

City of Arvada

City Council Agenda

OCTOBER 21, 2024
CITY COUNCIL CHAMBERS
Regular Business

Councilmembers:

Lauren Simpson, Mayor
Randy Moorman, Mayor Pro-Tem
Shawna Ambrose, District 2
Sharon Davis, At large
Lisa Feret, At large
Bob Fifer, District 4
John Marriott, District 3

Staff Members Usually Present:

Linda Haley, Acting City Manager
Don Wick, Deputy City Manager
Rachel Morris, City Attorney
Jacqueline Rhoades, Director of Public Works
Sharon Israel, Director of Utilities
Jessica Garner, Director of Community & Econ. Dev.
Bryan Archer, Director of Finance
Gabriella Bommer, Director of Human Resources
Rachael Kuroiwa, Director of Communications & Engagement
Kristen Rush, City Clerk

Info: 720-898-7550

**THIRD FLOOR CONFERENCE ROOM
EXECUTIVE SESSION
5:00 P.M.**

Legal Advice Pursuant to CRS 24-6-402(4)(b) and Instructions to Negotiators Pursuant to CRS 24-6-402(4)(e)
Regarding mediation with Hamon on the Ralston Road Phase II Project

**CITY COUNCIL MEETING – CITY COUNCIL CHAMBERS
6:00 PM**

1. Call to Order - 6:00 PM
2. Moment of Reflection and Pledge of Allegiance - Councilmember Marriott
3. Roll Call of Councilmembers
4. Approval of Minutes
 - A. October 7, 2024, City Council Meeting
5. Recognitions and Communications
 - A. Proclamation for National Community Planning Month - Presented by Councilmember Feret
 - B. Proclamation for Extra Mile Day - Presented by Councilmember Fifer
6. Presentations - None
7. Public Comment on Issues not Scheduled on Agenda - Three Minute Limit
8. New Business

A. Consent Agenda

1. R24-103, A Resolution Adopting the Amended Fee Schedule for Rights-of-Way Work Permits and Services Pursuant to Chapter 78, Public Improvements, of the Arvada City Code
2. R24-104, A Resolution Adopting the Fee Schedule for Site Disturbance Permits and Inspections Pursuant to Chapter 50, Irrigation and Drainage, of the Arvada City Code
3. R24-105, A Resolution Adopting the Amended Administrative Fee Schedule for Building Safety Division Permits and Services Pursuant to Chapter 18, Buildings and Building Regulations, of the Arvada City Code
4. R24-106, A Resolution Adopting the Amended Fee Schedule for Land-Use Pursuant to Chapter 74, Planning and Development, of the Arvada City Code
5. R24-107, A Resolution Authorizing a Lease Agreement By and Between the City of Arvada and Dominic Madril for the Property Located at 7000 CO-93, Arvada, Colorado 80403, Also Known as the Reservoir House
6. R24-108, A Resolution Authorizing a Lease Agreement By and Between the City of Arvada and Jesse Hart for the Property Located at 7295 Kipling Street, Arvada, Colorado, Also known as the Schaaf House
7. R24-109, A Resolution Authorizing a Lease Agreement B and Between the City of Arvada and Colton Daniels for the Property Located at 7650 Indiana Street, Arvada, Colorado 80403, Also Known as Meridian Farm

B. Resolutions

1. R24-110, A Resolution Authorizing a Second Amendment to the Intergovernmental Agreement Between the City of Arvada and County of Jefferson for Routine Maintenance and Snow Removal (Presenter: Jacqueline Rhoades, Public Works Director)
2. R24-111, A Resolution Authorizing An Amended and Restated Intergovernmental Agreement By and Between the Jefferson County Law Enforcement Authority, the County of Jefferson by and on behalf of the Jefferson County Sheriff's Office, and the Cities of Arvada, Edgewater, and Golden to Establish a Collective Special Weapons and Tactics Team (Presenter: Aaron Jacks, Senior Assistant City Attorney)

C. Ordinances (First Reading) - None

9. Other

- A. Ratification of Arvada Economic Development Association (AEDA) Board Members

10. Public Hearings - 6:15 PM

- A. CB24-013, An Ordinance Amending Various Sections of Chapter 102, Utilities, of the Arvada City Code Pertaining to Water Users Rates and Bimonthly Service Charges (Ordinance No.4879) (Presenter: Sharon Israel, Director of Utilities)
- B. CB24-014, An Ordinance Amending Section 102-206 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Wastewater Users Rates and Bimonthly Service Charges and Section 102-355 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Stormwater Users Rates (Ordinance No. 4880) (Presenter: Sharon Israel, Director of Utilities)
- C. CB24-015, An Ordinance Appropriating Funds for Fiscal year 2025 (Ordinance No. 4881) (Presenter: Bryan Archer, Director of Finance)
1. R24-112, A Resolution Adopting the Budget for Fiscal year 2025
 2. R24-113 A Resolution Adopting the 2025 Capital Improvement Fund Budget and Allocating for Specific Projects in 2025
 3. R24-114, A Resolution Adopting the Pay Plan for Fiscal Year 2025
- D. CB24-016, An Ordinance Certifying the City of Arvada Mill Levy for 2024 for the Board of County Commissioners for Jefferson and Adams Counties (Ordinance No. 4882) (Presenter: Bryan Archer, Director of Finance)

11. Public Comment - Five Minute Limit
12. Reports from City Council
 - A. Council Committee Reports
13. Reports from City Manager
 - A. Review of Future Workshops and Presentations
14. Reports from City Attorney
15. Adjournment



SUMMARY OF MINUTES OF THE MEETING OF THE ARVADA CITY COUNCIL HELD OCTOBER 7, 2024

1. Executive Session – 5:00 p.m.
 - A. Security Arrangements, Pursuant to CRS 24-6-402(4)(d) Relating to Council Safety Plan

Councilmember Feret moved to go into executive session for Security Arrangements, Pursuant to CRS 24-6-402(4)(d) Relating to Council Safety Plan

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Davis, Feret, Fifer, Marriott

Those Absent: Ambrose

The Motion was Approved

1. Call to Order - 6:00 p.m.

This Arvada City Council meeting was a hybrid meeting using webinar technology. Mayor Simpson, Mayor Pro Tem Moorman, Councilmember Davis, Councilmember Feret, Councilmember Fifer and Councilmember Marriott were all present in chambers. Members of the public were given notice with instructions on how to participate with public comment.

2. Moment of Reflection and Pledge of Allegiance
3. Roll Call of Councilmembers

Those Present: Mayor Lauren Simpson, Mayor Pro Tem Randy Moorman, Councilmember Sharon Davis, Councilmember Lisa Feret, Councilmember Bob Fifer, Councilmember John Marriott

Councilmember Feret moved to excuse Councilmember Ambrose

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Davis, Feret, Fifer, Marriott

Those Absent: Ambrose

The Motion was Approved

Also Present: Linda Haley, Interim Manager; Rachel Morris, City Attorney; Don Wick, Deputy City Manager; Bryan Archer, Director of Finance; Jessica Garner, Director of Community and Economic Development; Katie Patterson, Communications Manager, Infrastructure; and Kristen Rush, City Clerk.

4. Approval of Minutes – September 9, and September 16, 2024

The minutes stand approved.

5. Recognition and Communication –

A. Proclamation for Disability Awareness Month - Presented by Mayor Pro Tem Moorman

Mayor Pro Tem Moorman read the proclamation and said that City Council proclaims the month of October 2024 as National Disability Awareness Month.

Arvada resident Chris Werhane and Adaptive Adventures accepted the proclamation. Chris has worked with people with disabilities for more than 35 years, first beginning his career working for the Special Olympics with his mother during the 1970s. He now works as the Sports Lead for Adaptive Adventures and leads sports activities and events for people with disabilities across Colorado and the country.

Last year, Chris was inducted into the National Adaptive Sports Hall of Fame for his influential role as a skier and instructor. This year, Chris and other leaders in the Disability community were invited to the White House. Chris has worked to make lasting impacts on national groups like the Boy Scouts and Veterans working with VA Medical Centers to increase accessibility for all. Chris is also a retired firefighter.

B. Proclamation for National Manufacturing Month - Presented by Councilmember Davis

Councilmember Davis read the proclamation and said that City Council proclaims the month of October 2024 as National Manufacturing Month. Izabela Petrykowska, Economic Development Manager, was present to accept the Proclamation.

6. Presentations –

A. Arvada Economic Development Association (AEDA) Presentation with Manufacturer's Edge (ME) on the Arvada Manufacturing Initiative (AMI) Program

The Arvada Economic Development Association in partnership with Manufacturer's Edge presented an overview of the Arvada Manufacturing Initiative (AMI) program, history and background, results to date, and the future of the program. Investing in Arvada's manufacturing industry is critical to the economic success of our local business environment, workforce, and talent both locally and beyond.

7. Public Comment –

- A. Christopher Allred, Boulder resident, addressed council regarding the Rocky Mountain Greenway Trail
- B. Bill Davis, Arvada resident, addressed council regarding Leyden Rock Bike Trails
- C. Jeff Gipe, Arvada resident, addressed council regarding the Rocky Mountain Greenway Trail
- D. Randy Stafford, Littleton resident, addressed council regarding Rocky Flats.
- E. Jim Crider, Arvada resident, addressed council regarding a navigation center
- F. Linda Gertenbach, Arvada resident, addressed council regarding homelessness
- G. Tanya Lyons, Arvada resident, addressed council regarding homelessness
- H. Rachel Bolt, Arvada resident, addressed council regarding in opposition to a navigation center
- I. Joyce Richardson, Arvada resident, addressed council in support of a navigation center
- J. Bruce Morrison, Arvada resident, addressed council in support of a navigation center
- K. Karen DeAguero, Arvada resident, addressed council in opposition to a navigation center
- L. Laura Sadocoski, Arvada resident, addressed council in opposition to a navigation center
- M. Judi Seductine, Arvada resident, addressed council in opposition to a navigation center

- N. Dave Cornell, Arvada resident, addressed council in opposition to a navigation center
- O. Kara Rowland, Arvada resident, addressed council in opposition to a navigation center
- P. Renee Cornell, Arvada resident, addressed council in opposition to a navigation center
- Q. Ariana Shade, Arvada resident, addressed council in opposition to a navigation center
- R. Brandon Rowland, Arvada resident, addressed council in opposition to a navigation center
- S. Tiffany Munoz, Arvada resident, addressed council in opposition to a navigation center
- T. Lilian Allish, Arvada resident, addressed council in opposition to a navigation center
- U. Micaela Kashefska, Arvada resident, addressed council in opposition to a navigation center
- V. Mindy Mohr, Arvada resident, addressed council in support of a navigation center
- W. Michael Baralla, Arvada resident, addressed council in opposition to a navigation center
- X. Dan Ice, Arvada resident, addressed council against the navigation center.
- Y. Catherine Duran, Arvada resident, addressed council in opposition to a navigation center
- Z. Rick Rome, Centennial resident, addressed council in opposition to a navigation center
- AA. Justin Brown, Arvada resident, addressed council regarding Leyden Trail.
- BB. Karen Hersh, Arvada resident, addressed council in support of the Leyden Trail
- CC. Alexis Papadakis Greenbska, addressed council in opposition to a navigation center
- DD. Julian Pecce, Arvada resident, addressed council in support of a navigation center
- EE. Brett Vernon, Arvada resident, addressed council regarding Leyden Trail.
- FF. Ron Hill, Arvada resident, addressed council regarding Leyden Trail.
- GG. Amy Slosser, Arvada resident, addressed council in opposition to a navigation center
- HH. Troy Gregcare, Arvada resident, addressed council in support of a navigation center
- II. Jerome Ortega, Arvada resident, addressed council in opposition to a navigation center
- JJ. Tom Olshner, Arvada resident, addressed council in support of a navigation center
- KK. Justin Lange, Arvada resident, addressed council in opposition to a navigation center
- LL. Renee Martinez, Arvada resident, addressed council in opposition to a navigation center

8. New Business

A. Consent Agenda –

- 1. R24-096 A Resolution Authorizing Amendment No. 1 to “An Agreement By and Between the City of Arvada and Archer Western Construction, LLC for Construction Services Related to the Arvada/Blunn Reservoir Hydraulic Actuator Replacement,” Project No. 24-WA-30, for the Addition of Part II Services, Thereby Increasing the Contract Amount from \$25,104.00 to an Amount Not to Exceed \$958,339.00
- 2. R24-097 A Resolution Approving A Lease Agreement by and between the City of Arvada and the Arvada Community Food Bank, Inc., d/b/a Community Table, for Property Located at 4600 W. 60th Avenue, Arvada, Colorado
- 3. R24-098 A Resolution Authorizing a Third Change Order to a CM/GC Agreement between the City of Arvada and Saunders Construction Pre-Construction & Construction Services for the Meyer's Pool Replacement Project in an Amount Not to Exceed \$733,454.00, thereby Increasing the Total Contract Amount to an Amount Not to Exceed \$40,659,782.84"
- 4. R24-099 A Resolution Accepting a Quit Claim Deed from the Double E Ranch Creekside HOA, Conveying a Parcel of Land Described

as Tract A, Double E Ranch Subdivision, City of Arvada,
Jefferson County, State of Colorado

Councilmember Marriott requested that R24-097 be removed from the consent agenda.

Councilmember Feret moved that R24-096, A Resolution Authorizing Amendment No. 1 to "An Agreement By and Between the City of Arvada and Archer Western Construction, LLC for Construction Services Related to the Arvada/Blunn Reservoir Hydraulic Actuator Replacement," Project No. 24-WA-30, for the Addition of Part II Services, Thereby Increasing the Contract Amount from \$25,104.00 to an Amount Not to Exceed \$958,339.00; R24-098, A Resolution Authorizing a Third Change Order to a CM/GC Agreement between the City of Arvada and Saunders Construction Pre-Construction & Construction Services for the Meyer's Pool Replacement Project in an Amount Not to Exceed \$733,454.00, thereby Increasing the Total Contract Amount to an Amount Not to Exceed \$40,659,782.84"; R24-099, A Resolution Accepting a Quit Claim Deed from the Double E Ranch Creekside HOA, Conveying a Parcel of Land Described as Tract A, Double E Ranch Subdivision, City of Arvada, Jefferson County, State of Colorado, be approved.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Davis, Feret, Fifer, Marriott

Those Absent: Ambrose

The Motion was Approved

R24-097 A Resolution Approving A Lease Agreement by and between the City of Arvada and the Arvada Community Food Bank, Inc., d/b/a Community Table, for Property Located at 4600 W. 60th Avenue, Arvada, Colorado

Councilmember Feret moved that R24-097, A Resolution Approving A Lease Agreement by and between the City of Arvada and the Arvada Community Food Bank, Inc., d/b/a Community Table, for Property Located at 4600 W. 60th Avenue, Arvada, Colorado, be approved.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Davis, Feret, Fifer

Those voting No: Marriott

Those Absent: Ambrose

The Motion was Approved

B. Resolutions –

1. R24-100 A Resolution Authorizing an Easement Agreement By and Between the City of Arvada and the Canyon Pines Metropolitan District for Access to the Canyon Pines Pump Station

Jacqueline Rhodes, Public Works Director, reviewed this resolution with council.

Mayor Pro Tem Moorman moved that R24-100, A Resolution Authorizing an Easement Agreement By and Between the City of Arvada and the Canyon Pines Metropolitan District for Access to the Canyon Pines Pump Station, be approved.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Davis, Feret, Fifer, Marriott

Those Absent: Ambrose

The Motion was Approved

2. R24-101 A Resolution Authorizing an Intergovernmental Agreement By And Between Apex Park and Recreation District, Jefferson County School District R-1 ("JCSD"), and the City of Arvada for the Operation and Capital Maintenance of the Arvada Aquatics Center

Bryan Archer, Director of Finance, reviewed this resolution with council.

