



Town Council
Tuesday, April 8, 2025
Public Meeting Room / Eagle Town Hall
200 Broadway Eagle, CO

*This agenda and the meetings can be viewed at www.Townofeagle.org.
Times listed are approximate and are subject to change.*

TOWN COUNCIL MEETING ACCESS INFORMATION AND PUBLIC PARTICIPATION *This will be an in-person meeting using Teams. Please note: All participants must remain muted until they are requested to speak. This will reduce background noise disruptions to the meeting attendees. When it's your turn to speak, you will have three (3) minutes for public comment. PUBLIC COMMENTS: If you are unable to attend, public comments regarding any items on this agenda can be submitted to Camille Deering, Town Clerk, and will be included as part of the record. For technical difficulties, please email clerk@townofeagle.org and we will do our best to assist you.*

1. **Microsoft Teams** [Need help?](#)

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CALL TO ORDER - 6:00 PM

ROLL CALL

ADOPTION OF AGENDA *Opportunity for amendment or deletions to the agenda.*

PUBLIC COMMENT *Citizen public comment offers an opportunity for citizens to express opinions or ask questions regarding town services, policies, or other matters of community concern, and any items that are not on the agenda. Please attempt to keep comments to three (3) minutes; time limits are established to provide efficiency in the conduct of the meeting and to allow equal opportunity for everyone wishing to speak. When appropriate, any questions by the public during public comment will be followed up on by the Town Manager and Town staff. Those who are speaking are requested to state their name and address for the record.*

PRESENTATIONS *Prescheduled presentations from the public are limited to 5 minutes. Invited presentations are limited to 10 minutes. Prior arrangements for presentations are made with the Town Clerk. The Council cannot appropriate funds or waive fees in*

response to a presentation.

CONSENT AGENDA - 6:05 *Consent agenda items are routine Town business, items that have received clear direction previously from the council, final land-use file documents after the public hearing has been closed, or which do not require council deliberation.*

1. Minutes
2. Bill Pay
3. Letter of Support to Preserve IRA Tax Credits
4. Resolution 26, Series 2025: A Resolution Approving a Contract With DRC Construction Services for Sanitary Sewer System Cleaning 2025-2028
5. Resolution 30, Series 2025, Correcting a Numbering Error

STAFF REPORTS - 6:10 *The Town Manager and department staff prepare and provide internal updates to the council.*

1. Town Manager Report
2. Department Update
3. 1st Quarter 2025 and 4th Quarter 2024 - Capital Projects Budget to Actual Reports

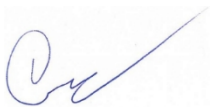
BUSINESS ITEMS - 6:15 *Items and / or Public Hearings are listed under Business may be old or new and may require review or action by the council.*

1. Eagle Villas Plan Review and Permit Fee Request
2. Employee Compensation Strategy
3. Ordinance 2, Series 2025: An Emergency Ordinance of the Town Council of the Town of Eagle, Colorado Amending Title 8 of the Eagle Municipal Code to Regulate the Protection of Wildlife.

COUNCIL DISCUSSION AND FUTURE AGENDA ITEMS *Council will use this time to propose future agenda items, provide updates on Council Committees, and address general discussion items.*

ADJOURN - 7:30

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.



Camille Deering
Town Clerk

PUBLIC WIFI – Eagle Guest



MEETING MINUTES
Town Council
Tuesday, March 25, 2025
Public Meeting Room / Eagle Town Hall
200 Broadway Eagle, CO

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Times listed are approximate and are subject to change.*

TOWN COUNCIL MEETING ACCESS INFORMATION AND PUBLIC PARTICIPATION *This was an in-person meeting using Teams.*

CALL TO ORDER - 6:00 PM

ROLL CALL

COUNCIL MEMBERS PRESENT

Mikel Kerst (Virtual), Scott Turnipseed, Ellen Bodenhemier, Geoffrey Grimmer, Nick Sunday, Bryan Woods

COUNCIL MEMBERS ABSENT

Jamie Woodworth Foral

STAFF PRESENT

Larry Pardee, Town Manager
Melissa Daruna, Assistant Town Manager
Camille Deering, Town Clerk
Jill Kane, Finance Director/Treasurer
Joe Shaffer, Police Sergeant
Tom Gosiorowski, Public Works Director
Peyton Heitzman, Community Development Director
Lynette Horan, Human Resources Manager
Jessica Lake, Senior Planner
Molly Furtado, Special Events Manager
Sydney Dynek, Planner
Kyle Brotherton, Planner
Ryan Goebel, IT Analyst
Kevin Aoki, Information Technology Manager

ADOPTION OF AGENDA

There were no changes to the agenda.

MOTION: Council Member Nick Sunday motioned to adopt the agenda as presented. The motion was seconded and passed with a vote of 6 in favor (Kerst, Turnipseed, Bodenhemier, Grimmer, Sunday, and Woods) and 0 opposed.

PUBLIC COMMENT

Jennifer Filipowski and Tara Novak- Eagle Arts- Informed the Council of their upcoming interactive event "Mystery on Broadway-Riddle on the Racetrack"

CONSENT AGENDA

MOTION: Council Member Nick Sunday motioned to approve the consent agenda. The motion was seconded and passed with a vote of 6 in favor (Kerst, Turnipseed, Bodenheimier, Grimmer, Sunday, and Woods) and 0 opposed.

1. Minutes - 3.11.2025
2. 2024 Audit Engagement Letter with Maggard & Hood PC
3. Resolution No. 17, Series, 2025, A Resolution of the Town Council of the Town of Eagle, Colorado Approving a Public Improvements Agreement for the extension of Sylvan Lake Road.
4. Resolution 18, Series 2025, A resolution approving contract with SEHDesign | Build, Inc for Eby Creek Booster pump station replacement design and construction services.
5. Resolution 24, Series 2025 "A Resolution of the Town Council of the Town of Eagle, Colorado Supporting an Energy/Mineral Impact Assistance Fund (EIAF) Tier II Discretionary Grant Application to the State of Colorado Department of Local Affairs (DOLA) for the Capitol Street Improvement Project."
6. Resolution 28, Series 2025 "A Resolution of the Town Council of the Town of Eagle, Colorado Authorizing the Mayor to execute the Construction Contract with Frontier Paving Inc. for the 2025 Street Resurfacing Project"

STAFF REPORTS

1. Town Manager Update
2. 2024 Sales Tax Update
3. Natural Medicines Ordinance Update

BUSINESS ITEMS

1. Resolution No. 23, Series 2025 "A Resolution of the Town Council of the Town of Eagle, Colorado, Appointing Members to the Town of Eagle Marketing and Events Committee"

Molly Furtado presented this item. She announced the appointment of four new members to the Marketing and Events Committee, bringing the total to nine members.

MOTION: Council Member Bryan Woods motioned to approve Resolution No. 23, Series 2025 "A Resolution of the Town Council of the Town of Eagle, Colorado, Appointing Members to the Town of Eagle Marketing and Events Committee". The motion was seconded and passed with a vote of 6 in favor (Kerst, Turnipseed, Bodenheimier, Grimmer, Sunday, and Woods) and 0 opposed.

2. PUBLIC HEARING: Ordinance 01, Series 2025, "An Emergency Ordinance Amending Ordinance No. 09, Series 2024, Finally Adopted and Approved on October 8, 2024, Relating To The Leasing of Certain Town Property And The Execution And Delivery By The Town of A Site Lease, A Lease Purchase Agreement And Other Financing Documents In Connection Therewith; And Declaring An Emergency".

Jill Kane presented this item. She discussed the necessary changes to the ordinance. Council was unconcerned with the minor changes needed. There was no public comment.

MOTION: Council Member Bryan Woods motioned to approve Ordinance 01, Series 2025, "An Emergency Ordinance Amending Ordinance No. 09, Series 2024, Finally Adopted and Approved on October 8, 2024, Relating To The Leasing of Certain Town Property And The Execution And Delivery By The Town of A Site Lease, A Lease Purchase Agreement And Other Financing Documents In Connection Therewith; And Declaring An Emergency". The motion was seconded and Passed with a vote of 6 in favor (Kerst, Turnipseed, Bodenhemier, Grimmer, Sunday, and Woods) and 0 opposed.

3. Resolution 25, Series 2025 "A Resolution of the Town Council of the Town of Eagle, Colorado Adopting a Fund Balance and Reserve Policy for All Town Funds."

Jill Kane presented this item. She went over the details of the proposed policy. Council was pleased with the policy but found some parameters to be arbitrary. Changes can easily be made in the future if needed.

MOTION: Council Member Nick Sunday motioned to approve Resolution 25, Series 2025 "A Resolution of the Town Council of the Town of Eagle, Colorado Adopting a Fund Balance and Reserve Policy for All Town Funds." The motion was seconded and passed with a vote of 6 in favor (Kerst, Turnipseed, Bodenhemier, Grimmer, Sunday, and Woods) and 0 opposed.

4. Future Land Use Code Amendment Regarding Density Limits

Peyton Heitzman presented this item. She posed the question to Council if they would like to consider density limits in certain zone districts. Council discussed various parts of town that they would consider imposing density limits and methods of density control. Heitzman will take Council's comments and make a proposal in the future.

COUNCIL DISCUSSION AND FUTURE AGENDA ITEMS

Bodenhemier suggested inviting a representative to present on potential regulations for vaping and flavored tobacco products to protect youth.

Grimmer announced the formation of the Sustainability Advisory Committee, upcoming Climate Action Week events, and a concert fundraiser for the Palmer Fund.

Sunday mentioned a discussion with core transit about mobility data and the possibility of core transit funding a county-wide mobility data project.

ADJOURN- 8:30 PM

MOTION: Council Member Geoffrey Grimmer motioned to adjourn. The motion was seconded and Passed with a vote of 6 in favor (Kerst, Turnipseed, Bodenhemier, Grimmer, Sunday, and Woods) and 0 opposed.

Date:

Scott Turnipseed, Mayor

Camille Deering, Town Clerk

**BILL SCHEDULE
MARCH 2025**

GENERAL FUND

Town Council

Eagle Climbing + Fitness, LLC	Community Requests	\$	286.00
Heads Up For Hope Inc	Community Requests		805.00
Total Town Council		\$	1,091.00

General Government

CEBT	Health & Life Ins. Payable	\$	1,353.83
Rocky Mountain Reserve LLC	Health & Insurance Benefits		11.34
Standard Insurance Company	Health & Life Ins. Payable		124.95
Amazon	Office Supplies		2.07
Cintas Corporation	Office Supplies		31.72
Chat GPT	Dues & Subscriptions		20.00
Economic & Planning Systems, Inc.	Professional Services		2,290.00
Hoffman, Parker, Wilson & Carberry PC	Legal - General		3,870.00
Cirsa	Insurance		19.84
Total General Government		\$	7,723.75

General Administration

R & H Mechanical	Utility Refund	\$	18.74
Vail Portfolio Holdings LLC	Utility Refund		34.14
Eagle County Clerk & Recorder	Other Prepaid Expenses		1,000.00
Vail Valley Art Guild	Rental Deposit Payable		520.00
CEBT	Health & Life Ins. Payable		31.56
Family Support Registry	Misc Deductions Payable		73.38
ASCL	Facility Usage Deposit Refund		750.00
Deimund, Kelly	Facility Usage Deposit Refund		750.00
Porchlight Players	Facility Usage Deposit Refund		575.00
Roski Creates, Rosangela	Facility Usage Deposit Refund		375.00
Jenks, Marcus	Pavilion Insurance Overpayment Refund		16.51
CEBT	Health & Insurance Benefits		8,592.85
Rocky Mountain Reserve LLC	Health & Insurance Benefits		31.34
Standard Insurance Company	Health & Life Ins. Payable		272.03
Amazon	Office Supplies		143.63
Amazon Capital Services	Office Supplies		(25.00)
Cintas Corporation	Office Supplies		179.75
Cornejo, Carla	Office Supplies		9.99
Signature Signs Inc	Office Supplies		7.00
Pitney Bowes Global Financial Services	Communication & Shipping		65.82
Column Software, PBC	Legal Notices		27.14
CAMCA	Dues & Subscriptions		50.00
CGFOA	Dues & Subscriptions		65.00
Colo Municipal League	Dues & Subscriptions		180.00
Hootsuite	Dues & Subscriptions		1,188.00
Mountain Careers	Dues & Subscriptions		175.00
Colorado Mtn. News Media	Recruitment		316.42
Orange Tree Screening	Recruitment		48.57

General Administration (Cont.)

Trybe Property Management LLC	Employee Housing Rental Exp	2,828.44
Chase Paymentech	C.C. Transaction Fees	325.20
Xpress Bill Pay	C.C. Transaction Fees	84.59
Love In Practice, LLC	Professional Services	1,200.00
Hoffman, Parker, Wilson & Carberry PC	Legal	427.50
Maggard & Hood, PC	Auditing & Accounting	11,508.45
Caselle, Inc.	Computer Support	1,767.04
Xpress Bill Pay	Computer Support	50.00
City Market	Meeting Expense	23.96
Cornejo, Carla	Meeting Expense	215.18
Red Canyon Café	Meeting Expense	41.69
Cirsa	Insurance - Pavilion	508.12
Total General Administration		\$ 34,452.04

Community Development

CEBT	Health & Life Ins. Payable	\$ 9,331.52
Rocky Mountain Reserve LLC	Health & Insurance Benefits	53.35
Standard Insurance Company	Health & Life Ins. Payable	421.23
Fleet Services	Vehicle Fuel	79.73
Wave Pro	Dues & Subscriptions	16.00
Colorado Mtn. News Media	Recruitment	486.80
Baseline Engineering Corporation	Professional Services	91.50
McCool Development Solutions, LLC	Professional Services	3,602.50
Baseline Engineering Corporation	Planning Reimbursable	833.00
Copy Plus	Planning Reimbursable	70.50
Garfield & Hecht, P.C.	Planning Reimbursable	7,436.00
Hoffman, Parker, Wilson & Carberry PC	Planning Reimbursable	3,687.50
LRE Water	Planning Reimbursable	3,781.00
McCool Development Solutions, LLC	Planning Reimbursable	4,229.00
Mott MacDonald	Planning Reimbursable	729.50
Hoffman, Parker, Wilson & Carberry PC	Legal	6,044.00
City Market	Meeting Expense	77.93
Forza Consultants LLC	Contract Services	700.00
American Planning Association	Tuition & Books	785.00
Total Community Development		\$ 42,456.06

Municipal Court

CEBT	Health & Life Ins. Payable	\$ 191.83
Rocky Mountain Reserve LLC	Health & Insurance Benefits	0.67
Standard Insurance Company	Health & Life Ins. Payable	6.66
Orange Tree Screening	Recruitment	6.94
Gendelman Klimas, Ltd	Legal	990.00
Caselle, Inc.	Computer Support	286.29
Johnson, Erik A.	Contract Payments	500.00
Total Municipal Court		\$ 1,982.39

Streets

CEBT	Health & Insurance Benefits	\$	6,982.38
Rocky Mountain Reserve LLC	Health & Insurance Benefits		44.35
Standard Insurance Company	Health & Life Ins. Payable		339.48
Cintas Corporation	Office Supplies		26.58
Nunley, Connie	Office Supplies		39.67
Staples	Office Supplies		33.98
Amazon	Uniforms		289.95
Carhartt	Uniforms		595.78
Tractor Supply Co	Uniforms		(7.49)
Ewing Trucking And Construction LLC	Repair & Maintenance Supplies		9,699.15
Glenwood Springs Auto Parts Inc (Napa)	Repair & Maintenance Supplies		199.50
Grainger	Repair & Maintenance Supplies		987.35
Gypsum Eagle Ace Hardware	Repair & Maintenance Supplies		42.98
Hardline Equipment	Repair & Maintenance Supplies		371.10
Lawson Products	Repair & Maintenance Supplies		220.61
O.J. Watson Company, Inc.	Repair & Maintenance Supplies		430.31
Potestio Brothers Equipment, Inc	Repair & Maintenance Supplies		149.64
Wagner Equipment Co	Repair & Maintenance Supplies		1,552.52
Wylaco Supply Co	Repair & Maintenance Supplies		9.75
Amazon	Vehicle Repair & Maintenance Supplies		193.19
Glenwood Springs Auto Parts Inc (Napa)	Vehicle Repair & Maintenance Supplies		373.74
Collett Enterprises	Vehicle Fuel		886.90
Fleet Services	Vehicle Fuel		4,023.00
Grainger	Equipment (Non-Capital)		501.00
Holy Cross Energy	Utility Services		3,205.17
Orange Tree Screening	Recruitment		119.34
Ewing Trucking And Construction LLC	Repair & Maintenance Services		962.50
Utility Notification Center Of Colorado	Repair & Maintenance Services		63.89
Caselle, Inc.	Computer Support		18.85
Colorado Mountain Medical, LLC	CDL Testing		278.00
Total Streets		\$	32,633.17

Public Safety

CEBT	Health & Life Ins. Payable	\$	30,782.46
Rocky Mountain Reserve LLC	Health & Insurance Benefits		120.04
Standard Insurance Company	Health & Life Ins. Payable		1,000.99
Vistaprint	Office Supplies		81.97
Zazzle	Office Supplies		37.87
Amazon	Operating Supplies		573.10
Dooley Enterprises, Inc	Operating Supplies		9,431.91
Amazon	Uniforms		81.94
Amazon Capital Services	Uniforms		515.21
Galls, LLC	Uniforms		1,173.71
L.N. Curtis & Sons	Uniforms		130.40
U.S. Armor Corporation	Uniforms		1,246.00
Zero9 Holsters	Uniforms		245.70
Alpine Lumber Co.	Vehicle Repair & Maintenance Supplies		8.82
Gypsum Eagle Ace Hardware	Vehicle Repair & Maintenance Supplies		13.98
Fleet Services	Vehicle Fuel		3,022.08

Public Safety (Cont.)

SHI International Corp	Equipment (Non-Capital)	1,460.00
FBI-LEEDA	Dues & Subscriptions	50.00
PayPal	Dues & Subscriptions	405.00
AT&T Mobility	Utility Services	826.34
Indeed	Recruitment	166.83
Psychological Dimensions, LLC	Recruitment	400.00
National Velvet	Professional Services	247.20
Quality Inn & Suites	Professional Services	187.39
Speak Up Reach Out	Professional Services	589.03
Douglas County Sheriff's Office	Computer Support	1,500.00
Progressive Microtechnology, Inc.	Computer Support	695.00
Red Canyon Café	Meeting Expense	84.52
El Tapatio	Training & Travel - Grants	24.49
Fairfield Inn	Training & Travel - Grants	438.00
Dolan Consulting Group	Tuition & Books	34.00
FBI-LEEDA	Tuition & Books	795.00
Hope For Heroes	Tuition & Books	354.19
Kaminsky, Sullenberger & Associates Inc.	Tuition & Books	350.00
Axon Enterprise, Inc.	Axon Supplies & Services	542.96
Eagle County Animal Control	Contract Payments	6,917.00
Eagle County Sheriff's Office	Contract Payments	2,436.00
SmartForce	Contract Payments	47.29
SmartForce	Contract Payments	899.91
Steven A. Nofziger	Contract Payments	75.00
Transunion Risk & Alternative Data Solut	Contract Payments	105.00
Total Public Safety		\$ 68,096.33

Buildings & Grounds

CEBT	Health & Insurance Benefits	\$ 10,173.80
Rocky Mountain Reserve LLC	Health & Insurance Benefits	44.02
Standard Insurance Company	Health & Life Ins. Payable	252.58
Cintas Corporation	Office Supplies	26.58
Nunley, Connie	Office Supplies	39.67
Boot Barn	Uniforms	471.72
Factory Outdoor	Uniforms	149.98
Alpine Lumber Co.	Repair & Maintenance Supplies	232.79
Amazon	Repair & Maintenance Supplies	603.90
Eagle Lock & Key	Repair & Maintenance Supplies	26.25
Glenwood Springs Auto Parts Inc (Napa)	Repair & Maintenance Supplies	199.50
Grainger	Repair & Maintenance Supplies	509.63
Gypsum Eagle Ace Hardware	Repair & Maintenance Supplies	253.77
Lawson Products	Repair & Maintenance Supplies	(80.52)
Native Electric	Repair & Maintenance Supplies	194.64
Paint Bucket	Repair & Maintenance Supplies	47.36
Pet Pick-Ups	Repair & Maintenance Supplies	905.86
Potestio Brothers Equipment, Inc	Repair & Maintenance Supplies	220.71
Summit Supply Corporation	Repair & Maintenance Supplies	264.15
Superior Alarm & Electronics	Repair & Maintenance Supplies	48.50
Trane U.S.	Repair & Maintenance Supplies	(80.75)

Buildings & Grounds (Cont.)

Bobcat	Vehicle Repair & Maintenance Supplies	412.45
Collett Enterprises	Vehicle Fuel	886.90
Fleet Services	Vehicle Fuel	849.76
Home Depot	Equipment (Non-Capital)	1,344.98
Home Depot Pro	Janitorial Supplies	1,369.54
Black Hills Energy	Utility Services	4,562.71
Holy Cross Energy	Utility Services	4,228.14
Eagle Ranch Metropolitan Dist.	Irrigation Services Agreement	3,664.70
Jerry-master Janitorial	Janitorial Maint. Contracts	2,158.00
Native Electric	Repair & Maintenance Supplies	249.00
Orkin	Repair & Maintenance Services	933.12
Sno-White Linen Rental	Repair & Maintenance Services	154.14
Superior Alarm & Electronics	Repair & Maintenance Services	645.00
Trane U.S.	Repair & Maintenance Services	2,922.50
Caselle, Inc.	Computer Support	18.85
Cirsa	Insurance	10,868.00
Total Buildings & Grounds		\$ 49,771.93

Information Center

City Market	Office Supplies	\$ 58.74
Total Information Center		\$ 58.74

Events

CEBT	Health & Life Ins. Payable	\$ 2,746.60
Rocky Mountain Reserve LLC	Health & Insurance Benefits	11.67
Standard Insurance Company	Health & Life Ins. Payable	88.74
Amazon	Office Supplies	80.35
Apple	Dues & Subscriptions	24.04
Canva	Dues & Subscriptions	29.98
Color Coffee	Meeting Expense	6.50
Eagle Climbing + Fitness, LLC	Events	6,500.00
Amazon	Event Production	296.34
Cirsa	Insurance	39.68
Total Events		\$ 9,823.90

Engineering

CEBT	Health & Insurance Benefits	\$ 5,454.10
Rocky Mountain Reserve LLC	Health & Insurance Benefits	20.01
Standard Insurance Company	Health & Life Ins. Payable	164.80
Cintas Corporation	Office Supplies	26.57
Nunley, Connie	Office Supplies	39.67
Staples	Office Supplies	33.98
Fleet Services	Vehicle Fuel	35.34
Hoffman, Parker, Wilson & Carberry PC	Legal	67.50
ITE	Tuition & Books	150.00
Total Engineering		\$ 5,991.97

Information Technology

CEBT	Health & Life Ins. Payable	\$	2,443.44
Rocky Mountain Reserve LLC	Health & Insurance Benefits		8.80
Standard Insurance Company	Health & Life Ins. Payable		78.96
Amazon	Office Supplies		89.67
Century Link	Utility Services		6,089.58
EZ Cater	Meeting Expense		286.01
Eagle County Solid Waste & Recycle	Contract Payments		90.20
Total Information Technology		\$	9,086.66

Communications & Marketing

Rocky Mountain Reserve LLC	Health & Insurance Benefits	\$	6.67
Say No More! Promotions	Operating Supplies		486.13
Say No More! Promotions	Equipment (Non-Capital)		3,309.28
Canva	Dues & Subscriptions		29.97
Mailchimp	Dues & Subscriptions		132.00
Colorado Mtn. News Media	Media		4,917.08
Blizzard Press	Website		360.00
Total Communications & Marketing		\$	9,241.13

Sustainability

CEBT	Health & Life Ins. Payable	\$	951.62
Rocky Mountain Reserve LLC	Health & Insurance Benefits		6.00
Standard Insurance Company	Health & Life Ins. Payable		47.91
Hoffman, Parker, Wilson & Carberry PC	Legal		720.00
Brightly Software Inc.	Computer Support		4,864.58
Total Sustainability		\$	6,590.11

Economic Development & Housing

CEBT	Health & Life Ins. Payable	\$	1,908.26
Rocky Mountain Reserve LLC	Health & Insurance Benefits		6.67
Standard Insurance Company	Health & Life Ins. Payable		49.73
Hoffman, Parker, Wilson & Carberry PC	Legal		922.50
Cirsa	Insurance		19.84
Total Economic Development & Housing		\$	2,907.00

Total GENERAL FUND**\$ 281,906.18****CAPITAL IMPROVEMENTS FUND**

Hoffman, Parker, Wilson & Carberry PC	Traffic Control Improvements-Sylvan Lake/Capitol	\$	147.50
Martin/Martin Consulting Engineers	Street Replacement- Capitol St		1,504.12
Hoffman, Parker, Wilson & Carberry PC	Grand Avenue Improvements		157.50
Stolfus & Associates	Grand Avenue Improvements		77,476.46
Union Pacific Railroad Company	Grand Avenue Improvements		1,555.50
Freightsmart Logistics	Hook/Bucket Truck		6,990.00
All Traffic Solutions Inc	Police Department Equipment-Radar Trailer		18,505.72
CO DMV	Patrol Vehicles		40.74
Motorola Solutions	Patrol Vehicles		7,113.76
Tyler Technologies, Inc	Patrol Vehicles		2,400.00
Total CAPITAL IMPROVEMENTS FUND		\$	115,891.30

