding of the snowplowing approach to facilitate more precise communication with Eagle Ranch homeowners.
- Capitol Street Lighting – They propose updating the streetlights to a different style. I recommended that the Eagle Ranch team initiate discussions with the Planning team to ensure alignment with the downtown Eagle Ranch business district's lighting standards.
- Irrigation System and Billing – Challenges have been identified concerning billing for segments of their irrigation systems that are no longer in use.

These discussions aim to foster a collaborative dialogue that will contribute to the continued development and enhancement of the Eagle Ranch community.

I emailed Tanya Allen and Scott Robinson with EVTA on Wednesday, March 6, to invite them to a Town of Eagle Work Session discussion with the Town Council and Staff. I am providing a [\(LINK\)](#) to the email sent.

WORK SESSIONS:

To help the Town Council keep track of upcoming work sessions, below is a table of topics to discuss over the next several months. Preparing in advance is helpful since it takes planning to execute a work session. Staff will keep this table in this report and make changes as needed. The topics are subject to change:

Date	Topic
January 2, Work Session	(Meeting Cancelled)
February 6, Work Session	EVC priorities and goals for 2024
March 5, Work Session	Eagle Quality of Life Initiatives
April 2, Work Session	EVTA tentative
May 7, Work Session	EVTA tentative
Request for Additional Work Sessions	Topic



To: Mayor and Town Council
From: Larry Pardee, Town Manager, and Department Leads
Date: March 12, 2024
Re: Department Updates for February 2024

February 2024

ECONOMIC DEVELOPMENT

- Staff and EPS hosted a kick-off meeting to initiate both the Financing Strategy and Commercial Linkage Study. We are in the data-gathering phase and finalizing the timeline for each project.
- Ongoing co-lead engagement with Kim Fritzler in DCI's Challenge Accelerator Program. Staff and Kim hosted the first stakeholder engagement meeting on February 13 to complete an Eagle Stakeholder Report ([link](#)). A community feasibility tetrad, project pitch sheet, and brownfield site assessment are also underway. These sub-projects will be deployed in Challenge Community workshops at the *In The Game* conference in April.
- Staff participated in the first Eagle Chamber Advocacy Committee meeting. The Advocacy Committee aims to enhance the ecosystem for both established businesses and emerging ventures by fostering their growth and expansion. The target areas of focus include business tools, resources, and education.
- Staff and the Economic Vitality Committee (EVC) conducted a work session with Town Council to present 2024 priorities from the Economic Development Plan. Staff and EVC have further refined the matrix of this year's actions and goals.
- Staff and members of the Downtown Development Authority (DDA) are collaborating on a grant application for the Rural Economic Development Initiative (REDI) Program. If awarded, the grant would leverage the DDA's tax increment funds to jump start the Downtown Project Investment Program ([link](#)) aimed at funding items such as public and private property improvements, public amenities, and facade enhancements.

HOUSING

- Staff held a virtual introductory meeting with Margie Joy, Western Slope Relationship Manager from Colorado Housing and Finance Authority (CHFA). The collaborative discussion explored the Town's broader housing initiatives, projects, and needs.
- Town of Eagle has received an official notice and award to participate in the upcoming round of Division of Housing's (DOH) Affordable Housing Toolkit for Local Officials. The technical assistance goals are two-fold: 1) develop a strategy for attracting affordable housing developers, and 2) develop a strategy for the Town's affordable housing program including a program structure document and a housing fee in-lieu policy. Currently, the anticipated timeline for engagement is March-July.
- Ongoing coordination with the Regional Housing Action Plan Partners. RRC Associates and EPS are leading the Partners through the formation and imminent launch of the 1) household and 2) employer housing-needs surveys. Both surveys will be dispersed throughout Eagle County and open for participation through early April.

- Conducted exploratory calls with Colorado Department of Local Affairs (DOLA) and Division of Housing (DOH) to discuss grant opportunities under the Energy/Mineral Impact Assistance Fund (EIAF) Program and Main Street LIVE that could support Old Town Hall redevelopment. Staff will go before the Council on March 12 to present the project and potential funding opportunities in greater detail.
- The Town has been awarded a Local Planning Capacity grant of \$54,400 from DOLA to support the Town of Eagle's Affordable Housing Accelerator Project. This project will help the Town establish the 90-day fast track process for affordable housing projects per the Prop. 123 commitments, conduct a land inventory for affordable housing potential on public property, and develop a Prop. 123 funding strategy to support a sustainable affordable housing program.

SUSTAINABILITY

- Engaged with our ICLEI (Local Governments for Sustainability) Advisor to leverage our membership and outline our support for the year. This will include technical support to complete our government operation's greenhouse gas emissions inventory, joining the Sustainability Planning & Implementation Cohort, and the Sustainability Communications cohort.
- Sustainability staff performed research on various energy management systems, including outreach to nearby local government staff for lessons learned and best practices when procuring such a system. Staff ultimately determined that the town will issue an RFP for an energy management system and continues to craft that document.
- Sustainability staff and TOE Public Works Director attended the February Holy Cross Energy Board meeting to provide insight on the rate exception request signed by the town council during the January 23rd town council meeting. Holy Cross Energy continues to deliberate this request.
- Supported events staff with the upcoming Hard2Recycle Event & Town Cleanup event planning.
- Developed a preliminary sustainability communications plan for now through mid-summer 2024.
- Sustainability staff organized an all-staff Net Zero Lunch & Learn on Feb. 29th with support from the Assistant Town Manager. This is the first of many events to educate our employees on our net zero goals and to empower them to participate in achieving those goals.
- Attended the Climate Action Collaborative board meeting as board chair in Councilman Grimmer's absence.
- Sustainability community funding was approved for the Adam Palmer Sustainability Fund (APSF) Brush Creek Elementary School Greenhouse Project during the Feb. 27th council meeting. Staff continues to finalize the funding agreements with both the Beyond Lawn Program and APSF.

SPECIAL PROJECTS

Pool Replacement Project

- **Community Meeting - Thursday, March 28 from 4:30 p.m. – 7 p.m. at the Eagle Pool and Ice Rink.** We'll be reviewing the final design of the pool with the community.
- The final approval for the Great Outdoors Colorado Grant is scheduled for March 15th at the GOCO Board meeting. The award will fund an additional \$500,000 for pool amenities like splash features and water slides, \$100,000 for shade, landscaping and a water station at the new bike park, \$100,000 for shade structures and amenities at the BMX track, and \$30,000 for design and planning of the future skate park.
- Staff and the contractors have submitted the minor development application to the Community Development Department and are reviewing the referral response questions and comments. The project slated for presentation to Planning and Zoning Commission on April 16th.

Culture Journey - Culture Statement Update

- Staff have been working on establishing a culture statement to serve as our guiding principle for what it means and looks like to work at the Town of Eagle. This is a critical first step as we embark on our culture shift journey to strengthen staff's connection to the organization's mission, vision and values, increase collaboration and foster more cohesion across all departments.
- The initial statement has been finalized: *Fostering teamwork through inclusivity, empowerment and understanding*. The next steps include gathering additional staff input to define these terms and what they mean in action.
- Staff are planning to attend the March 26th Town Council meeting to present more details on the statement as well as the plan for additional employee engagement and training in 2024 and beyond.