Councilmember Davis moved that R24-101, A Resolution Authorizing an Intergovernmental Agreement By And Between Apex Park and Recreation District, Jefferson County School District R-1 ("JCSD"), and the City of Arvada for the Operation and Capital Maintenance of the Arvada Aquatics Center, be approved.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Davis, Feret, Fifer, Marriott

Those Absent: Ambrose

The Motion was Approved

3. R24-102 A Resolution Authorizing An Easement Agreement by and Between Jefferson County School District R-1 ("JCSD") and The City of Arvada For Construction, Maintenance, and Operation of a Parking Lot for the Arvada Aquatics Center on JCSD's Warder Elementary School Property

Bryan Archer, Director of Finance, reviewed this resolution with council.

Councilmember Feret moved that R24-102, A Resolution Authorizing An Easement Agreement by and Between Jefferson County School District R-1 ("JCSD") and The City of Arvada For Construction, Maintenance, and Operation of a Parking Lot for the Arvada Aquatics Center on JCSD's Warder Elementary School Property, be approved.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Davis, Feret, Fifer, Marriott

Those Absent: Ambrose

The Motion was Approved

C. Ordinances (First Reading) –

1. CB24-013 An Ordinance Amending Various Sections of Chapter 102, Utilities, of the Arvada City Code Pertaining to Water Users Rates and Bimonthly Service Charges (Public Hearing to be set for October 21, 2024).
2. CB24-014 An Ordinance Amending Section 102-206 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Wastewater Users Rates and Bimonthly Service Charges and Section 102-355 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Stormwater Users Rates (Public Hearing to be set for October 21, 2024 at 6:15 p.m.)
3. CB24-015 An Ordinance Appropriating Funds for Fiscal year 2025 (Public Hearing to be set for October 21, 2024 at 6:15 p.m.) 4. CB24-016, An Ordinance Certifying the City of Arvada Mill Levy for 2024 for the Board of County Commissioners for Jefferson and Adams Counties (Public Hearing to be set for October 21, 2024 at 6:15 p.m.)
4. CB24-016 An Ordinance Certifying the City of Arvada Mill Levy for 2024 for the Board of County Commissioners for Jefferson and Adams Counties (Public Hearing to be set for October 21, 2024 at 6:15 p.m.)

Mayor Pro Tem Moorman moved that CB24-013, An Ordinance Amending Various Sections of Chapter 102, Utilities, of the Arvada City Code Pertaining to Water Users Rates and Bimonthly Service Charges (Public Hearing to be set for October 21, 2024); CB24-014, An Ordinance Amending Section 102-206 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Wastewater Users Rates and Bimonthly Service Charges and Section 102-355 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Stormwater Users Rates; CB24-015, An Ordinance Appropriating Funds for Fiscal year 2025; CB24-016, An Ordinance Certifying the City of Arvada Mill Levy for 2024 for the Board of County Commissioners for Jefferson and Adams Counties; be approved on first reading, ordered published in full and a Public Hearing be set for October 21, 2024, at 6:15 p.m.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Davis, Feret, Fifer, Marriott

Those Absent: Ambrose

The Motion was Approved

9. Other – None

10. Public Hearings –

- A. CB24-011 An Ordinance Vacating a Portion of the Cul-de-Sac of W. 59th Avenue Dedicated as Right of Way as Shown on the Replat of a Portion of Crestmont Subdivision, Adjacent to 5858 Ward Road, City of Arvada, County of Jefferson, State of Colorado (Ordinance No. 4877)

Mayor Simpson opened the public hearing on CB24-011.

Jessica Garner, Community and Economic Director, reviewed this ordinance with council.

Sworn Testimony: Steven Sunberg, Representing Applicant

Mayor Simpson closed the public hearing.

Councilmember Feret moved that CB24-011, An Ordinance Vacating a Portion of the Cul-de-Sac of W. 59th Avenue Dedicated as Right of Way as Shown on the Replat of a Portion of Crestmont Subdivision, Adjacent to 5858 Ward Road, City of Arvada, County of Jefferson, State of Colorado, be approved on final reading, numbered 4877 and ordered published by title only.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Davis, Feret, Fifer, Marriott

Those Absent: Ambrose

The Motion was Approved

- B. CB24-012 An Ordinance Repealing and Reenacting Various Sections of Chapter 14, Animals, of the Arvada City Code that Relate to the Impoundment of Animals (Ordinance No. 4878)

Mayor Simpson opened the public hearing on CB24-012.

Nora Steenson, Deputy City Attorney, reviewed this ordinance with council.

No one wishing to speak for or against, the public hearing was closed.

Councilmember Davis moved that CB24-012, An Ordinance Repealing and Reenacting Various Sections of Chapter 14, Animals, of the Arvada City Code that Relate to the Impoundment of Animals, be approved on final reading, numbered 4878 and ordered published by title only.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Davis, Feret, Fifer, Marriott

Those Absent: Ambrose

The Motion was Approved

12. Public Comment - Five Minute Limit –
- A. Barbara Dray, Arvada resident, addressed council in support of a navigation center.
 - B. Jerome Ortega, Arvada resident, addressed council regarding child care.
13. City Council Reports –
- A. Councilmember Fifer discussed the need for more education around the issue of homelessness.
 - B. Councilmember Davis discussed the possible uses of the Arvada Early College building.
 - C. Mayor Pro Tem Moorman discussed the public comment and things we need to work on moving forward.

14. City Manager Reports –
 - A. Linda Haley, Acting City Manager, reviewed the upcoming Workshop Schedule.
15. City Attorney Reports – None
16. Adjournment at 10:00 p.m.

Lauren Simpson, Mayor

SEAL:

Kristen R. Rush, City Clerk



REPORT TO CITY COUNCIL

AGENDA ITEM
5.A.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: Proclamation for National Community Planning Month - Presented by Councilmember Feret

Report in Brief

City Council will proclaim October 2024 as National Community Planning Month.

Prepared by:

Chris Koch, CCO Admin

Reviewed by:

Toni Riebschlager, Law Office Administrator 9/27/2024

Laura Hemler, Assistant City Attorney 9/27/2024

Approved by:

Linda Haley, Acting City Manager 10/5/2024

Rachel Morris, City Attorney 10/7/2024

Lorie Gillis, City Manager 10/9/2024

Enclosure, exhibits & attachments required to support the report

WHEREAS, October is recognized as National Community Planning Month, a time to celebrate the role of planning in building vibrant, resilient, and sustainable communities; and

WHEREAS, effective community planning fosters a sense of belonging and promotes the health, safety, and welfare of all citizens; and

WHEREAS, the work of planners, local governments, and community members contributes to the creation of well-designed public spaces, transportation systems, and affordable housing, enhancing our quality of life; and

WHEREAS, this month offers an opportunity to raise awareness about the importance of planning and to engage residents in the decision-making processes that shape our community; and

WHEREAS, community planning provides an opportunity for all residents to be meaningfully involved in making choices that determine the future of their community; and

WHEREAS, the City of Arvada is committed to inclusive and equitable planning practices that reflect the diverse voices and needs of our residents.

NOW, THEREFORE, BE IT PROCLAIMED by the Mayor and City Council of the City of Arvada, Colorado, that the month of October 2024 be designated as National Community Planning Month in Arvada and encourage all residents to participate in local planning activities and to engage in discussions about the future of our community.

Dated this 21st day of October 2024.

Lauren Simpson, Mayor

Randy Moorman, Mayor Pro Tem

Shawna Ambrose, Councilmember

Sharon Davis, Councilmember

Lisa Feret, Councilmember

Bob Fifer, Councilmember

John Marriott, Councilmember



REPORT TO CITY COUNCIL

AGENDA ITEM
5.B.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: Proclamation for Extra Mile Day - Presented by Councilmember Fifer

Report in Brief

City Council will proclaim November 1, 2024 as Extra Mile Day in Arvada.

Prepared by:

Chris Koch, CCO Admin

Reviewed by:

Toni Riebschlager, Law Office Administrator 9/25/2024

Laura Hemler, Assistant City Attorney 9/25/2024

Approved by:

Rachel Morris, City Attorney 9/25/2024

Linda Haley, Acting City Manager 10/5/2024

Enclosure, exhibits & attachments required to support the report

WHEREAS, Arvada, Colorado is a community which acknowledges that a special vibrancy exists within the entire community when its individual citizens collectively “go the extra mile” in personal effort, volunteerism, and service; and

WHEREAS, Arvada, Colorado is a community which encourages its citizens to maximize their personal contribution to the community by giving of themselves wholeheartedly and with total effort, commitment, and conviction to their individual ambitions, family, friends, and community; and

WHEREAS, Arvada, Colorado is a community which chooses to shine a light on and celebrate individuals and organizations within its community who “go the extra mile” in order to make a difference and lift up fellow members of their community; and

WHEREAS, Arvada, Colorado acknowledges the mission of Extra Mile America to create 550 Extra Mile cities in America and is proud to support “Extra Mile Day” on November 1, 2024.

NOW, THEREFORE, BE IT PROCLAIMED by the Mayor and City Council of the City of Arvada, Colorado, that November 1, 2024, be designated as Extra Mile Day.

We urge each individual in the community to take time on this day to not only “go the extra mile” in their own life, but to also acknowledge all those who are inspirational in their efforts and commitment to make their organizations, families, community, country, or world a better place.

Dated this 21st day of October, 2024.

Lauren Simpson, Mayor

Randy Moorman, Mayor Pro Tem

Shawna Ambrose, Councilmember

Sharon Davis, Councilmember

Lisa Feret, Councilmember

Bob Fifer, Councilmember

John Marriott, Councilmember



REPORT TO CITY COUNCIL

AGENDA ITEM
8.A.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: Consent Agenda

Report in Brief

1. R24-103, A Resolution Adopting the Amended Fee Schedule for Rights-of-Way Work Permits and Services Pursuant to Chapter 78, Public Improvements, of the Arvada City Code
2. R24-104, A Resolution Adopting the Fee Schedule for Site Disturbance Permits and Inspections Pursuant to Chapter 50, Irrigation and Drainage, of the Arvada City Code
3. R24-105, A Resolution Adopting the Amended Administrative Fee Schedule for Building Safety Division Permits and Services Pursuant to Chapter 18, Buildings and Building Regulations, of the Arvada City Code
4. R24-106, A Resolution Adopting the Amended Fee Schedule for Land-Use Pursuant to Chapter 74, Planning and Development, of the Arvada City Code
5. R24-107, A Resolution Authorizing a Lease Agreement By and Between the City of Arvada and Dominic Madril for the Property Located at 7000 CO-93, Arvada, Colorado 80403, Also Known as the Reservoir House
6. R24-108, A Resolution Authorizing a Lease Agreement By and Between the City of Arvada and Jesse Hart for the Property Located at 7295 Kipling Street, Arvada, Colorado, Also known as the Schaaf House
7. R24-109, A Resolution Authorizing a Lease Agreement B and Between the City of Arvada and Colton Daniels for the Property Located at 7650 Indiana Street, Arvada, Colorado 80403, Also Known as Meridian Farm

Suggested Motion: Moved by: _____ I move that the Consent Item(s),
Number(s) _____
be
(Removed from the Consent Agenda and Heard Upon Item _____) (Referred to a Workshop) (Postponed
Indefinitely).

YES _____ NO _____ ABSENT _____

That All/Remaining Consent Items be (Approved) (Rejected).

YES _____ NO _____ ABSENT _____

Prepared by:
Chris Koch, CCO Admin

Reviewed by:

Approved by:

Enclosure, exhibits & attachments required to support the report



REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
8.A.1.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: R24-103, A Resolution Adopting the Amended Fee Schedule for Rights-of-Way Work Permits and Services Pursuant to Chapter 78, Public Improvements, of the Arvada City Code

Report in Brief

The resolution updates the fee schedule for rights-of-way permits and services, effective January 1, 2025.

The Arvada team recommends that the City Council approve R24-103, A Resolution Adopting the Amended Fee Schedule for Rights-of-Way Work Permits and Services Pursuant to Chapter 78, Public Improvements, of the Arvada City Code.

Financial Impact

There is no cost to the City for this change. This change increases the amount of permit fees collected to more accurately align with the impact that work in public rights-of-way has on public infrastructure and traffic and on the cost of service for permitting and inspecting such work. Depending on the number and types of permits processed in 2025, these changes should have an impact of approximately 2.9% increase in fees.

Background

The Rights-of-Way Administrative Fees schedule is being updated, as required by Ordinance, including an increase of approximately 2.9% to cover the additional cost to provide these permitting and inspection services as well as implementation of a new additional software fee to cover costs for software needs.

Discussion

Similar to methodologies used for calculating Building Division Fees, the proposed changes used national valuation estimates for skilled labor, common labor, and construction cost indices with regional modifiers for the Denver area to reflect the additional cost to provide these services. The changes for permit types will offset the overall increase in cost to provide these services. An analysis of the last year of permit data (quantities and fees collected by permit type) revealed that the 2025 fee schedule updates would result in an approximately 2.9% increase in fees collected.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

N/A

Strategic Alignment

This action aligns with the Infrastructure and Community and Economic Development Priority Areas of the City Council Strategic Plan.

Alternative Courses of Action

N/A

Recommendation for Action

The Arvada team recommends that the City Council approve R24-103, A Resolution Adopting the Amended Fee Schedule for Rights-of-Way Work Permits and Services Pursuant to Chapter 78, Public Improvements, of the Arvada City Code.

Suggested Motion:

I move that R24-103, A Resolution Adopting the Amended Fee Schedule for Rights-of-Way Work Permits and Services Pursuant to Chapter 78, Public Improvements, of the Arvada City Code, be (approved) (rejected).

Prepared by:

Chris Lisberg, Assistant City Engineer

Reviewed by:

Approved by:

Chris Lisberg, Assistant City Engineer	9/27/2024
Jacqueline Rhoades, Public Works Director	10/2/2024
Bryan Archer, Director of Finance	10/9/2024
Tammy Hedlund, Legal Specialist	10/9/2024
Kelsy Sargent, Assistant City Attorney	10/9/2024
Don Wick, Deputy City Manager	10/9/2024
Rachel Morris, City Attorney	10/10/2024
Linda Haley, Acting City Manager	10/10/2024

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R24-103

A RESOLUTION ADOPTING THE AMENDED FEE SCHEDULE FOR RIGHTS-OF-WAY
WORK PERMITS AND SERVICES PURSUANT TO CHAPTER 78, PUBLIC
IMPROVEMENTS, OF THE ARVADA CITY CODE

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. The City Council hereby adopts the Amended Fee Schedule for rights-of-way work permits and services pursuant to Chapter 78, Public Improvements, of the Arvada City Code as set forth below and any prior version of said administrative fee schedule inconsistent with that set forth below is amended to conform.

Section 2. The Fee Schedule set forth herein shall be effective January 1, 2025.

Section 3. This resolution shall be effective upon its approval by City Council.