WASTE WATER FUND

CEBT	Health & Insurance Benefits	\$ 7,189.15
Rocky Mountain Reserve LLC	Health & Insurance Benefits	31.75
Standard Insurance Company	Health & Life Ins. Payable	262.01
Amazon	Office Supplies	30.17
Cintas Corporation	Office Supplies	26.57
Western Slope Supplies Inc	Office Supplies	17.80
Wylaco Supply Co	Operating Supplies	57.99
Grainger	Uniforms	88.27
American Mechanical Services	Repair & Maintenance Supplies	816.00
Ferguson Enterprises, Inc.	Repair & Maintenance Supplies	510.00
Gypsum Eagle Ace Hardware	Repair & Maintenance Supplies	286.55
Intermountain Systems	Repair & Maintenance Supplies	481.57
USA Blue Book	Repair & Maintenance Supplies	(203.90)
Fleet Services	Vehicle Fuel	69.82
Federal Express Corp.	Communication & Shipping	385.91
Nextrust Inc	Utility Bill Mailing	368.43
Column Software, PBC	Legal Notices	52.73
Water Environment	Dues & Subscriptions	117.00
Black Hills Energy	Utility Services	8,704.72
Holy Cross Energy	Utility Services	10,044.49
Colorado Mtn. News Media	Recruitment	180.28
Indeed	Recruitment	93.15
Orange Tree Screening	Recruitment	6.94
Chase Paymentech	C.C. Transaction Fees	800.19
Xpress Bill Pay	C.C. Transaction Fees	558.29
Yearout Energy Services Co LLC	Professional Services	1,424.81
Argis Solutions, Inc.	Engineering	79.50
Denali Water Solutions LLC	Sludge Disposal	5,155.19
American Mechanical Services	Repair & Maintenance Services	1,610.00
Intermountain Systems	Repair & Maintenance Services	250.00
Utility Notification Center Of Colorado	Repair & Maintenance Services	63.89
Western Slope Towing	Repair & Maintenance Services	186.00
Caselle, Inc.	Computer Support	239.66
Seacrest Group	Testing & Permits	1,625.00
SGS North America Inc	Testing & Permits	2,048.00
Colorado CWP	Tuition & Books	50.00
Indigo Water Group	Tuition & Books	880.00
PSI Exams	Tuition & Books	104.00
American Mechanical Services	Contract Payments	848.00
Browns Hill Engineering	Contract Payments	2,066.20
Mott MacDonald	Capital Expenditures-Nutrient Criteria Nitrogen	25,047.00
Mott MacDonald	WW Treatment Plant - Headworks Screen	102.50
Stolfus & Associates	Sewer Line Improvements - Grand Avenue	1,093.75
Beckett Custom Homes	Water Meter Refund	3,420.00
Total WASTE WATER FUND		\$ 77,269.38

WATER FUND

CEBT	Health & Insurance Benefits	\$ 10,623.48
Rocky Mountain Reserve LLC	Health & Insurance Benefits	47.02
Standard Insurance Company	Health & Life Ins. Payable	375.04
Amazon	Office Supplies	30.18
Cintas Corporation	Office Supplies	26.57
PVS DX Inc	Operating Supplies	250.00
USA Blue Book	Operating Supplies	18.19
Grainger	Uniforms	132.41
Core & Main LP	Repair & Maintenance Supplies	1,078.05
Ferguson Enterprises, Inc.	Repair & Maintenance Supplies	19.15
Grainger	Repair & Maintenance Supplies	144.25
Gypsum Eagle Ace Hardware	Repair & Maintenance Supplies	146.56
USA Blue Book	Repair & Maintenance Supplies	3,671.34
Fleet Services	Vehicle Fuel	145.31
Ferguson Enterprises, Inc.	Meters	12,840.00
Ferguson Enterprises, Inc.	Meter Related Items	450.00
Federal Express Corp.	Communication & Shipping	57.12
Nextrust Inc	Utility Bill Mailing	368.44
Column Software, PBC	Legal Notices	9.31
AmeriGas	Utility Services	1,459.00
Black Hills Energy	Utility Services	148.84
Holy Cross Energy	Utility Services	8,991.21
Colorado Mtn. News Media	Recruitment	319.10
Indeed	Recruitment	139.72
Orange Tree Screening	Recruitment	6.93
Chase Paymentech	C.C. Transaction Fees	1,357.90
Xpress Bill Pay	C.C. Transaction Fees	778.22
Yearout Energy Services Co LLC	Professional Services	251.44
Garfield & Hecht, P.C.	Legal	2,054.00
LRE Water	Engineering	1,747.50
CRWCD - Enterprise Fund	Wolford Mtn. Reservoir-CRWCD	29,451.00
CRWCD - Enterprise Fund	Water Storage CRWCD - HBE	12,166.63
Blue Monster Service LLC	Repair & Maintenance Services	135.00
Utility Notification Center Of Colorado	Repair & Maintenance Services	63.90
SGS North America Inc	Testing & Permits	4,075.80
Caselle, Inc.	Computer Support	239.66
Indigo Water Group	Tuition & Books	880.00
American Mechanical Services	Contract Payments	2,307.50
Browns Hill Engineering	Contract Payments	8,264.80
Johnson Control Fire Protection LP	Contract Payments	2,565.00
Zenon Environmental Corporation	Contract Payments	9,240.00
Dahlseid, Tanya & Jeremy	Insurance Settlement	934.17
Mott MacDonald	Tank Replacement - Cemetery Tank / East Eagle	9,604.50
Phoenix Industries Ltd	Tank Replacement - Cemetery Tank	61,503.57
SEH Design/Build Inc	Tank Replacement - 2MG Tank	7,396.25
Martin/Martin Consulting Engineers	Water Line Improvements - Capitol Street	1,504.13
Mott MacDonald	Water Line Improvements-Grand Avenue	1,226.50

WATER FUND (Cont.)

Stolfus & Associates	Water Line Improvements - Grand Avenue	1,093.75
Wells Fargo - Commercial Operations	Debt Service Interest	44.04
Total WATER FUND		\$ 200,382.48

REFUSE FUND

Nextrust Inc	Utility Bill Mailing	\$ 368.44
Chase Paymentech	C.C. Transaction Fees	242.48
Xpress Bill Pay	C.C. Transaction Fees	253.77
Hoffman, Parker, Wilson & Carberry PC	Legal	1,080.00
Caselle, Inc.	Computer Support	239.65
Vail Honeywagon	Contract Services	160,708.84
Total REFUSE FUND		\$ 162,893.18

STORMWATER FUND

Nextrust Inc	Utility Bill Mailing	\$ 308.55
Chase Paymentech	C.C. Transaction Fees	24.25
Xpress Bill Pay	C.C. Transaction Fees	16.91
Total STORMWATER FUND		\$ 349.71

BROADBAND FUND

CEBT	Health & Life Ins. Payable	\$ 347.51
Rocky Mountain Reserve LLC	Health & Insurance Benefits	2.33
Standard Insurance Company	Health & Life Ins. Payable	23.60
BH Inc.	Repair & Maintenance Service	9,271.70
Total BROADBAND FUND		\$ 9,645.14

SALES TAX CAPITAL IMPROVEMENTS FUND

Calibre Engineering Inc	Professional Services - Rapid Blocs	\$ 436.00
Dynamic Program Management, LLC	Multi-Use Rec Facilities - Pool Rebuild	23,334.18
Ground Engineering Consultants	Multi-Use Rec Facilities - Pool Rebuild	1,365.00
JHL Constructors Inc	Multi-Use Rec Facilities - Pool Rebuild	523,734.78
Ohlson Lavoie Corporation	Multi-Use Rec Facilities - Pool Rebuild	21,875.46
Wiss Janney Elstner Associates Inc	Multi-Use Rec Facilities - Pool Rebuild	495.00
American Ramp Company	Town Park Improvements - Skate Park Design	15,000.00
Leathers & Associates	Town Park Improvements - Brush Creek Park	22,541.84
Playground Plastics	Town Park Improvements - Brush Creek Park	36,538.72
Total SALES TAX CAPITAL IMPROVEMENTS FUND		\$ 645,320.98

OPEN SPACE FUND

CEBT	Health & Life Ins. Payable	\$ 1,367.09
Rocky Mountain Reserve LLC	Health & Insurance Benefits	7.47
Standard Insurance Company	Health & Life Ins. Payable	69.15
Hoffman, Parker, Wilson & Carberry PC	Legal	2,812.50
Vail Honeywagon	Repair & Maintenance Services	299.47
Larimer County Parks	Tuition & Books	300.00
Cirsa	Insurance	19.84
ERO Resources Corporation	Habitat & Riparian Restoration	7,493.25
Total OPEN SPACE FUND		\$ 12,368.77

DDA FUND

Downtown Co Inc-DCI

Cirs

Total DDA FUND

Tuition & Books

Insurance

\$ 495.00

14.88

\$ 509.88**Total****\$ 1,506,537.00****Payroll****\$ 609,969.93****Grand Total****\$ 2,116,506.93**



To: Mayor Turnipseed and Town Council

From: Kira Koppel, Sustainability Specialist

Date: April 8th, 2025

Agenda Item: "Letter of Support to Preserve IRA Tax Credits"

REQUEST: Staff requests the Town Council review and consider directing town staff to sign on to the letter Mountain Towns 2030 has put together in support of preserving the IRA tax credits.

BACKGROUND: The organization Mountain Towns 2030 is sending a letter to the House Ways & Means Committee and the Senate Finance Committee to retain the elective pay/direct pay credits for clean energy and transportation, originally made available by the Inflation Reduction Act. These credits are unique in that they have been available to non-profit and governmental entities, making clean energy projects more affordable for public agencies like ours, and enabling taxpayer funds to go farther. The 45W Commercial Clean Vehicles Credit, the 30C Alternative Refueling Property Credit, and the 48E Clean Electricity Investment Credit and other residential tax credits (25C & 25D) are currently under review. These sections provide tax credits for homeowners and local governments making energy efficiency upgrades, upgrading municipal fleets, or installing clean energy systems like solar, wind, battery storage, geothermal and more.

ANALYSIS: The town is currently in the process of filing to claim the 45W credit for 3 electric vehicles purchased in 2024 and credit 48 for our solar array that was completed in November 2024. If all is approved, we will receive \$7500 back for each vehicle and up to 30% of the cost of the solar array. Retaining this funding is critical to supporting our net zero initiatives and ensuring we make progress, especially considering recently reduced federal grant opportunities for the same projects.

COMMUNITY INPUT: The Climate Action Collaborative encourages its local government stakeholders to sign this letter.

BUDGET / STAFF IMPACT: Achieving preservation of these tax credits will help reduce future costs to electrify our buildings and fleet, two key strategies within our net zero action plan. As an entity that does not pay taxes, supporting the retainment of these credits is a fiscally sound choice. Retaining these credits also supports our residents by reducing the cost of making energy improvements in their homes and upgrading their vehicles in line with our net zero goals. Staff time to sign the letter is nominal.

STRATEGIC PLAN ALIGNMENT/STANDARDS ACHIEVED: This item aligns with the town's goal to elevate our relationship with the environment by supporting and demonstrating sustainability (Goal 4-3 of Elevate Eagle Comprehensive Plan) and with the town's strategic objective to invest in environmental and energy sustainability. It will also support further implementation of Town Council Resolution No. 56, a resolution adopting town-wide sustainability goals. Addressing energy efficiency and electrification of existing homes, businesses, and town buildings within Eagle is a critical strategy on our journey to net zero emissions by 2030.

RECOMMENDED ACTION OR PROPOSED MOTION: Staff recommends that Council direct the town staff to sign the Mountain Towns 2030 letter of support to Preserve The IRA Tax Credits.

ATTACHMENTS:

- Letter of Support, "Preserve The IRA Tax Credits" [LINK](#)



To: Mayor and Town Council

From: Stephan Wilson P.E., Utility Manager

Date: April 03, 2025

Agenda Item: RESOLUTION NO. 26 (Series 2025) A RESOLUTION APPROVING A CONTRACT WITH DRC CONSTRUCTION SERVICES. FOR SANITARY SEWER SYSTEM CLEANING - 2025 through 2028

REQUEST:

Review and approve of sanitary sewer collections system cleaning and inspection proposal submitted by DRC Construction Services. March 7, 2025.

BACKGROUND:

For 2025 through 2028 staff are proposing the collection system to first be acoustically tested for obstructions and then the collection system is cleaned on a priority basis. The goal of this alternate approach is to identify areas in need of cleaning more readily and reduce the time in which a blockage could go unidentified. The flushing program is conducted to meet obligations for the Town insurer CIRSA to proactively maintain the collection system and matches the approach used in 2023 and 2024.

As a part of the Town's Wastewater Treatment Facility (WWTF) discharge permit the Colorado Department of Public Health and Environment Water Quality Control Division (CDPHE-WQCD) has included an Inflow and Infiltration (I&I) compliance schedule requiring the Town to address I&I through a study of the collection system. To satisfy a portion of this requirement the Town can conduct CCTV inspections of a portion of the collection system Zone being cleaned to assess current condition and identify needed repairs.

ANALYSIS:

The Town received two (2) proposals in total, one from High Country Pipe and one from DRC Construction Services. Proposals ranged from approximately \$0.63 to \$0.90 per linear foot of 8-inch sewer line cleaning. DRC Construction Services has maintained the Town's collection system for the past 3 years and was able to include all requested services.

Contractor	Maintenance Approach	2025 Cost
DRC Construction	Mobilization	\$2,625.00 WEEK
	Inspection - SL RAT Acoustic Testing	\$0.248 LF
	Sanitary Sewer Cleaning - 6"-8"	\$0.90 LF
	Sanitary Sewer Cleaning - >8"	\$0.98 LF
	CCTV Inspection of Sewer Lines	\$0.85 LF
	Traffic Control (As Required)	\$2,500.00 DAY
High Country Pipe	Mobilization	\$5,000.00 WEEK
	Inspection	N/A
	Sanitary Sewer Cleaning	\$0.63 LF
	CCTV Inspection	\$0.63 LF
	Traffic Control	N/A

COMMUNITY INPUT: None required.

BUDGET / STAFF IMPACT:

The Town currently has budget to fully contract out the collection system maintenance and inspection. Town staff are anticipating being able to assist with traffic control and perform work where necessary to reduce the burden on the selected contractor. The total cost of work completed under this proposal is anticipated to cost \$175,000.

For the years 2026, 2027, and 2028 services the rates will be increased by the Denver-Aurora-Lakewood CPI-U. Base index value would be the final unadjusted index for August published in December.

STRATEGIC PLAN ALIGNMENT / STANDARDS ACHIEVED:

1. Town insurer CIRSA obligations met for the maintaining the collection system.
2. A portion of the CHPHE-WQCD I&I compliance schedule commitments met.

RECOMMENDED ACTION OR PROPOSED MOTION:

A motion to approve or deny adoption of Resolution No. 26 (Series 2025) A Resolution Approving a Contract with DRC Construction Services. For Sanitary Sewer System Inspection and Cleaning.

ATTACHMENTS:

- Resolution No. 26, Series 2025
- Agreement for professional services between the Town of Eagle Colorado and DRC Construction Services.

AGREEMENT FOR PROFESSIONAL SERVICES

THIS AGREEMENT FOR PROFESSIONAL SERVICES (the "Agreement") is made and entered into this 8 day of April, 2025 (the "Effective Date"), by and between the Town of Eagle, a Colorado home rule municipality with an address of P.O. Box 609, Eagle, Colorado 81631 (the "Town") and DRC CONSTRUCTION SERVICES, a Contractor with an address of 4100 Rio Grande Ave, PO Box 640, Sedalia, CO 80135 ("Contractor") (each a "Party" and collectively the "Parties").

WHEREAS, the Town requires professional services; and

WHEREAS, Contractor has held itself out to the Town as having the requisite expertise and experience to perform the required services.

NOW, THEREFORE, for the consideration hereinafter set forth, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

I. SCOPE OF SERVICES

A. Contractor shall furnish all labor and materials required for the complete and prompt execution and performance of all duties, obligations, and responsibilities which are described or reasonably implied from the Scope of Services set forth in **Exhibit A**, attached hereto and incorporated herein by this reference.

B. A change in the Scope of Services shall not be effective unless authorized as an amendment to this Agreement. If Contractor proceeds without such written authorization, Contractor shall be deemed to have waived any claim for additional compensation, including a claim based on the theory of unjust enrichment, quantum merit or implied contract. Except as expressly provided herein, no agent, employee, or representative of the Town is authorized to modify any term of this Agreement, either directly or implied by a course of action.

II. TERM AND TERMINATION

A. This Agreement shall commence on the Effective Date, and shall continue until Contractor completes the Scope of Services to the satisfaction of the Town, or until terminated as provided herein.

B. Either Party may terminate this Agreement upon 30 days' advance written notice. The Town shall pay Contractor for all work previously authorized and completed prior to the date of termination. If, however, Contractor has substantially or materially breached this Agreement, the Town shall have any remedy or right of set-off available at law and equity.

III. COMPENSATION

In consideration for the completion of the Scope of Services by Contractor, the Town shall pay Contractor per the unit prices outlined in Exhibit A not to exceed \$ 200,000.00. The scope

4/1/2025

[HTTPS://TOWNOFEAGLE297.SHAREPOINT.COM/SITES/PW/SHARED DOCUMENTS/WASTEWATER/OPERATIONS/COLLECTION SYSTEM/JETTING AND CCTV/2025/100 BIDDING & CONTRACT/RESOLUTION/RESOLUTION NO 2025-26 CONTRACT - DRC CONSTRUCTION SERVICES, INC._2025.03.17.DOCX](https://townofeagle297.sharepoint.com/sites/pw/shared%20documents/wastewater/operations/collection%20system/jetting%20and%20cctv/2025/100%20bidding%20&%20contract/resolution/resolution%20no%2025-26%20contract%20-%20drc%20construction%20services,%20inc._2025.03.17.docx)

and quantity of work must be approved by the Town in writing prior to execution of the work by the Contractor. This amount shall include all fees, costs and expenses incurred by Contractor, and no additional amounts shall be paid by the Town for such fees, costs and expenses. Contractor may submit periodic invoices, which shall be paid by the Town within 30 days of receipt.

Annual Rate to be increased by the Denver-Aurora-Lakewood CPI-U. Base index value would be the final unadjusted index for August published in December. Example Calculation: For contract year 2026 the rate would be calculated by the formula (August 2025 Index / August 2024 Index * Unit Price) and rounded to the nearest cent. In the event the index for the contract year is less than the comparison year, the rate shall remain the same as in the year prior.

IV. RESPONSIBILITY

A. Contractor hereby warrants that it is qualified to assume the responsibilities and render the services described herein and has all requisite corporate authority and professional licenses in good standing, required by law. The work performed by Contractor shall be in accordance with generally accepted professional practices and the level of competency presently maintained by other practicing professional firms in the same or similar type of work in the applicable community. The work and services to be performed by Contractor hereunder shall be done in compliance with applicable laws, ordinances, rules and regulations.

B. The Town's review, approval or acceptance of, or payment for any services shall not be construed to operate as a waiver of any rights under this Agreement or of any cause of action arising out of the performance of this Agreement.

C. Because the Town has hired Contractor for its professional expertise, Contractor agrees not to employ subcontractors to perform any work except as expressly set forth in the Scope of Services.

V. OWNERSHIP

Any materials, items, and work specified in the Scope of Services, and any and all related documentation and materials provided or developed by Contractor shall be exclusively owned by the Town. Contractor expressly acknowledges and agrees that all work performed under the Scope of Services constitutes a "work made for hire." To the extent, if at all, that it does not constitute a "work made for hire," Contractor hereby transfers, sells, and assigns to the Town all of its right, title, and interest in such work. The Town may, with respect to all or any portion of such work, use, publish, display, reproduce, distribute, destroy, alter, retouch, modify, adapt, translate, or change such work without providing notice to or receiving consent from Contractor.

VI. INDEPENDENT CONTRACTOR

Contractor is an independent contractor. Notwithstanding any other provision of this Agreement, all personnel assigned by Contractor to perform work under the terms of this

Agreement shall be, and remain at all times, employees or agents of Contractor for all purposes. Contractor shall make no representation that it is a Town employee for any purposes.

VII. INSURANCE

A. Contractor agrees to procure and maintain, at its own cost, a policy or policies of insurance sufficient to insure against all liability, claims, demands, and other obligations assumed by Contractor pursuant to this Agreement. At a minimum, Contractor shall procure and maintain, and shall cause any subcontractor to procure and maintain, the insurance coverages listed below, with forms and insurers acceptable to the Town.

1. Workers' Compensation insurance as required by law.
2. Commercial General Liability insurance with minimum combined single limits of \$1,000,000 each occurrence and \$2,000,000 general aggregate. The policy shall be applicable to all premises and operations, and shall include coverage for bodily injury, broad form property damage, personal injury (including coverage for contractual and employee acts), blanket contractual, products, and completed operations. The policy shall contain a severability of interests provision, and shall include the Town and the Town's officers, employees, and contractors as additional insureds. No additional insured endorsement shall contain any exclusion for bodily injury or property damage arising from completed operations.
3. Professional liability insurance with minimum limits of \$1,000,000 each claim and \$2,000,000 general aggregate.

B. Such insurance shall be in addition to any other insurance requirements imposed by law. The coverages afforded under the policies shall not be cancelled, terminated or materially changed without at least 30 days' prior written notice to the Town. In the case of any claims-made policy, the necessary retroactive dates and extended reporting periods shall be procured to maintain such continuous coverage. Any insurance carried by the Town, its officers, its employees, or its contractors shall be excess and not contributory insurance to that provided by Contractor. Contractor shall be solely responsible for any deductible losses under any policy.

C. Contractor shall provide to the Town a certificate of insurance showing the required policies are in full force and effect. The certificate shall identify this Agreement.

VIII. INDEMNIFICATION

A. Contractor agrees to indemnify and hold harmless the Town and its officers, insurers, volunteers, representative, agents, employees, heirs and assigns from and against all claims, liability, damages, losses, expenses and demands, including attorney fees, on account of injury, loss, or damage, including without limitation claims arising from bodily injury, personal injury, sickness, disease, death, property loss or damage, or any other loss of any kind whatsoever, which arise

out of or are in any manner connected with this Agreement if such injury, loss, or damage is caused in whole or in part by, the act, omission, error, professional error, mistake, negligence, or other fault of Contractor, any subcontractor of Contractor, or any officer, employee, representative, or agent of Contractor, or which arise out of a worker's compensation claim of any employee of Contractor or of any employee of any subcontractor of Contractor. Contractor's liability under this indemnification provision shall be to the fullest extent of, but shall not exceed, that amount represented by the degree or percentage of negligence or fault attributable to Contractor, any subcontractor of Contractor, or any officer, employee, representative, or agent of Contractor or of any subcontractor of Contractor.

B. If Contractor is providing architectural, engineering, surveying or other design services under this Agreement, the extent of Contractor's obligation to indemnify and hold harmless the Town may be determined only after Contractor's liability or fault has been determined by adjudication, alternative dispute resolution or otherwise resolved by mutual agreement between the Parties, as provided by C.R.S. § 13-50.5-102(8)(c).

IX. MISCELLANEOUS

A. *Governing Law and Venue.* This Agreement shall be governed by the laws of the State of Colorado, and any legal action concerning the provisions hereof shall be brought in Eagle County, Colorado.

B. *No Waiver.* Delays in enforcement or the waiver of any one or more defaults or breaches of this Agreement by the Town shall not constitute a waiver of any of the other terms or obligation of this Agreement.

C. *Integration.* This Agreement constitutes the entire agreement between the Parties, superseding all prior oral or written communications.

D. *Third Parties.* There are no intended third-party beneficiaries to this Agreement.

E. *Notice.* Any notice under this Agreement shall be in writing and shall be deemed sufficient when directly presented or sent prepaid, first-class United States Mail to the Party at the address set forth on the first page of this Agreement.

F. *Severability.* If any provision of this Agreement is found by a court of competent jurisdiction to be unlawful or unenforceable for any reason, the remaining provisions hereof shall remain in full force and effect.

G. *Modification.* This Agreement may only be modified upon written agreement of the Parties.

H. *Assignment.* Neither this Agreement nor any of the rights or obligations of the Parties hereto, shall be assigned by either Party without the written consent of the other.

I. *Governmental Immunity.* The Town and its officers, attorneys and employees are relying on, and do not waive or intend to waive by any provision of this Agreement, the monetary limitations or any other rights, immunities, and protections provided by the Colorado Governmental Immunity Act, C.R.S. § 24-10-101, *et seq.*, as amended, or otherwise available to the Town and its officers, attorneys or employees.

J. *Rights and Remedies.* The rights and remedies of the Town under this Agreement are in addition to any other rights and remedies provided by law. The expiration of this Agreement shall in no way limit the Town's legal or equitable remedies, or the period in which such remedies may be asserted, for work negligently or defectively performed.

