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2021-23 Council Priorities









Initiatives	Milestones	Milestone Percent Complete	Milestone Analysis
1. More stringent penalties for animal cruelty and neglect	 Provide memo to Council describing current state and issues	0 %	The memo has been drafted and will be sent to Council in January.
	 Council follow up questions/possible work session or other dialogue	0 %	Work will begin in January 2022.
	 Draft ordinance/policy/program changes	0 %	Work will begin in April 2022.
	 Public outreach	0 %	Work will begin in July 2022.
	 Consideration of Code/policy/program changes	0 %	Work will begin in October 2022.
2. Juvenile diversion	 Reallocate dollars to Launch program	30 %	Restorative Traffic Circle Program targeting youth drivers between 16 and 20 years old implemented. First restorative circle scheduled for December 15, 2021. Teen smoking/vaping diversion program design work to begin Jan 2022. Roll-out for smoking/vaping diversion program expected during Q1 2022.
3. Advance transit initiatives that remove barriers	 3a. Funding & Fare Study begins	5 %	Firm selected.
	 3a. W. Eliz. BRT prelim design complete	50 %	On budget and schedule as planned.
	 3a. North College Transit Oriented Development Plan complete	60 %	On budget and schedule as planned.
	 3b. Transfort & PSD Coordination Study begins	0 %	Project to begin in 2022 budget year.
	 3a. Funding & Fare Study complete	5 %	Firm selected.
	 3a. North Transit Facility Design and Study complete	25 %	General study is complete, next steps would be land acquisition and then design.
	 3b. Transfort & PSD Coordination Study complete	0 %	Project to begin in 2022 budget year.











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4. Improved traffic compliance	 Determine high-risk locations and formulate strategy	35 %	There is a monthly meeting between the FCPS traffic unit and Traffic Ops with the City. This meeting is used to identify high-risk locations and develop strategies to impact these locations.
	 Deploy strategy	0 %	Work will begin in January 2022.
5. Advance Regionalism - collaboration regionally while maintaining the unique character of Fort Collins	 Create matrix of collaborative groups' meetings/purpose/goals	0 %	Memo and matrix to be provided to Council by year end.
6. Look into changing the April election to November with School Board years to have all local elections at once	 Develop background information	0 %	Committee members have received required information to make an informed decision.
	 Organize Election Code Committee	0 %	Committee meets every third Monday monthly from 12:00-1:30.
	 Completion of tasks to allow voter consideration	0 %	<ul style="list-style-type: none"> Determined consideration will go to the voters in November 2022. Have discussed voter language, but need to wait for committee decisions before moving forward.
7. Advance gender equity in City Sales Tax Code	 October adoption of Code Changes	100 %	Ordinance passed on 2nd reading - October 19th
8. Attract and retain competitive and diverse talent to meet the needs of the community: provide child care options for City employees.	 EPIC to submit final report with recommendations by the end of December.	85 %	<p>Research and Interviews for Additional Insight in October:</p> <ul style="list-style-type: none"> Employee survey offered (538 responses) and initial analysis of employee feedback completed Additional info gathered at September and October Caregivers' Alliance meetings Additional information gathered through individual and small group interviews, including Executive Leadership Team Zoom Drop-In Hours (5 hours offered) Total individual interviews: 25 <p>Collaborative Problem-Solving Conversations and Report Drafting in November and December</p> <p>Report Presentation and Facilitated Conversations in January</p>
	 Consideration of recommendations with funding requirements. Deploy strategies where funding not a factor.	0 %	Work will begin in January 2022.