APPROVED AND ADOPTED this 21st day of October, 2024.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:

Rachel A. Morris, City Attorney

By: _____

FEE SCHEDULE*
FOR
RIGHTS OF WAY WORK PERMITS AND SERVICES AS
PURSUANT TO CHAPTER 78, PUBLIC IMPROVEMENTS, OF THE ARVADA CITY CODE
EFFECTIVE JANUARY 1, 2025

Municipal General Contractor's License	\$225.00
Sewer Main	\$.67/LF (\$67.00 min)
Water Main	\$.67/LF (\$67.00 min)
Fire line	\$.67/LF (\$67.00 min)
Wet Tap	\$67.00/EA
Water Service	\$67.00/EA
Sewer Service	\$67.00/EA
Irrigation Service	\$67.00/EA
Water Service Disconnect	\$67.00/EA
Sewer Service Disconnect	\$67.00/EA
Storm Sewer - Public	\$.67/LF (\$67.00 min)
Storm Sewer - Private	\$.67/LF (\$67.00 min)
Irrigation Main	\$.67/LF (\$67.00 min)
Combination Curb, Gutter, & Walk	\$.55/LF (\$67.00 min)
Bike Trail	\$.55/LF (\$67.00 min)
Detached Walk	\$.55/LF (\$67.00 min)
Vertical Curb & Gutter	\$.55/LF (\$67.00 min)
Structure (Surface Area - medians, pavers, retaining walls, etc.)	\$1.60/SF (\$67.00 min)
Crossspan/Curb Cut	\$79.00/EA
Paving	\$.20/SY (\$67.00 min)
Asphalt Patch	\$.20/SY (\$67.00 min)
Street Subgrade	\$.20/SY (\$67.00 min)
Street Subbase	\$.20/SY (\$67.00 min)
ADA Ramps	\$79.00/EA
Milling	\$.20/SY (\$67.00 min)
Inlets - Public	\$67.00/EA
Inlets - Private	\$67.00/EA
Vaults - Public	\$67.00/EA
Manhole	\$67.00/EA
Outlet Structures - Private	\$67.00/EA
Minimum Permit Fee	\$67.00/EA
Reinspection Fee	\$77.00/EA
Overtime Fee	\$114.00/hr. - 2 hours minimum
Fire Hydrant	\$67.00/EA
Degradation Fee	\$20.50/LF of trench (plus 20LF of required resurfacing)

Overhead Utility - Private	\$.28/LF (\$67.00 min)
Underground Utility - Private (gas mains, electrical, cable, telecom, etc.)	\$.28/LF (\$67.00 min)
Boring	\$.28/LF (\$67.00 min)
Coring	\$67.00/EA
Test Hole (concrete)	\$67.00/EA
Test Hole (street)	\$67.00/EA
Test Hole (Landscaping)	\$20.00/EA
Bore Pit	\$20.00/EA
Signage	\$14.25/EA (\$67.00 min)
Street Light	\$14.25/EA (\$67.00 min)
Permanent Traffic Control Structures (i.e. Guardrail, sound wall, etc...)	\$.27/LF (\$67.00 min)
Permanent Traffic Control Structures (i.e. bollards, delineators, etc...)	\$14.25/EA (\$67.00 min)
Striping	\$0.15/LF (\$67.00 min)
Pavement Markings	\$14.25/EA (\$67.00 min)
Traffic Signal/Electronic Device Installation/Modification	0.65% of the cost of improvement
Traffic Control Plan Review - Single Service	\$67.00/EA
Traffic Control Plan Review - Local Street**	\$98.00/EA
Traffic Control Plan Review - Collector Street**	\$135.00/EA
Traffic Control Plan Review - Arterial Street**	\$325.00/EA
Additional review(s)	\$33.50/EA

*Additional fees apply for work without permits pursuant to Section 78-294 of the Arvada City Code. **Roadway classification to be determined by City Traffic Engineer.

FOR INFORMATION ONLY -- NOT PART OF THE ADMINISTRATIVE FEE SCHEDULE

Underlined indicates new material

~~Strikeover~~ indicates deleted material

FEE SCHEDULE*
FOR
RIGHTS OF WAY WORK PERMITS AND SERVICES AS
PURSUANT TO CHAPTER 78, PUBLIC IMPROVEMENTS, OF THE ARVADA CITY CODE
EFFECTIVE JANUARY 1, 2024~~5~~

Municipal General Contractor's License	\$22 05 .00
Sewer Main	\$.6 57 /LF (\$6 57 .00 min)
Water Main	\$.6 57 /LF (\$6 57 .00 min)
Fire line	\$.6 57 /LF (\$6 57 .00 min)
Wet Tap	\$6 57 .00/EA
Water Service	\$6 57 .00/EA
Sewer Service	\$6 57 .00/EA
Irrigation Service	\$6 57 .00/EA
Water Service Disconnect	\$6 57 .00/EA
Sewer Service Disconnect	\$6 57 .00/EA
Storm Sewer - Public	\$.6 57 /LF (\$6 57 .00 min)
Storm Sewer - Private	\$.6 57 /LF (\$6 57 .00 min)
Irrigation Main	\$.6 57 /LF (\$6 57 .00 min)
Combination Curb, Gutter, & Walk	\$.5 25 /LF (\$6 57 .00 min)
Bike Trail	\$.5 25 /LF (\$6 57 .00 min)
Detached Walk	\$.5 25 /LF (\$6 57 .00 min)
Vertical Curb & Gutter	\$.5 25 /LF (\$6 57 .00 min)
Structure (Surface Area - medians, pavers, retaining walls, etc.)	\$1.5 560 /SF (\$6 57 .00 min)
Crossspan/Curb Cut	\$7 79 .00/EA
Paving	\$.4 920 /SY (\$6 57 .00 min)
Asphalt Patch	\$.4 920 /SY (\$6 57 .00 min)
Street Subgrade	\$.4 920 /SY (\$6 57 .00 min)
Street Subbase	\$.4 920 /SY (\$6 57 .00 min)
ADA Ramps	\$7 79 .00/EA
Milling	\$.4 920 /SY (\$6 57 .00 min)
Inlets - Public	\$6 57 .00/EA
Inlets - Private	\$6 57 .00/EA
Vaults - Public	\$6 57 .00/EA

Manhole	\$ 657 .00/EA
Outlet Structures - Private	\$ 657 .00/EA
Minimum Permit Fee	\$ 657 .00/EA
Reinspection Fee	\$ 757 .00/EA
Overtime Fee	\$11 14 .00/hr. - 2 hours minimum
Fire Hydrant	\$ 657 .00/EA
Degradation Fee	\$20. 05 0/LF of trench (plus 20LF of required resurfacing)
Overhead Utility - Private	\$. 278 /LF (\$ 657 .00 min)
Underground Utility - Private (gas mains, electrical, cable, telecom, etc.)	\$. 278 /LF (\$ 657 .00 min)
Boring	\$. 278 /LF (\$ 657 .00 min)
Coring	\$ 657 .00/EA
Test Hole (concrete)	\$ 657 .00/EA
Test Hole (street)	\$ 657 .00/EA
Test Hole (Landscaping)	\$ 1920 .00/EA
Bore Pit	\$ 1920 .00/EA
Signage	\$14. 0025 /EA (\$ 657 .00 min)
Street Light	\$14. 0025 /EA (\$ 657 .00 min)
Permanent Traffic Control Structures (i.e. Guardrail, sound wall, etc...)	\$. 267 /LF (\$ 657 .00 min)
Permanent Traffic Control Structures (i.e. bollards, delineators, etc...)	\$14. 0025 /EA (\$ 657 .00 min)
Striping	\$0.1 45 /LF (\$ 657 .00 min)
Pavement Markings	\$14. 0025 /EA (\$ 657 .00 min)
Traffic Signal/Electronic Device Installation/Modification	0.65% of the cost of improvement
Traffic Control Plan Review - Single Service	\$ 657 .00/EA
Traffic Control Plan Review - Local Street**	\$9 68 .00/EA
Traffic Control Plan Review - Collector Street**	\$13 05 .00/EA
Traffic Control Plan Review - Arterial Street**	\$3 125 .00/EA
Additional review(s)	\$3 23 .50/EA

*Additional fees apply for work without permits pursuant to Section 78-294 of the Arvada City Code. **Roadway classification to be determined by City Traffic Engineer.



REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
8.A.2.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: R24-104, A Resolution Adopting the Fee Schedule for Site Disturbance Permits and Inspections Pursuant to Chapter 50, Irrigation and Drainage, of the Arvada City Code

Report in Brief

The proposed, updated Fee Schedule for Site Disturbance Permits and Inspections is pursuant to Chapter 50, Drainage and Stormwater Quality, an ordinance adopted on August 19, 2024. The proposed fee schedule reflects program updates related to the ordinance update and was calculated based on staff time and resource allocation depending on project size. The permit and inspection fees are consistent with fees issued by our neighboring jurisdictions and create an additional revenue source for the Stormwater Utility Enterprise Fund.

The Arvada team recommends that the City Council approve R24-104, A Resolution Adopting the Fee Schedule for Site Disturbance Permits and Inspections Pursuant to Chapter 50, Irrigation and Drainage, of the Arvada City Code.

Financial Impact

The proposed resolution would increase the Stormwater Program revenue from \$1,000 - \$2,000 annually to \$15,000 - \$38,000 annually. This revenue would offset staff time and resource costs associated with the Construction Site Oversight Program within the Stormwater Regulatory Program.

Background

The City's stormwater staff provides permitting and oversight for all active construction sites throughout the City that require a Site Disturbance Permit. Historically, fees associated with this permit were outlined in Chapter 50, Irrigation and Drainage, of the Arvada City Code. Arvada City Council approved an ordinance repealing and reenacting Chapter 50, Irrigation and Drainage, of the Arvada City Code on August 19, 2024. This ordinance update included the removal of Site Disturbance Permit fees from the ordinance, to be adopted via resolution with other Department fee schedules.

Discussion

The proposed resolution includes a fee schedule associated with Site Disturbance Permits for active construction. These fees had previously been outlined in Chapter 50, Irrigation and Drainage, of the Arvada City Code, and were removed through an update to the ordinance, approved August 19, 2024. These permit and inspection fees are now being proposed via fee schedule through this resolution.

The City Council's approval of the staff recommendation would provide additional revenue for the Stormwater Team and help offset staff costs related to active construction site compliance, requiring developers to contribute to regulatory compliance costs incurred by the City. These fees were calculated based on staff time and resource allocation depending on project size. The estimated program revenue from these fees is \$15,000 - \$38,000 annually.

If the recommendation is not approved, the city will not receive additional revenue from private development for complying with water quality regulations and instead will continue to utilize water bill payers to provide oversight for development and redevelopment.

Public Contact

Public Postings include the following:

1. Posting of the City Council agenda.
2. Email correspondence to the list of developers, contractors and engineers on file within the Community and Economic Development Department.
3. Public office hours were held on July 18th and August 1st to discuss proposed updates.
4. Public Hearing for the Council item, "Repealing and Reenacting Chapter 50, Irrigation and Drainage, of the Arvada City Code" was held on August 19, 2024.

Commission Recommendation

N/A

Strategic Alignment

These actions align with the 2024 City Council Strategic Plan Strategic Results and Services, including:

- Local Economy Strategic Goal 2: Strive to understand the unique needs of our business community and optimize City operations to improve the customer experience.
- Quality of Life Strategic Goal 4: Prioritize policies, practices, and projects for development that protect and sustain a high quality of life for residents and businesses.
- Infrastructure Work System Service 1: Provides the community with a safe, resilient, high-quality water supply, drainage system, waste-water disposal, and solid waste management services for full city build-out, as defined by the Comprehensive Plan. This includes maintaining utility rates at lowest practical levels with accurate billing that supports robust and reliable infrastructure.

Alternative Courses of Action

N/A

Recommendation for Action

The Arvada team recommends that the City Council approve R24-104, A Resolution Adopting the Fee Schedule for Site Disturbance Permit and Inspections Pursuant to Chapter 50, Irrigation and Drainage, of the Arvada City Code.

Suggested Motion:

I move that R24-104, A Resolution Adopting the Fee Schedule for Site Disturbance Permit and Inspections Pursuant to Chapter 50, Irrigation and Drainage, of the Arvada City Code be approved.

Prepared by:
Jacob Moyer, Stormwater Administrator

Reviewed by:

Approved by:

Chris Lisberg, Assistant City Engineer 9/20/2024
Jacqueline Rhoades, Public Works Director 10/2/2024

Bryan Archer, Director of Finance	10/9/2024
Tammy Hedlund, Legal Specialist	10/9/2024
Laura Hemler, Assistant City Attorney	10/9/2024
Don Wick, Deputy City Manager	10/9/2024
Rachel Morris, City Attorney	10/10/2024
Linda Haley, Acting City Manager	10/10/2024

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R24-104

A RESOLUTION ADOPTING THE FEE SCHEDULE FOR SITE DISTURBANCE PERMITS
PURSUANT TO CHAPTER 50, IRRIGATION AND DRAINAGE, OF THE ARVADA CITY
CODE

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF
ARVADA, COLORADO:

Section 1. The City Council hereby adopts the Fee Schedule for Site Disturbance Permits Pursuant to Chapter 50, Irrigation and Drainage, of the Arvada City Code as set forth below and any prior version of said administrative fee schedule inconsistent with that set forth below is amended to conform.

Section 2. The Fee Schedule set forth herein shall be effective January 1, 2025.

Section 3. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 21st day of October, 2024.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

FEE SCHEDULE
FOR SITE DISTURBANCE PERMITS PURSUANT TO CHAPTER 50, IRRIGATION AND DRAINAGE, OF THE ARVADA CITY CODE

Project Disturbance Area (Acres)	Application Fee	Resubmittal Fee	Transfer Fee
0.5-1.0	\$400	\$100	\$50
1.0-3.0	\$525	\$125	\$64
3.0-5.0	\$650	\$150	\$75
5.0-10.0	\$775	\$175	\$87.50
10.0-30.0	\$900	\$200	\$100
> 30.0	\$1050	\$250	\$125

Reinspection Fee (Based on 14-day compliance timeframe)	\$150
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REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
8.A.3.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: R24-105, A Resolution Adopting the Amended Administrative Fee Schedule for Building Safety Division Permits and Services Pursuant to Chapter 18, Buildings and Building Regulations, of the Arvada City Code

Report in Brief

The resolution updates the Administrative Fee Schedules for the Building Inspection Division Building Permits and Inspections. The fee schedule is effective January 1, 2025.

The Arvada team recommends that the City Council approve R24-105, A Resolution Adopting the Amended Administrative Fee Schedule for Building Safety Division Permits and Services Pursuant to Chapter 18, Buildings and Building Regulations, of the Arvada City Code.

Financial Impact

Depending on the number and types of permits processed in 2025, these changes should have little to no net impact on fees and taxes collected for building projects. In 2025, the Use Tax calculation will be adjusted, lowering the material cost to 57%, down from 58%. Use Tax collections should remain consistent assuming permit activity remains the same. It's also important to note that Use Tax collection could rise in the coming years due to the scale of anticipated multi-family projects slated for construction. However, these fees still remain consistent with surrounding metro jurisdictions.

Background

The Building Permit Fee Schedule is being updated, in accordance with Ordinance Chapter 18 requirements, following the standard methodology established in 2016, using national valuation estimates and regional modifiers for the Denver area. In addition, flat fees are being modified to include a modest increase using the same methodology as the increases to the valuation table, slowly bringing these fees more in line with the cost of providing these inspections, plan review, and permitting services.

Discussion

As part of the Building Division's standard annual update, the International Code Council's August 2024 Valuation Table has been adjusted using the 2024 RS Means Building Construction Cost multiplier for the Denver area. Beginning in 2025, the Use Tax calculation will change, adjusting the material cost estimate to 57% of the total valuation, down from 58%. Table 18-1 of the Building Permit Fee Schedule, which was updated in 2021, will remain unchanged as the fees are already aligned with surrounding jurisdictions. Contractor license fees will also remain the same as in 2024; however, contractor license classifications will be updated to align with International Code Council licensing and testing requirements.

As a result of these updates, the per-square-foot costs listed in Table 18-2 of the Building Permit Fee Schedule will see a modest decrease of 1% to 2% across all residential and commercial construction categories. Depending on the volume and types of permits processed in 2025, these changes are expected to have minimal impact on the overall fees and taxes collected for building projects.