K. *Subject to Annual Appropriation.* Consistent with Article X, § 20 of the Colorado Constitution, any financial obligation of the Town not performed during the current fiscal year is subject to annual appropriation, shall extend only to monies currently appropriated, and shall not constitute a mandatory charge, requirement, debt or liability beyond the current fiscal year.

L. *Force Majeure.* No Party shall be in breach of this Agreement if such Party's failure to perform any of the duties under this Agreement is due to Force Majeure, which shall be defined as the inability to undertake or perform any of the duties under this Agreement due to acts of God, floods, storms, fires, sabotage, terrorist attack, strikes, riots, war, labor disputes, forces of nature, the authority and orders of government or pandemics.

IN WITNESS WHEREOF, the Parties have executed this Agreement as of the Effective Date.

TOWN OF EAGLE

Scott Turnipseed, Mayor

ATTEST:

Jenny Rakow, Town Clerk

DRC Construction Services



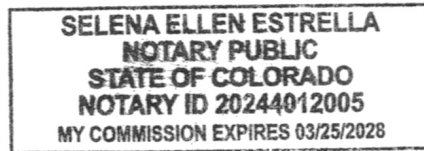
4/3/2025

STATE OF COLORADO)
) ss.
COUNTY OF Jefferson)

Subscribed, sworn to and acknowledged before me this 3rd day of April,
2025, by Benjamin Hayhill as DRC Construction Services of President.
EB

My Commission expires:

(SEAL)




Notary Public 04/03/2025

Attachments:

- DRC Construction Services. Proposal Dated; March 7, 2025

EXHIBIT A

SCOPE OF SERVICES

Contractor's Duties

During the term of this Agreement, Contractor shall perform the following duties, as directed by the Town:

- Contractor mobilization costs shall be paid at a rate of \$2,625.00 per week.
- Contractor shall conduct acoustic assessment of eligible sewer pipe using the SLRAT assessment technology at a unit price of \$0.248 LF. The total length shall be pre-approved by the Town.
- Contractor shall conduct a single pass clean, screen/vacuum debris only at a unit price of \$.90 per LF (6"-8"). The total length of cleaning shall be pre-approved by the Town.
- Contractor shall conduct a single pass clean, screen/vacuum debris only at a unit price of \$.98 per LF (>8"). The total length of cleaning shall be pre-approved by the Town.
- Contractor shall conduct CCTV inspect PVC pipe at a unit price of \$0.85 per linear foot (LF). The total length of inspection shall be pre-approved by the Town.
- Contractor traffic control costs shall be paid at a rate of \$2,500 per day. The total number of days shall be pre-approved by the Town.

Contractor's Deliverables

In performance of the duties described above, Contractor shall deliver the following items to the Town, during the timeframes established by the Town:

- Completed CCTV and flushing log from template provided by the Town.
- Inspection records including CCTV footage in a digital format.
- Inspection report including current condition of lines and manholes.
- Interactive GIS Dashboard including all results from Acoustic Pipe Assessments and Visual Manhole Inspections

DRC Construction Services

4100 Rio Grande Ave
PO Box 640
Sedalia, CO 80135
(303) 688-2166

Date: March 7, 2025

Project: Town of Eagle 2025 Sanitary Inspection and Cleaning
Attn: Konur Berge

DRC Construction Services is pleased to provide this proposal for the following work items:

Item	Description	Unit Price	Unit
1	Mobilization	\$2,625.00	WEEK
2	Inspection - SL RAT Acoustic Testing	\$0.248	LF
3	Sanitary Sewer Cleaning - 6"-8"	\$0.90	LF
4	Sanitary Sewer Cleaning - >8"	\$0.98	LF
5	CCTV Inspection of Sewer Lines	\$0.85	LF
6	Traffic Control (As Required)	\$2,500.00	DAY
TOTAL			

Alternate - Zone Approach

Item	Description	Unit Price	Unit
1	Mobilization	\$2,625.00	WEEK
3	Sanitary Sewer Cleaning - 6"-8"	\$0.90	LF
	Sanitary Sewer Cleaning - >8"	\$0.98	LF
4	CCTV Inspection of Sewer Lines	\$0.85	LF
5	Traffic Control (As Required)	\$2,500.00	DAY
TOTAL			

- Subject to Service Agreement Conditions
- Quantities are estimated, unit prices apply
- Proposal does not include construction water, bonding or permits; If any are required of DRC they will be provided at additional cost plus 10%
- *Manholes located offroad, buried or requiring unusual effort to open shall be recorded as "Difficult to Access". Owner will make its best efforts to locate and expose manholes buried over 3" deep prior to DRC beginning work in an affected area. An estimate based on prior experience is included as a line item for reference.
- DRC will make every effort to complete inspections of each pipeline, however it will be at the sole discretion of our operator as to continue past obstructions or other obstacles that may pose a risk to equipment.
- Includes Acoustic Sewer Testing , 7-Point Manhole Inspections, CCTV Inspection per PACP Format, Cleaning of Sewer Lines rated poor or blocked by testing (<= Score to be Agreed), Re-Testing of Cleaned Sewers (if requested), Per Diem & Lodging based on 2 person crew for each activity.
- SL-RAT Acoustic Assessment tools provides valid results only for pipes up to and including 12" in diameter.
- DRC will make every effort to complete inspections of each pipeline from upstream to downstream access points, however it will be at the sole discretion of our operator as to continue past obstructions or other obstacles that may pose a risk to equipment.
- Should equipment become trapped or lodged in existing pipeline due to existing pipe conditions or other factors outside of DRC's control an excavation will be completed to retrieve equipment, undamaged, by the General Contractor and will be at no expense to DRC.
- Standard certificates of insurance will be sent to the Owner upon award of bid items to DRC.

DRC Construction Services

4100 Rio Grande Ave

PO Box 640

Sedalia, CO 80135

(303) 688-2166

Regards,

Ben Hemphill

DRC Construction Services

Accepted by:

Name:

Company:

Date:

TOWN OF EAGLE, COLORADO
RESOLUTION NO. 26
(Series 2025)

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF EAGLE,
COLORADO APPROVING A CONTRACT WITH DRC CONSTRUCTION SERVICES.
FOR SANITARY SEWER SYSTEM CLEANING

WHEREAS, the Town of Eagle desires to contract with DRC Construction Services for sanitary sewer collections system cleaning and inspection, for 2025 through 2028 pursuant to the agreement attached as Exhibit "A" on the terms and conditions set forth therein; and

WHEREAS, The Town's purpose is to invest in critical infrastructure, assets, and program improvements that increase our residents' quality of life and add to our vibrant economy without creating an undue burden on the residents of the Town; and

WHEREAS, DRC Construction Services agrees to perform such services on the terms and conditions set forth in Exhibit "A"; and

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL FOR THE TOWN OF EAGLE,
COLORADO:

The Town Council approves the contract with DRC Construction Services for services attached as Exhibit "A".

INTRODUCED, READ, PASSED AND ADOPTED ON 8th DAY OF APRIL 2025.

TOWN OF EAGLE, COLORADO

BY: _____
Scott Turnipseed, Mayor

ATTEST:

Camille Deering, Town Clerk



To: Mayor and Town Council
From: Camille Deering, Town Clerk
Date: April 8, 2025

Agenda Item: Resolution 30, Series 2025, Correcting a Numbering Error

REQUEST: Town staff is requesting the council to approve this Resolution correcting a clerical error in the numbering of a Resolution.

BACKGROUND: On March 11, 2025, the Town Council of the Town of Eagle approved Resolution No. 23, 2025 "A Resolution of the Town Council of the Town of Eagle, Colorado Approving a Professional Services Agreement with Walking Mountain for Energy Efficiency Rebates" and on March 25, 2025, the Town Council of the Town of Eagle approved Resolution No. 23, 2025 "A Resolution of the Town Council of the Town of Eagle, Colorado Appointing Members to the Town of Eagle Marketing and Events Committee."

ANALYSIS: A clerical error was discovered after the March 25th Town Council meeting when entering the approved Resolution 23 into the record. To remedy this issue, the Council is respectfully asked to approve Resolution 30 to make this correction to the official record of the Town.

COMMUNITY INPUT: None required.

BUDGET / STAFF IMPACT: There is no budget impact for this item.

STRATEGIC PLAN ALIGNMENT / STANDARDS ACHIEVED: This is an administrative item that has minimal alignment with the Strategic Plan but does represent transparency.

RECOMMENDED ACTION OR PROPOSED MOTION: MOTION TO APPROVE THE CONSENT AGENDA. If questions, please remove this item from the Consent Agenda to address with Town Staff.

ATTACHMENTS:

1. 30-2025 Correcting resolution number

TOWN OF EAGLE, COLORADO
RESOLUTION NO. 30
(Series of 2025)

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF EAGLE, COLORADO AMENDING A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF EAGLE, COLORADO APPOINTING MEMBERS TO THE TOWN OF EAGLE MARKETING AND EVENTS COMMITTEE TO CORRECT AN ERROR REGARDING THE RESOLUTION NUMBER.

WHEREAS, on March 11, 2025, the Town Council of the Town of Eagle approved Resolution No. 23-2025 "A Resolution of the Town Council of the Town of Eagle, Colorado Approving a Professional Services Agreement with Walking Mountain for Energy Efficiency Rebates" (first resolution No. 23); and

WHEREAS, on March 25, 2025 the Town Council of the Town of Eagle approved Resolution No. 23-2025 "A Resolution of the Town Council of the Town of Eagle, Colorado Appointing Members to the Town of Eagle Marketing and Events Committee" (second resolution No. 23); and

WHEREAS, an error exists regarding the Resolution numbers assigned to the above-referenced Resolution because both Resolutions are numbered as No. 23 Series 2025.

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF EAGLE, COLORADO AS FOLLOWS:

Section 1. That the second resolution No. 23 entitled "Appointing Members to the Town of Eagle Marketing and Events Committee" Is hereby renumbered and redesignated as Resolution No. 29, Series 2025.

INTRODUCED, READ, PASSED AND ADOPTED ON April 8th, 2025.

TOWN OF EAGLE, COLORADO

Scott Turnipseed, Mayor

ATTEST:

Camille Deering, Town Clerk



To: Mayor and Town Council
From: Larry Pardee, Town Manager
Date: April 8, 2025
Re: Town Manager Report

Please note that I will be out of the office starting Friday, April 4, through Friday, 11, and return to the office Monday, April 14. I will have my laptop and cell phone if you need something.

Community Engagement & Meetings: This report highlights our recent community outreach efforts and critical regional and project-specific meetings. Our top priority is to engage with stakeholders, stay abreast of developments, and contribute to our Community's growth.

The Vail Valley Foundation Presentation & Funding Commitment On March 11, the Vail Valley Foundation (VVF) presented to the Town Council, requesting the full reinstatement of \$50,000 in funding from the Town of Eagle to support the 2025 ShowDown Town summer concert series. ShowDown Town has long been a valued community event, bringing residents and visitors together while driving economic activity for local businesses.

A recent funding adjustment provides additional flexibility in meeting this request. With Second Street Tavern opting not to host its Second Street Block Music Fest this summer, \$5,000 previously allocated to that event is now available. This reallocation increases the Town's previously approved VVF funding from \$40,000 to \$45,000 for the 2025 concert season.

Recognizing the cultural and economic benefits of ShowDown Town, we recommend establishing a baseline funding commitment of \$50,000 from the Marketing & Events Advisory Committee (MEAC) starting in 2026 to ensure consistent and sustained Council support. With the acceptance of this report, I will notify VVF President Mike Imhof that the Town has approved a \$45,000 budget for 2025, with a planned commitment of \$50,000 for future years.

The Eagle County Regional Housing Action Plan committee continues to review and refine the final draft information to make it ready to share with all communities in the next month or so. The Eagle County Regional Housing Needs Analysis comprehensively evaluates the county's ongoing housing challenges and future needs. With home prices in non-resort areas exceeding \$1 million and rental availability tightening, local workers' affordability gap widens. While the median household income has grown, many of the county's largest employment sectors—including food service, retail, and construction—offer wages below \$50,000 per year, making it nearly impossible for employees in these industries to afford housing. Additionally, almost 40% of the county's housing units are vacant due to second-home ownership and short-term rentals, which drive up prices and limit availability for full-time residents. The study also highlights the increasing displacement risk for lower-income households, renters, and those living in older or mobile homes, as well as a growing reliance on long-distance commuting due to the lack of affordable housing near job centers.

The report identifies a need for **6,375 additional housing units** over the next decade, with three-quarters designated for rental housing. Of this total, 2,638 units are needed immediately to fill the existing housing gap, while 3,736 units will be required to meet future growth. While 703 units are currently under construction and another 632 are entitled to development, a significant shortfall remains. The housing crisis is further compounded by an aging population, contributing to labor shortages and an increased demand for senior housing. Additionally, the study notes that younger families are increasingly moving down valley, where housing costs are relatively lower. However, this shift is insufficient to balance the county's overall housing needs.

The report underscores the urgency of implementing strategic housing solutions, including expanding deed-restriction programs, incentivizing affordable housing development, and enhancing local policies to ensure long-

term workforce stability. Eagle County already has a strong foundation of housing resources, such as rental assistance programs and public-private partnerships, but additional investment and innovative policy action will be critical to closing the housing gap. Collaboration among local governments, businesses, and housing organizations will be key to preserving community character, improving affordability, and ensuring that Eagle County remains a viable place to live and work for residents across all income levels. The link: [\(DRAFT.Eagle.County.Housing.Needs.Analysis.Report\)](#)

On Wednesday, March 12, Town staff, Peyton, and I continued discussions with Daniel Ritsch and his planner, Larry McKinzie, regarding the potential redevelopment of 120 2nd Street and 214 Wall Street. Their vision includes a boutique hotel and mixed-use development at 120 2nd Street while exploring housing opportunities at 214 Wall Street. These discussions are essential in shaping future development that aligns with the Town's economic and Community goals.

On Tuesday, March 18, the Eagle River Park Coalition requested additional time to work on their concepts before returning to report to the Town Council on their preferred options.

Administration and Organization Update:

We are pleased to announce Racheal Tand as our next Finance Director. Rachel plans to start her new role for the Town of Eagle on Monday, May 5. I am sharing with you an email I sent to Rachel once she accepted our job opportunity:

On Thursday, March 13, Town staff met with KLJ consultants to advance our efforts in securing grant funding for critical infrastructure projects. Our focus remains on identifying financial resources to support large-scale road, water, and wastewater improvements, ensuring that our public infrastructure investments continue to enhance the Town's quality of life and long-term sustainability.

Town staff continues collaborating with Sherly Beckman and the Stolfus design team as they engage the Eagle Grand Avenue Corridor Design Stakeholder Working Group (SWG). This meeting prepared critically for the upcoming Grand Avenue Public and Property Owners Open House on March 26, ensuring stakeholders are informed and aligned on project goals and progress. The Grand Avenue Multimodal Project remains a top priority, especially as we await the final selections for Round 2 of the BUILD Grant Program, anticipated by June 28, 2025. We remain dedicated to securing this essential infrastructure investment and will actively track developments throughout the grant review process.

Economic Development:

The Town continues to actively engage with the Community regarding the future of the Old Town Hall property. We are sharing the publicly available commercial appraisal and exploring potential opportunities aligning with our business expansion and housing development goals. Under Article XII, Section 12.01 of the Town of Eagle Home Rule Charter, the Town Council can acquire, sell, exchange, or dispose of real property through an ordinance. At the same time, lease agreements are approved via resolution.

To further support sustainable economic growth, the Town is collaborating with Economic & Planning Systems (EPS) on a series of initiatives to balance commercial expansion with residential development. This includes advancing the Commercial Linkage Fee initiative, which aims to establish a reliable funding mechanism for housing solutions tied to new commercial projects. Additionally, EPS conducts financial analyses related to potential annexations, providing insights into infrastructure funding and revenue-sharing strategies that will help sustain Eagle's economic vitality for years.

On Wednesday, March 19, Town staff met with the East Eagle development partners to review key elements of the annexation process for Parcels A and F. Our discussions focused on the executive session topics and the current status of annexation negotiations. In addition to the annexation agreement, we explored the framework for a parallel agreement to address items that may fall outside the annexation terms but are essential to the project's success for both parties.

Both parties committed to further research on several key components before reconvening to refine our approach. These ongoing efforts are critical to ensuring that the annexation and subsequent development align with the Town's strategic priorities and the Community's long-term needs. Through thoughtful collaboration and careful planning, we aim to create a well-structured, sustainable path forward for East Eagle.

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
April 1, 2025 Work Session	Grand Avenue update discussion 1-hour
May 6, 2025 Work Session	Joint Long-Range Planning Discussion Council and P & Z - 2-hours
June 3, 2025	Regional Net Zero Roadmap 1-hour & Density Cap Discussion 1-hour
July 1, 2025	
August 5, 2025	
Request for Additional Work Sessions	Topic



To: Mayor and Town Council
From: Larry Pardee, Town Manager, and Department Leads
Date: April 8, 2025
Re: Department Updates for March 2025

March 2025

ASSISTANT TOWN MANAGER SPECIAL PROJECTS

Pool Replacement Project



We have slides! The pool replacement project continues to move ahead on time. This week the pool decks are being poured and the building addition is being prepped for final inspections. **The tentative opening day is Thursday, June 5**, the first day of summer break for the Eagle County School District. More details, facility hours, and pool fees will be released in the coming weeks.

Eagle Skate Park Design

- Staff held a kick-off meeting with the design contractor, American Ramp Company (ARC) and Mountain Recreation staff in March. ARC has subsequently launched a community survey to begin collecting ideas for preliminary designs. **Take the survey**

here: [Eagle Skatepark - American Ramp Company](#)

- Next steps for the joint staff teams and ARC is to identify the exact location of the future skate park within the Haymaker Recreation area. The original master planned designs have shifted with the pool being replaced in the same location. Staff will be evaluating options to align amenities and user groups throughout the site.
- A tentative community engagement meeting has been set for Saturday, May 17. Representatives from ARC and staff from the Town and Mountain Recreation will be on hand to show initial design concepts and work with the community on refining the park elements and ideas.

Nogal Park Renovation

- Staff are working with the new ownership of the Eagle Villas, Ulyesses Development Group (UDG), and Norris Designs on a community-led design to renovate Nogal Park located between the Eagle Villas and Red Canyon Townhomes. More information on community surveys and meeting dates to come.

Brush Creek Playground Rebuild

- Calling all builders, aspiring builders and Eagle families who love our wooden park! In August, the Town will be leading a rebuild of the Brush Creek Playground. The rebuild will replace failing equipment, revamp the wood surfaces and give this beloved wooden playground a much-needed update. The structures and playground layout will remain the same and some amenities will be updated and replaced to meet safety standards. Wherever possible, the structure will remain wood, which requires a lot of hands and help to prep, cut, stain and install.
- **SAVE THE DATE: Brush Creek Playground Rebuild – Wednesday, August 20 – Sunday, August 24.**
 - *Details on how to volunteer or donate will be released in the coming weeks. We'll be celebrating the start of the new school year with a great community project!*

ECONOMIC DEVELOPMENT

March 2025

Economic Development Plan Implementation

- Commercial Linkage Nexus Study
 - EPS facilitated a work session with members of the EVC and DDA. Many expressed concerns that the commercial linkage fee could negatively impact Eagle's commercial development by deterring developers. The group emphasized the importance of focusing on economic vitality without additional fees. Challenges such as high property taxes and difficulty renting commercial spaces were highlighted, with the fee potentially worsening these issues. The group recommended reconsidering the timing of implementing the fee.
 - The findings and feedback will be discussed with the Town Council at a future meeting to determine potential adjustments to the proposed fee and overall policy.
- The Colorado Tourism Management Grant
 - Staff are thrilled to announce that the Town has been selected for the Fiscal Year 2025 Colorado Tourism Management Award! The \$20,000 grant will help fund a town-wide wayfinding analysis and implementation report. With the award contract underway, staff can begin the vendor procurement process.
 - A press release will be shared through the Town's various media outlets.
- An application for the Rural Economic Development Initiative (REDI) Grant to support a town-wide Business Advancement Program was submitted to the state on March 12. Tenets of the proposed program include providing financial aid to existing and relocating businesses for site improvements, (re)development, promoting job creation, and providing housing stipends to local employees. As a reminder, staff applied for the maximum award, \$100,000, with a 20 percent local match.

Economic Vitality Committee (EVC)

- Business Process Overview
 - Staff conducted a workshop with members of the EVC and the Eagle Chamber Business Advocacy Committee to review the draft Business Overview Process. It is a roadmap for entrepreneurs to navigate the municipal process to open or expand a business in Eagle.
 - An updated draft will be presented at the EVC's April 10 meeting. Staff will then solicit business community input at the Chamber Mixer, also on April 10.
- The EVC will help inform the wayfinding planning effort and creating the Business Advancement Program. The workplan for the latter is fluid, pending the outcome of the REDI Grant application.

Downtown Development Authority (DDA)

- Council member Bryan Woods and DDA board member Scott Schlosser are attending the annual conference, *In The Game* hosted by Downtown Colorado, Inc., April 1-4. The event is focused on economic and community development for vibrant downtowns. Sessions include topics on community problem-solving, future innovations, challenge workshops, and peer-to-peer exchanges inspiring attendees to take action in their communities.
- The Downtown Eagle Project Investment Program application window will close on April 15. Staff have received three applications and two notices of intent to apply. Businesses who were not awarded during Round One in 2024 have been invited to re-apply. Please continue to share the announcement and encourage downtown business and property owners to participate: downtowneagle.org/2025grants

HOUSING

March 2025

Affordable Housing Accelerator Project (AHAP)

- On March 3, the project team facilitated a second and final stakeholder workshop. Input was gathered on all three elements of the project: the fast-track approval process (coined the Eagle Express Lane), land inventory analysis and the funding strategy. Some of the noteworthy comments include:
 - The need to create an information sheet to demonstrate how Area Median Income (AMI) translates into housing costs for the average household size in Eagle.
 - Suggestions that the Town explore and establish financial incentives for housing developers including helping developers identify consultants who can provide technical assistance navigating financial aid programs and pro forma modeling.
 - Recommendation to bolster the Town's Housing webpage with current state funding programs, resources for both homeowners and renters, and a 'Developers' Guide for Housing Development in Eagle'.
- Incorporating stakeholder input, the project team facilitated a joint work session on March 4 with the Town Council and the Planning & Zoning Commission. All elements of the AHAP were summarized then followed by a series of discussion questions.
 - Eagle Express Lane: The group recommended excluding resident-occupied (RO) units and accessory dwelling units (ADUs) and discussed the feasibility of planned unit development (PUD)-level approvals in 90 days. Staff expressed a need to update the Land Use Code Administrative Chapter ahead of adopting the Express Lane.
 - Funding Strategy: The Logan Simpson team led an informative and technical presentation of funding models, funding opportunities, the significance of private-public partnerships (PPPs) and the importance of incentives for developers. The group explored the Town's role in providing financial support comparatively against competing priorities (i.e., continuing to fund Open Space initiatives).
 - Land Inventory: The group requested improving clarity on descriptive metrics, identifying existing constraints and including proximity to the town's commercial cores. The notion of public availability and leveraging the land inventory as a signal for local development opportunities. As a vital step prior to the project's conclusion, staff will be contacting the shortlist of land and property owners to discuss the recent planning effort.

Regional Housing Needs Assessment

- Due to a series of new drafting comments and their impacts on the final report, staff and EPS agreed to reschedule the Housing Needs Assessment (HNA) close-out presentation to a future Town Council meeting. The intent is to present to community boards no later than mid-May.
- Upcoming Housing Partner meetings will shift to the individual communities' Housing Action Plans. These must be incorporated into the HNA before submitting to the state.
- The Vail Daily featured an update on the initiative and the potential pursuit of a regional housing authority.
[Read the article here!](#)

LERP Annual Compliance

- Since late February, staff and the Valley Home Store have been conducting bi-weekly coordination calls to establish the Local Employee Residency Program (LERP) annual compliance program. It is being bifurcated into two categories: homeowners and renters in deed restricted apartment complexes (The Pike and The Overlook at Eby Creek).
- Homeowners: Staff drafted a notice that will be mailed and emailed to all LERP homeowners notifying them of the new procedure and how to complete annual verification online. The Home Store is underway with updating the e-compliance questionnaire through their platform, Home Keeper. This process will lead homeowners to set up or update their Home Keeper profile to streamline future compliance efforts.
- Renters: Staff are preparing a similar notice for the property managers at The Pike and The Overlook notifying them of the new compliance procedures. The tenants will not be interacting in the compliance process unless additional documentation is required.
- Staff are aiming to distribute the notices in April. Future department updates will include information on participation, community feedback and insights into compliance levels.

SUSTAINABILITY

March 2025

Funding Opportunities

- Staff has made a request in the April 8th council packet to add the town to the [Mountain Towns 2030 Letter of Support to Preserve the IRA Tax Credits](#).
This funding is critical to ensuring we can continue to make progress on our net zero goals, specifically to support electric vehicle infrastructure installation and electric vehicle purchases, as well as clean energy development, such as solar PV array installations.
- Staff is working with finance to submit our Exempt Organization Business Income Tax Return in order to claim elective pay tax credits for our recently installed 745 kW solar array and 3 electric vehicle purchases in 2024.