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9. Help bird species recover	 Create inter-departmental team	0 %	Work will begin in January 2022.
	 Develop education program for Migratory Bird Day	0 %	Work will begin in January 2022.
	 Resolution for World Migratory Bird Day	0 %	Work will begin in April 2022.
10. Accelerate composting - (Curbside and business)	 Work toward compost facility via Regional Wasteshed Project	20 %	<p>Oct 2021: Staff are continuing to engage in Regional Wasteshed Coalition. Councilmembers Ohlson and Gutowsky have been oriented and participated in Policy Advisory Council.</p> <p>Dec 2021: Staff continuing to engage in Regional Wasteshed Coalition. Larimer County is developing an updated five year implementation plan. Policy Advisory Council is scheduled to review high level overview of updated plan in January. Timeline for compost facility unclear at this point.</p>
11. Adopt graywater statute to allow graywater systems in new buildings	 November Council Work Session	70 %	<p>Completed research and interviews with other communities.</p> <p>Conducted internal staff stakeholder workshop.</p> <p>Started conversations with developers, water districts, and graywater system companies.</p> <p>Draft of Council materials in the works. Due Oct 27th.</p>
	 Ordinance Development	0 %	Work will begin in January 2022.
	 Stakeholder Outreach	0 %	Work will begin in April 2022.
	 Present to Council	0 %	Presentation to be done between July and September 2022.
	 Implement Ordinance and revised building code	0 %	Ordinance expected to be implemented between October and December 2022.
12. Districted system for garbage, recycling and compost	 Project scope and plan	90 %	<p>Oct 2021: Project scope and plan on track to be completed by 12/31/21.</p> <p>Dec 2021: Project scope will be developed and shared with Council via memo prior to 12/31/21.</p>








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	 Research, modeling, metrics	0 %	Work to begin in Q1 2022
	 Hauler and resident engagement	0 %	Work to begin in Q2 2022
	 Council review of engagement findings and RFP approach	0 %	Work to begin in Q4 2022
	 Determine next steps with Council	0 %	Work to begin in Q1 2023
13. Explore climate emergency messaging and action	 Begin update of OCF tactical plan	0 %	Work to begin in Q1 2022
	 Continue update OCF tactical plan	0 %	Work to begin in Q2 2022
	 Test messaging with community; evaluate Climate goals; update Council	0 %	Work to begin in Q2 2022
	 Complete update of OCF tactical plan; recommendations for goals and messaging to Council	0 %	Work to begin in Q3 2022
	 Implement recommendations	0 %	Work to begin in Q1 2023
14. Effective soil amendment policies and compliance (water usage)	 Research best practices, draft language , and coordinate internally	10 %	Oct 2021: Developed scope of work for consultant work. In negotiations with consultant to perform research.
	 Initiate and complete outreach	0 %	
	 Bring revised ordinance to Council	0 %	








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15. Protect and Enhance Instream River Flows	 Discussions with Northern Water, 1041 Regulatory Development, & Regional Water Discussion	33 %	<p>- Discussions with Northern Water to influence the outcome of the Northern Integrated Water Supply Project are ongoing. The timing of the next major milestone is the issuance by the Record of Decision of the permit by the Army Corps of Engineers. The timing of that is unknown.</p> <p>- the 1041 Regulatory Development is being led by PDT and is in process.</p> <p>- The regional group of Mayor and Mayor Pro Tems met with the staff and Board Chairs of regional water districts to discuss shared interests such as stronger policy advocacy at the state and federal levels to protect local water resources.</p>
	 Begin implementation of BFO Offers accepted	0 %	Implementation expected to begin in Q1 2022.
	 1041 Regulatory Development and Regional Water Discussion	0 %	Work will begin in April 2022.
16. Reduce Plastic Pollution	 Distribution of free reusable bags	95 %	<p>Oct 2021: Research on sourcing reusable bags in October and is on track for distribution in late Q4 2021, pending any supply chain or similar disruptions.</p> <p>Dec 2021: Bags have been ordered and will be distributed by mail to participants of City income-qualified programs (approx. 1300 households) in late December and early January. Bag distribution will continue in 2022 to ensure as many low- and moderate-income households receive bags as possible, e.g., via partner organizations, distribution events in specific areas, etc., while also broadening distribution more generally closer to implementation (May 2022).</p>
	 Stakeholder engagement	85 %	<p>Oct 2021:</p> <ul style="list-style-type: none"> • Planning in October for Nov/Dec engagement • Progress memo on engagement and comparison of State Bill and Local Ordinance provided in September <p>Dec 2021:</p> <ul style="list-style-type: none"> • Initial grocer engagement complete. • Disproportionately impacted stakeholder engagement (senior community, accessibility community, low-income, etc.) wrapping up in early January
	 Consultant technology review	0 %	Work to begin in Q1 2022