In addition to the changes in Table 18-2, the flat rate fees outlined in Tables 18-3 through 18-6 have been reviewed, with a proposed 3.5% increase (rounded) to these fees. This adjustment is intended to offset the rising costs of providing Building Division services and aligns with the updates made by the Planning and Engineering Divisions. The increase is moderate and

SUBJECT: R24-105, A Resolution Adopting the Amended Administrative Fee Schedule for Building Safety Division Permits and Services Pursuant to Chapter 18, Buildings and Building Regulations, of the Arvada City Code

PAGE: 2
ITEM: 8.A.3.

designed to encourage customers to continue obtaining permits and inspections, ensuring safe installations for even the smallest projects. Despite these updates, the fees remain competitive and, in many cases, lower than those in other metro jurisdictions.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

N/A

Strategic Alignment

The recommended action aligns with the Community and Economic Development Priority Area within the City Council Strategic Plan.

Alternative Courses of Action

N/A

Recommendation for Action

The Arvada team recommends that the City Council approve R24-105, A Resolution Adopting the Amended Administrative Fee Schedule for Building Safety Division Permits and Services Pursuant to Chapter 18, Buildings and Building Regulations, of the Arvada City Code.

Suggested Motion:

I move that R24-105, A Resolution Adopting the Amended Administrative Fee Schedule for Building Safety Division Permits and Services Pursuant to Chapter 18, Buildings and Building Regulations, of the Arvada City Code, be approved.

Prepared by:

Josie Suk, Development Systems and Administrative Manager

Reviewed by:

Approved by:

Justin Clark, Chief Building Official	9/25/2024
Jessica Garner, Director of Community and Economic Development	9/25/2024
Gail Walker, Legal Specialist-Contracts	9/25/2024
Emily Grogg, Senior Assistant City Attorney	9/25/2024
Rachel Morris, City Attorney	10/7/2024
Linda Haley, Acting City Manager	10/9/2024

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R24-105

A RESOLUTION ADOPTING THE AMENDED ADMINISTRATIVE FEE SCHEDULE
FOR BUILDING SAFETY DIVISION PERMITS AND SERVICES PURSUANT TO
CHAPTER 18, BUILDINGS AND BUILDING REGULATIONS, OF THE ARVADA
CITY CODE

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF
ARVADA, COLORADO:

Section 1. Administrative Fee Schedule for Building Safety Division Permits and Services pursuant to Chapter 18, Buildings and Building Regulations of the Arvada City Code, which is in substantially the same form as that attached below, is hereby amended.

Section 2. Any prior version of said Fee Schedules inconsistent with that set forth below is amended to conform herewith.

Section 3. The Fee Schedules set forth herein shall be effective January 1, 2025.

Section 4. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 21st day of October, 2024.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

ADMINISTRATIVE FEE SCHEDULE
FOR
BUILDING SAFETY DIVISION PERMITS AND SERVICES AS
REFERENCED IN CHAPTER 18 OF THE ARVADA CITY CODE
EFFECTIVE JANUARY 1, 2025

	<u>Page</u>
Building Permits (Table 18-1)	1
Building Valuation (Table 18-2)	2
Miscellaneous Permits, Inspections and Other Fees (Table 18-3)	3
Foundation Only Permits (Table 18-4)	4
Residential Flat-Rate Permit Fees (Table 18-5)	5
Roofing Valuation – Estimated (Table 18-6)	6
Plan Review (Table 18-7)	6
Temporary Certificate of Occupancy (Table 18-8)	7
Contractor Licensing (Table 18-9)	7

BUILDING PERMITS
Table 18-1

Total Valuation	Fee
\$1.00 to \$500.00	\$34.00
\$501.00 to \$2,000.00	\$34.00 for the first \$500.00 plus \$3.05 for each additional \$100.00 or fraction thereof, to and including \$2,000.00
\$2,001.00 to \$25,000.00	\$79.75 for the first \$2,000.00 plus \$14.00 for each additional \$1,000.00 or fraction thereof, to and including \$25,000.00
\$25,001.00 to \$50,000.00	\$401.75 for the first \$25,000.00 plus \$10.10 for each additional \$1,000.00 or fraction thereof, to and including \$50,000.00
\$50,001.00 to \$100,000.00	\$654.25 for the first \$50,000.00 plus \$7.00 for each additional \$1,000.00 or fraction thereof, to and including \$100,000.00
\$100,001.00 to \$500,000.00	\$1,004.25 for the first \$100,000.00 plus \$5.60 for each additional \$1,000.00 or fraction thereof, to and including \$500,000.00
\$500,001.00 to \$1,000,000.00	\$3,244.25 for the first \$500,000.00 plus \$4.85 for each additional \$1,000.00 or fraction thereof, to and including \$1,000,000.00

\$1,000,001.00 and up	\$5,669.25 for the first \$1,000,000.00 plus \$3.45 for each additional \$1,000.00 or fraction thereof.
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Combination permit defined. A permit that is issued to the general contractor or the primary contractor and includes the subcontractor's valuation and fees as a part of the permit. Only a combination permit shall be issued where more than one category of work, such as building, electrical, plumbing, or HVAC, is involved. Exception: The building official may allow separate permits to be issued when a general contractor is not required for the scope of work involved, or when the building official finds good cause.

Separate commercial permits. When work is done by a subcontractor and is not part of a combination permit, the valuation used to determine the permit fee will be based on the actual contract value of the work being done. If the work is part of a combination permit and the subcontractor's contract value is unknown, the value will be assumed to be ten (10) percent of the overall combination permit valuation for each contractor.

Residential combination permits for single family detached or attached homes. When a combination permit is issued for a new single-family dwelling unit, the fee assessed for the electrical, heating, and plumbing subcontractors shall be equal to thirty (30) percent of the calculated building permit fee.

BUILDING VALUATION

Table 18-2^{a,b,c,d,e}

Numbers represent estimated dollar cost per square foot (.09 m²) of construction.

91.8% of August 2024 ICC Building Valuation table, as per RS Means Building Construction Cost Data, 82nd annual addition, 2024	IA	IB	IIA	IIB	IIIA	IIIB	IV	VA	VB
A-1 Assembly, theaters, with stage	306.60	295.69	263.43	275.65	257.58	250.11	266.23	240.03	230.84
A-1 Assembly, theaters, without stage	281.48	270.58	240.38	250.54	232.69	225.23	241.12	215.14	205.96
A-2 Assembly, nightclubs	242.42	235.31	209.23	219.23	205.34	199.78	211.71	186.74	179.66
A-2 Assembly, restaurants, bars, banquet halls	241.50	234.39	207.55	218.32	203.51	198.85	210.80	184.90	178.74
A-3 Assembly, churches	285.69	274.78	244.24	254.74	237.01	229.54	245.32	219.45	210.27
A-3 Assembly, general, community halls, libraries, museums	239.92	229.00	201.38	208.97	190.20	183.66	199.55	172.65	164.39
A-4 Assembly, arenas	280.57	269.66	238.69	249.62	230.85	224.31	240.20	213.30	205.04
A-5 Assembly, amusement/stadiums	280.57	269.66	238.69	249.62	230.85	224.31	240.20	213.30	205.04
B Business	268.50	258.69	229.20	239.11	218.34	210.59	229.92	195.14	186.21
E Educational	256.30	247.40	219.93	229.66	214.34	203.38	221.76	187.78	181.76
F-1 Factory and industrial, moderate hazard	149.20	142.00	122.14	128.05	114.00	108.48	122.08	94.53	88.04
F-2 Factory and industrial, low hazard	148.28	141.08	122.14	127.13	114.00	107.56	121.16	94.53	87.12
H-1 High Hazard, explosives	139.21	132.01	113.81	118.06	105.21	98.77	112.10	85.75	--
H234 High Hazard	139.21	131.01	113.81	118.06	105.21	98.77	112.10	85.75	78.33
H-5 HPM	268.50	258.69	229.20	239.11	218.34	210.59	229.92	195.13	186.21
I-1 Institutional, supervised environment	243.20	234.61	208.02	218.58	199.79	194.27	218.62	179.76	174.11
I-2 Institutional, hospitals	422.13	412.59	370.23	392.74	370.19	--	383.55	346.98	--
I-2 Institutional, nursing homes	293.03	281.70	250.07	261.84	242.45	--	252.66	219.23	--

I-3 Institutional, restrained	313.48	303.94	270.49	284.09	264.69	256.02	274.90	241.48	230.72
I-4 Institutional, day care facilities	243.20	234.61	208.02	218.58	199.79	194.27	218.62	179.76	174.11
M Mercantile	180.92	173.81	149.83	157.73	143.51	138.85	150.21	124.91	118.74
R-1 Residential, hotels	245.49	236.90	210.12	220.87	202.53	197.01	220.91	182.49	176.85
R-2 Residential, multiple family	205.27	196.68	173.20	180.65	163.20	157.68	180.68	143.16	137.52
R-3 Residential, one- and two-family	194.40	188.69	169.38	180.96	174.75	168.29	177.86	163.10	153.65
R-4 Residential, care/assisted living facilities	243.20	234.61	208.02	218.58	199.80	194.27	218.62	179.76	174.11
S-1 Storage, moderate hazard	138.29	131.10	112.13	117.42	103.38	97.85	111.18	83.91	77.41
S-2 Storage, low hazard	137.37	130.18	112.13	116.22	103.38	96.94	110.26	83.91	76.50
U Utility, miscellaneous	105.82	99.59	85.05	88.67	78.97	73.77	84.40	62.51	59.54
Basement Finish – Added Cost	--	--	--	--	--	--	--	--	27.94
Canopies (banks, gas stations)	--	--	--	--	--	--	--	--	53.36
Carports	--	--	--	--	--	--	--	--	23.05
Decks	--	--	--	--	--	--	--	--	24.43
Deck (with patio cover)	--	--	--	--	--	--	--	--	30.73
Sunspaces	--	--	--	--	--	--	--	--	53.79
Offices (tenant finish)	41.96	41.96	41.96	41.96	41.96	41.96	41.96	41.96	41.96
R-2, R-3 Detached Garage Monolithic Slab	--	--	--	--	--	--	--	--	35.56

- a. Private garages attached or with a full foundation – use Utility, miscellaneous
- b. Commercial open or enclosed parking garages - use S-2 Storage, low hazard
- c. Unfinished basements (all use groups) = \$ 28.92 per SF
- d. Add 0.5 percent to total cost for each story over three
- e. Deduct 20 percent for shell-only buildings

Buildings or structures not listed above shall be valued at contract price submitted by the contractor or actual value as submitted by the architect.

USE TAX CALCULATION

Use Tax calculations are based on the building valuation, using 57% materials and 43% labor. The source for the materials / labor split is RS Means Building Construction Cost Data 2024, City Cost Indexes for the Denver, Colorado area.

MISCELLANEOUS PERMITS, INSPECTIONS AND OTHER FEES

Table 18-3

Temporary Electric / Construction Power	\$ 58.50
Signs	
Attached signs	\$ 29.00
Detached signs	\$ 54.00
Electrical fee for signs (not required for disconnect/reconnect of electrical for replacement signs)	\$ 54.00
Fences exceeding 6' in height based on actual valuation	Use Table 18-1

Commercial cell sites based on actual valuation	Use Table 18-1
Retaining Walls Greater than 4' or Supporting a Surcharge	Use Table 18-1
Roofing	Use Table 18-1
Commercial Demolition	\$66.00 (minor-interior) \$133.00 (major-building)
Temporary Construction / Sales Trailer	\$ 216.00
Temporary membrane structures, tents, and canopies	\$ 78.00 per installation/event
Inspections outside of normal business hours (minimum charge - two (2) hours)	\$ 78.00 per hour*
Reinspection fees assessed under provisions of Chapter 18 of the Arvada City Code	\$ 125*
Inspections for which no fee is specifically indicated (minimum charge one hour)	\$ 78.00 per hour*
Additional plan review required by changes, additions, revisions or deferred submittal to plans (minimum charge - one hour).	\$ 78.00 per hour*
Issuance of new permit following suspension or abandonment of previously permitted work	One-half (1/2) the amount of the original permit fee**
Issuance of new permit for change of contractor on existing job	\$ 100.00 per hour*
Use of outside consultants for plan checking and inspections, or both	Actual costs (including administrative and overhead costs)

* Or the total hourly cost to the city, whichever is the greatest. This cost shall include supervision, overhead, equipment, hourly wages, and benefits of the employees involved.

** To renew action on a permit that has either been abandoned or expired for over one year, the permittee shall pay a new full permit fee.

Fees for plumbing permits, mechanical permits, electrical permits, and other miscellaneous permits and commercial work shall be based on actual contract value of the work as per Table 18-1.

FOUNDATION ONLY PERMITS
Table 18-4

One- and two-family buildings	\$ 279.00
Multifamily buildings	\$ 417.00
Commercial buildings	\$ 696.50

RESIDENTIAL FLAT-RATE PERMIT FEES ***Table 18-5**

Air Conditioners**	\$ 54.00
Awnings	\$ 54.00
Backflow Preventer	\$54.00
Demolition	\$ 66.00 (minor-interior) \$ 133.00 (major-building)
Evaporative Coolers	\$54.00
Furnace Replacement**	\$ 54.00
Gas Logs / Inserts	\$ 54.00
Generator	\$ 54.00
Heat Pumps / Mini-Split	\$ 81.00
Hot Tubs & Above-Ground Pools (In-Ground Pools--use Table 18-1)	\$ 54.00
House Moving	\$ 221.50
Replacement Windows (no structural alterations) (if structural alterations use Table 18-1)	\$ 54.00
Residential Electrical Service Change	\$58.50
Residential Elevator or Dumbwaiter/Chairlift	\$ 133.00
Residential Energy Storage System (ESS)	\$54.00
Residential EV Charger	\$54.00
Siding	\$ 54.00
Solar Hot Water	\$ 54.00
Solar Photovoltaic Panels	\$ 54.00
Water Heaters**	\$ 54.00
Wood Burning Stoves	\$ 54.00

* The permit fees assessed under Table 18-1 cover the cost of all permit fees related to the specific permit type.

Exception: Minor electric wiring is included, but a service change or upgrade is not included in this permit fee.

** If permit application includes installation of more than one appliance listed in Table 18-5, the fee is \$ 81.00.

Fees for plumbing permits, mechanical permits, electrical permits, and other miscellaneous permits and commercial work shall be based on actual contract amount of the work as determined by Table 18-1.

ROOFING VALUATION *
Table 18-6

3-tab	\$ 184.00 per 100 sf (9.3 m ²)
Shakes (untreated)	\$ 430.50 per 100 sf (9.3 m ²)
Light-weight tile roofs	\$ 430.50 per 100 sf (9.3 m ²)
Dimensional shingles	\$ 247.00 per 100 sf (9.3 m ²)
Other, special roofs and treated shakes	Use actual contract amount**

*The valuation used for calculating roofing permit fees shall be determined by the actual contract amount, excluding the tear-off, or if the amount is unknown, by applying the above estimated costs per 100 sf (9.3 m²).

** If the contractor/homeowner submits a copy of the contract or proof of actual material cost, with the material cost clearly identified, the contract amount used to calculate the permit fee will be calculated using 57% as the material cost and 43% as the labor cost.

PLAN REVIEW FEES
Table 18-7

The plan review fees specified in this section are separate fees from other permit fees assessed in this administrative fee schedule and are in addition to those other permit fees.

Plan review fee (residential)	65% of building permit fee (Use Table 18-1 and 18-3)
Plan review fee (modifications to existing single-family dwellings)	\$ 39.00
Electrical, plumbing, mechanical, fire protection or elevator permit (not part of combination permit)	50% of total permit fee (Use Table 18-1 and 18-3)
Commercial buildings	65% of building permit fee (Use Table 18-1 and 18-3)
Additional plan review required by changes, additions, revisions or deferred submittal to plans	Use Table 18-3

--	--

Plan review fees for "stock" or "repeat" or "same-as" plans (stock or repeat or same-as plans are plans of buildings that have been reviewed and are subsequently built in multiple locations) shall be assessed as follows:

One- and two-family buildings	\$ 207.00
Multifamily buildings	\$ 240.00

TEMPORARY CERTIFICATE OF OCCUPANCY FEES
Table 18-8

For all buildings or portions thereof – original TCO	\$500.00*
For all buildings or portions thereof – extension TCO	\$500.00

* \$150.00 will be refunded if a certificate of occupancy is issued prior to the expiration of the temporary certificate of occupancy.