Energy Efficiency & Electrification

- Staff has continued the onboarding process with Brightly, Software, Inc. for our Energy Monitoring & Management System (EMS). The database will be active by June and will include all our energy and fleet information since 2020.
- Thank you for approving the 2025 energy efficiency rebates we are providing to residents and businesses via Walking Mountains! Staff wanted to call out a recent development: Eagle County vehicle registration will be required for electric vehicle purchase rebate approvals.
- Sustainability and Buildings & Grounds staff attended an all-day electrification training on March 27th to stay up-to-date on relevant technology and to fulfill the requirements of our Public Building Electrification Planning Grant.
- Staff should receive notice of [High Efficiency and Electric Heating and Appliances \(HEEHA\) grant](#) award or denial by April 10th. Staff should receive notice of [High Efficiency and Electric Heating and Appliances \(HEEHA\) grant](#)

award or denial by April 10th. Staff worked with Energy Systems Group (formerly Yearout Energy) to apply for this grant after state funding was moved from the Public Building Electrification Grant (PBEG) program to the HEEHA program. Funds will enable implementation of the work currently being planned with PBEG Planning Grant dollars.

Sustainability Advisory Committee

- The Sustainability Advisory Committee (SAC) held its first meeting on March 19th. All appointees are energized and already providing valuable ideas and feedback on how to progress our net zero goals. The next committee meeting is May 14th. The committee and town will be announcing the available community sustainability funding (\$15,000) by April 14th and plan to make a funding determination at the May 14th meeting. The next funding determination will occur during the August 13th meeting. More information will be available on the Palmer Fund website soon.

Transportation

- Staff is coordinating between the Northwest Colorado Council of Governments (MWCCOG) and Eagle neighborhoods to secure partners for the [Community Accelerated Mobility Program \(CAMP\) grant](#) application. [Community Accelerated Mobility Program \(CAMP\) grant](#) application. This grant opportunity would bring a private e-bike share to income-qualified neighborhoods within Eagle free of charge for 3 years, if successful. NWCCOG is leading the grant writing effort for a regional application.

Other

- The Green Team has been hard at work planning an Earth-Day themed Lunch & Learn on April 17th. Town staff will have the opportunity to enjoy lunch, a reveal of our new waste diversion signage, engage in games highlighting sustainable actions at work, and win prizes! We hope this will be an event of celebration and connection among staff.

Marketing & Events

March 2025

Marketing & Events Advisory Committee (MEAC)

Council approved Resolution appointing four new members to the Town of Eagle Marketing and Events Advisory Committee; Elizabeth Latenser, Debbie Murphy, Caitlin Pauls, and Patrick Sherwood.

Events

- Join the par-tee! Town of Eagle and Eagle Ranch Grille are teeing up something fun for the Chamber after hours mixer April 10 at Eagle Ranch Club.
- Finalized Cleanup & Hard2Recycle and E-Waste flyer, included in April's utility bill.
- Live performances set for Flight Days! Centennial Stage will host local favorites, Danger Mountain String Band, Bravo! Minería Brass Ensemble on Friday. Banshee Tree opens for Saturdays' headliner the MarchFourth Band.
- Met with Eagle Ranch HOA regarding the Eagle Ranch 25th Year Anniversary event; includes street closure and modification of liquor license.
- Erin Vega led us to the Brush Creek Park time capsule. More to come on the presentation of the old and creating a new time capsule for the newly renovated Brush Creek Park in August.
- Attended Eagle County's Temporary Vendor and Special Event Coordinator Annual Meeting
- Met with Jesse Meryhew to discuss ECB Geothermal project and the impact on Eagle Town Park. Drilling begins May 19. Special accommodation will be made for Showdown Town, stopping construction at 5:30pm. Special accommodation will be made for Flight Days, stopping construction at noon on June 27 and no drilling June 28.

Town Marketing

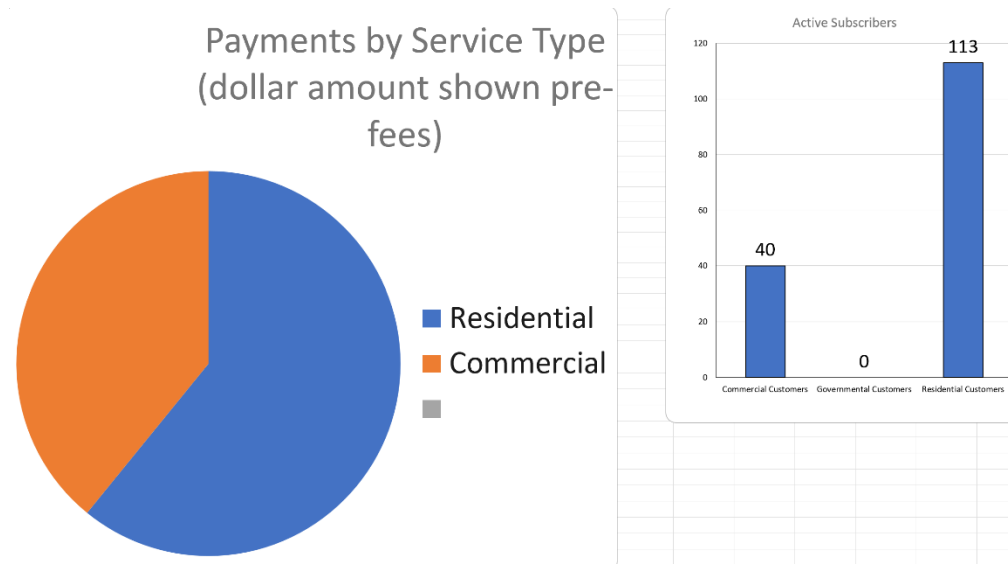
- Communication outreach, including social media posts for Safety Action Plan/Safe Streets for All, Hydrant Flushing, Eagle Pool on Schedule, Trail Closures, Eagle Egg Hunt, Grand Avenue Open House, Garden in a Box, Land Use Panel, Sylvan Lake Road Improvements, Eagle Chamber Mixer
- Produced Eagle Today Newsletter
- Updating Eagleoutside.com with 2025 events

INNOVATION TECHNOLOGY

March 2025

Broadband update:

- 40 business/government subscribers, 113 residential subscribers, 15 in queue
- Broadband revenue generated last month: \$10,365.82



Training:

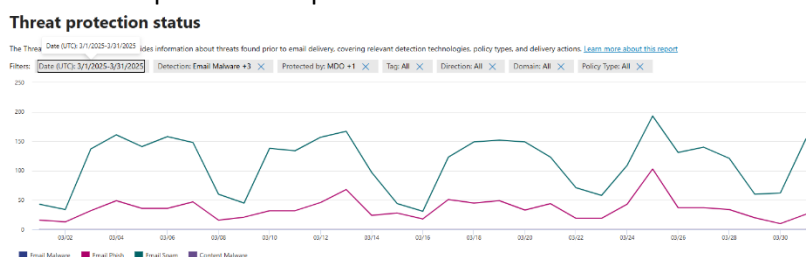
- Meeting Manager Team Training

Technical Operations:

New user onboarding:

- Kasie Hill - Permit Technician I
- Joe Oakman - P&Z Commissioner
- McLaren Smith - IT Analyst I

Email threat protection report:

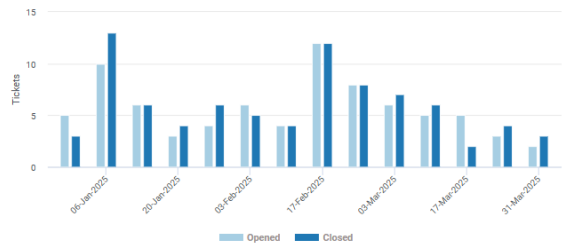


Support ticket report:

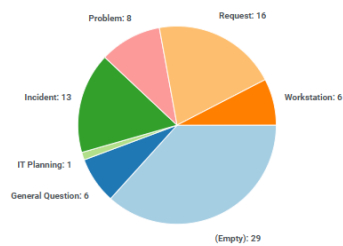
79 Tickets Opened - Previous 3 Months

83 Tickets Closed - Previous 3 Months

Tickets Opened Vs. Closed - Previous 3 Months



Tickets Opened by Type - Previous 3 Months



FINANCE DEPARTMENT

March 2025

Administration/Financial:

- **Pool Financing**

- **Update from RBC Capital Markets:**

On the morning of April 4th RBC Capital Markets of Denver assisted the Town of Eagle with the issuance of \$8,805,000 of Certificates of Participation ("COP"). This financing provided funds for the Town's share of the pool repair and replacement project shared with Mountain Recreation District. The COPs will be callable as of December 1st, 2034 and can be refinanced on that date if interest rates are lower.

*Despite a very volatile market, in which US equity markets declined by 4% to 6%, the sale went well and allowed the Town to lock in a true interest cost ("TIC") of **4.219%** for the 20 year financing term. Due to the stability of the bond market in reaction to the turmoil in the stock market, the COPs were sold at interest rates very similar to what was shared with Town staff the day prior to the sale.*

In fact, due to investor interest in the longer dated COPs, the 2044 maturity was able to be repriced at the end of the order period with an interest rate .05% lower than at the beginning of the sale.

To facilitate the completion of the sale, RBC Capital Markets underwrote the unsold maturities from 2025 to 2029. This \$1,405,000 represents approximately 16% of the principal amount sold and shows the firm's willingness to use its capital to support its clients when they need access to the capital markets.

- **Closing COPs:** Finance will be working with our Bond Council, Bulter Snow, to get all closing documents finalized and work with our underwriter, RBC Capital Markets to get the funds deposited into our Colotrust account to begin to utilize.

- **Finance Department Staffing Changes:**

- **Finance Director** – We finished interviews in March and were able to move forward with Rachel Tand. We are excited for her to start on May 5th.
 - **Utility billing and Accounting Specialist** – Mark Herota's wife has accepted an amazing job opportunity in Abilene, Texas, and his last day in the office will be April 9th. Mark has been an integral part of our team since 2019, leading process improvements that have resulted in significant cost savings and operational efficiencies. He is an All-Star for us and we are going to miss him.

We updated the job description and posted the position in March. HR has been screening applicants, and we plan to conduct interviews in April with the goal of hiring in May. Mark has graciously offered to continue working remotely until his replacement is trained, helping maintain continuity in our operations.

- **Grants:**

- **DOLA EIAF - Capitol Street Project Grant:** The Town submitted an application for a \$1M grant through the Department of Local Affairs (DOLA) Energy and Mineral Impact Assistance Fund (EIAF) to support the Capitol Street Project. Finance assisted Engineering to provide financial and historical data for the application, which was due on April 1st. If awarded, this funding would help offset costs as the project is exceeding the initial CIP projections. We will keep you updated on the outcome.

- **DOLA EIAF – Water/WW Solar Arrays** – Finance met with the Sustainability Coordinator to discuss finalizing reimbursement grant requests to the State, review 2025 ongoing expenses, and assist with submitting IRS forms for elective pay (direct pay) tax credits under the Inflation Reduction Act (IRA) for the 2024 solar project and electric vehicle (EV) purchases (Due May 15)
- **APRA Funding** – We will be filing our ARPA grant report by the end of April, covering funds utilized from April 1, 2024 – March 31, 2025. The remaining ARPA funds were used in 2024 for the pool project, allowing us to finalize and close out our ARPA grant reporting.
- **Grants Management Improvements** – Finance is currently working with staff to improve our grants management and filing systems. We are also working on our Grants Policy which Finance is hoping bring forward and finalize by the end of Q2.

- **Short Term Rentals (STRs):**

- STR Active Permits – 25
- STR New Permits – 1
- STR Closed Permits – 0
- STR Permits in process – 2 accounts
- Revenue Collection:
 - February 2025: \$4,017 (compared to 2024: \$2,357 – (70.4% increase)
 - YTD 2025: \$7,411 (compared to 2025 YTD: \$4,151 – (78.5% increase)

Payroll/HR:

- **Position changes in payroll**

- New Hires in March:
 - Permit Tech I – Comm Dev
- Terminations in March:
 - Police Officer II
 - Building Inspector
 - Admin Tech II – Comm Dev
 - Distribution and Collections Technician
 - Maintenance Technician/Equipment Operator II
 - Open Space Manager

Trainings:

- How-To: Contributor Categories Discussion
- Caselle – Payroll updates training
- Meeting Managers Training

Software Demos:

- Paycom – Payroll Demo
- OpenGov – Financial ERP Demo

Accounts Payable:

ACCOUNTS PAYABLE: INVOICES PAID								
	2020	2021	2022	2023	2024	2025	VARIANCE FROM PY	
JANUARY	205	230	249	285	280	307	27	10%
FEBRUARY	237	217	254	212	278	306	28	10%
MARCH	234	247	243	264	390	293	(97)	-25%
YEAR TO DATE	676	694	746	761	948	906	(42)	-4%

Utilities:

- **March 2025:**
 - Property Transfers – 4 (YTD – 25)
 - New Account Set Up – 2 (YTD – 4)
 - Utility Red Tags – 27 (2025 monthly Average 22)
 - Water Shut Offs – 0 (2025 monthly Average 0.33)

• **Water Usage and Budget v. Actual:**

Water Usage (In Thousands)									
MONTH	2020	2021	2022	2023	2024	PRIOR 5 YR AVG	2025	CHANGE OVER AVERAGE	
JANUARY	17,925	16,564	16,602	15,660	15,813	16,513	17,900	1,387	8%
FEBRUARY	15,981	15,538	14,503	18,016	16,630	16,134	15,400	(734)	-5%
MARCH	15,501	16,099	16,436	13,615	14,814	15,293	14,403	(890)	-6%
TOTAL YTD	49,407	48,201	47,541	47,291	47,257	47,939	47,703	(236)	0%

Water usage in March 2025 is down approximately 6% compared to the prior five-year average, although almost flat for the 1st quarter combined. Revenue from water sales currently stands at 18.77% of the budget for in-town sales and 19.02% for out-of-town sales, both slightly above March 2024 levels (16.64% for in-town and 18.00% for out-of-town). Although water rates increased by 3% in 2025, the Town budgeted for only a 1.25% increase in fee collections, due to the sales being dependent on usage.

Town Council Department

Budget to Actual:

TOWN OF EAGLE
EXPENDITURES WITH COMPARISON TO BUDGET
FOR THE 3 MONTHS ENDING MARCH 31, 2025

GENERAL FUND

	PERIOD ACTUAL	YTD ACTUAL	BUDGET	UNEXPENDED	PCNT
TOWN COUNCIL					
10-49-110 SALARIES & WAGES	3,800.00	11,400.00	45,800.00	34,200.00	25.0
10-49-142 WORKERS COMPENSATION	.00	.00	56.00	56.00	.0
10-49-143 HEALTH & INSURANCE BENEFITS	.00	.00	168.00	168.00	.0
10-49-144 FICA - EMPLOYER'S	290.70	872.10	3,488.00	2,615.90	25.0
10-49-225 UNIFORMS	.00	.00	500.00	500.00	.0
10-49-320 LEGAL NOTICES	.00	.00	500.00	500.00	.0
10-49-347 PROFESSIONAL SERVICES	.00	.00	7,000.00	7,000.00	.0
10-49-371 TRAVEL EXPENSE	.00	.00	5,250.00	5,250.00	.0
10-49-372 MEETING EXPENSE	.00	.00	7,500.00	7,500.00	.0
10-49-380 TUITION & BOOKS	.00	714.24	4,000.00	3,285.76	17.9
10-49-450 SPECIAL COUNCIL FUNDING	.00	.00	5,000.00	5,000.00	.0
10-49-510 INSURANCE	.00	.00	125.00	125.00	.0
10-49-915 COMMUNITY REQUESTS	1,091.00	34,268.00	50,000.00	15,732.00	68.5
TOTAL TOWN COUNCIL	5,181.70	47,254.34	129,187.00	81,932.66	36.6

HUMAN RESOURCES

March 2025

New Hire Onboarding & Orientation

- 3 New Hires:
 - Kasie Hill, Com. Dev.
 - McLaren Smith, IT
 - Joe Oakman, P & Z

Recruitment - 10 positions have been filled since January 2025

Positions Filled in March (2)

- Finance Director
- IT Technician
- Permit Technician

Open positions (9)

- Conducting initial phone screenings for:
 - Building Inspector
 - Utility Billing and Accounting Specialist
 - Open Space & Trails Manager
- Conducting Interviews for:
 - Community Development Admin Tech II
 - Street Maintenance Technician

Advertising

- Water/Wastewater Operator (2)
- Distribution and Collections Technician
- Police Records & Information Technician

Safety & Risk Management

- 4 Work Comp claims open
- 6 Open CIRSA GL-Property Damage claims

Other:

- Finalized budget re-allocation for HRIS, pending final demo in May
- HR assisted Melissa with a New Staff Meet & Greet – big hit
- Conducted HRIS 2nd Paycom demo for Finance deep dive
- Assisted PD with a CORA request
- Sent Quick Check-In Forms for all staff to complete as part of the new Staff Development Plan

COMMUNITY DEVELOPMENT

March 2025

Planning

LONG RANGE PLANNING

ReCode Eagle – The Land Use and Development Code (LUDC) – [link to code](#)

- Staff is working with legal to update Chapter 4.17 of the LUDC to streamline processes and procedures for land use applications.
- Staff is working on other updates including regulating Natural Medicine Facilities and clarifying density limits in specific zone districts in response to HB25-1092.

WUI Code

- Staff are actively engaged in the County-wide Wildland Urban Interface (WUI) Code update process, led by the Eagle County Wildfire Collaborative. This initiative involves collaboration with jurisdictions throughout the Valley to create a WUI Code that caters to our local needs.
- The WUI Code will support increasing the community's resiliency to wildfires by regulating exterior building materials to ensure they are fire resistant, enacting landscaping guidelines such as the Fire Free 5 that ensure there is not flammable material within 5 feet of the structure, and by ensuring landscaping standards support water-wise, native vegetation that is not highly flammable.
- After the WUI Code's adoption by the state legislature in July of 2025, municipalities will need to adopt the provisions by January 1, 2026. These provisions will be split into amendments to the Town's adopted International Building Codes (IBC) and the Town's Land Use and Development Code (LUDC).
- Staff anticipates there will be outreach on these efforts this spring, staff will ensure Council is updated on the timing of this outreach when the dates are finalized.
- The group held a meeting on March 20th to discuss concerns about hazard zone mapping, how the WUI Code would interact with PUDs and how community outreach regarding this Code could take shape.
- The next meeting is scheduled for 4/17/2025 at 12:30pm. In-person attendance is at the Eagle County offices on Broadway.

EVTA 10 Year Transit Plan

- Staff are actively engaged in the Technical Advisory Committee (TAC) for EVTA's 10 Year Transit Plan. The TAC is made up of local community staff representatives and their primary role is to provide technical guidance to the plan, make recommendations to the EVTA Board, communicate with Town Managers and other key influencers in each community.
- A second round of Community Outreach will be conducted in early April, and the public will be asked to provide feedback on route alternatives for the Valley Route, Highway 6 Route, and Minturn/Redcliff Route. Outreach will primarily include several focus group sessions, outreach boards at the Vail Transportation Center and an online survey.

Long Range Planning Work Session

- The May 6th Town Council work session will be focused on the Town's long-range plans. This conversation will serve to prioritize updates of the Town's long range planning documents to ensure they remain current and aligned with the community's vision and values.

Administrative Manual

- Staff has been continuing to work on an administrative manual to clearly communicate land use processes to the public. Staff will be posting resources as they're completed, e.g. how the use permit process works, on the Town's website. As this project continues staff will be engaging stakeholder groups like the EVC for feedback to ensure this manual is user friendly and is meeting the community need.
- Staff will be sharing information and collecting feedback about the draft How to Start a Business process at the April 10 Chamber Mixer to hear from community members about their initial thoughts. Staff has met with representatives from the EVC and the Chamber's Business Advocacy Committee regarding this process draft, and will be discussing this process at the April 10 EVC meeting. Staff will continue to refine this process draft accordingly.

LAND USE APPLICATIONS IN PROGRESS

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

- Eagle Meadows Annexation No. 1 and No.2
 - An application to annex and zone parcel no. 193927300040 (Parcel A) to Resource (R) and parcel no. 193927400041 (Parcel F) to Rural Residential 2 (RR2).
- Haymeadow Neighborhood A1 Preliminary Plan Update and Filing 2 Final Plat
 - An application to amend the Filing 1 Final Plat to rename two public rights-of-way and readdress single-family lots along those streets, update the 2014 Preliminary Plan, and to subdivide Neighborhood A1 of the development (Filing 2) into 46 single-family residential lots, 6 duplex lots, two multi-family residential development parcels, a 1.6-acre childcare site, five open space tracts, and extend the public rights of way of Haymeadow Drive (Sylvan Lake Rd), Ouzel Lane, and Mt. Hope Circle.
 - Round 1 referral ended January 13, 2025, application re-submittal expected for week of 2/10/25.
 - The application is currently in the 2nd round of review, staff is working with the applicant to determine hearing dates.
 - Planning Commission Public Hearing- April 1, 2025, continued to April 15, 2025
 - Town Council Public Hearing- April 22, 2025
- Haymeadow Amendment to Approved Development Plan for RMF-2
 - An application to amend an approved development plan, file #DR22-01. Modifications include 1) architectural features: end unit garages rotated from side facing to front facing and changes to location of entry doors as well as some roof lines. 2) Grading: removal of retaining walls at edge of end unit side entry doors, retaining walls replaced with graded slope. 3) Landscaping: plant beds at end unit side entry doors removed with sidewalks, replaced with native grasses and planting beds at front walkways and where retaining walls were removed and replaced native grasses.
 - Administrative Review:
 - Application Submitted: March 3, 2025
 - Staff Comments Issued: March 19, 2025
 - Notice of Decision Issued: TBD
- Capitol Flats Subdivision Sketch Plan and Public Right-of-Way (ROW) Alley Vacation
 - A Subdivision Sketch Plan and Public ROW Alley Vacation application with the intent to construct five three-story residential buildings containing a total of 171 condominium and LERP/affordable housing units, a subsurface/underground parking garage, and associated utility relocations. The intended development will require a public process through a Subdivision Sketch Plan and vacation of Public ROW [current applications]. Future applications include a Rezoning of 123 & 137 Howard Street from Old

Town Residential (OTR) to Commercial Mixed-Use 1 (CMU-1), a building height variance, a Lot Consolidation Plat, a Condominium Subdivision Final Plat, and a Major Development Permit.

- o Referral period ended 2/3/25, comments are due to the applicant by 2/10/25.
- o Planning Commission Public Hearing- April 1, 2025
- o Town Council Public Hearing- May 13, 2025
- Red Mountain Ranch, Parcel 1
 - o Has submitted Preliminary Plan Review and Major Development Plan applications; currently out for referral and review, with first round of comments due April 18, 2025.
- ANB Bank
 - o An application for a minor development permit to construct an ANB Bank facility on the currently vacant north side of the old Burger King site has been submitted. The referral period ended 3/21/2025, awaiting resubmittal from applicant.
- 446 Broadway
 - o A minor development application for a new mixed-use development has been submitted. Currently out for referral and review, with first round of comments due May 23, 2025.
- 1215 Chambers Avenue
 - o Applications for a lot line adjustment and a Major Development Permit have been submitted, but are not yet complete.
- Henry Annexation
 - o Annexation, rezoning, and minor subdivision submitted for 220 E. Sixth St. Currently under review.
- North Broadway – Annexation and Zoning/Rezoning
 - o The Applicant withdrew their annexation and zone/rezone request to CMU2.
 - o A new annexation and zone/rezoning request is anticipated. However, the applicant is still determining the desired zoning designation for the property. The timing of the formal resubmittal is unknown.
- Natural Medicine Facilities – Text Amendment to the LUDC
 - o This amendment will establish regulations for Natural Medicine Facilities.
 - o Planning Commission Public Hearing – April 15, 2025
 - o Town Council Public Hearing – April 22, 2026

Administrative Approvals (Encroachment Permits, Sign Permits, Use Approvals)

- Currently reviewing 0 Sign Permits.
 - o 0 Sign Permits have been approved and issued so far this year.
 - o 0 encroachment permits have been approved and issued this year.
- Employee Dwelling Unit on Marmot Lane
 - o Application to approve an existing and previously approved (SU11-07) Employee Dwelling Unit as a permitted use for 245 Marmot Lane, Unit #1. No referral comments received by the due date of April 2, 2025, and one public support letter received. Anticipated decision date – April 16, 2025.
- Motosource Use Review
 - o Application to include motorcycle sales at the existing Motosource location on Chambers. Application currently out on referral with comments due back on April 17 for an anticipated administrative decision date of April 23.

NOTABLE UPDATES

- On March 18th, Richard provided the Planning Commission training on the quasi-judicial process and general meeting best practices. The PowerPoint presentation can be access through this [LINK](#). Please note the link expires May 18th.