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	 Council work session	0 %	Work to begin in Q1 2022
	 Ordinance implementation and outreach	0 %	Work to begin in Q2 2022
	 Additional Community engagement	0 %	Work to begin in Q3 2022
	 Possible Council work session to review policy options	0 %	Work to begin in Q1 2023
17. Improved Air Quality	 Council work session on oil and gas regulations	50 %	<p>Oct 2021:</p> <ul style="list-style-type: none"> • Progress update memo sent 10/14 • Draft code language under development • Council Work Session re-scheduled to March 2022 <p>Dec 2021:</p> <ul style="list-style-type: none"> • Larimer County is exploring leaks at site near Fort Collins with the State. • Draft code language under development. • Next progress update memo will be provided in January. • Work session scheduled in March.
	 EPA grant	10 %	<p>Oct 2021:</p> <ul style="list-style-type: none"> • Council first reading for the appropriation of funds on October 19th; Second Reading on Nov 2 • Grant 'Kick-Off' Meeting with EPA on 10/13 <p>Dec 2021:</p> <ul style="list-style-type: none"> • Funds fully appropriated on Nov 2nd • In progress- hiring of project coordinator • In progress- qualitative thematic analysis of community engagement to date
	 Consider oil and gas code revisions	0 %	Work to begin in Q1 2022
	 Create interagency task force	0 %	Work to begin in Q1 2022












Initiatives	Milestones	Milestone Percent Complete	Milestone Analysis
	 Lawn and garden equipment rebate program	0 %	Work to begin in Q2 2022
	 State considers updated State Implementation Plan (SIP) re: ozone non-attainment	0 %	Work to begin in Q4 2022
18. Make real progress on the road to Zero Waste (with focus on multi-family and commercial recycling and construction and demolition recycling)	 Multifamily and commercial Community Recycling Ordinance compliance sweep.	75 %	Oct 2021: Compliance Sweep partially complete through partnership with Code Compliance Dec 2021: Code Compliance staff conducted initial check for recycling bins at all businesses and multi-family complexes in Fort Collins in October. Environmental Services staff is following up on locations identified as potentially being in violation of the Community Recycling Ordinance.
	 Hire C&D staff (if funded), or continue C&D recycling complaint response and compliance inspections as time allows.	0 %	Oct 2021: Work to begin in Q1 2022 Dec 2021: Recruitment for the funded position is underway, and work to begin in Q1 2022
	 Memo to Council on compliance sweep.	0 %	Work to begin in Q1 2022
	 C&D staff (if funded) works to increase proactive C&D recycling compliance.	0 %	Work to begin in Q1 2022
	 C&D staff (if funded) engages in C&D market development projects at state & regional level.	0 %	Work to begin in Q2 2022
	 C&D staff (if funded) provide update and impact memo to Council on C&D recycling.	0 %	Work to begin in Q1 2023
	 Compile research on deconstruction ordinance and determine next steps if applicable.	0 %	Work to begin in Q2 2023
	 Share outcome of deconstruction ordinance and recommendations via memo to Council.	0 %	Work to begin in Q2 2023