CONTRACTOR LICENSING FEES
Table 18-9

Class A General Contractor License	\$ 150.00
Class B General Contractor License	\$ 200.00
Class C General Contractor License	\$ 100.00
Class D Builder's Subcontractor's License	\$75.00
Class H Homeowner's "Limited" Building License	\$75.00
Class -P Plumbing License (Registration of CO State Licensed Plumbing Contractors)	No Fee
Class -M Mechanical License	\$75.00
Class -D Building Moving License	\$75.00
Class -R Builders Roofing License	\$75.00
Class LL Limited License	50% of regular license fee
Class E Electrical License (Registration of CO State Licensed Electrical Contractors)	No Fee
Class RM Radon Mitigation Professional License (Registration of CO State Radon Mitigation Professional)	No Fee

ADMINISTRATIVE FEE SCHEDULE

FOR

**BUILDING SAFETY DIVISION PERMITS AND SERVICES AS
REFERENCED IN CHAPTER 18 OF THE ARVADA CITY CODE**

EFFECTIVE JANUARY 1, ~~2024~~ 2025

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BUILDING PERMITS

Table 18-1

Total Valuation	Fee
\$1.00 to \$500.00	\$34.00
\$501.00 to \$2,000.00	\$34.00 for the first \$500.00 plus \$3.05 for each additional \$100.00 or fraction thereof, to and including \$2,000.00
\$2,001.00 to \$25,000.00	\$79.75 for the first \$2,000.00 plus \$14.00 for each additional \$1,000.00 or fraction thereof, to and including \$25,000.00
\$25,001.00 to \$50,000.00	\$401.75 for the first \$25,000.00 plus \$10.10 for each additional \$1,000.00 or fraction thereof, to and including \$50,000.00
\$50,001.00 to \$100,000.00	\$654.25 for the first \$50,000.00 plus \$7.00 for each additional \$1,000.00 or fraction thereof, to and including \$100,000.00
\$100,001.00 to \$500,000.00	\$1,004.25 for the first \$100,000.00 plus \$5.60 for each additional \$1,000.00 or fraction thereof, to and including \$500,000.00
\$500,001.00 to \$1,000,000.00	\$3,244.25 for the first \$500,000.00 plus \$4.85 for each additional \$1,000.00 or fraction thereof, to and including \$1,000,000.00

\$1,000,001.00 and up	\$5,669.25 for the first \$1,000,000.00 plus \$3.45 for each additional \$1,000.00 or fraction thereof.
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Combination permit defined. A permit that is issued to the general contractor or the primary contractor and includes the subcontractor's valuation and fees as a part of the permit. Only a combination permit shall be issued where more than one category of work, such as building, electrical, plumbing, or HVAC, is involved. **Exception:** The building official may allow separate permits to be issued when a general contractor is not required for the scope of work involved, or when the building official finds good cause.

Separate commercial permits. When work is done by a subcontractor and is not part of a combination permit, the valuation used to determine the permit fee will be based on the actual contract value of the work being done. If the work is part of a combination permit and the subcontractor's contract value is unknown, the value will be assumed to be ten (10) percent of the overall combination permit valuation for each contractor.

Residential combination permits for single family detached or attached homes. When a combination permit is issued for a new single-family dwelling unit, the fee assessed for the electrical, heating, and plumbing subcontractors shall be equal to thirty (30) percent of the calculated building permit fee.

BUILDING VALUATION

Table 18-2^{a,b,c,d,e}

Numbers represent estimated dollar cost per square foot (.09 m²) of construction.

⁹²⁻³ ^{91.8%} of August 2023 2024 ICC Building Valuation table, as per RS Means Building Construction Cost Data, ^{82nd} ^{81st} annual addition, 2023 2024	IA	IB	IIA	IIB	IIIA	IIIB	IV	VA	VB
A-1 Assembly, theaters, with stage	310.02 306.60	299.58 295.69	292.53 263.43	281.45 275.65	264.78 257.58	256.59 250.11	272.85 266.23	245.53 240.03	237.71 230.84
A-1 Assembly, theaters, without stage	283.72 281.48	273.28 270.58	266.23 240.38	255.13 250.54	238.47 232.69	230.28 225.23	246.55 241.12	219.22 215.14	211.41 205.96
A-2 Assembly, nightclubs	249.15 242.42	241.76 235.31	234.88 209.23	226.91 219.23	212.80 205.34	206.74 199.78	218.76 211.71	193.43 186.74	187.17 179.66
A-2 Assembly, restaurants, bars, banquet halls	248.23 241.50	240.83 234.39	233.03 207.55	225.99 218.32	210.96 203.51	205.81 198.85	217.84 210.80	191.58 184.90	186.25 178.74
A-3 Assembly, churches	287.86 285.69	277.42 274.78	270.37 244.24	259.27 254.74	243.02 237.01	243.83 229.54	250.68 245.32	223.78 219.45	215.96 210.27
A-3 Assembly, general, community halls, libraries, museums	245.58 239.92	235.14 229.00	227.16 201.38	216.99 208.97	199.67 190.20	192.40 183.66	208.41 199.55	180.41 172.65	173.53 164.39
A-4 Assembly, arenas	282.79 280.57	364.65 269.66	264.38 238.69	254.21 249.62	236.62 230.85	229.36 224.31	245.62 240.20	217.73 213.30	210.49 205.04
A-5 Assembly, amusement/stadiums	282.79 280.57	364.65 269.66	264.38 238.69	254.21 249.62	236.62 230.85	229.36 224.31	245.62 240.20	217.73 213.30	210.49 205.04
B Business	240.61 268.50	231.79 258.69	223.23 229.20	213.81 239.11	194.74 218.34	187.11 210.59	205.42 229.92	171.87 195.14	164.11 186.21
E Educational	252.40 256.30	243.63 247.40	235.93 219.93	226.17 229.66	211.08 214.34	200.29 203.38	218.39 221.76	184.93 187.78	179.00 181.76
F-1 Factory and industrial, moderate hazard	147.86 149.20	141.01 142.00	132.30 122.14	127.96 128.05	114.03 114.00	108.36 108.48	122.27 122.08	94.55 94.53	88.54 88.04
F-2 Factory and industrial, low hazard	146.94 148.28	140.09 141.08	132.30 122.14	127.04 127.13	114.03 114.00	107.44 107.56	121.35 121.16	94.55 94.53	87.62 87.12
H-1 High Hazard, explosives	137.95 139.21	131.10 132.01	123.31 113.81	118.05 118.06	105.33 105.21	98.73 98.77	112.36 112.10	85.83 85.75	--
H234 High Hazard	137.95 139.21	131.10 131.01	123.31 113.81	118.05 118.06	105.33 105.21	98.73 98.77	112.36 112.10	85.83 85.75	78.91 78.33
H-5 HPM	240.61 268.50	231.79 258.69	223.23 229.20	213.81 239.11	194.74 218.34	187.11 210.59	205.42 229.92	171.87 195.13	164.11 186.21
I-1 Institutional, supervised environment	242.02 243.20	233.47 234.61	225.49 208.02	217.52 218.58		193.34 194.27	217.56 218.62	178.89 179.76	173.27 174.11

					198.83 199.79				
I-2 Institutional, hospitals	400.72 422.13	391.89 412.59	283.34 370.23	373.92 392.74	353.83 370.19	--	356.52 383.55	330.96 346.98	--
I-2 Institutional, nursing homes	278.75 293.03	269.93 281.70	261.37 250.07	251.95 261.84	234.28 242.45	--	243.56 252.66	211.41 219.23	--
I-3 Institutional, restrained	273.07 313.48	264.26 303.94	255.69 270.49	246.28 284.09	228.85 264.69	220.31 256.02	237.89 274.90	205.98 241.48	196.38 230.72
I-4 Institutional, day care facilities	242.02 243.20	233.47 234.61	225.49 208.02	217.52 218.58	198.83 199.79	193.34 194.27	217.56 218.62	178.89 179.76	173.27 174.11
M Mercantile	185.86 180.92	178.47 173.81	170.67 149.83	163.62 157.73	149.26 143.51	144.12 138.85	155.47 150.21	129.89 124.91	124.55 118.74
R-1 Residential, hotels	244.29 245.49	235.74 236.90	227.76 210.12	219.79 220.87	201.53 202.53	196.04 197.01	219.83 220.91	181.60 182.49	175.98 176.85
R-2 Residential, multiple family	204.27 205.27	195.73 196.68	187.75 173.20	179.78 180.65	162.41 163.20	156.91 157.68	179.81 180.68	142.47 143.16	136.86 137.52
R-3 Residential, one- and two-family	193.47 194.40	188.05 188.69	183.62 169.38	180.09 180.96	173.90 174.75	167.47 168.29	177.00 177.86	162.31 163.10	152.91 153.65
R-4 Residential, care/assisted living facilities	242.02 243.20	233.47 234.61	225.49 208.02	217.52 218.58	198.83 199.80	193.34 194.27	217.56 218.62	178.89 179.76	173.27 174.11
S-1 Storage, moderate hazard	137.02 138.29	130.17 131.10	121.46 112.13	117.12 117.42	103.48 103.38	97.81 97.85	111.44 111.18	83.99 83.91	77.99 77.41
S-2 Storage, low hazard	136.10 137.37	129.25 130.18	121.49 112.13	116.20 116.22	103.48 103.38	96.88 96.94	110.52 110.26	83.99 83.91	77.99 76.50
U Utility, miscellaneous	105.30 105.82	99.10 99.59	92.19 85.05	88.23 88.67	78.57 78.97	73.41 73.77	83.98 84.40	62.20 62.51	59.24 59.54
Basement Finish – Added Cost	--	--	--	--	--	--	--	--	30.44 27.94
Canopies (banks, gas stations)	--	--	--	--	--	--	--	--	58.13 53.36
Carports	--	--	--	--	--	--	--	--	25.11 23.05
Decks	--	--	--	--	--	--	--	--	26.61 24.43
Deck (with patio cover)	--	--	--	--	--	--	--	--	33.48 30.73
Sunspaces	--	--	--	--	--	--	--	--	58.59 53.79
Offices (tenant finish)	45.71 41.96	45.71 41.96	45.71 41.96	45.71 41.96	47.71 41.96	45.71 41.96	45.71 41.96	45.71 41.96	45.71 41.96
R-2, R-3 Detached Garage Monolithic Slab	--	--	--	--	--	--	--	--	38.74 35.56

- Private garages attached or with a full foundation – use Utility, miscellaneous
- Commercial open or enclosed parking garages - use S-2 Storage, low hazard
- Unfinished basements (all use groups) = ~~\$29.07~~ 28.92 per SF
- Add 0.5 percent to total cost for each story over three
- Deduct 20 percent for shell-only buildings

Buildings or structures not listed above shall be valued at contract price submitted by the contractor or actual value as submitted by the architect.

USE TAX CALCULATION

Use Tax calculations are based on the building valuation, using ~~58~~ 57% materials and ~~42~~ 43% labor. The source for the materials / labor split is RS Means Building Construction Cost Data ~~2023~~ 2024, City Cost Indexes for the Denver, Colorado area.

MISCELLANEOUS PERMITS, INSPECTIONS AND OTHER FEES

Table 18-3

Temporary <u>Electric</u> / <u>e</u> Construction <u>p</u> Power	\$56.50 58.50
Residential service change	\$56.50

<u>Signs</u> Detached - <u>Attached</u> signs Attached <u>Detached</u> signs Electrical fee for signs (not required for disconnect/reconnect of electrical for replacement signs)	\$52.00 <u>29.00</u> \$28.00 <u>54.00</u> \$52.00 <u>54.00</u>
Fences exceeding 6' in height based on actual valuation	Use Table 18-1
Commercial cell sites based on actual valuation	Use Table 18-1
<u>Retaining Walls Greater than 4' or Supporting a Surcharge</u>	<u>Use Table 18-1</u>
<u>Roofing</u>	<u>Use Table 18-1</u>
<u>Commercial Demolition</u>	<u>\$66.00 (minor-interior)</u> <u>\$133.00 (major-building)</u>
<u>Temporary Construction / Sales Trailer</u>	\$209.00 <u>216.00</u>
Permit fees for t Temporary membrane structures, tents, and canopies	\$75.00 <u>78.00</u> per installation/event
Inspections outside of normal business hours (minimum charge - two (2) hours)	\$75.00 <u>78.00</u> per hour*
Reinspection fees assessed under provisions of Chapter 18 of the Arvada City Code	\$75.00 <u>125*</u>
Inspections for which no fee is specifically indicated (minimum charge one-half (1/2) hour)	\$75.00 <u>78.00</u> per hour*
Additional plan review required by changes, additions, or revisions <u>or deferred submittal</u> to plans (minimum charge - one-half (1/2) hour).	\$75.00 <u>78.00</u> per hour*
Issuance of new permit following suspension or abandonment of previously permitted work (minimum charge—one (1) hour)	\$75.00 per hour* <u>One-half (1/2) the amount of the original permit fee**</u>
Issuance of new permit for change of contractor on existing job (minimum charge—one (1) hour)	\$75.00 <u>100.00</u> per hour*
Use of outside consultants for plan checking and inspections, or both	Actual costs (including administrative and overhead costs)

* Or the total hourly cost to the city, whichever is the greatest. This cost shall include supervision, overhead, equipment, hourly wages, and benefits of the employees involved.

** To renew action on a permit that has either been abandoned or expired for over one year, the permittee shall pay a new full permit fee.

Fees for plumbing permits, mechanical permits, electrical permits, and other miscellaneous permits and commercial work shall be based on actual contract value of the work as per Table 18-1.

FOUNDATION ONLY PERMITS

Table 18-4

One- and two-family buildings	\$269.50 <u>279.00</u>
Multifamily buildings	\$403.00 <u>417.00</u>
Commercial buildings	\$673.00 <u>696.50</u>

MISCELLANEOUS PERMITS—RESIDENTIAL FLAT-RATE PERMIT FEES *
Table 18-5

Air Conditioners**	\$52.00 <u>54.00</u>
Awnings	\$52.00 <u>54.00</u>
<u>Backflow Preventer</u>	<u>\$54.00</u>
Demolition	\$64.00 <u>66.00</u> (minor-interior) \$128.50 <u>133.00</u> (major-building)
<u>Evaporative Coolers</u>	<u>\$54.00</u>
Generator <u>Furnace Replacement**</u>	\$52.00 <u>54.00</u>
Evaporative Coolers/Heat Pumps <u>Gas Logs / Inserts</u>	\$52.00 <u>54.00</u>
Furnace Replacement** <u>Generator</u>	\$52.00 <u>54.00</u>
Gas Logs/Inserts <u>Heat Pumps / Mini-Split</u>	\$52.00 <u>81.00</u>
Hot Tubs & Above-Ground Pools (In-Ground Pools--use Table 7-19a <u>18-1</u>)	\$52.00 <u>54.00</u>
House Moving	\$214.00 <u>221.50</u>
Backflow Preventer	<u>\$52.00</u>
Replacement Windows (no structural alterations) (if structural alterations use Table 18-1)	\$52.00 <u>54.00</u>
<u>Residential Electrical Service Change</u>	<u>\$58.50</u>
Residential Elevator or Dumbwaiter/Chairlift	\$128.50 <u>133.00</u>
<u>Residential Energy Storage System (ESS)</u>	<u>\$54.00</u>
<u>Residential EV Charger</u>	<u>\$54.00</u>
Retaining Walls Greater than 4' or Supporting a Surcharge	<u>\$52.00</u>
<u>Roofing</u>	<u>Use Table 18-1</u>
Siding	\$52.00 <u>54.00</u>
Solar Hot Water	\$52.00 <u>54.00</u>
Solar Photovoltaic Panels	\$52.00 <u>54.00</u>
Water Heaters**	\$52.00 <u>54.00</u>

Wood Burning Stoves	\$ 52.00 <u>54.00</u>
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* The permit fees assessed under Table 18-1 cover the cost of all permit fees related to the specific permit type.