- Planners attended the National APA Conference in Denver from 3/28-4/1.
- DOLA has asked if the Town is interested in participating in an AI pilot program to reduce permit review timelines. The program is funded through the state but would require staff time for vendor set up and testing. DOLA provided two vendors that could be used: [CivCheck](#) and [Archistar](#). Staff is coordinating meetings with DOLA to gather more information and will participate in demos to better understand the potential benefits to the Town. Staff will be back with more information.
- The Building Department has received demolition permits for **217 E Second Street** and **137 Howard Street**. While these properties are part of the Capitol Flats project, these permits are separate from the land use application. There are no provisions in Title 4 that would prevent a property owner from obtaining and demolishing an existing structure on their property prior to any formal land use approval.
- Interviews are scheduled for the Administrative Technician II and Building Inspector II positions. The Town continues to work with Shrums Coda for third building permit inspections 5 days a week.
- Staff has met with members of the community on development proposals ranging from small administrative permits to larger development, subdivision, and annexation applications. Pre-application meetings in 2025:
 - o January - 2
 - o February – 3
 - o March- 3
- Staff is composing a “RFP” for new Software. Additionally, staff is waiting to hear back on a grant application for \$212,000 that will support software setup and data migration. This grant is funded through DOLA’s Local Planning Capacity grant (same funding source as the AHAP project).



UPCOMING ANTICIPATED APPLICATIONS (early 2025)

- Haymeadow - Minor PUD Amendment
- Mountain Tots Preschool – Major Development Permit
-

MAJOR CONSTRUCTION PROJECTS

Business Name	Location	Status
Hockett Gulch Apts.	16186 Hwy 6	TCO issued for all 6 buildings
Haymeadow	91 Mountain Hope Circle	Permanent CO issued for all buildings as of 4/1/2025.
Habitat for Humanity	3 rd Street	TCOs complete.
Slope and Hatch	115 East Second St Unit 1	Permanent CO issued on 3/27/2025
Stone Concepts of Colorado	85 Marmot Ln	Permit pending.
Eagle County BMX	1700 Bull Pasture Rd	Permits released
Eagle Pool	1700 Bull Pasture Rd	Inspections progressing
Alpine Lumber Shed	111 Chambers	TCO for shed building – landscaping required

Building

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

TYPE OF WORK PERFORMED	EOY 2023	EOY 2024	YTD 2025
Inspections (n/i Planning, Public Works)	1,885	1944	301
Permits Processed	411	334	79

P&Z and Council Meeting Schedule

April 2025
April 1 st (Work Session) TC Work Session on Grand Avenue Corridor
April 1 st (Planning Commission) - Capitol Flats Subdivision Sketch Plan - Haymeadow Neighborhood A1 Preliminary Plan Update and Filing 2 Final Plat (continued)
April 8 th (Town Council)
April 15 th (Planning Commission) - Haymeadow Neighborhood A1 Preliminary Plan Update and Filing 2 Final Plat - Natural Medicine Ordinance
April 22 nd (Town Council) - Haymeadow Neighborhood A1 Preliminary Plan Update and Filing 2 Final Plat - Natural Medicine Ordinance
May 2025
May 6 th (Work Session) PZ/TC Work Session on Long Range Planning Priorities
May 6 th (Planning Commission)

May 13 th (Town Council)
Capitol Flats Subdivision Sketch Plan
May 20 th (Planning Commission)
ANB Bank Minor Development Permit
May 27 th (Town Council)

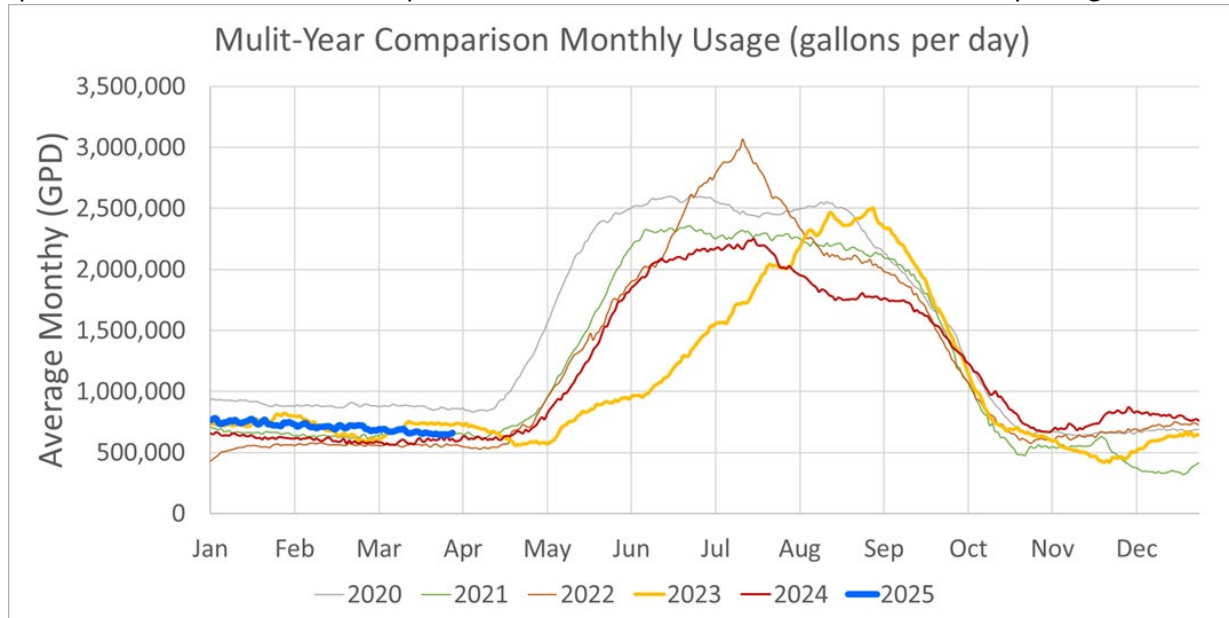
2025 Land Use Projects		Project Timelines															
Projects		April				May				June				July			
		PZ	TC	PZ	TC	PZ	TC	PZ	TC	PZ	TC	PZ	TC	PZ	TC	PZ	TC
Haymeadow																	
Public Improvements Agreement																	
Referral Review																	
Town Council Consent Agenda																	
Preliminary Plan/Final Plat/5th Amend to Filing 1																	
Referral Review																	
Public Notice																	
Planning Commission Public Hearing																	
Town Council Public Hearing																	
Design Updates to RMF-2																	
Administrative Review Period																	
Administrative Decision																	
Capitol Flats - Sketch Subdivision App and ROW vacation																	
Referral Review																	
Planning Commission Public Hearing																	
Town Council Public Hearing																	
Red Mountain Ranch, Parcel 1 - Preliminary Plan & Major Dev Permit																	
Referral Review																	
Planning Commission Public Hearing																	
Town Council Public Hearing																	
ANB Bank- Minor Dev Permit & Minor Subdivision																	
Referral Review																	
Planning Commission Public Hearing																	
Town Council Public Hearing																	
Code Amendment - Natural Medicine Facilities																	
Planning Commission Public Hearing																	
Town Council Public Hearing																	
446 Broadway - Minor Dev Permit																	
Referral Review																	
Planning Commission Public Hearing																	
Town Council Public Hearing																	

PUBLIC WORKS

March 2025

Water (Stephan Wilson, Utilities Manager)

- Production: Weekly water production has remained near 0.65 million gallons per day (MGD) for the month of April. This is consistent with 2024 production values and indicates that there are likely no significant leaks.



- Lower Eby Creek Tank Rehabilitation: Design documents are currently being prepared for submission to the CDPHE-WQCD and Eagle County in preparation for spring construction. This project will rehab and recoat the Lower Eby Creek Tank similar to the 2-million-gallon tank at the UBWTP last summer.
- Lower Eby Creek Booster Pump Station Replacement: The Design Build contract has started to replace the Lower Eby Creek Booster Pump Station Replacement. Construction mobilization is planned for May. This project will replace the aging Lower Eby Booster Station. This booster station is critical for maintaining adequate tank levels and pressure in the system, transferring water from the In-Town Pressure Zone to the Upper Eby Pressure Zone, and ensuring reliable service to water customers.



- Cemetery Tank: The contractor (Phoenix) completed the installation of the new waterline from 6th St. up to the future water tank. During the next 3-weeks Phoenix will be working on excavation for the Tank and slope behind the tank.



- East Eagle Tank: The 30% design package has been prepared and submitted to the Town for review. The CMAR documents – RFQ package have been prepared and submitted to the Town for review.
- Brush Creek PRV: A new water flow control and flow monitoring system has been installed in the Brush Creek Pressure Reducing Valve (PRV) near the Town's old abandon water treatment plant. This system allows operators to control how much water is produced at the Upper Water Plant in addition to setting the flow rate through the Town's main waterline.

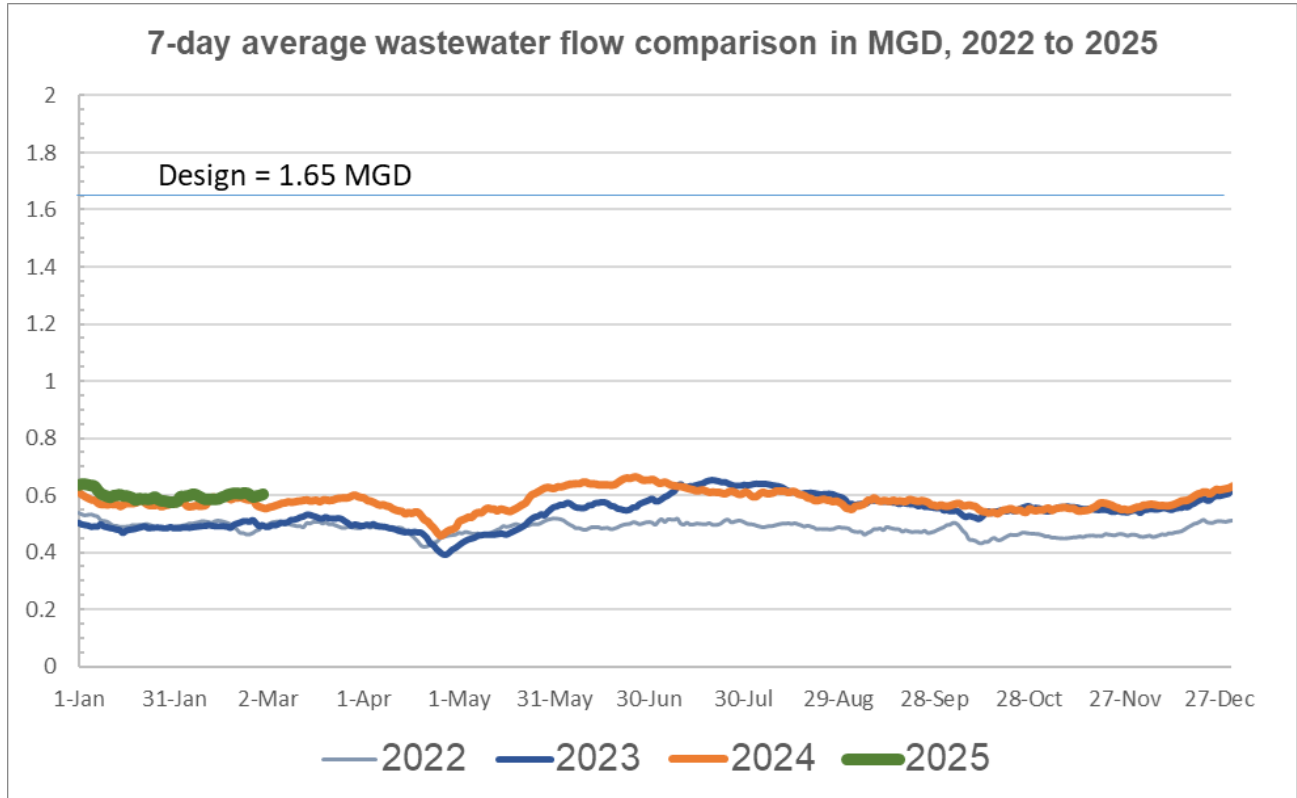


- Fire Hydrant Flushing: Hydrant flushing has started for 2025. Staff are anticipating spending the next 5 weeks to flush and exercise hydrant in the following zones:
 - o Week 1: Fairgrounds Rd and Brush Creek Rd south of Town
 - o Week 2: Lower Eagle Ranch
 - o Week 3: Downtown Eagle
 - o Week 4: Bluff and Kaibab Neighborhood
 - o Week 5: Chambers Ave and Upper Eagle Ranch

- Production vs Billing: For February unaccounted for water was at 22%. Total production was around 100,000 gallons per day higher than last year over the same time. It is unclear what is causing the jump in production, but the increase equates to around 75 gallons per minute of water either lost or unaccounted for.

Wastewater (Stephan Wilson, Utilities Manager)

- Flows: Weekly wastewater flows have trended at 0.6 MGD for January and February remaining relatively consistent with flows from 2024. This is reflective of Eagle having a very stable population through the winter months.



- Wastewater Treatment Facility (WWTF) improvements: The CMAR request for proposals and CMAR Contract documents are currently being drafted and should be issued to the prequalified contractors in the next few weeks. Following receipt of the proposals staff will work to award a contract for the wastewater treatment plant design finalization and construction. A draft of 30% design documents has been submitted to and reviewed by the Town for equipment upgrades. Survey work is being scheduled to further the site and drainage design for the new chemical building. This building will house supplemental chemical feeds for carbon (Micro-C) and 30% sodium hydroxide (caustic soda) required for Total Inorganic Nitrogen (TIN) removal.
- Collection System: 2025 Collection system requests for quotes have been released. The quotes are due back March 13 for 2025, 2026, 2027, and 2028 collection system work.
- The Town received a second public notice for permit modification No. 1(v2). This public notice version of the Town's permit included new unexpected features of temperature limits and an associated compliance schedule.

TOWN CLERK

March 2025

[Ask the Town](#)

- Eagle Pool pass pricing inquiry
- How to obtain a garden box at the Community Gardens
- Hot water recirculating system malfunctioning after a water outage
- Asking about the Sylvan Lake Road Project
- Asked how to dispose of a nonworking grill
- Unhappy about a man using a leaf blower at 5:15am at the Sylvan Lake Rd/Brush Creek Rd Roundabout

Records Requests

2020	2021	2022	2023	2024	2025
16	30	41	29	58	11

**Various Town Departments respond to Records Requests*

Licensing

- 2025 Business License New & Renewals – 212 licenses issued
- 2025 Tobacco License Renewal – 7 of 7 renewed
- Liquor License Authority & Administrative Approvals
 - El Sazon – Temporary license extended to May 5
 - Liquor Licenses renewed: Pickups Pizza, Boones Wine and Spirits, Kum & Go
 - Liquor License Renewals in Progress: Ti Amo's, Eagle Ranch Golf Course

Training/Meetings

1. March 4- Town Council Work Session
2. March 11 – Town Council Meeting
3. March 25 – Town Council Meeting

POLICE DEPARTMENT

March 2025

2025 March Calls for Service: 1,031 2024 March Calls for Service: 1,125

2025 Jan-March Calls for Service: 2,980 2024 Jan-March Calls for Service: 3,133

2025 Q1 STATS (JAN-MARCH)	
Agency Assist – 29	Juvenile/Family Incident -- 18
Assault -- 10	Missing/Recovered * Juvenile -- 3 Adult -- 3
Burglary -- 1	Motor Vehicle Crash/Assist – 91
Burglary/Panic False Alarm – 22	Narcotics -- 7
Child Abuse Investigations -- 2	Noise Complaint – 13
Citizen Assist – 94	Parking problem/violation – 156
Civil – 27	Parking assist/variance -- 20
Code/Ordinance Violation – 15	Protection Order Violation -- 10
Community Oriented Policing -- 29	Sex Assault -- 3
Damage/Vandalism – 11	Misconduct Investigations --
Death -- 4	Sex Offender Check/Registration -- 8
Disturbance (Domestic or other) – 36	SRO Related – 44
Domestic/Livestock Animal Complaint (Not A.C.) – 26	Welfare/Mental-health related – 39
DUI/D -- 10	Suspicious Person/Vehicle/Occurrence – 98
DUR --	Theft – 12
F or M Menace/Assault/Weapons -- 5	Trespassing -- 7
Fire/Medical Law Response – 30	Warrant Arrest – 5
Fraud – 13	Wildlife Animal -- 26
Harassment – 27	

DEPARTMENT ANNOUNCEMENTS:

TRAINING:

MASTER PIO: Madison, Eagle PD's Public Information Officer (PIO) and one of our Records Technicians, attended FBI LEEDA's Master PIO course. This weeklong training, hosted in Eagle by Eagle County Sheriff's Office, included topics such as media engagement, internal and external communications strategies, and crisis management planning.



POST CONFERENCE: Chief Buhlman had the opportunity to attend the POST (Peace Officers Standards and Training) conference in Fort Collins. This two-day conference allowed attendees to gather and discuss POST procedures, best practices and other key law enforcement topics while networking and engaging with experts and other law enforcement officials.

RECORDS JOB OPPORTUNITY: Please join us in thanking Elena Sutton, Records Technician, for her service to the town since August of 2023. Elena shared that she has been offered her “dream job” as a Deputy Coroner with the Eagle County Coroner’s Office. Her supervisor, Lieutenant Causey states: *“Elena has been critical for the success of the Eagle PD’s Records Office, and the PD overall. She’s been a consistent contributor to new and ongoing projects and has been the face of the agency at the front window for the public. She has developed the quartermaster program allowing for efficient tracking of equipment purchases and issuance. She’s also been a key player in the PD’s relationship with outside agencies, working directly with the District Attorney’s Office, the municipal Court, and other entities to ensure successful prosecution of criminal cases. Elena’s positive attitude and work ethic will be missed in the PD. While the PD will certainly miss her, we look forward to working with her in her new role. Her last day is scheduled for April 10th.”*

Congratulations on being selected for your “dream job”. Your dedication and commitment to serving our community in this vital role is truly commendable. We are confident that your expertise and compassion will make a significant positive impact, and we are excited to see you excel in this new chapter of your career. Thank you for taking on this important responsibility and for your unwavering service to the community. Thank you for everything you’ve done for our team and the community. We wish you great success in your new role!

We are accepting applications from qualified applicants for a Police Records and Information Technician position. Information about this exciting opportunity can be found on the Town’s website: [Jobs • Police Records & Information Technician I, II](#)

PROCEDURAL UPDATE: Eagle Police Department recently started utilizing DraftOne, an AI based service that assists officers in writing preliminary draft police reports. In her announcement to the department about this upgrade, Chief Buhlman noted that the aim of utilizing this service is “reduce time typing reports, produce more accurate witness statements within reports, and to provide better structure for our reports and ultimately assist in getting justice for our victims through stronger prosecutions”.

NOTABLE CALLS:

LIFESAVING ASSIST: OIT Terrazas and Sergeant Rich responded to a residence after receiving a call about a patient that was unconscious and not breathing. Your officers were first at the scene and OIT Terrazas quickly assessed the patient and began CPR. Simultaneously, Sgt. Rich administered two doses of Narcan. The patient later became conscious and able to breathe before being transported to the hospital for further evaluation.

DUI ENFORCEMENT: While working a grant-funded DUI enforcement shift, Officer Stahl responded to a REDDI (Report Every Drunk Driver Immediately) report that was called in by a concerned motorist. After catching up to the vehicle, he observed the suspect vehicle swerving and nearly running off the road. Officer Stahl stopped the vehicle and after contacting the driver at the window, the driver briefly fought with Officer Stahl before being placed in handcuffs. Officer Stahl’s investigation revealed that this driver had been arrested and charged with DUI previously making this the second offense. The driver was arrested and charged accordingly. The availability of grant-funded shifts for DUI enforcement

along with our Officers' willingness to work on their days off leads to more DUI and traffic offense enforcement. The goal of these shifts is to save lives by removing intoxicated drivers off the roads.

UPCOMING EVENTS:

LIFESAVING AWARD: At the Council meeting on April 22nd, Chief Carrie Buhlman will present Officer Tyler White with a Lifesaving Award for his heroic actions on December 31st, 2024. Officer White responded with Sergeant Westering to a structure fire at a local residence and after hearing that one of the occupants was still inside, he entered the residence and carried them out. This occupant was physically disabled and unable to move under their own ability. Thanks to the quick action of all responding agencies, no injuries were reported.

COPS AND BOBBERS: Eagle Police Department, Colorado Parks and Wildlife and Town of Eagle present the 2nd Annual Cops and Bobbers Kids Fishing Derby. This event takes place on June 7th, 2025, at the children's fishing pond next to the community garden across from Brush Creek Pavilion. We'll have a limited number of fishing rods available to keep, along with drawings for prizes and light snacks available. We'd like to extend a special thanks to Eagle Ranch Wildlife Committee and Colorado Parks and Wildlife.

Eagle Police Department, Colorado Parks and Wildlife and the Town of Eagle present:

Kids Fishing Derby

Date: June 7th, 2025

Times: 8:30am-9:15am ages 5-8
9:15am-10:00am ages 9-11
10:00am-10:45am ages 12-14

Where: Children's fishing pond next to the community garden, across from Brush Creek Pavilion.

Limited number of fishing rods available to keep, first come, first serve. Show up 30 mins early to get your rod and tackle. Children under the age of 10 must be accompanied by someone over the age of 14. Parking available at Brush Creek Pavilion. Prize drawings and light snacks provided.

For more information please visit our website: www.TownofEagle.org

Special thanks to Eagle Ranch Wildlife Committee and Colorado Parks and Wildlife

LAW ENFORCEMENT TORCH RUN: Eagle PD staff look forward to participating in this year's annual Law Enforcement Torch Run at Freedom Park in Edwards on May 10th. This event benefits Special Olympics Colorado directly and allows your officers to interact with the community in a fun-filled environment that benefits a great cause. Interested in donating or participating? Contact Sgt. Westering for more information: craig.westering@eaglepolice.org.



ENGINEERING

March 2025

(Ryan Johnson, Town Engineer, and Martha Miller, Project Manager)

General Updates (RJ):

- Development review is ongoing and is forecasted to be a busy year for 2025.
- Preliminary work has begun on replacing the Public Works Manual with updated Engineering Standards and Construction Specifications. Similarly, right of way, and grading permit processes are under review and will undergo modifications. Priority will be to create the grading permit process which may include some code adoption and or revisions.
- Public Works has developed an initial GIS system for the publicly owned utility systems. Shout out to Dylan Omalia for his efforts on this project.

Right of Way Permitting Summary (RJ):

- Active ROW Permits: 0

Pavement Management

- 2025 Resurfacing Project- Project will include Sylvan Lake Road extents from the Health Center to Eagle Ranch Road. The project will start following the Sylvan Lake Road Improvements.

Capital Improvement Projects

- Grand Avenue Corridor – The design team continues to work towards a 60% design. Technical and process meetings occur at regular intervals. Public engagement has been the focus. Three days of property owner outreach and meetings were held in January and February. A stakeholder meeting occurred on March 3. A Council work session is scheduled for April 1 and a Public Open House is scheduled for April 16. The Design Team received comments from the railroad on our requests for encroachment at Broadway and a modified crossing at 5th Street. Staff are working on a response. The railroad didn't deny the request for a roundabout at 5th Street, but it appears they prefer a signalized intersection. Staff submitted a Round 2 RAISE grant application at the end of January. Side street and property boundary survey information is being collected for the 60% design and right-of-way maps.
- Capitol Street – Staff is working with the consultant Martin/Martin to prepare a professional services contract for the final design. The contract will include a landscape architect to assist with the landscaping and address the comments from the Council work session on February 4. Staff are also working on a \$1M DOLA grant application for the project.
- Brush Creek Water Transmission Main & PRV – Staff is working on final construction documents and anticipates advertisement in May. In addition to the construction package, Staff is coordinating a modified easement through the Brush Creek Open Space. The Town attorney is assisting with this task since the easement will require signatures from the Eagle County Open Space, Eagle Valley Land Trust, and Conservation. The project includes 7,600 LF of main water design and PRV upgrades. Pressure Reducing Values have been reduced from 3 to 2, saving the Town's long-term maintenance costs. Construction is anticipated for late summer or early fall 2025.
- Sylvan Lake Road – The Town awarded the construction contract to Guild Construction. Construction activities will begin April 1. The concrete work for the bulb-outs and sidewalk is expected to be completed by mid-July, and then the resurfacing project will pave the area. Final striping and pavement markings will occur in the fall. Project completion is expected in the first week of October. Construction includes a new sidewalk between MacDonald and Capitol Streets and intersection improvements at Capitol Street, MacDonald, and Eagle Ranch Road using the \$1M MMOF grant.
- Safe Streets of All (SS4A) Action Plan – 4th steering committee meeting is upcoming in April. A technical analysis of town traffic is currently in process.

MUNIPCIAL COURT

March 2025

Fines and Fees Collected	Current	YTD	2024
Total Court Costs	\$60.00	\$595.00	\$5,780.00
Total Fines	\$1,780.00	\$5,415.00	\$23,535.00
Total Surcharges	\$290.00	\$600.00	\$3,200.00
Total Third Party (Restitution)	\$-		\$4,299.21
Total	\$2,130.00	\$6,610.00	\$36,814.21
Dispositions (Payments or Court Appearances)	Current	YTD	2024
Animal Control	2	2	47
Juvenile	0	0	7
Misdemeanor/Ordinance	0	0	9
Parking	4	2	132
Traffic	3	7	113
Total	9	11	308
Outstanding Fines and Fees at Collections	Total	Collection	
Current	\$765.00		
1-30 Days Past Due	\$375.00		
31-60 Days Past Due	\$1,820.00		
61-90 Days Past Due	\$990.00	**At Collections	
91-180 Days Past Due	23,195.47	**At Collections	



To: Mayor Turnipseed and Town Council

From: Jill Kane, Finance Director

Date: April 8, 2025

Agenda Item: 1st Quarter 2025 and 4th Quarter 2024 - Capital Projects Budget to Actual Reports

REQUEST: Staff requests that the Council review the 2025 first quarter and 2024 fourth quarter capital improvements reports that are attached to this memo.