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19. Xeriscape – Increase rebates and education, less green lawns with new development	 Water Supply Requirement modification	75 %	<ul style="list-style-type: none"> On Oct. 5, 2021, Council adopted Ordinance No. 119, 2021 which brings changes to Fort Collins Utilities Water Supply Requirements. These changes will encourage efficient landscaping in new developments by linking cost to water use (e.g., higher water use landscapes will pay more and lower water use landscapes will pay less). Changes go into effect on Jan. 1 2022. Staff is actively finalizing the implementation plan and working with developments that will take place in 2022.
	 Council Work Session on xeriscape requirements in development codes	10 %	<p>Oct 2021: Scheduled for March 22, 2022 council work session.</p> <p>In negotiations with consultant to perform research of peer cities on landscape regulations.</p> <p>Dec 2021: PO has been created and contract has been signed with Clarion Associates to perform peer research and landscape regulations audit.</p> <p>The scope of work with Clarion includes research on xeriscape and irrigation related to xeriscape and an audit of the City's existed landscape regulations. Within this contract, Clarion is also tasked with researching tree policies and soil amendment to achieve optimal alignment with those related topics/council priorities.</p> <p>This scope of work is intended to inform staff of gaps and opportunities to better integrate xeriscape into code and program offerings.</p>
20. Enhanced recycling education	 Barriers to Recycling engagement and benchmarking	100 %	<p>Oct 2021: Staff is starting to engage with historically underrepresented community members on project</p> <p>Dec 2021: Final engagement opportunities are wrapping up in December.</p>
	 Analyze engagement feedback	0 %	Work to begin in Q1 2022
	 Implement and track new education elements	0 %	Work to begin in Q2 2022
	 Memo to Council on engagement findings and recommendations	0 %	Work to begin in Q2 2022
	 Memo to Council summarizing changes made and next steps	0 %	Work to begin in Q1 2023

Initiatives	Milestones	Milestone Percent Complete	Milestone Analysis
21. Improved and accelerated stream (riparian) restoration	 Review options for work acceleration with Council Finance	0 %	Background memo provided to Council September 29, 2021. Topic to be discussed at November Council Finance Committee meeting.
22. Raise the minimum wage	 Issue RFP and Select Consultant	75 %	Oct. 2021: <ul style="list-style-type: none"> • Request for Proposals active closing on October 20, 2021 • Core and Working Teams established with initial membership • Project Charter drafted • Initial timeline developed Dec. 2021: <ul style="list-style-type: none"> • Round one of Request for Proposals garnered no responses • Pivoted to a split Request for Proposals - separating engagement from economic analysis • Request for Proposals active and closed on November 30, 2021; Two respondents to each part • Should finalize selection and contract by end of year
	 Complete Survey and Engagement	0 %	Work to begin in Q1 2022.
	 Present Findings to City Council	0 %	Work to begin in Q2 2022.
	 Council Consider local ordinance	0 %	Work to begin in Q3 2022.
	 Local minimum wage effective [Depending on Council Action]	0 %	Work to begin in Q1 2023.
23. Develop a Circular Economy Plan (EHSP)	 Issue RFP and select Consultant	0 %	Oct. 2021: Work to begin in Q1 2022 on the Economic Health Strategic Plan, which will consider Circular Economy as part of the work. Dec. 2021: Work to begin in Q1 2022.

Initiatives	Milestones	Milestone Percent Complete	Milestone Analysis
	 Engage Community	0 %	Oct. 2021: Work to begin in Q2 2022 on the Economic Health Strategic Plan, which will consider Circular Economy as part of the work. Dec. 2021: Work to begin in Q2 2022.
	 Prepare Existing Conditions Analysis	0 %	Oct. 2021: Work to begin in Q2 2022 on the Economic Health Strategic Plan, which will consider Circular Economy as part of the work. Dec. 2021: Work to begin in Q2 2022.
	 Present Big Moves and Strategy Update to Council	0 %	Oct. 2021: Work to begin in Q4 2022 on the Economic Health Strategic Plan, which will consider Circular Economy as part of the work. Dec. 2021: Work to begin in Q4 2022.
	 Develop Implementation Plan	0 %	Oct. 2021: Work to begin in Q1 2023 on the Economic Health Strategic Plan, which will consider Circular Economy as part of the work. Dec. 2021: Work to begin in Q1 2023.
24. Partner with Poudre School District (PSD) for workforce development	 On-going support of PSD for workforce development through partners, including assistance in siting the Future's Lab.	10 %	Oct. 21: <ul style="list-style-type: none"> Continuing engagement with PSD on Future Lab site Dec. 21: <ul style="list-style-type: none"> Continuing engagement with PSD on Future Lab Site Analyzing partnership on State American Rescue Plan Act funding to support
25. Affordable, Quality and Accessible Childcare Infrastructure	 Periodic memo updates to Council as appropriate and necessary	0 %	<ul style="list-style-type: none"> Memo will be developed in spring of 2022 and will include project updates for the funded "Childcare System Support" offer.
	 Periodic memo updates to Council as appropriate and necessary	0 %	Work will begin in October 2022.