Exception: Minor electric wiring is included, but a service change or upgrade is not included in this permit fee.

** If permit application includes installation of more than one appliance listed in Table 18-5, the fee is \$~~78.50~~ 81.00.

Fees for plumbing permits, mechanical permits, electrical permits, and other miscellaneous permits and commercial work shall be based on actual contract amount of the work as determined by Table 18-1.

ROOFING VALUATION *

Table 18-6

3-tab	\$ 178.00 <u>184.00</u> per 100 sf (9.3 m ²)
Shakes (untreated)	\$ 416.00 <u>430.50</u> per 100 sf (9.3 m ²)
Light-weight tile roofs	\$ 416.00 <u>430.50</u> per 100 sf (9.3 m ²)
Dimensional shingles	\$ 238.50 <u>247.00</u> per 100 sf (9.3 m ²)
Other, special roofs and treated shakes	Use actual contract amount**

*The valuation used for calculating roofing permit fees shall be determined by the actual contract amount, excluding the tear-off, or if the amount is unknown, by applying the above estimated costs per 100 sf (9.3 m²).

** If the contractor/homeowner submits a copy of the contract or proof of actual material cost, with the material cost clearly identified, the contract amount used to calculate the permit fee will be calculated using 58.57% as the material cost and 42.43% as the labor cost.

PLAN REVIEW FEES

Table 18-7

The plan review fees specified in this section are separate fees from other permit fees assessed in this administrative fee schedule and are in addition to those other permit fees.

Plan review fee (residential)	65% of building permit fee (Use Table 18-1 and 18-3)
Plan review fee (modifications to existing single-family dwellings)	\$ 37.50 <u>39.00</u>

Electrical, plumbing, mechanical, fire protection or elevator permit (not part of combination permit)	50% of total permit fee (Use Table 18-1 and 18-3)
Commercial buildings	65% of building permit fee (Use Table 18-1 and 18-3)
Additional plan review <u>required by changes, additions, revisions or deferred submittal to plans (incomplete/changed submittal documents)</u>	Use Table 18-3
Deferred submittals items as defined in section 18-40 of the Arvada City Code	Use Table 18-3

Plan review fees for "stock" or "repeat" or "same-as" plans (stock or repeat or same-as plans are plans of buildings that have been reviewed and are subsequently built in multiple locations) shall be assessed as follows:

One- and two-family buildings	\$200.00 <u>207.00</u>
Multifamily buildings	\$232.00 <u>240.00</u>

TEMPORARY CERTIFICATE OF OCCUPANCY FEES

Table 18-8

For all buildings or portions thereof – original TCO	\$500.00*
For all buildings or portions thereof – extension TCO	\$500.00

* \$150.00 will be refunded if a certificate of occupancy is issued prior to the expiration of the temporary certificate of occupancy.

CONTRACTOR LICENSING FEES

Table 18-9

Class I-B Builder's Unlimited License <u>A General Contractor License</u>	\$200.00 <u>150.00</u>
Class II-B Builder's License <u>B General Contractor License</u>	\$150.00 <u>200.00</u>
Class III-B Builder's Miscellaneous License <u>C General Contractor License</u>	\$75.00 <u>100.00</u>
Class IV-B D Builder's Subcontractor's License	\$75.00
Class V-B H Homeowner's "Limited" Building License	\$75.00
Class VI-P Plumbing License (Registration of CO State Licensed Plumbing Contractors)	No Fee
Class VII-M Mechanical License	\$75.00
Class VIII-D Building Moving License	\$75.00
Class IX-R Builders Roofing License	\$75.00
<u>Class LL Limited License</u>	50% of regular license fee
<u>Class E Electrical License</u> (Registration of (CO State Licensed) Electrical Contractors)	No Fee

<u>Class RM Radon Mitigation Professional License (Registration of CO State Radon Mitigation Professional)</u>	<u>No Fee</u>
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REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
8.A.4.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: R24-106, A Resolution Adopting the Amended Fee Schedule for Land-Use Pursuant to Chapter 74, Planning and Development, of the Arvada City Code

Report in Brief

The resolution updates the Administrative Schedules for Land-Use fees.

The Arvada team recommends that the City Council approve R24-106, A Resolution Adopting the Amended Fee Schedule for Land-Use Pursuant to Chapter 74, Planning and Development, of the Arvada City Code.

Financial Impact

Depending on the number and type of permits processed in 2024, these changes should have a proportional impact of an approximate five percent increase in fees collected assuming development review activity remains near 2024 levels.

Background

This action will set fees in accordance with the revised Section 74-31, Land-Use Fees, of the Arvada City Code.

Discussion

The proposal includes an approximately five percent increase in most of the fees in 2025 to address the increased labor cost, as well as moving closer to having the fees cover 100 percent of the cost of providing development and land use review services. This past year, the fees were increased by approximately 10 percent. A 3.5 percent increase is proposed for 2025, based on the local inflation rate.

The fee for Short Term Rentals was increased to \$175.00 (approximately 17 percent increase) to cover the actual cost of processing the permits, based on past years' worth of data regarding the time spent on the applications.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

N/A

Strategic Alignment

The recommended action aligns with the Community and Economic Development Priority Areas within the City Council Strategic Plan.

Alternative Courses of Action

N/A.

Recommendation for Action

The Arvada team recommends approval of R24-106 A Resolution Adopting the Amended Fee Schedule for Land-Use Pursuant to Chapter 74, Planning and Development, of the Arvada City Code.

Suggested Motion:

I move that R24-106, A Resolution Adopting the Amended Fee Schedule for Land-Use Pursuant to Chapter 74, Planning and Development, of the Arvada City Code, be (approved) (rejected).

Prepared by:

Josie Suk, Development Systems and Administrative Manager

Reviewed by:

Approved by:

Rob Smetana, Planning Manager

9/19/2024

Jessica Garner, Director of Community and Economic Development

9/19/2024

Gail Walker, Legal Specialist-Contracts

9/25/2024

Emily Grogg, Senior Assistant City Attorney

9/26/2024

Rachel Morris, City Attorney

10/7/2024

Linda Haley, Acting City Manager

10/8/2024

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R24-106

A RESOLUTION ADOPTING THE AMENDED FEE SCHEDULE FOR LAND-USE
PURSUANT TO CHAPTER 74, PLANNING AND DEVELOPMENT, OF THE ARVADA
CITY CODE

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF
ARVADA, COLORADO:

Section 1. The City Council hereby adopts the Amended Fee Schedule for land-use pursuant to Chapter 74, Planning and Development, of the Arvada City Code as set forth in the attached fee schedule and any prior version of said administrative fee schedule inconsistent with the attached schedule is amended to conform herewith.

Section 2. The Fee Schedule set forth herein shall be effective January 1, 2025.

Section 3. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 21st day of October, 2024.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

Application Type	Fees (Based on Development Size)			
	Less Than 1 Acre	1 to less than 5 Acres	5 to less than 30 Acres	30 Acres or More
Additional Development Review	\$325.00	\$605.00	\$690.00	\$860.00
Alternative Sign Program	\$625.00	\$940.00	\$1,255.00	\$1,255.00
Appeal	\$395.00 regardless of acreage			
Annexation or disconnection	\$1,515.00	\$1,980.00	\$2,640.00	\$3,275.00
Certificate of Compliance (Design Review Committee Referral)	\$315.00	\$440.00	\$440.00	\$440.00
Certificate of Compliance (Administrative Review)	\$100.00	\$190.00	\$190.00	\$190.00
Code Compliance Administration	\$100.00 Violation beyond first deadline			
	\$200.00 Violation beyond second deadline			
	\$300.00 Violation beyond third deadline			
	\$300.00 Repeat offender summons			
	\$300.00 Nuisance hearing			
Comprehensive Plan Amendment	\$625.00	\$1,255.00	\$1,900.00	\$2,520.00
Conditional Use Permit	\$625.00	\$940.00	\$1,255.00	\$1,255.00
Development Plan Inspection Fee (Re-Inspection fees are charged at the same rate)	\$100.00 per single family regardless of acreage. \$190.00 per multi-family, commercial or industrial regardless of acreage.			
Fence Review Fee	\$33.00 regardless of acreage			
Filming Permit	\$130.00			

Application Type	Fees (Based on Development Size)			
	Less Than 1 Acre	1 to less than 5 Acres	5 to less than 30 Acres	30 Acres or More
Floodplain Development Permit Fee	\$50.00 Fence/shed/miscellaneous \$100.00 Garage, deck, or interior improvements less than 50% of existing building value \$200.00 Fill or grading only \$200.00 Building footprint expansion \$200.00 Any improvement greater than or equal to 50% of existing building value \$500.00 New building construction \$500.00 Floodplain analysis/CLOMR/LOMR			
Floodplain Variance	\$440.00 regardless of acreage			
Food Truck Vending	\$60.00 per year			
Height Exception	\$975.00 regardless of acreage			
Major Modification	\$625.00	\$945.00	\$1,255.00	\$1,255.00
Major Subdivision Concept Plan	\$655.00	\$1,320.00	\$1,950.00	\$2,575.00
Major Subdivision Final Plat or Amendment	\$1,280.00	\$1,820.00 plus \$290.00 per acre	\$1,985.00 plus \$235.00 per acre	\$2,325.00 plus \$225.00 per acre
Major Subdivision Preliminary Plat	\$970.00	\$1820.00 plus \$310.00 per acre	\$2,080.00 plus \$290.00 per acre	\$2,575.00 plus \$270.00 per acre
Master Development Plan	\$970.00	\$1,950.00	\$2,270.00	\$2,575.00 plus \$19.00 per acre
Minor Modification, Individual Standard	\$195.00 regardless of acreage			
Minor Modification - Site Plan, Final Development Plan or Final Plat	\$385.00	\$650.00	\$970.00	\$1,320.00

Application Type	Fees (Based on Development Size)			
	Less Than 1 Acre	1 to less than 5 Acres	5 to less than 30 Acres	30 Acres or More
Minor Subdivision Plat	\$970.00	\$1,450.00 plus \$285.00 per acre	\$1,545.00 plus \$240.00 per acre	\$2,545.00 plus \$240.00 per acre
Out of City Utility Request	\$625.00	\$920.00	\$1,255.00	\$1,605.00
PUD Development Plan or Amendment	\$645.00	\$1,820.00 plus \$310.00 per acre	\$2,080.00 plus \$285.00 per acre	\$2,435.00 plus \$250.00 per acre
PUD Final Development Plan	\$980.00	\$1,820.00 plus \$310.00 per acre	\$2,080.00 plus \$290.00 per acre	\$2,380.00 plus \$240.00 per acre
PUD Final Development Plan Amendment	\$625.00	\$920.00	\$1,255.00	\$1,575.00
PUD Sketch Plan	\$645.00	\$1,310.00	\$1,950.00	\$2,575.00
Public Hearing Sign Deposit	\$100.00 per sign			
Revocable Encroachment License or Permit	\$440.00 regardless of acreage			
Short Term Rental	\$175.00 regardless or acreage			
Sign Review Fee	\$67.00 regardless of acreage			
Site Plan	\$970.00	\$1,820.00 plus \$285.00 per acre	\$2,080.00 plus \$265.00 per acre	\$2,575.00 plus \$250.00 per acre
Site Plan Amendment	\$625.00	\$920.00	\$1,255.00	\$1,570.00

Application Type	Fees (Based on Development Size)			
	Less Than 1 Acre	1 to less than 5 Acres	5 to less than 30 Acres	30 Acres or More
Special Event Permit (Non-Profit Agencies are Exempt)	\$130.00 regardless of acreage			
Special District	\$4,400.00 regardless of acreage			
Telecommunications Facility (Free-Standing)	\$3,245.00 regardless of acreage			
Telecommunications Facility (Administrative Review)	\$930.00 regardless of acreage			
Transient Merchant Permit	Ambulatory: \$15.00/day; \$75.00/month; \$250.00/year Entertainment: \$15.00/day; \$75.00/month Entertainment with Vending: \$15.00/day; \$75.00/month Food: \$75.00/month; \$250.00/year Merchandise (except ambulatory): \$75.00/month; \$250.00/year Personal services: \$15.00/day; \$75.00/month Regardless of acreage			
Vacation	\$1,310.00 regardless of acreage			
Variance	\$385.00	\$650.00	\$650.00	\$650.00
Vested Right (Early Vested Right)	\$1,305.00	\$1,570.00	\$1,890.00	\$2,520.00
Vested Right (Statutory Vested Right)	\$625.00 regardless of acreage			

Application Type	Fees (Based on Development Size)			
	Less Than 1 Acre	1 to less than 5 Acres	5 to less than 30 Acres	30 Acres or More
Zoning or Rezoning	\$650.00	\$1,605.00	\$1,950.00	\$2,575.00
Zoning Verification Letter	\$67.00 regardless of acreage			

Application Type	Fees (Based on Development Size)			
	Less Than 1 Acre	1 to less than 5 Acres	5 to less than 30 Acres	30 Acres or More
Additional Development Review	\$315.00 <u>325.00</u>	\$585.00 <u>605.00</u>	\$670.00 <u>690.00</u>	\$830.00 <u>860.00</u>
Alternative Sign Program	\$605.00 <u>625.00</u>	\$910.00 <u>940.00</u>	\$1,215.00 <u>1,255.00</u>	\$1,215.00 <u>1,255.00</u>
Appeal	\$380.00 <u>395.00</u> regardless of acreage			
Annexation or disconnection	\$1,465.00 <u>1,515.00</u>	\$1,915.00 <u>1,980.00</u>	\$2,555.00 <u>2,640.00</u>	\$3,165.00 <u>3,275.00</u>
Certificate of Compliance (Design Review Committee Referral)	\$305.00 <u>315.00</u>	\$425.00 <u>440.00</u>	\$425.00 <u>440.00</u>	\$425.00 <u>440.00</u>
Certificate of Compliance (Administrative Review)	\$95.00 <u>100.00</u>	\$185.00 <u>190.00</u>	\$185.00 <u>190.00</u>	\$185.00 <u>190.00</u>
Code Compliance Administration	\$100.00 Violation beyond first deadline			
	\$200.00 Violation beyond second deadline			
	\$300.00 Violation beyond third deadline			
	\$300.00 Repeat offender summons			
	\$300.00 Nuisance hearing			
Comprehensive Plan Amendment	\$605.00 <u>625.00</u>	\$1,215.00 <u>1,255.00</u>	\$1,840.00 <u>1,900.00</u>	\$2,435.00 <u>2,520.00</u>
Conditional Use Permit	\$605.00 <u>625.00</u>	\$910.00 <u>940.00</u>	\$1,215.00 <u>1,255.00</u>	\$1,215.00 <u>1,255.00</u>
Development Plan Inspection Fee (Re-Inspection fees are charged at the same rate)	\$95.00 <u>100.00</u> per single family regardless of acreage. \$185.00 <u>190.00</u> per multi-family, commercial or industrial regardless of acreage.			
Fence Review Fee	\$32.00 <u>33.00</u> regardless of acreage			
Filming Permit	\$125.00 <u>130.00</u>			