BACKGROUND: The purpose of these quarterly reports are to provide consistent and transparent updates on the progress of Town Capital Projects. By doing so, we aim to enhance communication with the Council and foster trust and confidence within the community. This collaborative effort facilitates regular updates from all departments and also enable us to address challenges related to project management, budgeting, and communication. Additionally, these quarterly reports provide an opportunity for more frequent discussions with the Council regarding capital projects, moving away from the annual review format.

Staff has updated the fourth-quarter report to reflect completed projects and identified those that will be carried over to 2025. The first-quarter 2025 report includes only capital projects budgeted for that year. After completing the first budget supplemental for 2025 (expected in May) and rolling over any remaining 2024 projects not included in the original budget process, we will update the second-quarter capital report accordingly.

ANALYSIS:

Guidelines:

1. Staff will provide a quarterly report to Council that will include:

- *All Town Capital Projects by Fund*
- *Year to date (YTD) actual amounts for each capital project*
- *Annual Original Budgets and Annual Revised Budgets for each project*
- *Budget to actual variance amounts*
- *Identify Staff Leads for each project*
- *Identify the current status of each project as defined in the "Project Status" Tab*
- *Identify the estimated completion date for the current status of the project*
- *Identify the estimated completion date for entire project*
- *Provide comments/notes to Council regarding why there is a delay in project status*

2. Finance Role & Responsibilities:

- *Finance will update all quarterly YTD actuals and all budget adjustments on a quarterly basis.*
- *Once YTD actuals and budgets have been updated, Finance will notify staff when the quarterly report is ready for quarterly status updates and when those updates are due for the Council Packet.*
- *Once all Staff Leads have provided quarterly project status updates, Finance will follow up with any specific questions, finalize the report, and submit it to the Council Packet with quarterly financial statements.*

3. Project Staff Lead Role & Responsibilities:

- Staff Leads should not change budget amounts or YTD actual amounts, Finance will do this. If an amount does not appear to be correct please reach out to Finance to make the correction.
- Once Staff Lead's receive notification from Finance that the quarterly report is ready for input, please provide the following:
 - **Project Status:** Identify the current status of each project as defined in the "Project Status" Tab for the current quarter. There will be a new column for each quarter, so staff, Council, and the Community can see the progression of each project.
 - **Estimated Status Completion Date:** Identify the estimated completion date for the current status of the project - If the project status has changed from the last quarter, a new estimated completion date for the current status of the project needs to be identified.
 - **Estimated Project Completion Date:** At the beginning of the project an "Estimated Project Completion Date" will be identified. Should this estimate change, please update this date as necessary.
 - **Notes Section:** Staff does not need to provide notes every quarter unless you think there is something that Council should be aware of, however, if an estimated completion date is changed - you **must** make a note of that and the reasoning why. **Please keep very concise.** If staff needs to provide an extensive amount of information regarding particular project, that can be accomplished in the monthly Council Staff Reports or through a regular business item on the agenda.

Project Status List:

PROJECT STATUS
Not Started
Project Initiation
Planning
Design - 30%
Design - 60%
Design - 90%
Procurement - Preparing Bid Docs (RFP/RFQ)
Procurement - Issued RFP/RFQ
Procurement - Evaluating bids/select contractors and suppliers
Procurement - Negotiate & Finalize contracts
Procurement - Contract in Review by Attorney
Procurement - Contractor Hired
Procurement - Equipment Ordered
Procurement - Equipment Received
Construction - Mobilization
Construction - Execution
Project Closeout
Post-Project Evaluation
Complete

Report Analysis and Next Steps:

2024:

- **Comment from 2024 Q2 Report:** With the addition of new projects and carryover items, the Town's 2024 capital project list expanded from **58** to **85** identified items, increasing capital spending in 2024 by **\$3,089,653** as approved in the Spring supplemental budget process.
- **Final 2024 Updates:** Following the final staff recommendations to remove or roll over certain projects to 2025, the Town now has a total of **65** projects budgeted for year-end 2024, totaling **\$24,106,352**. This marks a reduction from the **\$41,284,113** approved during the Spring supplemental, underscoring the need for the Town to set more realistic goals for project completion.

It's essential to remember that "an excess of 'yes' can lead to mediocrity or, worse yet, a trail of broken promises."

- To maintain focus on high-priority initiatives, staff continued to recommend deferring lower-priority projects, which are highlighted in yellow within this report.

2025:

- **Q1 Report:** The Town's current 2025 capital project list includes **63** identified items, with total town-wide capital spending of **\$29,778,596**. This amount will increase after the first 2025 supplemental budget, when any remaining 2024 projects not rolled over during the initial budget process are incorporated.

COMMUNITY INPUT: No public comment has been received to date on this report.

BUDGET / STAFF IMPACT: Any modifications to capital projects will impact both the budget and staffing resources.

STRATEGIC PLAN ALIGNMENT/STANDARDS ACHIEVED: The alignment of our capital project budget to actual quarterly reports with the Town's guiding principle of 'transparency and community engagement' underscores our commitment to fostering public trust through timely communication and feedback from both the council and our community.

Many of the projects outlined in the report are closely aligned with strategic objectives. However, it is during the analysis and prioritization stages that we emphasize the importance of maintaining alignment with the Council's strategic plan. By doing so, we ensure that our efforts are consistently directed towards fulfilling the broader goals and vision set forth by the Council.

RECOMMENDED ACTION OR PROPOSED MOTION: Please review the attached report and provide feedback or raise any concerns regarding specific capital projects.

ATTACHMENTS:

- 2025 Q1 - Capital Project Budget to Actual - Council Report
- 2024 Q4 - Capital Project Budget to Actual - Council Report

2025 TOWN OF EAGLE CAPITAL PROJECTS - BUDGET TO ACTUAL REPORT - 03/31/25										
Account #	Activity Code	Title	YTD Amount	Original Budget	Variance under/(over) Compared to Budget	Staff Lead	Q1 Status	Estimated Status Completion Date	Estimated Project Completion Date	Notes/(Postponed? Reasoning)
Projects highlighted in blue are 2024 projects that need to be rolled over to 2025						Projects highlighted in light green are complete				
						Projects highlighted in yellow are projects that staff is recommending to put on hold				
CAPITAL IMPROVEMENTS FUND										
31-51-724		Pool & Ice Maintenance Fund	\$ -	\$ 50,000	\$ 50,000	Jill Kane	Not Started	N/A	4/30/2025	This is purely a transfer of funds to the Eagle Rec Adviosory Corp
31-51-730	312508	Building Electrification - Town Hall	-	181,746	181,746	Kira Koppel	Planning	5/31/2025	TBD	30% Design meeting scheduled for 4/11/25 - Bringing to Council once we get to a 60% Design
31-51-737	312509	Building Electrification - Pavilion & Studio	-	199,116	199,116	Kira Koppel	Planning	5/31/2025	TBD	30% Design meeting scheduled for 4/11/25 - Bringing to Council once we get to a 60% Design
31-51-750	312510	Building Electrificatino - Town Shop	-	1,320,318	1,320,318	Kira Koppel	Planning	5/31/2025	TBD	30% Design meeting scheduled for 4/11/25 - Bringing to Council once we get to a 60% Design
31-51-750	312410	Public Work Engineering Office Remodel	-	30,000	30,000	Ryan Johnson	Planning		TBD	
31-51-751	312303	Security Cameras & Access Controls	-	77,547	77,547	Kevin Aoki	Complete		7/1/2024	Work completed, final lease payment in 2025
31-51-751	312502	Council Chambers AV Upgrades Phase II	-	15,000	15,000	Kevin Aoki	Not Started		TBD	IT is working with internal staff to identify the greatest needs in the Council Chambers. We are looking at making it easier for council to see documentation and easier for presenters to share at meetings.
31-51-751	312504	Public Works IT Equipment Racks	-	15,500	15,500	Kevin Aoki	Not Started		10/31/2025	
31-51-751	312403	Fiber Conduit - Extending To Cemetery Tank for Town Internet Service	-	37,100	37,100	Kevin Aoki	Construction - Execution		10/31/2025	Rolled over from prior year - Conduit is complete, waiting to run fiber once Cemetery Tank is complete.
31-52-712	312306	Handicap Ramps ADA Replacement	-	30,000	30,000	Ryan Johnson	Procurement - Contractor Hired		10/31/2025	Rolling into the Sylvan Lake project
31-52-719	312503	Monument Reader Board - Grand Avenue	-	37,500	37,500	Kevin Aoki	Not Started		6/30/2025	Trying to get installed prior to event season
31-52-730	312411	E-Bike Signage and Installation	-	65,000	65,000	Kevin Fontana	Planning		10/31/2025	
31-52-737	30	Sylvan Lake Rd and Capitol St. Refuge Island-Flashing Lights	148	1,100,000	1,099,852	Ryan Johnson	Construction - Mobilization		10/31/2025	
31-52-771	312404	Street Replacement: Capitol Street (2nd to 5th)	1,504	150,000	148,496	Martha Miller	Design - 30%	6/30/2025	12/31/2025	Will be at 90% design by year-end
31-52-780		Grand Avenue Improvements	86,298	2,000,000	1,913,702	Martha Miller	Design - 60%	6/30/2025	12/31/2027	
31-54-728	312505	Snow Removal Equipment - 908 High Flow	-	15,000	15,000	Kevin Fontana	Procurement - Evaluating bids/select contractors and suppliers		11/1/2025	
31-54-728	312506	Snow Removal Equipment - Electric V-Box Spreader	-	15,000	15,000	Kevin Fontana	Procurement - Equipment Ordered		9/30/2025	
31-54-730		B&G Truck: Replacement of Ford F-350 Flat Bed/Weed Sprayer	-	80,000	80,000	Kevin Fontana	Procurement - Equipment Ordered		9/30/2025	
31-54-760		Tractor: Replace B&G John Deere 301A Tractor	-	64,000	64,000	Kevin Fontana	Procurement - Evaluating bids/select contractors and suppliers		11/30/2025	
31-54-765		Trailer: Air Compressor Trailer/185 Atlas (B&G)	-	65,000	65,000	Kevin Fontana	Procurement - Evaluating bids/select contractors and suppliers		6/30/2025	
31-54-797		Hook/Bucket Truck (Streets)	193,985	191,000	(2,985)	Kevin Fontana	Procurement - Equipment Received		4/30/2025	Waiting on documentation for plates and title
31-55-715	312501	Mobile Radar Spread Trailer	18,506	19,000	494	Carrie Buhlman				
31-55-715	312507	Ammunition & Firearms Secure Storage	-	7,000	7,000	Carrie Buhlman				
31-55-724		3 Patrol Vehicles (Replacements)	264,524	345,840	81,316	Carrie Buhlman				
TOTAL CAPITAL IMPROVEMENTS FUND CAPITAL PROJECTS			\$ 564,965	\$ 6,110,667	\$ 5,545,702					
GENERAL FUND FUND										
10-54-361		Street Resurfacing - Sylvan Lake (various locations), Lime Park, 7 Hermits, Fourth of July	\$ -	\$ 500,000	500,000	Ryan Johnson	Procurement - Contractor Hired		8/31/2025	Resurfacing mobilization will start in mid-July
TOTAL GENERAL FUND CAPITAL PROJECTS			\$ -	\$ 500,000	\$ 500,000					
WATER FUND										
52-59-710	522503	Backup Generator	\$ -	\$ 35,000	\$ 35,000	Stephan Wilson	Not Started		12/31/2025	This project is dependent on how quickly we can hire the new Utility Engineer and retain current staffing levels.
52-59-711	522302	Security Cameras and Access Controls	-	13,324	13,324	Kevin Aoki	Complete		7/1/2024	Work completed, final lease payment in 2025
52-59-711	522304	Water campus landscaping Xeriscape	-	10,000	10,000	Kira Koppel	Project Initiation		10/3/2025	Doing design in-house to retain funds for implementation
52-59-740	17	Cemetery Tank	130,955	2,200,000	2,069,045	Stephan Wilson	Construction - Execution		12/31/2025	Will need to rollover funding from 2024 during supplemental budget process.
52-59-740	522312	East Eagle Tank	630	2,500,000	2,499,370	Stephan Wilson	Design - 30%		11/30/2027	
52-59-740	522305	Lower Eby Creek Tank and Booster Pump Station Replacement	-	1,789,046	1,789,046	Stephan Wilson	Procurement - Contractor Hired		11/30/2025	Work to begin in May 2025. Total Budget now at \$2.4M will need to revise capital projects during supplemental to fund additional \$611K.
52-59-740	522316	Eby Creek Lower Tank Rehab	-	1,250,000	1,250,000	Stephan Wilson	Procurement - Contractor Hired		9/30/2025	Work to begin in June 2025
52-59-740	522317	UBWTP: 2 MG Tank Rehab	7,396	-	(7,396)	Stephan Wilson	Complete		1/30/2025	Project almost entirely complete in 2024, other than design approvals with the State completed in January. Will submit for supplemental to cover additional amount in January.
52-59-745	522504	Ford F-150 Lighting-New Addition (Water)	-	80,000	80,000	Stephan Wilson	Procurement - Evaluating bids/select contractors and suppliers		6/30/2025	
52-59-745	522505	Ford F-150 (From WasteWater)	-	5,000	5,000	Stephan Wilson			6/30/2025	Will transfer once we receive new Truck
52-59-754	522501	LBWTP Eagle River Diversion	-	200,000	200,000	Stephan Wilson	Not Started		12/31/2027	This project is dependent on how quickly we can hire the new Utility Engineer and retain current staffing levels.

2025 TOWN OF EAGLE CAPITAL PROJECTS - BUDGET TO ACTUAL REPORT - 03/31/25										
Account #	Activity Code	Title	YTD Amount	Original Budget	Variance under/(over) Compared to Budget	Staff Lead	Q1 Status	Estimated Status Completion Date	Estimated Project Completion Date	Notes/(Postponed? Reasoning)
Projects highlighted in blue are 2024 projects that need to be rolled over to 2025						Projects highlighted in light green are complete				
						Projects highlighted in yellow are projects that staff is recommending to put on hold				
52-59-757	522502	Building Electrification - Upper Basin Electric Water Heater	-	8,738	8,738	Kira Koppel	Planning	5/31/2025	TBD	30% Design meeting scheduled for 4/11/25 - Bringing to Council once we get to a 60% Design
52-59-773	522306	Water Line: Brush Creek Transmission Main Replacement - Phase III	-	1,800,000	1,800,000	Stephan Wilson/Martha Miller	Design - 90%		12/31/2025	Looking to bid in July
52-59-774	522307	Water Line: Adams Rib School House PRV	-	300,000	300,000	Stephan Wilson/Martha Miller	Design - 90%		12/31/2025	Looking to bid in July
52-59-774	522320	Water Line: Grand Ave	2,320	30,000	27,680	Martha Miller	Design - 60%	6/30/2025	12/31/2027	
52-59-774	522402	Water Line: Downtown Distribution: Capitol Street: 2nd to 5th Street	1,504	200,000	198,496	Ryan Johnson	Design - 30%	6/30/2025	12/31/2025	Will be at 90% design by year-end
TOTAL WATER FUND CAPITAL PROJECTS			\$ 142,805	\$ 10,421,108	\$ 10,278,303					
WASTE WATER FUND										
51-58-711	512302	Security Cameras and Access Controls	\$ -	\$ 8,158	\$ 8,158	Kevin Aoki	Complete		7/1/2024	Work completed, final lease payment in 2025
51-58-711	512305	Water/Wastewater campus landscaping - Xeriscape	-	10,000	10,000	Kira Koppel	Project Initiation		10/3/2025	Doing design in-house to retain funds for implementation
51-58-711	512308	Nutrient Criteria Nitrogen	6,524	4,550,000	4,543,476	Stephan Wilson	Procurement - Issued RFP/RFQ		1/30/2027	
51-58-721	512311	Headworks Screen	-	235,000	235,000	Stephan Wilson	Design - 90%		6/30/2026	
51-58-730	512314	Grand Avenue Sanitary Sewer Main Improvements	1,094	30,000	28,906	Martha Miller	Design - 60%	6/30/2025	12/31/2027	
51-58-740		Truck - Replace Ford F-150 (WW)	-	85,000	85,000	Stephan Wilson	Procurement - Evaluating bids/select contractors and suppliers		9/30/2025	
TOTAL WASTE WATER FUND CAPITAL PROJECTS			\$ 7,618	\$ 4,918,158	\$ 4,910,540					
REFUSE FUND										
53-53-725	532501	Oil Drop Site - Security Camera and License Plate Reader	\$ -	\$ 32,000	\$ 32,000	Kevin Aoki/Kevin Fontana	Not Started		8/31/2025	
TOTAL REFUSE FUND CAPITAL PROJECTS			\$ -	\$ 32,000	\$ 32,000					
SALES TAX CAPITAL IMPROVEMENT FUND (STCIF)										
61-50-720	612304	Multi-Use Recreational Facilities - Pool Rebuild Project	\$ 598,406	\$ 6,653,907	\$ 6,055,501	Melissa Daruna	Construction - Execution		5/31/2025	Construction on time
61-50-730	612501	Sidewalk/Trail: Nogal Road	-	220,000	220,000	Ryan Johnson	Procurement - Contractor Hired		8/31/2025	Resurfacing mobilization will start in mid-July
61-50-745	612403	BMX Park Improvements	21,947	-	(21,947)	Melissa Daruna	Construction - Execution		6/1/2025	Final shad structure installation - Need to rollover funds from 2024
61-50-745	42	Brush Creek Park Playground Replacement	116,472	225,000	108,528	Larry Pardee	Procurement - Equipment Ordered		8/31/2025	Build dates 8/20-8/24
61-50-745	612502	Park Restroom Improvements - Town Park	-	100,000	100,000	Kevin Fontana	Not Started		10/31/2025	
61-50-745	612503	Park Restroom Improvements - Visitor Center	-	100,000	100,000	Kevin Fontana	Planning		10/31/2025	Looking into siding, adding additional stall in men's and women's,
61-50-745	612504	Nogal Park - Playground	-	100,000	100,000	Melissa Daruna	Planning	12/31/2025	TBD	
61-50-745	612404	Skate Park Improvements Design	15,000	30,000	15,000	Melissa Daruna	Planning	6/30/2025	TBD	No funds allocated for construction yet in CIP
61-50-745	612401	Dog Park Improvements	-	45,000	45,000	Tom Gosiorowski	Planning		10/31/2025	
TOTAL STCIF CAPITAL PROJECTS			\$ 751,825	\$ 7,473,907	\$ 6,722,082					
Conservation Trust Fund										
71-50-755		Haymaker Trailhead Vault Restroom & Water Fountain	\$ -	\$ 110,000	\$ 110,000	Tom Gosiorowski	Procurement - Preparing Bid Docs (RFP/RFQ)		10/31/2025	
TOTAL REFUSE FUND CAPITAL PROJECTS			\$ -	\$ 110,000	\$ 110,000					
OPEN SPACE										
81-50-711		Vehicle Fleet - New for Ranger Position	\$ -	\$ 55,000	\$ 55,000	Kevin Fontana	Not Started			On Hold - Ranger position to be reelvaluated in 2026
81-50-730	812401	Restoration Project/Habitat Improvements on Open Space (Brush Creek and Hernage Creek)	7,493	\$ 120,000		Tom Gosiorowski	Procurement - Contractor Hired		12/31/2025	
51-50-747	812501	Open Space & Trails Master Plan Implementation Phase 2 - Planning & Implementation Process		\$ 30,000	30,000	Tom Gosiorowski	Planning		10/30/2026	
81-50-747	812301	Open Space and Trails Master Plan Implementation Phase 1 - Implementation (Reroute Road Gulch)	-	10,256	10,256	Tom Gosiorowski	Construction - Execution		5/15/2025	Most of the project is complete. One last reroute will occur in May 2025 (road gulch). Then, the project will be complete.
81-50-755	812502	Open Space Signage Projects - Hockett Gulch Trailhead Signage Infrastructure	-	7,500	\$ 7,500	Tom Gosiorowski				
TOTAL OPEN SPACE CAPITAL PROJECTS			\$ 7,493	\$ 222,756	\$ 102,756					
TOTAL CAPITAL PROJECTS			\$ 1,474,706	\$ 29,788,596	\$ 28,201,383					