Initiatives	Milestones	Milestone Percent Complete	Milestone Analysis
<p>26. Create a targeted, specific plan for community recovery</p>	 Draft Recovery Plan: Work session (Oct 26), and Council adoption (Dec 7)	70 %	<p>Impacts to the timing of the recovery plan:</p> <ul style="list-style-type: none"> • U.S. Treasury Final Rules have not been released as of 10/21/21 - anticipated fall 2021 release. • Delta variant has slowed in-person events, however, staff have pivoted and had robust online engagement. • Collaboration and alignment with County recovery engagement. • Opportunity to align with Strategic Plan. <p>Recovery Plan draft is in development. U.S. Treasury Final Rules has not been released as of 12/13/21. Additionally, the State is providing a regional ARPA opportunity for transformative projects to be proposed by 1/13/2022.</p>
	 Implementation	99 %	<p>Ordinance 079, 2021 Allocation of Short-Term, Immediate Needs allocated \$4.2M. 2022 Recommended City Manager's Budget has an additional \$3.6M for Council consideration. There is only an estimated \$23,000 remaining. Additional immediate needs are requested and are being discussed at Recovery Executive Level.</p>
<p>27. Access funding for parks (maintenance and operations, refresh, and new parks)</p>	 Council Finance Committee	20 %	<p>Oct 2021:</p> <ul style="list-style-type: none"> • Work began with preliminary meeting to determine composition of internal team • Consideration of New Revenue Sources scheduled for the December Council Finance Committee meeting <p>Dec 2021:</p> <ul style="list-style-type: none"> • Consideration of New Revenue Sources presented to the Council Finance Committee on December 1, 2021. One of the main discussion points was the asset management and refresh needs in the Parks Department. • Individual CFC member follow-up meetings are being scheduled.
	 Convene internal team.	0 %	Work to begin in Q1 2022
	 Council work session.	0 %	Work to begin in Q1 2022
	 Develop & implement plan following direction clarification	0 %	Work to begin in Q2 2022
<p>28. Improve tree policies</p>	 Complete evaluation of current pertinent code	5 %	<ul style="list-style-type: none"> • Establishing statement of work with consultant to review code. Anticipate contract will be complete in 2021 • Dec 2021: PO has been created and contract has been signed with Clarion Associates to perform peer research and landscape regulations audit starting in January.
	 Draft code updates	0 %	Work to begin in Q3 2022

Initiatives	Milestones	Milestone Percent Complete	Milestone Analysis
	 Submit updates to Council for adoption	0 %	Work to begin in Q4 2022
29. Tree planting subsidy	 Implement offer and order trees if funded	0 %	Work to begin in Q1 2022 pending 2022 budget
	 100% of trees sold to residents for planting	0 %	Work to begin in Q3 2022 pending 2022 budget
30. Implementation of 15-minute community concept	 Council Work Session	0 %	Session to be held in Q2 2022.
	 Develop a set of needs/strategies-funding dependent	0 %	Work will begin in Q2 2022.
	 Create draft plan	0 %	Work will begin in Q3 2022.
	 Finalize plan for approval	0 %	Work will begin in Q4 2022.
31. Homelessness Initiatives	 Shelter "inform" campaign	10 %	<ul style="list-style-type: none"> Conducted Homelessness Awareness Month campaign in November via social media. <ul style="list-style-type: none"> Collaborated with six partner agencies to share posts throughout the month. Proclamation at City Council on November 16 had over 50 representatives from partner agencies! Staff spoke with the Coloradoan and KCSU-TV about current conditions and future 24/7 shelter.
	 Community Engagement for future 24/7 shelter-funding dependent	0 %	Work will begin in January 2022.
	 Outreach Fort Collins midtown planning.	0 %	Work will begin in January 2022.
	 Implementation of OFC midtown expansion.	0 %	Work will begin in Q3 2022.