Application Type	Fees (Based on Development Size)			
	Less Than 1 Acre	1 to less than 5 Acres	5 to less than 30 Acres	30 Acres or More
Floodplain Development Permit Fee	\$50.00 Fence/shed/miscellaneous \$100.00 Garage, deck, or interior improvements less than 50% of existing building value \$200.00 Fill or grading only \$200.00 Building footprint expansion \$200.00 Any improvement greater than or equal to 50% of existing building value \$500.00 New building construction \$500.00 Floodplain analysis/CLOMR/LOMR			
Floodplain Variance	\$440.00 regardless of acreage			
Food Truck Vending	\$60.00 per year			
Height Exception	\$945.00 <u>975.00</u> regardless of acreage			
Major Modification	\$605.00 <u>625.00</u>	\$915.00 <u>945.00</u>	\$1,215.00 <u>1,255.00</u>	\$1,215.00 <u>1,255.00</u>
Major Subdivision Concept Plan	\$635.00 <u>655.00</u>	\$1,275.00 <u>1,320.00</u>	\$1,885.00 <u>1,950.00</u>	\$2,490.00 <u>2,575.00</u>
Major Subdivision Final Plat or Amendment	\$950.00 <u>1,280.00</u>	\$1,760.00 <u>1,820.00</u> plus \$280.00 <u>290.00</u> per acre	\$1,920.00 <u>1,985.00</u> plus \$230- <u>235.00</u> per acre	\$2,250.00 <u>2,325.00</u> plus \$220.00 <u>225.00</u> per acre
Major Subdivision Preliminary Plat	\$940.00 <u>970.00</u>	\$1,760.00 <u>1,820.00</u> plus \$300.00 <u>310.00</u> per acre	\$2,010.00 <u>2,080.00</u> plus \$280.00 <u>290.00</u> per acre	\$2,490.00 <u>2,575.00</u> plus \$260.00 <u>270.00</u> per acre
Master Development Plan	\$940.00 <u>970.00</u>	\$1,885.00 <u>1,950.00</u>	\$2,195.00 <u>2,270.00</u>	\$2,490.00 <u>2,575.00</u> plus \$18.00 <u>19.00</u> per acre
Minor Modification, Individual Standard	\$190.00 <u>195.00</u> regardless of acreage			
Minor Modification - Site Plan, Final Development Plan or Final Plat	\$375.00 <u>385.00</u>	\$630.00 <u>650.00</u>	\$940.00 <u>970.00</u>	\$1,275.00 <u>1,320.00</u>

Application Type	Fees (Based on Development Size)			
	Less Than 1 Acre	1 to less than 5 Acres	5 to less than 30 Acres	30 Acres or More
Minor Subdivision Plat	\$940.00 <u>970.00</u>	\$1,400.00 <u>1,450.00</u> plus \$275.00 <u>285.00</u> per acre	\$1,495.00 <u>1,545.00</u> plus \$230.00 <u>240.00</u> per acre	\$1,885.00 <u>2,545.00</u> plus \$230.00 <u>240.00</u> per acre
Out of City Utility Request	\$605.00 <u>625.00</u>	\$890.00 <u>920.00</u>	\$1,215.00 <u>1,255.00</u>	\$1,550.00 <u>1,605.00</u>
PUD Development Plan or Amendment	\$625.00 <u>645.00</u>	\$1,760.00 <u>1,820.00</u> plus \$300.00 <u>310.00</u> per acre	\$2,010.00 <u>2,080.00</u> plus \$275.00 <u>285.00</u> per acre	\$2,355.00 <u>2,435.00</u> plus \$245.00 <u>250.00</u> per acre
PUD Final Development Plan	\$950.00 <u>980.00</u>	\$1,760.00 <u>1,820.00</u> plus \$300.00 <u>310.00</u> per acre	\$2,010.00 <u>2,080.00</u> plus \$250.00 <u>290.00</u> per acre	\$2,300.00 <u>2,380.00</u> plus \$230.00 <u>240.00</u> per acre
PUD Final Development Plan Amendment	\$605.00 <u>625.00</u>	\$890.00 <u>920.00</u>	\$1,215.00 <u>1,255.00</u>	\$1,520.00 <u>1,575.00</u>
PUD Sketch Plan	\$625.00 <u>645.00</u>	\$1,265.00 <u>1,310.00</u>	\$1,885.00 <u>1,950.00</u>	\$2,490.00 <u>2,575.00</u>
Public Hearing Sign Deposit	\$100.00 per sign			
Revocable Encroachment License or Permit	\$425.00 <u>440.00</u> regardless of acreage			
Short Term Rental	\$150.00 <u>175.00</u> regardless or acreage			
Sign Review Fee	\$65.00 <u>67.00</u> regardless of acreage			
Site Plan	\$940.00 <u>970.00</u>	\$1,760.00 <u>1,820.00</u> plus \$275.00 <u>285.00</u> per acre	\$2,010.00 <u>2,080.00</u> plus \$255.00 <u>265.00</u> per acre	\$2,490.00 <u>2,575.00</u> plus \$245.00 <u>250.00</u> per acre
Site Plan Amendment	\$605.00 <u>625.00</u>	\$890.00 <u>920.00</u>	\$1,215.00 <u>1,255.00</u>	\$1,520.00 <u>1,570.00</u>

Application Type	Fees (Based on Development Size)			
	Less Than 1 Acre	1 to less than 5 Acres	5 to less than 30 Acres	30 Acres or More
Special Event Permit (Non-Profit Agencies are Exempt)	\$ 125.00 <u>130.00</u> regardless of acreage			
Special District	\$ 4,255.00 <u>4,400.00</u> regardless of acreage			
Telecommunications Facility (Free-Standing)	\$ 3,135.00 <u>3,245.00</u> regardless of acreage			
Telecommunications Facility (Administrative Review)	\$ 900.00 <u>930.00</u> regardless of acreage			
Transient Merchant Permit	Ambulatory: \$15.00/day; \$75.00/month; \$250.00/year Entertainment: \$15.00/day; \$75.00/month Entertainment with Vending: \$15.00/day; \$75.00/month Food: \$75.00/month; \$250.00/year Merchandise (except ambulatory): \$75.00/month; \$250.00/year Personal services: \$15.00/day; \$75.00/month Regardless of acreage			
Vacation	\$ 1,265.00 <u>1,310.00</u> regardless of acreage			
Variance	\$375.00 <u>385.00</u>	\$630.00 <u>650.00</u>	\$630.00 <u>650.00</u>	\$630.00 <u>650.00</u>
Vested Right (Early Vested Right)	\$1,260.00 <u>1,305.00</u>	\$1,520.00 <u>1,570.00</u>	\$1,830.00 <u>1,890.00</u>	\$2,435.00 <u>2,520.00</u>
Vested Right (Statutory Vested Right)	\$ 605.00 <u>625.00</u> regardless of acreage			

Application Type	Fees (Based on Development Size)			
	Less Than 1 Acre	1 to less than 5 Acres	5 to less than 30 Acres	30 Acres or More
Zoning or Rezoning	\$630.00 <u>650.00</u>	\$1,550.00 <u>1,605.00</u>	\$1,885.00 <u>1,950.00</u>	\$2,490.00 <u>2,575.00</u>
Zoning Verification Letter	\$65.00 <u>67.00</u> regardless of acreage			



REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
8.A.5.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: R24-107, A Resolution Authorizing a Lease Agreement By and Between the City of Arvada and Dominic Madril for the Property Located at 7000 CO-93, Arvada, Colorado 80403, Also Known as the Reservoir House

Report in Brief

PRESENTER: Kim Vagher

Per Policy No. 4100.12, Leasing of City-owned Residential Property to City Employees:

In accordance with the City's desire to reasonably maximize the use of City-owned residential properties, the City wishes to use City-owned residential property to support eligible employees in obtaining affordable housing in exchange for the performance of caretaking and maintenance duties on that property.

The Reservoir House Parcel is comprised of a single residential parcel containing a single-family, residential structure, septic system, a fenced chicken coop/goat pen, circular gravel driveway, fenced backyard and side yard area, playground and shed area, and propane tank.

Arvada intends to lease the Reservoir House Parcel from November 1, 2024 to October 31, 2025. The Lease will be automatically renewed for four additional one-year periods unless either the Lessee or Arvada provides notice of their intent to terminate in accordance with the terms and conditions of the lease.

Financial Impact

No financial impact.

Background

The City owns four residential properties which it makes available to employees to lease at reasonable rates in exchange for the employee performing caretaking and maintenance duties on that property. Although the City wishes to assist eligible employees in obtaining affordable housing, this policy is not a workforce housing policy. The City's primary goal is to ensure that its residential properties are properly cared for by tenants who are qualified, responsible employees.

The City does not intend for the leasing of City-owned residential property to function as a permanent housing solution for any individual employee. The City has created a process by which lessees of City-owned residential properties are awarded in a transparent and efficient manner through a lottery-style drawing.

Discussion

The leasing of City-owned residential properties benefits the City in many ways with the caretaking duties being the most valuable to the City. The tenant is responsible for daily maintenance and upkeep of the property to ensure the property is safe, secure and in compliance with City regulations.

Public Contact

Posting of the City Council agenda

Commission Recommendation

N/A

Strategic Alignment

INF2 Invests in and maintains safe, resilient, accessible and environmentally efficient City facilities and fleet vehicles.

Alternative Courses of Action

Approve R24-107, A Resolution Authorizing a Lease Agreement by and between the City of Arvada and Dominic Madril for the Property Located at 7000 CO-93, Arvada, Colorado 80403, also known as the Reservoir House.

Recommendation for Action

The Arvada team recommends that the City Council approve R24-107, A Resolution Authorizing a Lease Agreement By and Between the City of Arvada and Dominic Madril for the Property Located at 7000 CO-93, Arvada, Colorado 80403, Also Known as the Reservoir House.

Suggested Motion:

I move that R24-107, A Resolution Authorizing a Lease Agreement By and Between the City of Arvada and Dominic Madril for the Property Located at 7000 CO-93, Arvada, Colorado 80403, Also Known as the Reservoir House, be (approved) (rejected).

Prepared by:
Kim Vagher, Manager of City Facilities

Reviewed by:

Approved by:

Kim Vagher, Manager of City Facilities	10/1/2024
Jacqueline Rhoades, Public Works Director	10/2/2024
Bryan Archer, Director of Finance	10/9/2024
Tammy Hedlund, Legal Specialist	10/10/2024
Laura Hemler, Assistant City Attorney	10/10/2024
Don Wick, Deputy City Manager	10/10/2024
Rachel Morris, City Attorney	10/10/2024
Linda Haley, Acting City Manager	10/10/2024

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R24-107

A RESOLUTION AUTHORIZING A LEASE AGREEMENT BY AND BETWEEN THE CITY OF ARVADA AND DOMINIC MADRIL FOR THE PROPERTY LOCATED AT 7000 CO-93, ARVADA, COLORADO 80403, ALSO KNOWN AS THE RESERVOIR HOUSE

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. The Mayor or Mayor Pro Tem is authorized to sign and the City Clerk to attest, in form approved by the City Attorney, a lease agreement which is in substantially the same form as that attached hereto.

Section 2. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 21st day of October, 2024.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney:

BY: _____

**LEASE AGREEMENT BY AND BETWEEN THE CITY OF ARVADA AND DOMINIC
MADRIL FOR THE PROPERTY LOCATED AT 7000 CO-93, ARVADA, COLORADO
80403 ALSO KNOWN AS THE RESERVOIR HOUSE**

1. **PARTIES.** The parties to this Lease Agreement (“Lease” or “Agreement”) are the City of Arvada, a Colorado home rule municipal corporation, 8101 Ralston Road, Arvada, Colorado 80002 (“Arvada” or “Lessor”), and Dominic Madril (“Lessee”) and collectively referred to as “the Parties.” This Agreement shall be effective upon its mutual approval and execution by the Parties.
2. **RECITALS AND PURPOSE.**
 - 2.1 Arvada owns the Reservoir House and surrounding area located at 7000 CO-93, Arvada, Colorado 80403 (the “Reservoir House Parcel”) shown and described in **Exhibits A, A-1, B, and B-1**). The Reservoir House Parcel is comprised of a single residential parcel containing a single-family, residential structure (the “House”), septic system, a fenced chicken coop/goat pen, circular gravel driveway, fenced backyard and side yard area, playground and shed area, and propane tank (collectively the “Home Lease Parcel” or the “Property” and shown in the red circle drawn on **Exhibit C**). The Property is accessed from a dirt/gravel driveway from CO-93 via the Access Easement shown and described in **Exhibits A and A-1**.
 - 2.2 The Property also contains a horse barn, an outbuilding, shed, and their immediate surrounding areas located east of the House as identified by the yellow circled area on **Exhibit C** (collectively the “Outbuilding Area”). The Outbuilding Area is not contemplated by this Lease, is excluded from the definition of the Property, and may be leased separately to a third party along with any other land owned by Arvada outside of the Property. Lessee acknowledges that they have no right to, and are prohibited from, accessing the Outbuilding Area except that to the extent access is needed to access the remainder of the Property or the fence surrounding the Property. Lessee must also allow access to the Outbuilding Area if necessary.
 - 2.3 Arvada wishes to lease the Property depicted in **Exhibits B and B-1** to Lessee.
 - 2.4 Lessee agrees they have the requisite skill to perform the maintenance, repair, and caretaking duties stated in this Lease. Lessee also agrees that their performance of such duties is for the primary benefit of the Property.
 - 2.5 Lessee is in compliance with Arvada Policy No. 4100.12 – Residential Employee Leasing Policy for City-Owned Property (attached as **Exhibit D**) and is eligible to lease the Property.
 - 2.6 The Parties desire to enter into this Lease to define all rights, duties, and liabilities of the Parties during the term described herein.
3. **CONTRACT DOCUMENTS AND EXHIBITS.** The Contract Documents shall consist of this Lease together with the following:

Exhibit A:	Access Easement to the Property with Map;
Exhibit A-1:	Access Easement Legal Description;
Exhibit B:	Home Lease Parcel/Property Map;
Exhibit B-1:	Home Lease Parcel/Property Legal Description;
Exhibit C:	Illustrated Aerial Map;
Exhibit D:	Arvada Policy No. 4011.12 – Residential Employee Leasing Policy for City-Owned Property;
Exhibit E:	Radon Disclosure Pursuant to C.R.S. §38-35.7-112;
Exhibit E-1:	Pro-Lab Report; and
Exhibit E-2:	CDPHE’s Radon in Real Estate & Rental Transactions in Colorado Brochure Updated February 2024.

All exhibits referred to in this Agreement are attached hereto and are, by reference, incorporated herein for all purposes.

4. DEFINITIONS. The following terms shall have the meanings set forth below:

- 4.1 “Emergency repair” means a major repair requiring an immediate resolution in order to prevent potential injury, preserve the health and safety of Lessee, the public, or the Property, preserve the habitability of the House, or to prevent significant damage to the House or the Property. Examples of emergency repairs include, but are not limited to, the following: frozen pipes, flooding, fire, gas leaks, sewer back-ups, roof and window leaks, inoperable fire or carbon monoxide alarms, and intruder break-ins.
- 4.2 “Major repair” means a repair necessary to ensure the continued habitability of the House, usability of the items in Section 7, the overall good condition of the House or the Property. Major repairs include, but are not limited to, the following repairs: a repair to the hot water heater necessary to ensure the House has reasonable amounts of hot water, repairs to the HVAC system to provide heating or cooling as applicable, replacement of the dishwasher heating element, replacement of shingles to repair a leak, and repairs needed to remediate mold in the House.
- 4.3 “Minor repair” means a repair that can be performed or provided by Lessee without significant hardship or expense to Lessee. Minor repairs include but are not limited to the following repairs: unclogging drains and toilets, repairing small faucet or showerhead leaks, replacing light bulbs and filters, replacing broken panes of glass, and clearing debris from gutters.