2024 TOWN OF EAGLE CAPITAL PROJECTS - BUDGET TO ACTUAL REPORT - 12/31/24													
Account #	Activity Code	Title	YTD Amount 12/31/24)	Original Budget	5/10/24 Supplemental Budget	Final Supplemental Revised Budget	Budget Change Increase/ (Decrease)	Variance under/(over) Compared to Revised Budget	Staff Lead	Q4 Status	Estimated Status Completion Date	Estimated Project Completion Date	Notes/(Postponed? Reasoning)
Projects highlighted in green are being 2023 projects rolled over to 2024									Projects highlighted in light green are complete				
Projects highlighted in blue are newly identified projects since the budget was adopted									Projects highlighted in yellow are projects that staff is not moving forward with in 2024				
CAPITAL IMPROVEMENTS FUND													
31-51-724		Pool & Ice Maintenance Fund	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ -	\$ -	Jill Kane	Complete	N/A	1/31/2024	This is a transfer of funds to the Eagle Rec Advisory Corp
31-51-726		Old Town Hall Improvements	22,550	250,000	250,000	20,000	(230,000)	(2,550)	Larry Pardee			N/A	
31-51-730	312202	Town Hall Electric Vehicle Charging Stations	-	40,000	40,000	-	(40,000)	-	Kira Koppel	Not Started			Project removed from 2024 budget - Waiting on potential State grants to move EV charging stations forward.
31-51-730	312302	Building Assessments - Implementation	-	100,000	-	-	-	-	Tom Gosiorowski				We need to finish a building assessment first which was pushed to the 2025 budget and then ultimately removed during budget cuts.
31-51-730	312310	Reconfigure/Remodel Upstairs Comm Dev space for Police Department	-	100,000	100,000	-	(100,000)	-	Larry Pardee			N/A	
31-51-730	24	Town Hall Roof Top Unit	-	63,500	63,500	-	(63,500)	-	Kevin Fontana				Moved to 2025 and included in Building Electrification project at Town Hall.
31-51-730	312413	Town Hall-SOUTH Roof Top Unit	16,508	-	-	17,000	17,000	492	Kevin Fontana	Complete		10/16/2024	
31-51-730	312206	Council Room AV Upgrades	78,866	-	127,631	127,631	-	48,765	Kevin Aoki	Complete		2/1/2024	
31-51-745	312401	Irrigation Intake Improvements - Chambers Park	-	121,551	121,551	-	(121,551)	-	Kevin Fontana				Project removed due to actual quote being significantly more than estimated cost being. Additionally, proposed fix would not fully resolve the issue. Staff is currently evaluating the cost benefit of connecting to the potable water system versus the non-potable water system.
31-51-745	312409	Terrace Park Restroom Reconstruction	63,506	-	64,800	64,800	-	1,294	Kevin Fontana	Complete		9/30/2024	
31-51-745	312412	Information Center Restroom Pump Station	22,498	-	25,000	25,000	-	2,502	Kevin Fontana	Complete		12/31/2024	
31-51-750	312402	Public Works Electric Vehicle Charging Stations	9,769	30,000	10,000	10,000	-	231	Kevin Fontana/Kira Koppel	Complete		9/30/2024	
31-51-750	312410	Public Works Engineering Office Remodel	-	-	20,000	-	(20,000)	-	Tom Gosiorowski				Rolling over to 2025 budget
31-51-751	312303	Security Cameras & Access Controls	97,255	77,547	99,252	99,252	-	1,997	Kevin Aoki	Complete		7/1/2024	Work completed, final lease payment in 2025
31-51-751	312304	Expanding Broadband & Smart City Services to Business Districts	-	250,000	-	-	-	-	Kevin Aoki				
31-51-751	312407	Public Safety Cloud Migration	19,717	-	20,000	20,000	-	284	Kevin Aoki	Complete		6/1/2024	
31-51-751	312403	Fiber Conduit - Extending To Cemetery Tank for Town Internet Servi	-	37,100	37,100	-	(37,100)	-	Kevin Aoki	Planning		8/31/2025	To be completed during new water line construction
31-51-751	312408	Communications Tower	184,236	-	209,330	209,330	-	25,094	Kevin Aoki	Project Closeout		4/1/2025	Fiber to tank and security to be completed in spring or as weather permits.
31-51-752		Public Art Mural & Beautification Project	28,371	-	115,449	115,449	-	87,078	Larry	Complete		9/30/2024	
31-51-770		Employee Housing Property	536,054	-	-	536,521	536,521	467	Larry & Nikki	Complete		6/30/2024	
31-52-712	312306	Handicap Ramps ADA Replacement	21,000	30,000	30,000	30,000	-	9,000	Ryan Johnson	Complete		9/27/2024	
31-52-730	312411	E-Bike Signage and Installation	-	-	65,000	-	(65,000)	-	Kevin Fontana				Rolled over to 2025
31-52-737	30	Sylvan Lake Rd and Capitol St. Refuge Island-Flashing Lights	74,400	125,000	125,000	125,000	-	50,600	Martha Miller	Procurement - Negotiate & Finalize contracts		10/31/2025	
31-52-740	312307	Nogal Road and Highway 6 Street Light	13,886	-	44,100	44,100	-	30,214	Kevin Fontana	Complete		6/30/2024	Original quotes came in around \$40K, staff continued to look at additional quotes/options and was able to find a more economical choice, providing savings of 30K. Also \$40K included contractor to install, however PW ended up doing the work in-house.
31-52-770	312309	Street Replacement: 4th Street (Wall to Washington) & Howard Stre	1,068,712	1,020,000	1,057,761	1,057,761	-	(10,951)	Ryan Johnson	Complete		10/31/2024	
31-52-771	312404	Street Replacement: Capitol Street (2nd to 5th)	40,556	118,800	118,800	84,000	(34,800)	43,444	Martha Miller	Planning	10/31/2024	12/31/2025	
31-52-780		Grand Avenue Improvements	948,481	2,475,000	2,475,000	1,250,000	(1,225,000)	301,519	Martha Miller	Design - 30%	7/15/2024	12/31/2027	
31-54-727		Portable Variable Message Board	24,750	30,000	30,000	30,000	-	5,250	Kevin Fontana	Complete		6/30/2024	
31-54-730		Multi-Purpose Truck * Replacement of 2005 Ford F-250 (B&G) - 2023 Rollover * Replacement of 2005 Ford F-150 (B&G) - 2023 Rollover * Replacement of 2005 Ford F-350 (B&G) - 2023 Rollover * Replacement of 2004 Ford F-250 (B&G) * Replacement of 2007 F-350 (Streets) * Replacement of 2008 Ford F-150 (Eng)	281,083	195,000	385,000	335,000	(50,000)	53,917	Kevin Fontana	Complete		12/31/2024	
31-54-765		83"x16" Tandem Axle Landscape Trailer	7,430	9,800	9,800	9,800	-	2,370	Kevin Fontana	Complete		5/17/2024	
31-55-715	312308	License Plate Reader	22,725	26,000	26,000	26,000	-	3,275	Ron Delp	Complete		5/30/2024	
31-55-715	312405	Mobile Vehicle Barriers	93,178	47,000	98,000	98,000	-	4,822	Carrie Buhlman	Complete		7/31/2024	
31-55-715	312406	Armored Car Contribution	43,737	45,000	45,000	45,000	-	1,263	Carrie Buhlman	Complete		5/30/2024	This was a contribution for the purchase to Town of Avon
31-55-724		Patrol Vehicles * 2023 Rollover x 2 Vehicles * 2024 x 4 Vehicles	459,133	335,216	454,668	454,668	-	(4,465)	Carrie Buhlman	Complete		9/30/2024	
TOTAL CAPITAL IMPROVEMENTS FUND CAPITAL PROJECTS			\$ 4,228,400	\$ 5,576,514	\$ 6,317,742	\$ 4,884,312	\$ (1,433,430)	\$ 655,912					
GENERAL FUND													
10-54-361		Street Resurfacing	\$ 657,256	\$ 735,000	\$ 735,000	\$ 735,000	\$ -	\$ 77,744	Ryan Johnson	Complete		9/27/2024	
TOTAL GENERAL FUND CAPITAL PROJECTS			\$ 657,256	\$ 735,000	\$ 735,000	\$ 735,000	\$ -	\$ 77,744					
WATER FUND													
52-59-711	522314	Yearout Energy Solar Project	\$ 441,689	\$ 1,569,657	\$ 1,610,657	\$ 483,647	\$ (1,127,010)	\$ 41,958	Kira Koppel	Complete		12/31/2024	
52-59-711	522302	Security Cameras and Access Controls	13,324	13,324	13,324	13,324	-	(0)	Kevin Aoki	Complete		7/1/2024	Work completed, final lease payment in 2025
52-59-711	522401	Water Meter Antenna	89,601	54,000	54,000	80,000	26,000	(9,601)	Stephan Wilson	Project Closeout	3/31/2025	10/3/2025	Project integration and configuration will now be in-house with the goal to complete within Q1 2025. Will need additional funding added during supplemental budget process for implementation and start up costs.
52-59-711	522304	Water campus landscaping Xeriscape	-	10,000	10,000	-	(10,000)	-	Kira Koppel	Not Started		10/3/2025	Project moved to 2025 budget. Landscape design will now be done in house. Implementation should be complete by 10/3/2025
52-59-711	522303	Converting Water connections to Town Wireless	23,885	-	33,146	33,146	-	9,261	Kevin Aoki	Construction - Execution		10/31/2025	Completing sites as weather permits.
52-59-711	16	Fencing for Water Properties	14,453	-	65,890	14,022	(51,868)	(431)	Stephan Wilson	Complete		6/30/2024	The \$14K was finalizing the fencing at the UBWTP tank. No additional fencing will be completed.

2024 TOWN OF EAGLE CAPITAL PROJECTS - BUDGET TO ACTUAL REPORT - 12/31/24													
Account #	Activity Code	Title	YTD Amount 12/31/24)	Original Budget	5/10/24 Supplemental Budget	Final Supplemental Revised Budget	Budget Change Increase/ (Decrease)	Variance under/(over) Compared to Revised Budget	Staff Lead	Q4 Status	Estimated Status Completion Date	Estimated Project Completion Date	Notes/(Postponed? Reasoning)
Projects highlighted in green are being 2023 projects rolled over to 2024									Projects highlighted in light green are complete				
Projects highlighted in blue are newly identified projects since the budget was adopted									Projects highlighted in yellow are projects that staff is not moving forward with in 2024				
52-59-740	17	Cemetery Tank	444,192	3,600,000	3,600,000	2,000,000	(1,600,000)	1,555,808	Stephan Wilson	Construction - Execution	8/14/2024	12/31/2025	Demolition and trenching work in progress - Need to rollover funding to 2025
52-59-740	522312	East Eagle Tank	165,339	1,550,000	1,310,000	1,310,000	-	1,144,661	Stephan Wilson	Design - 30%		11/30/2027	Not annticipating needing to rollover funds at this point
52-59-740	522305	Lower Eby Creek Tank and Booster Pump Station Replacement	27,181	1,665,000	1,839,046	50,000	(1,789,046)	22,819	Stephan Wilson	Design - 90%	8/14/2024	11/30/2025	Waiting on design build contract
52-59-740	522317	UBWTP: 2 MG Tank Rehab	1,188,530	2,070,800	2,242,683	1,250,000	(992,683)	61,470	Stephan Wilson	Project Closeout	10/15/2024	12/31/2024	Completed in January 2025
52-59-754	522404	LBWTP wall insulation	28,469	-	24,000	24,000	-	(4,469)	Stephan Wilson	Complete	-	11/30/2024	
52-59-757	522403	UBWTP Fire Alarms	23,800	-	36,000	36,000	-	12,200	Stephan Wilson	Project Closeout	9/15/2024	8/31/2025	Waiting on phone line connection for commissioning. Will need to rollover funding during supplemental budget process.
52-59-757	522405	UBWTP Pretreatment Valve and Actuator	15,485	-	20,000	20,000	-	4,515	Stephan Wilson	Procurement - Equipment Received	9/15/2024	5/30/2025	Waiting on opening in contractor schedule for installaiton and integration. Will need to rollover funding for installation in 2025
52-59-773	522306	Water Line: Brush Creek Transmission Main Replacement - Phase III	45,074	75,000	75,000	75,000	-	29,926	Stephan Wilson/Martha Miller	Design - 60%	8/30/2024	12/31/2025	
52-59-773	522318	Transmission Main: Brush Creek Pressure Reducing Value (PRV)	72,978	-	75,000	125,000	50,000	52,022	Stephan Wilson	Project Closeout	8/15/2024	3/30/2025	Waiting on opening in contractor schedule for commissioning and startup.
52-59-774	522307	Water Line: Adams Rib School House PRV	30,049	50,000	50,000	75,000	25,000	44,951	Stephan Wilson/Martha Miller	Design - 60%	8/30/2024	12/31/2025	Project 52-59-773-522306 will likely eliminate this PRV and replace it with an ARV
52-59-774	522320	Water Line: Grand Ave	18,298	28,300	38,305	45,000	6,695	26,703	Martha Miller	Design - 30%	7/15/2024	12/31/2027	
52-59-774	522308	Water Line: Downtown Distribution: Fourth Street: Wall St. to Washington St.	-	200,000	255,125	-	(255,125)	-	Ryan Johnson	Complete		10/31/2024	Howard and 4th project completed
52-59-774	522319	Water Line: Howard Street Water Main: 2nd Street to 6th Street	1,055,610	500,000	525,601	1,035,000	509,399	(20,610)	Ryan Johnson	Complete		10/31/2024	Howard and 4th project completed
52-59-774	522402	Water Line: Downtown Distribution: Capitol Street: 2nd to 5th Street	40,556	60,000	60,000	-	(60,000)	(40,556)	Martha Miller	Planning	10/31/2024	12/31/2025	
TOTAL WATER FUND CAPITAL PROJECTS			\$ 3,738,513	\$ 11,446,081	\$ 11,937,777	\$ 6,669,139	\$ (5,268,638)	\$ 2,930,626					
WASTEWATER FUND													
51-58-711	512302	Security Cameras and Access Controls	\$ 8,158	\$ 8,158	\$ 8,158	\$ 8,158	\$ -	\$ 1	Kevin Aoki	Complete		7/1/2024	Work completed, final lease payment in 2025
51-58-711	512303	Converting WW connections to Town Wireless	1,494	-	10,723	10,723	-	9,229	Kevin Aoki			10/31/2025	
51-58-711	512306	Brush Creek and Eagle River Temperature Monitoring Stations	9,606	-	50,000	100,000	50,000	90,394	Stephan Wilson	Planning	6/30/2024	10/30/2025	Waiting on use agreement and floodplain permit from Eagle County
51-58-711	512305	Water/Wastewater campus landscaping - Xeriscape	-	10,000	10,000	-	(10,000)	-	Kira Koppel	Not Started		10/3/2025	Project moved to 2025 budget. Landscape design will now be done in house. Implementation should be complete by 10/3/2025
51-58-711	512401	Sanitary Sewer Piers across Eagle River	-	220,500	220,500	-	(220,500)	-	Stephan Wilson				
51-58-711	512308	Nutrient Criteria Nitrogen	380,076	5,600,000	5,526,500	406,000	(5,120,500)	25,924	Stephan Wilson	Procurement - Preparing Bid Docs (RFP/RFQ)	8/15/2024	1/30/2027	Preparing CMAR RFP
51-58-711	512312	Yearout Energy Solar Project	2,233,475	1,569,657	1,613,657	2,740,667	1,127,010	507,192	Kira Koppel	Complete		12/31/2024	
51-58-711	512309	Collection System Improvements	16,265	50,000	50,000	-	(50,000)	(16,265)	Stephan Wilson				
51-58-721	512310	WWTP: Replumbing	-	10,000	10,000	-	(10,000)	-	Stephan Wilson				
51-58-721	512402	Process Building: Fire Alarms	-	15,000	15,000	15,000	-	15,000	Stephan Wilson	Procurement - Contractor Hired	8/15/2024	8/31/2025	Will need to rollover funds to 2025
51-58-721	512403	WWTP: Headworks Grit Chamber Lining Repair	73,000	-	73,500	73,500	-	500	Stephan Wilson	Complete		6/26/2024	
51-58-721	512311	Headworks Screen	45,398	-	315,000	80,000	(235,000)	34,602	Stephan Wilson	Design - 90%	5/28/2024	8/31/2025	
51-58-730	512313	Howard Street Sanitary Sewer Main, 4th Street to 5th Street & 5th Street	314,838	300,000	320,476	320,476	-	5,638	Ryan Johnson	Complete		10/31/2024	
51-58-730	512314	Grand Avenue Sanitary Sewer Main Improvements	18,298	28,300	38,305	45,000	6,695	26,703	Martha Miller	Design - 30%	7/15/2024	12/31/2027	
51-58-740		Truck - Replace Ford F-350	83,519	75,000	75,000	85,000	10,000	1,481	Stephan Wilson	Complete	7/1/2024	12/15/2024	
TOTAL WASTE WATER FUND CAPITAL PROJECTS			\$ 3,184,126	\$ 7,886,615	\$ 8,336,819	\$ 3,884,524	\$ (4,452,295)	\$ 700,398					
SALES TAX CAPITAL IMPROVEMENT FUND (STCIF)													
61-50-720	612304	Multi-Use Recreational Facilities - Pool Rebuild Project	\$ 6,745,541	\$ 12,000,000	\$ 13,161,525	\$ 7,346,093	\$ (5,815,432)	\$ 600,552	Melissa Daruna	Construction - Execution	5/15/2024	5/31/2025	Construction underway and progress is tracking on-time.
61-50-730	612301	Sidewalk/Trail: Pedestrian Trail Bull Pasture - West Side	-	110,250	110,250	-	(110,250)	-	Ryan Johnson				
61-50-745	612401	Dog Park Improvements	-	45,000	45,000	-	(45,000)	-	Brian Lieberman	Planning	3/28/2025	12/31/2025	Staff to propose a fencing project to the Council in Early March. If Council supports the use of funds on fencing at the Dog Park, staff will begin design work and select a contractor.
61-50-745	612303	Haymaker Trailhead Bike Park And Skill Loop Cont.	85,074	-	100,000	100,000	-	14,926	Melissa Daruna/ Brian Lieberman	Complete	5/31/2025	6/30/2025	
61-50-745	612403	BMX Park Improvements	73,078	-	100,000	100,000	-	26,922	Melissa Daruna	Construction - Execution	6/1/2024	6/30/205	Waiting on shad structure to be delivered and installed
61-50-745	612404	Skate Park - Design	-	-	30,000	-	(30,000)	-	Melissa Daruna	Not Started	10/1/2024	6/30/2025	Rolling into 2025
61-50-730	612305	Sidewalk/Trail: Nogal Gulch Trail	79,542	-	-	81,000	81,000	1,458	Ryan Johnson	Complete		10/31/2025	
61-50-730	612302	Sidewalk/Trail: Eby Creek Road-Pd Rd Sidewalk Extension	15,538	-	-	15,540	15,540	3	Ryan Johnson	Complete		7/15/2025	
61-50-745	42	Brush Creek Park Playground Replacement	-	-	50,000	25,000	(25,000)	25,000	Larry Pardee	Procurement - Contractor Hired		8/31/2025	
61-50-760		Riverpark - Misc To be Removed in Supplementat	-	30,000	-	-	-	-	Jill Kane				
61-50-760	47	Riverpark: Rapid Blocs	18,607	40,000	35,000	35,000	-	16,394	Larry Pardee	Complete		11/30/2024	As of year-end 2024, this capital work is considered complete. Moving forward, there will be ongoing operating expenditures for the annual installation and removal of the rapid blocs.
61-50-760	612402	New Wave Feature (Planning)	11,000	20,000	20,000	11,000	(9,000)	-	Larry Pardee	Complete		Unknown	This budgeted work was for studies that were completed
TOTAL STCIF CAPITAL PROJECTS			\$ 7,028,379	\$ 12,245,250	\$ 13,651,775	\$ 7,713,633	\$ (5,938,142)	\$ 685,254					
OPEN SPACE													
81-50-730	812401	Restoration project/habitat improvements on Open Space Phase 1	\$ 22,188	\$ 80,000	\$ 80,000	\$ 60,000	\$ (20,000)	\$ 37,812	Brian Lieberman	Design - 30%	3/3/2025	12/31/2025	Permitting and design work will continue through March 2025. Implementation will occur from April - October 2025. Project will be complete by the end of 2025. 2024 funds rolled over to 2025.
81-50-747	812301	Open Space and Trails Master Plan Implementation Phase 1 - Implementation	85,384	100,000	100,000	84,744	(15,256)	(640)	Brian Lieberman	Construction - Execution	5/15/2025	5/15/2025	Most of the project is complete. One last reroute will occur in May 2025 (road gulch). Then, the project will be complete.

2024 TOWN OF EAGLE CAPITAL PROJECTS - BUDGET TO ACTUAL REPORT - 12/31/24													
Account #	Activity Code	Title	YTD Amount 12/31/24)	Original Budget	5/10/24 Supplemental Budget	Final Supplemental Revised Budget	Budget Change Increase/ (Decrease)	Variance under/(over) Compared to Revised Budget	Staff Lead	Q4 Status	Estimated Status Completion Date	Estimated Project Completion Date	Notes/(Postponed? Reasoning)
Projects highlighted in green are being 2023 projects rolled over to 2024									Projects highlighted in light green are complete				
Projects highlighted in blue are newly identified projects since the budget was adopted									Projects highlighted in yellow are projects that staff is not moving forward with in 2024				
81-50-755		Open Space Signage Projects	68,186	125,000	125,000	75,000	(50,000)	6,814	Brian Lieberman	Complete	10/31/2024	10/31/2024	Project completed.
TOTAL OPEN SPACE CAPITAL PROJECTS			\$ 175,758	\$ 305,000	\$ 305,000	\$ 219,744	(85,256)	\$ 43,986					
TOTAL CAPITAL PROJECTS			\$ 19,012,432	\$ 38,194,460	\$ 41,284,113	\$ 24,106,352	(17,177,761)	\$ 5,093,920					



To: Mayor Turnipseed and Town Council

From: Melissa Daruna, Assistant Town Manager

Date: April 8, 2025

Agenda Item: Eagle Villas Plan Review and Permit Fee Request

REQUEST: Staff request Town Council consider the Ulysess Development Group request to waive the permit and plan review fees associated with the renovation of 405 Nogal Road, the Eagle Villas.

BACKGROUND: The Ulysses Development Group (UDG) and partners purchased the Eagle Villas in 2024 to preserve and extend their affordability for an additional 60 years. As noted in the attached program narrative, UDG had to pivot to a different state funding source given changing requirements for programs tied to federal funding. The state funding source leaves a funding gap of \$1.6M, however. UDG is seeking the Town Council's consideration to waive or reduce the plan and permit fees for the renovation work. The fees total \$103,536.82.

Additional project background and narrative can be found in the attached memo drafted by UDG.

ANALYSIS: Eagle Villas is some of the most affordable housing in Eagle. 100% of the units have income restrictions, most well below the AMIs of other affordable housing in the area. Phase I of the development contains 100 units, it was built in 1994 and has seen little, if any improvements since then. The affordability restrictions on Phase I were set to expire this year. Phase II contains an additional 20 units, was built in 1996 and has affordability restrictions through 2047. Below is a breakdown of the unit sizes and AMIs:

PHASE I – EAGLE VILLAS

Number of Units	Unit Size	AMI
42	2-bedroom	60%
43	3-bedroom	60%
6	2-bedroom	50%
9	3-bedroom	50%

- UDG plans to convert 12 units currently at 60% AMI to 80% AMI to establish more income diversity. The changes will only happen through unit turnover.

PHASE II – EAGLE VILLAS

Number of Units	Unit Size	AMI
8	3-bedroom	45%
2	4-bedroom	45%
8	3-bedroom	50%
2	4-bedroom	50%

The rehabilitation details are outlined in the attached memo. The work amounts to nearly \$9M, approximately an \$80,000 investment per unit. The rehabilitation work is a requirement to renew the affordability restrictions for Phase I for another 60 years.

COMMUNITY INPUT: Staff have not received nor solicited any community feedback on this request. The attached information from UDG does speak to the community impact of maintaining affordability at the Eagles Villas.

BUDGET/STAFF IMPACT: A fee waiver would reduce one-time revenues by \$103,536.82 in 2025. It is worth noting that \$213,479 remains in the Red Mountain Ranch fee-in-lieu housing fund and could be considered to offset the loss of revenue.

STRATEGIC PLAN ALIGNMENT/STANDARDS ACHIEVED: This request aligns with the strategic goals of “Diversify Attainable Housing Stock” and “Invest in Environmental and Energy Sustainability.”

RECOMMENDED ACTION OR PROPOSED MOTION:

1. Motion to support the waiver of the plan review and permit fees, totaling \$103,536.82 for the Eagle Villas rehabilitation project and direct staff to prepare a resolution for adoption at the next Town Council meeting. OR
2. Motion to support reducing the plan review and permit fees by _____ for the Eagle Villas rehabilitation project and direct staff to prepare a resolution for adoption at the next Town Council meeting. OR
3. Motion to deny the request to reduce or waive the plan review and permit fees for the Eagle Villas rehabilitation project.

ATTACHMENTS:

- Eagle Villas Project Narrative

Eagle Villas Narrative – Town of Eagle

Project Name: Eagle Villas

Project Address: 405 Nogal Road, Eagle, CO, 81631

Project Overview: Eagle Villas (“the Project” or “the Property”) is an existing 120-unit garden- style expiring use, affordable, multifamily community located in Eagle. Units are dispersed across six buildings, five constructed during a Phase I built in 1994 and one constructed during a Phase II built in in 1996. Phase I consists of 100 units with a Land Use Restriction Agreement (“LURA”) restricting the income and rents that were set to 2025 and Phase II consists of 20 units with a LURA expiring in 2047. Ulysses Development Group (“UDG”), through Eagle Villas Owner LP, in partnership with Eagle County Housing Authority (“ECHDA”) as a Special Limited Partner, acquired the Villas in June 2024 to preserve the affordability and extend Phase I’s LURA for 60 years. The property was marketed as a market-rate conversion, ***meaning that by 2025, 100 of the units would have been converted to market-rate rents, an increase of up to 3x current restricted rents.***

There are 42 two-bedroom and 43 three-bedroom homes at 60% AMI, 6 two-bedroom and 9 three-bedroom at 50% AMI totaling 100 units in Phase I. There are 8 three-bedroom and 2 four-bedroom homes at 45% AMI, 8 three-bedroom and 2 four-bedroom homes at 50% AMI totaling 20 units in Phase II. The income average is currently at 56.7%. As a part of the rehabilitation plan and to address the Town of Eagle’s need for a wider range of income limits, UDG will take 12 units at 60% AMI and increase income limits to 80% of AMI with a new blended average of 58.6% AMI. This will only occur naturally with turnover.

The Project has some of the deepest affordability within Eagle County, with units as low as 45% AMI, is located in a difficult development area, and is within a half-mile walk of public transportation.

Eagle Villas is a critical component of Eagle County’s affordable rental housing inventory, representing nearly 20% of the total tax-credit financed stock within the County and is the largest affordable housing community in the Town of Eagle. Being located in a rural mountain community adjacent to resort communities, there are unique challenges in maintaining affordability, driven by minimal land supply for new units, an increase in short-term rentals (such as VRBO and Airbnb), prohibitive development costs, and high market rents. Median home prices have increased by over 25% annually since 2019, making home ownership extremely prohibitive.

The individuals and families who call Eagle Villas home do not have other housing options, and the preservation and rehabilitation of the Project is imperative. Eagle Villas’ tenants serve and support the daily functions and needs of the Vail Valley, comprising the workforce in sectors such as healthcare, construction, public services, hospitality,

education, and transportation.

With an increasing population and incredible challenges for new construction, the preservation of existing affordable housing supply is crucial for promoting equity and creating economic mobility for residents. The affordable housing that Eagle Villas provides allows individuals to be less cost-burdened by housing and have the ability to create personal and familial savings and wealth. Marginalized communities feel the burdens and challenges of rural mountain communities the most, and a key aspect of promoting equity in these communities is to invest into affordable housing options for their residents. Removing housing as a high-cost burden allows individuals and families to not forgo other necessities, such as education and healthcare.

Financial Overview/Need: Since the Property was to be sold as a market-rate conversion, the purchase price was reflective, at \$39M in total, or \$325,000/unit. Because of the high cost, UDG worked closely with the State of Colorado, Colorado Housing and Finance Authority (“CHFA”), financing partners, and Eagle County Housing and Development Authority (“ECHDA”) to finance the acquisition and rehabilitation. A crucial aspect of the rehabilitation financing was Community Development Block Grant (CDBG) funds from the State. Eagle Villas submitted an application for the necessary \$5M in Q1 2025.

However, there were numerous specific requirements of the CDBG funding that would have prevented the Project from moving forward, including significant cost escalations and lawful presence requirements, to name a few of the many. The State of Colorado worked with UDG to identify an alternative funding source, but the funds available were only \$3.4M. To cover the \$1.6M additional gap, Eagle County increased their long-term commitment by increasing their long-term subordinate loan from \$3M to \$4M. Every dollar is imperative for this Project to be financially feasible, and UDG is working with all of their partners to reduce costs without sacrificing the renovation, including requesting permit fee waivers from the Town of Eagle, deferring more developer fee, and lowering bond issuance costs by having ECHDA issue the tax-exempt bonds.

Rehabilitation / Renovation Scope: The rehabilitation of Eagle Villas will consist of an approximately \$80,000/unit investment, totaling around \$9M for the project. The renovation is comprehensive and incorporates energy efficiency and sustainability features to lower consumption, environmental impact, reduce waste, and maximize building longevity. This scope of work was compiled through a collaboration with Group14 Engineering, an energy and resource efficiency consultant, local utility providers, resident feedback, and compliance with Enterprise Green Communities.

Within units, there will be significant bathroom and kitchen remodeling and upgrades. Bathrooms will feature new cabinets, countertops, toilets, and plumbing. Within kitchens, there will be comprehensive appliance replacement, including ranges, dishwashers, refrigerators, and disposals, as well as granite kitchen countertops and replaced hardware.

Additionally, there will be replaced flooring, new lighting fixtures, drywall repairs, hardware replacements, improved insulation, and new paint.

On the exterior, the siding, windows, gutters, lighting, and roofing will be replaced. Garages will also be receiving a remodel, with new trim, siding, roofing, doors, and gutters. Sidewalks will be removed and replaced, and the entire complex will be ADA compliant.

This renovation will address natural wear and tear, sustainability upgrades, functional obsolescence, and longevity of building systems for the Project.

Sustainability: A major consideration of the scope of work for the rehabilitation is sustainability and energy efficiency. The Project will include solar panels, low-flow water fixtures, EnergyStar appliances, and LED lighting. In addition, new siding, windows, roofing, and improved insulation will improve energy efficiency and reduce energy consumption. The solar panels will be on rooftops of all buildings and is estimated to generate 142,032 kWh annually. The other sustainability measures will reduce utility emissions and consumptions as well as lower levels of atmospheric carbon emissions. The water-related improvements will reduce pressure on the municipal water supply and conserve a meaningful amount of annual water consumption. Eagle Villas will also fulfill 2020 Enterprise Green Community (EGC) certification guidelines. UDG is also working closely with the Town of Eagle to apply for a grant for e-bikes for the Property.

Community Support: There is overwhelming support for the preservation of Eagle Villas. UDG has received letters of support from Eagle County Commissioners, DOLA, Senator Dylan Roberts, Representative Meghan Lukens, and the Town of Eagle. In addition, ECHDA has committed \$6.5M to the Project as well as contributing to the organizational structure of the ownership entity as a special limited partner. The Project has conducted community outreach, including meeting with residents to help determine rehabilitation scope as well as public hearings.



MEMORANDUM

To: Honorable Mayor Turnipseed and Eagle Town Council

From: Melissa Daruna, Assistant Town Manager

Date: April 8, 2025

Agenda Item: Transition from Pay-for-Performance to a Blended Staff Development Compensation Strategy

REQUEST:

The Town of Eagle seeks Council support to formally transition from a traditional Pay-for-Performance (PFP) compensation model to a modern, blended approach that integrates Staff Development Plans (SDP). This shift will establish a more dynamic, inclusive, and growth-oriented system that honors performance excellence while investing in long-term employee development.

This recommendation stems from an extensive review of evolving workforce trends and our internal needs assessment, which highlights the importance of aligning organizational culture with employee motivations and generational expectations. Adopting a Staff Development Plan model that includes structured feedback, career planning, and continuous engagement will better attract, retain, and empower a diverse workforce ready to meet current and future challenges.

BACKGROUND:

For many years, the Town has operated under a Pay-for-Performance model that ties annual merit increases to performance evaluations. While this approach has sometimes served its purpose in recognizing individual achievement, it has become increasingly limited in impact and alignment with organizational values. The PFP model emphasizes short-term results, often lacks consistency, and fails to address the deeper needs for engagement, retention, and development across departments.

Meanwhile, we are now navigating a workforce that spans five generations, ranging from Baby Boomers to Generation Alpha, each with distinct values, learning styles, and career expectations. Millennials and Generation Z, who comprise a growing segment of our staff, strongly desire meaningful work, feedback-rich environments, and opportunities for personal growth. Traditional compensation-focused models are no longer sufficient to drive motivation or retention.

Generation	Birth Years	Workplace Tendencies	Preferred Incentive Focus
Baby Boomers	1946–1964	Loyal, experienced, value recognition	Pay-for-Performance
Generation X	1965–1980	Independent, pragmatic, seek stability	Blended Approach
Millennials	1981–1996	Purpose-driven, collaborative, feedback-oriented	Staff Development
Generation Z	1997–2012	Tech-native, fast-paced, mission-driven	Staff Development
Generation Alpha	2013–2025*	Personalization-focused, emerging learners	TBD (Growth-Oriented)

(*Note: Gen Alpha is still developing; projections are based on early trends.) (Sources: Pew Research Center/Gallup-Workplace Studies/Society for Human Resource Management (SHRM) & McKinsey & Company- Future Workplace Insights)



Additionally, we recognize that many public sector agencies, including those in neighboring communities, have shifted to more modernized salary plans and staff development models. This includes investing in professional growth opportunities and utilizing a cost-of-living-adjustment (COLA) coupled with merit-based bonuses.

As a forward-thinking employer, we must also modernize our approach to workforce development by embracing a strategy that blends performance recognition with individualized development planning. This transition is about creating a culture that values learning, equity, collaboration, and long-term investment in our people.

ANALYSIS:

Why Transition? The Pay-for-Performance model presents several challenges, including subjectivity in evaluations, minimal differentiation in merit increases, and a focus on annual review cycles rather than continuous improvement. Supervisors recognize the cost of living in the region and fear losing staff to more competitive pay structures. This results in misaligned staff development recommendations and performance feedback with merit recommendations. It also promotes competition over collaboration, which is misaligned with our service-oriented, team-based culture.

Limitations of Pay-for-Performance:

- A narrow focus on annual reviews and small merit increases
- Perceptions of inequity or favoritism
- Minimal impact on team-based performance and innovation
- Low retention value for younger generations seeking career growth

How the Staff Development Plan Model Works: The Staff Development Plan approach emphasizes three core evaluation categories: Core Behaviors (33%), Core Job Performance (33%), and SMART Goal Completion (34%). Employees collaborate with their supervisors to define personalized goals that align with departmental and organizational priorities. Performance is rated through a consistent contributor model (Exemplary, Valued, and Inconsistent), promoting transparency and accountability.

The forward-looking Staff Development Plan model is holistic, equitable, and growth-oriented. It includes:

- Three-Tiered Evaluation:
 - *Core Behaviors (33%)* – Living Town values like Integrity, Collaboration, and Leadership
 - *Core Job Performance (33%)* – Based on accountability, adaptability, and excellence
 - *SMART Goal Completion (34%)* – Strategic, measurable goals linked to department and Town priorities
- Bi-annual Check-Ins:
 - Timely, two-way feedback and coaching sessions to stay aligned and responsive
- Development-Driven Culture:
 - Training investments, mentorship programs, team-based incentives, and clear career pathways

What It Changes: Besides formal evaluations, the Staff Development Plan model introduces a mid-year Quick Check-In in addition to a “year-end” meeting between employees and supervisors, enabling timely feedback, mentorship, and realignment as needed. This shift supports an adaptive and engaged workforce, fostering a shared understanding of growth. It also allows us to reward outcomes and effort through non-



monetary recognition, advancement, or development opportunities. Similarly, it sets the expectation that opportunities for growth and improvement will be a constant topic of discussion for both the employee and their supervisor. With a new expectation of “no surprises” during the check-in discussions, performance challenges will be addressed in real-time rather than only during a year-end review period.

Blended Strategy Benefits:

- Supports individual and team performance
- Enhances retention by offering both recognition and development opportunities
- Strengthens culture through transparency, accountability, and feedback
- This aligns with how modern employees want to grow, contribute, and lead

As we advance, the Town of Eagle's approach to annual compensation reflects a more balanced and transparent model that acknowledges the cost-of-living realities of our employees and the excellence they bring to their roles. Under the new model, each year, all eligible employees will receive a baseline **Cost-of-Living Adjustment (COLA)**, approved as part of the annual budget process, to ensure their compensation keeps pace with economic shifts and inflation.

This COLA is a foundational commitment to financial stability for every team member. Beyond that, employees who demonstrate outstanding performance—those who go above and beyond to live our core values, achieve SMART goals, and drive results—will be eligible to receive performance excellence bonuses. These bonuses are not tied to a percentage-based raise but are instead structured to recognize extraordinary contributions that make a **measurable difference** in how we serve the community. This approach ensures fairness, predictability, and opportunity: everyone benefits from annual wage stability, and those who excel are acknowledged and rewarded in a meaningful way.

COMMUNITY INPUT:

Although direct community feedback on internal HR practices has not been collected, we know from community surveys and strategic planning sessions that our residents value effective, responsive, and people-focused government. An engaged and supported workforce is foundational to delivering high-quality services to the community.

Additionally, as we work toward long-term housing, affordability, and livability goals, it is increasingly important that the Town of Eagle position itself as an employer of choice in the region. Creating clear development paths and modern support systems for staff helps us remain competitive in recruiting and retaining top talent to serve our growing community.

Future efforts will include internal employee engagement surveys and periodic pulse check-ins to ensure the development model aligns with evolving needs. This internal feedback will ultimately help us better serve the public.

STRATEGIC PLAN ALIGNMENT / STANDARDS ACHIEVED:

This initiative directly supports several key focus areas outlined in the Town of Eagle Strategic Plan: Organizational Excellence, High-Performing Government Operations, and Community Livability. We reinforce our responsive and resilient public agency role by reimagining how we manage, support, and grow talent.



The Staff Development Plan model integrates best practices from modern workforce development, including structured career pathways, regular coaching, team-based recognition, and investment in targeted training. It also contributes to equity and inclusion by providing a consistent and values-aligned framework for all staff to engage in performance and growth conversations.

The evolution to Staff Development Plan enables us to meet professional standards for employee engagement, talent management, and leadership development, while preparing our organization for future succession, innovation, and continuity of service.

RECOMMENDED ACTION OR PROPOSED MOTION:

We recommend that the Town Council support transitioning from a Pay-for-Performance model to a blended Staff Development Plan framework effective FY 2025, which includes:

- Endorsing the use of the Staff Development Plan evaluation model and check-in cadence;
- Supporting training and resource allocation for staff and supervisors;
- Adjusting the budget, as needed, to adopt COLA-based salaries across the organization with opportunities for additional performance excellence bonuses;
- Encouraging continued innovation and responsiveness in employee development practices.

This evolution represents a meaningful and necessary step toward building a high-trust, high-impact culture within the Town of Eagle. We are excited to work with our department leaders and team members in the months ahead to implement this model and create a thriving environment where every employee has the tools and support to grow, lead, and serve our community excellently.



To: Mayor Turnipseed and Town Council
From: Eagle Police Department, Lt. Causey
Date: 04-08-2025
Agenda Item: Wildlife Ordinance

REQUEST: The Town Council is requested to review and adopt an emergency ordinance amending Title 8 of the Eagle Municipal Code to regulate the protection of wildlife. This ordinance aims to mitigate human-wildlife conflicts by implementing requirements for wildlife-resistant refuse management and prohibiting the feeding of wildlife.

BACKGROUND: The Town of Eagle has experienced increasing human-wildlife interactions, particularly with bears, due to unsecured refuse and attractants. In response, the Town has provided bear-resistant refuse containers for single-family residences and now seeks to expand the use of wildlife-proof and wildlife-resistant containers town-wide. The ordinance aligns with Section 6.04 of the Town Charter, which allows emergency ordinances necessary for public health, safety, and welfare.

ANALYSIS: The ordinance introduces Chapter 8.14 – Wildlife Protection, which establishes regulations for refuse management, special event waste disposal, construction site refuse handling, and commercial waste management. It mandates the use of wildlife-resistant or wildlife-proof refuse containers for all developments and residences. Additionally, it prohibits the intentional or unintentional feeding of wildlife and outlines enforcement mechanisms, including penalties for non-compliance.

Over 2023 and 2024, Eagle PD has experienced a significant increase in Bear Call / Wildlife Calls per year with trash, food waste, or attractants as likely causes. 2023: 64 specific calls for service; 2024 112 specific calls for service. Bears were the most encountered wildlife, with other animals such as foxes and racoons also involved. Eagle PD routinely encounters citizens with concerns over wildlife safety regarding animal accessible attractants.

COMMUNITY INPUT: Community concerns regarding wildlife interactions have been considered in drafting this ordinance. The ordinance reflects best practices as recommended by CPW, and mirroring adjacent municipalities, for reducing wildlife attractants, ensuring community safety, and maintaining a healthy local wildlife population.

BUDGET/STAFF IMPACT: The ordinance may require additional enforcement efforts by Town of Eagle Police, Code Enforcement, and Colorado Parks and Wildlife officers. There may also be costs associated with public education and outreach to ensure compliance with new refuse management requirements, however, these costs are expected to be minimal. Eagle Police is prepared to conduct the education and enforcement aspects of implementation without significant impact to budget. Eagle PD's Code Enforcement Officer will primarily handle education and enforcement, but will be supported by PD Officers, when necessary, most notably overnight.

STRATEGIC PLAN ALIGNMENT/STANDARDS ACHIEVED: This ordinance aligns with the Town's strategic goals of environmental stewardship, public safety, and community well-being. By implementing responsible waste management practices, the Town supports sustainability and minimizes human-wildlife conflicts.

RECOMMENDED ACTION OR PROPOSED MOTION: Motion to approve Ordinance No. 2025-02, Series of 2025, as an emergency measure for the immediate preservation of public property, health, welfare, peace, and safety.

TOWN OF EAGLE, COLORADO
ORDINANCE NO. 2025-02

AN EMERGENCY ORDINANCE OF THE TOWN COUNCIL OF THE TOWN OF EAGLE,
COLORADO AMENDING TITLE 8 OF THE EAGLE MUNICIPAL CODE TO REGULATE THE
PROTECTION OF WILDLIFE.

WHEREAS, pursuant to C.R.S. § 31-15-103, municipalities shall have power to make and publish ordinances which are necessary and proper to provide for the safety, to preserve the health, promote the prosperity, and improve the morals, order, comfort, and convenience of such municipality and the inhabitants thereof not inconsistent with the laws of this state; and

WHEREAS, the Town of Eagle (the “Town”) is a home-rule municipality organized under Article XX of the Colorado Constitution and with the authority of the Eagle Home Rule Charter (the “Charter”); and

WHEREAS, pursuant to Section 1.01.080 of the Eagle Town Code (the “Code”), the Town Council may amend the Code; and

WHEREAS, pursuant to Section 6.04 of the Charter, “the [City] Council may adopt an emergency ordinance if necessary for the immediate preservation of public property, health, welfare, peace, or safety”; and

WHEREAS, the Town wishes to maintain a healthy wildlife population in and around the Town and mitigate harmful effects of unsecured refuse containers on wildlife; and

WHEREAS, the Town provides bear-resistant refuse containers for single family residences in the Town through the Town’s trash service; and

WHEREAS, the Town wishes to expand the use of wildlife-proof and wildlife-resistant containers in the Town; and

WHEREAS, the Town Council wishes to amend Title 8 with the addition of Chapter 8.14 – Wildlife Protection to provide additional regulation to protect the wildlife population in the area; and

WHEREAS, the Town Council finds that to adequately protect the general public and wildlife, declaring and enacting this Ordinance as an emergency is immediately necessary for the immediate preservation of public property, health, welfare, peace, and safety of the Town.

NOW, THEREFORE, BE IT ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF EAGLE, COLORADO:

Section 1. Amendment to Code. Title 8 of the Code is hereby amended with the addition of Chapter 8.14. – Wildlife Protection, as follows:

CHAPTER 8.14 – Wildlife Protection Ordinance

Section 8.14.010 – Intent

It is the intent of the Town Council adopting this Chapter to protect and maintain wildlife in the Town of Eagle and surrounding areas and to minimize the risk of dangerous interaction between humans and wildlife caused by refuse and feeding.

Section 8.14.020 - Definitions.

As used in this Chapter, the following words or phrases are defined as follows:

Attractant means any substance which could be reasonably expected to attract wildlife or does attract wildlife, including but not limited to food products, pet food, feed, compost, grain, or spices.

Centralized refuse container means any dumpster or similar device used for the collection and storage of solid waste.

Refuse means any waste that could reasonably attract wildlife, including but not limited to kitchen organic waste, food, food packaging, toothpaste, deodorant, cosmetics, spices, seasonings, and grease.

Residential refuse container means any trash can or similar device used for the collection and storage of waste and that is not deemed wildlife-resistant by the Living with Wildlife Foundation, Interagency Grizzly Bear Committee.

Premises means property owned, occupied, leased, or expressly permitted to be used by a resident, including any confined area or locality such as a residence, business, room, shop, building, motor vehicle, refuse container and/or dumpster.

Resident means any person, occupier, firm, corporation, or organization within the Town of Eagle boundaries.

Special event means a festival, fair, circus, concert, performance, race, vendor sales lot or activity or any other temporary activity using outdoor or indoor spaces approved or sponsored by the Town and inviting the public to participate with or without charge, whether held on public or private property.

Wildlife means any undomesticated, non-livestock mammal, including but not limited to moose, elk, deer, sheep, lynx, skunks, bears, raccoons, coyotes, beavers, porcupines, mountain lions, bobcats and foxes.

Wildlife-resistant refuse container means a fully enclosed container of sturdy construction, either plastic or any other material, which meets the definition of *refuse container* in this Title, and which is reinforced to deter access by wildlife. The container must have a sturdy lid with a working latching mechanism which prevents access to the contents by wildlife. Wildlife-resistant refuse containers must be latched, remain intact and functional for at least thirty (30) minutes when subjected to wildlife, as certified by the Living with Wildlife Foundation, Interagency Grizzly Bear Committee. A container not so certified is only considered a wildlife-resistant refuse container if it is certified as such by an official of the Town or Colorado Parks and Wildlife.

Wildlife-proof refuse container means a fully enclosed container with a metal lid, such as a dumpster. The metal lid must have a working latching device of sufficient design and strength to prevent access by wildlife. Wildlife-proof refuse containers must remain intact and functional for

at least ninety (90) minutes when subjected to wildlife, as certified by the Living with Wildlife Foundation, Interagency Grizzly Bear Committee. A container not so certified is only considered a wildlife-resistant refuse container if it is certified as such by an official of the Town or Colorado Parks and Wildlife.

Section 8.14.030 – Use and Operation of Wildlife-Proof or Wildlife-Resistant Containers

1. All developments and residences within the Town of Eagle shall use Wildlife-Proof or Wildlife-Resistant containers.
2. All refuse containers defined in this Chapter shall be kept closed and secured when refuse is not being deposited.
 - a. Any container which is so full as to prevent a container from closing and latching as designed is not a wildlife-resistant or wildlife-proof refuse container within the meaning of this Chapter.
3. Trash compactors may be in compliance with this Chapter so long as the lid of such compactor is not exposed in such a manner as to permit access by wildlife.
 - a. Compactor doors must be kept closed at all times and latched, except when loading or removing refuse, and the area around the compactor must be kept clean of refuse, debris or attractants.

Section 8.14.040– Damage to and/or Repair of Containers

If a wildlife-resistant or wildlife-proof refuse container is damaged to the extent that the locking mechanism now allows access by wildlife to the container, repairs or replacement must be made, or the container company must be notified in writing by the container renter within 24 hours that the container is damaged and needs to be repaired or replaced.

Section 8.14.050 - Residential refuse disposal.

1. Compost containers must be in compliance with this Chapter and must be a certified wildlife-resistant refuse container.
 - a. Any compost container left open, unlocked or damaged and not repaired may be considered an attractant and will be in violation of the wildlife-resistant refuse container requirement listed previously in this Chapter under Section 8.14.030 and Section 8.14.040.
2. Other household waste that cannot reasonably be considered refuse or an attractant as defined in this Chapter, including but not limited to inedible yard maintenance waste, household items, cardboard, wood, and metal shall not require that use of wildlife-resistant or wildlife-proof refuse containers when not commingled with refuse or any other attractant.
3. Multi-family housing developments and other types of clustered residential housing utilizing centralized refuse containers must use either a wildlife-proof refuse container or a wildlife-resistant enclosure for all refuse and attractants. The container or enclosure shall be kept closed and secured, except when refuse or attractants are being deposited.

Section 8.14.060 - Special event refuse disposal.

Outdoor special event sites shall be kept free from the accumulation of refuse and attractants. Refuse and attractants must be collected from such sites at the close of each day's activities and shall be deposited into appropriate wildlife-resistant or wildlife-proof refuse containers or wildlife-resistant enclosures as provided in this Chapter or shall be removed to an appropriate disposal site.

Section 8.14.070 - Construction site refuse disposal.

All construction sites must have a designated refuse container that receives refuse, or attractants as defined by this Chapter. This container shall be a wildlife-resistant or wildlife-proof refuse container, not including standard construction waste such as but not limited to wood and metal.

Section 8.14.080 - Commercial refuse disposal.

All refuse containers receiving refuse and attractants from commercial establishments and restaurants shall be wildlife-resistant or wildlife-proof containers. Notwithstanding the foregoing, this requirement shall not apply to municipal refuse containers which are emptied at the end of each day or multiple times per day.

Section 8.14.090 - Feeding wildlife prohibited.

1. No person shall intentionally or unintentionally feed or provide food in any manner for wildlife on public or private property within the Town. Persons will be considered to be in violation of this Chapter if they leave or store any garbage, refuse, attractants or food product in a manner that would create an attraction for wildlife.
2. No person shall leave or store any refuse, attractant, food product, pet food, grain or minerals in a manner which would constitute a lure, attractant or enticement for wildlife between the dates of April 15 and November 15. All bird feeders must be suspended on a cable or other device so that they are inaccessible to bears, and the area below the feeders must be kept free from the accumulation of seed debris.
3. This Section shall not apply to:
 - a. Any individual, company or corporation that is duly licensed by the State or otherwise entitled under law to possess a wildlife species.
 - b. Any action that is officially sanctioned by the State that would require feeding, baiting or luring of wildlife. An example of one (1) such action would be scientific projects dealing with capturing and tagging wildlife.
 - c. The feeding of wild birds, unless the bird feeder begins to attract other forms of wildlife.

Section 8.14.100 – Curbside Pick-up

1. Residents with curbside pick-up shall only place containers at the curb, alley or public right of way on or after 6:00am MST the day of pick-up. After pick-up, all containers must be retrieved/removed from the curb, alley or public right of way on or before 7:00pm MST the day of pick-up.

2. All refuse and compost containers that are placed at the curb, alley or public right-of-way for collection must have the residence street address and unit number permanently affixed to the container with letters and/or digits no smaller than two (2) inches in height.

Section 8.14.110 - Enforcement.

1. Town of Eagle Police, Code Enforcement and Colorado Parks and Wildlife shall, in connection with their duties imposed by law or ordinance, enforce the provisions of this Chapter.
2. Town of Eagle Police, Code Enforcement and Colorado Parks and Wildlife shall have the right to inspect, during reasonable hours or at the time that wildlife be present or recent activity with wildlife, any property in the Town concerning any wildlife matter or potential wildlife attractant.
3. Town of Eagle Police, Code Enforcement and Colorado Parks and Wildlife shall have the authority to issue a warning notice, citation, summons, complaint, penalty assessment notice or other charging document in accordance with this Code to any person in violation of this Chapter, including but not limited to property owners, tenants, any designated property manager, any person in charge or control of a property or any person who failed to secure a container when depositing refuse or attractants.
4. A resident shall be deemed to have been issued an appropriate notice of violation if it is personally served upon the resident, posted on the resident's premises or placed in the U.S. Mail, postage prepaid, and addressed to the resident according to the last known address given by the resident to any Town or County government department. If the identity of the resident is not known, the entity responsible for payment of the garbage removal services for the subject location will be held responsible for complying with this Chapter and for any penalties assessed pursuant to the same.
5. In addition to the penalties outlined herein, upon order of the Town of Eagle, Eagle Police, Code Enforcement and Colorado Parks and Wildlife, violators will be required to perform all necessary actions to remove or abate attractions to wildlife. This may include but shall not be limited to the removal of bird feeders or pet food, cleaning or appropriate storage of barbeque grills and/or the required use of wildlife-resistant refuse containers or wildlife-proof refuse containers.

Section 8.14.110 – Ordinance deadlines

1. All areas within the Town of Eagle shall need to be in compliance with this Ordinance by April 15, 2025.

Section 8.14.120 - Penalties.

The graduated fine schedule for the penalty assessment procedure is as follows:

Penalty	Violation
\$100 to \$250 Fine	First Offense
\$250 to \$1000 Fine	Each successive violation within 12 months of any previous violation of this Chapter 8.14

Section 2. Emergency. Pursuant to Section 6.04 of the Code, the Town Council hereby declares that the subject matter of this ordinance is an emergency and this Ordinance is immediately necessary for the preservation of public property, health, welfare, peace, and safety due to the fact that bears recently have been sighted in the Town.

Section 3. Safety Clause. This Ordinance is deemed necessary for the protection of the public health, safety, and welfare.

Section 4. Severability. If any provision of this Ordinance or portion thereof is held by a court of competent jurisdiction to be invalid or unconstitutional, such invalidity or unconstitutionality shall not affect any other provision which can be given effect without the invalid portion.

Section 5. Conflicts. All prior ordinances, resolutions, or other acts, or parts thereof, by the Town of Eagle in conflict with this Ordinance are hereby repealed, except that this repeal shall not be construed to revive any previously repealed or expired act, ordinance or resolution, or part thereof.

Section 6. Effective Date. This Ordinance shall become effective immediately upon adoption.

INTRODUCED AS AN EMERGENCY ORDINANCE, READ, MOVED, AND
ORDERED PUBLISHED ON APRIL 8, 2025.

TOWN OF EAGLE, COLORADO

By: _____

Scott Turnipseed, Mayor

ATTEST:

By: _____
Camille Deering, Town Clerk