- 4.4 “Non-emergency repair” means a major repair that does not require prompt and immediate resolution in order to preserve the habitability of the habitability of the House, usability of the detached garage, usability of the items in Section 7, or the overall good condition of the House or the Property. Conditions constituting non-emergency repairs include but are not limited to the following: minor peeling of exterior paint, cosmetic repairs, and minor wall, door, and cabinet repairs due to normal wear and tear.
5. **RENT.** Lessee agrees to pay rent in the amount of \$900.00 to Arvada on the 1st day of each month. If Arvada does not receive rent by the 5th day of the month, rent is considered late. If rent is late, a \$25.00 dollar fee per day shall be assessed in addition to the rent owed.
- 5.1 Security Deposit. Upon execution of this Lease, Lessee shall deposit with Lessor \$900.00 in addition to the first month’s rent under this Section 5 as a security deposit. This security deposit is acknowledged by Arvada as security for the faithful performance by Lessee of the terms of this Lease. After the termination of this Lease, this security deposit will be refunded, without interest, in compliance with the provisions of C.R.S. §38-12-103, as may be amended.
6. **TERM.**
- 6.1 Term and renewals. Arvada leases to Lessee the Property beginning November 1, 2024, and ending on October 31, 2025. This Lease will be automatically renewed for four additional one-year periods unless either Party provides notice of their intent to terminate in accordance with the terms and conditions contained in this Lease. Per Section 3.2 of **Exhibit D**, in no event will the total term of this Lease, including all renewal periods, exceed five years.
- 6.2 Holdover. Should Lessee remain in possession of the Property with the consent of Arvada after the natural expiration of this Lease, including any renewal periods, a new tenancy from month-to-month shall be created between Arvada and Lessee which shall be subject to all the terms and conditions of this Lease, provided however, such tenancy shall be terminable by either party upon 30 calendar days written notice served by either Arvada or Lessee. **It is expressly understood and agreed that the rent for any holdover under this paragraph shall be at the rate set by Section 5 and that Lessee is not guaranteed future renewal periods beyond five years.**
7. **APPLIANCES, SYSTEMS, AND FIXTURES.** Arvada has made available to Lessee the appliances, systems, and fixtures on the Property as stated below. The Parties agree that they have inspected all such appliances, systems, and fixtures, and that they are in good working order as of the execution of this Lease.
- 7.1 Hot water heater,
- 7.2 Dishwasher,

- 7.3 Stove,
- 7.4 Refrigerator,
- 7.5 Microwave,
- 7.6 Electrical system (including panel),
- 7.7 Propane heating system
- 7.8 Outdoor sprinkler system,
- 7.9 Fire alarms,
- 7.10 Carbon monoxide alarms,
- 7.11 Swamp cooler,
- 7.12 Living room fireplace,
- 7.13 Wood burning stove,
- 7.14 Ceiling fans,
- 7.15 Plumbing system with septic tank and leach field system, and
- 7.16 Radon mitigation system.

8. ARVADA'S RESPONSIBILITIES.

- 8.1 Condition. Arvada agrees to provide the Property as is. Lessee stipulates they have examined the Property, including the grounds, structures, and improvements, and that they are, at the time of this Lease, in good order and repair, and in a safe, clean, and tenantable condition.
- 8.2 Repairs and maintenance.
 - 8.2.1 Upon prompt notice as stated in Section 13, Arvada shall be responsible for any major repairs, whether the repairs be emergency repairs or otherwise, to any of the items stated in Section 7 that are caused by normal wear and tear.
 - 8.2.2 Arvada shall be responsible for maintaining the exterior of any structure located on the Property caused by normal wear and tear. Lessee shall notify Arvada pursuant to Section 13 should the exterior of any structure require repair.
 - 8.2.3 Arvada shall not be responsible for any repairs needed due to damage caused by Lessee or a third-party allowed on the Property by consent of Lessee. In the event Arvada makes any repair due to damage by Lessee or a third party permitted on the Property by Lessee, Arvada shall charge the cost of the repairs to Lessee as additional rent.

8.2.4 Upon prompt notice by Lessee, Arvada shall replace any inoperable fire or carbon monoxide alarm or radon mitigation system.

8.3 Quiet enjoyment. Provided Lessee is in compliance with the terms of this Lease, Arvada covenants and agrees that Lessee shall and may, at all times, peaceably and quietly have, hold, and enjoy the Property during the term of the Lease subject to any applicable law, ordinance, rule, or regulation.

8.4 Outbuilding area. Arvada shall provide Lessee with necessary information regarding Arvada's use of the Outbuilding Area. Arvada may lease the Outbuilding Area, or any area owned by Arvada outside the Home Parcel to a third party for any purpose. Such information may include, but is not limited to, the contact information of a lessee and the approved purposes for which such lessee may use the Outbuilding Area.

8.5 Damage. If the premises of the Property, or any part thereof, shall be partially damaged by fire or other casualty not due to Lessee's negligence or willful act or that of their employee, family, agent, contractor, or visitor, the Property shall be promptly repaired by Arvada and there shall be an abatement of rent corresponding with the time during which, and the extent to which, the Property may have been untenantable; but, if the Property should be damaged other than by Lessee's negligence or willful act of that of their employee, family, agent, contractor, or visitor, to the extent that Arvada shall decide not to rebuild or repair, the term of this Lease shall end and the rent shall be prorated up to the time of the damage.

8.5.1 Arvada shall not be responsible for any loss, damage, or injury sustained by Lessee, their family members, or their invitees as a result of any fire, theft, flood, animal bite, earthquake, vandalism, or any other like cause.

9. **LESSEE'S RESPONSIBILITIES.** Lessee, in consideration of the leasing of the Property, hereby covenants and agrees to the following:

9.1 Acceptable condition. Lessee stipulates that they have examined the Property, including the premises, House, the grounds, septic system, fencing, and any other improvements and that they are, at the time of this Lease, in good order and repairs, and in a safe, clean, and tenable condition.

9.2 Manner of occupancy. Lessee shall at all times occupy, manage, and maintain the Property, including all structures and improvements, in a manner consistent with Arvada's image, values, and purposes as a public agency entrusted with the well-being and safety of the public. In accordance with this Section, Lessee shall:

9.2.1 Manage and operate the Property according to Arvada's standards and guidance;

9.2.2 Not modify, move, or remove any structures, fences, gate, signage, or other site elements on the Property without prior written approval by Arvada;

- 9.2.3 Not sublease any portion of the Property, including but not limited to, the House, for occupancy or any other purposes;
- 9.2.4 Obtain the written consent of Arvada prior to posting or modifying any signage on the Property;
- 9.2.5 Be responsible for and ensure the good conduct of all guests, visitors, contractors, or other invitees of Lessee. Upon reasonable request of Arvada, Lessee shall promptly identify all persons residing upon the Property;
- 9.2.6 Not keep, allow, or have on the Property any article or thing of a dangerous, inflammable, or explosive character that might unreasonably increase the danger of fire on the Property or that might be considered hazardous or extra hazardous by any responsible insurance company. Lessee shall not use the Property for hunting, nor permit hunting on the Property. Lessee shall report any hunting activities observed on the Property. Lessee shall not discharge firearms anywhere on the Property;
- 9.2.7 Shall only access the Property via the access easements shown in **Exhibits A and A-1**;
- 9.2.8 Keep watch and be observant of the Property and the Outbuilding Area. Lessee shall report any unusual or emergency circumstances to Arvada by contacting emergency services (e.g. 911) or reporting to the lease managers in Section 13, as appropriate to the circumstances; and
- 9.2.9 Maintain a friendly and equitable relationship with any future tenant of the Outbuilding Area or any of the surrounding area owned by Arvada.
- 9.2.10 Maintain clear access to the canals listed in Section 2.1 and permit access to the canals by ditch riders associated with the canals.
- 9.3 Payment of rent required. Lessee must pay the rent described in Section 5 on time every month.
- 9.4 Utilities. Lessee shall timely arrange for and pay all applicable utility charges for heat, electric, water, propane/gas, septic system, waste pick-up services, and any other assessments levied against the Property. Arvada may consider any unpaid utilities to be a breach of this provision and may terminate this Lease in accordance with Section 12. Utilities do not include property tax, which will be paid by Arvada.
- 9.5 Residential use only. Lessee shall use the Property solely as a private single-family residence and for no other purpose.
 - 9.5.1 Lessee agrees that the Property shall be occupied in accordance with any laws, rules, or regulations relating to the number of persons permitted in a residential home similar to the House.
 - 9.5.2

9.6 Maintenance, repair, and caretaking duties.

9.6.1 Lessee agrees they have the requisite knowledge and skills to perform the duties set forth in this Section. Lessee may perform any of these duties themselves or hire a contractor to perform the duties at Lessee's expense.

9.6.1.1 If Lessee hires a contractor, Lessee must provide Arvada with the contractor's name, contact information, and statement of the work to be completed no later than three calendar days before the contractor performs the work. Lessee shall send the information to Arvada in accordance with Section 13. Lessee must also keep a list of all contractors and the work they perform on the Property for the duration of the Lease and provide Arvada with the list upon expiration or termination of the Lease or at Arvada's request. Any contractor hired by Lessee shall be considered a third-party allowed on the Property with Lessee's consent and have the insurance as stated in Section 16.4.

9.6.1.2 If Lessee performs the duties themselves, Lessee must maintain and provide to Arvada a written log of all repairs (major, minor, and emergency) performed during the Lease upon termination or expiration of this Lease or at Arvada's request.

9.6.2 Lessee shall provide or pay for all minor repairs to the items stated in Section 7 that are necessary to keep the items in good working order. Additionally, Lessee shall provide and pay for all minor repairs to any carpentry within the House. Such repairs include, but are not limited to, repairing broken hinges, small painting jobs, and replacing small areas of missing or broken trim.

9.6.3 Lessee shall provide or pay for all other general interior maintenance of the House as well as maintain the items stated in Section 7.

9.6.4 Lessee shall maintain and test all fire alarms and carbon monoxide alarms install in the House on a regular basis. In the event Lessee is unable to repair a faulty alarm, Arvada will replace the alarm at its expense upon receiving notice from Lessee.

9.6.5 Lessee shall ensure that the radon mitigation system is properly functioning at all times and promptly notify Arvada if the system is not functioning properly.

9.6.6 Lessee shall keep the premises, grounds, fences, sheds, animal shelters, outdoor electrical equipment, and any other appurtenances on the Property in good condition and repair.

9.6.7 Lessee shall mow the grass, remove snow, remove and control noxious weeds, and otherwise maintain and care for the Property in accordance with the Arvada City Code. Lessee shall ensure that gardening and landscaping on the Property maintains the "welcoming feel" of the Property.

- 9.6.8 Lessee shall use reasonable efforts to keep the House free from all rodents, insects, and vermin. Lessee shall notify Arvada in accordance with Section 13, if Lessee's efforts are unsuccessful.
- 9.6.9 Lessee acknowledges that propane is the primary heating source for the residential structure on the Home Parcel. Lessee agrees that they have the requisite knowledge and skills to maintain the propane heating system. Lessee agrees that it is Lessee's sole responsibility to ensure the propane heating system is maintained in safe and good working order. Such maintenance duties include, but are not limited to:
- 9.6.9.1 Ordering and coordinating the delivery of propane at Lessee's expense,
- 9.6.9.2 Ensuring the propane tank has the requisite amount of propane to heat the House in a safe and efficient manner, and
- 9.6.9.3 Entering into any agreement necessary to ensure propane is delivered and the propane tanks and system is maintained in a safe and code-compliant manner.
- 9.6.10 Lessee agrees that it is Lessee's sole responsibility to ensure the septic system is maintained in a safe and good working order. Lessee must ensure, at Lessee's expense, that the septic tank on the Property is serviced at least once per month by a contractor approved by Arvada. Lessee must provide documentation of the monthly service via email to the managers listed in Section 13 at the same time Lessee pays rent each month.
- 9.6.11 Lessee shall maintain and operate the sprinkler system on the Property to ensure the grounds are sufficiently watered.
- 9.6.12 Lessee shall maintain the extended driveway leading to the House from CO-93 and ensure the driveway is accessible at all times.
- 9.7 Alterations and improvements. Lessee agrees that all alterations, changes, and improvements built, constructed, or placed on the Property by Lessee, with the exception of fixtures removable without damage to the Property and movable personal property, must first be approved by Arvada in writing, and shall be the property of Arvada and remain on the Property at the expiration or sooner termination of this Lease.
- 9.7.1 Lessee shall obtain Arvada's written approval prior to painting any interior or exterior of any building or structure located on the Property.
- 9.8 Personal property. Lessee acknowledges that all personal property of any kind kept in or on the Property is at the sole risk of the Lessee, and Arvada is not liable for any damage or loss of such personal property. Lessee is responsible for securing

their own insurance to ensure against loss or damage to their persons, persons of their family or invitees, and loss or damage to their property.

9.9 Caretaking and use. Lessee will use and care for the Property in a reasonably clean and safe manner by:

- 9.9.1 Complying with all applicable laws, codes, or other regulations;
- 9.9.2 Keeping the Property reasonably clean, safe, and sanitary as permitted by the conditions of the Property;
- 9.9.3 Disposing of ashes, garbage, rubbish, and other waste in a clean, safe, sanitary, and legally compliant manner;
- 9.9.4 Using in a reasonable manner all electrical, plumbing, sanitary, heating, ventilating, air-conditioning, and other facilities and appliances on the Property;
- 9.9.5 Conducting themselves and requiring other persons on the premises of the Property within the Lessee's control to conduct themselves in a manner that does not disturb their neighbors' peaceful enjoyment of the neighbors' property;
- 9.9.6 Properly caring for any animal kept on the Property; and
- 9.9.7 Promptly notifying Arvada if the residential premises of the Property become uninhabitable as defined in C.R.S. §38-12-505 as may be amended from time to time or if there is a condition that could result in the residential premises of the Property becoming uninhabitable if not remediated.

9.10 Animals and pets. With the exception of chickens and goats, Lessee is permitted to have no more than two domestic animals (such as a dog or a cat), but no other domestic animals or other animals on about the Property without the prior written consent of Arvada. Lessee may keep a lawful number of chickens in the central chicken coop or lawful number of goats in the central goat pen adjacent to the House and located in the center of the gravel driveway but in no other location.

9.11 Responsibilities related to the Outbuilding Area.

- 9.11.1 Lessee, nor anyone associated with the Lessee, shall enter, access, use, or disturb the Outbuilding Area, including any structure, equipment, or improvements located thereon, for any purpose other than expressly permitted herein. For clarity, except for the area containing the playground and closely-located shed, Lessee or their associates shall not access any of the structures to the south of the House beyond the chicken coop/goat pen as illustrated by the yellow circle on **Exhibit C**.

9.11.1.1 Notwithstanding Section 9.11, Lessee or their associates may access the Outbuilding Area to access the Property, access the fence surrounding the Property, or access the gravel driveway.

- 9.12 Lessee acknowledges the Property is situated in such a manner that it is close to the Outbuilding Area, which may be used for agricultural, grazing, and ranching purposes. Lessee is aware that certain smells, noises, and sights are inherent in such purposes and Lessee agrees that such smells, noises, and sights will not disturb Lessee's quiet enjoyment of the Property.
- 9.13 Lessee shall maintain equitable relationship with any tenant of the Outbuilding Area and their invitees. Lessee shall not prohibit or interfere with any of the Outbuilding Area tenant's or their invitee's duties or activities. Lessee shall not block or otherwise interfere with the main driveway or circular driveway in such a manner that the Outbuilding Area tenant and their invitees cannot easily access the Outbuilding Area.
- 9.14 Lessee shall not approach, feed, or otherwise interact with any animals kept on the Outbuilding Area.
- 9.15 Lessee shall immediately notify Arvada and the tenant of the Outbuilding Area if any animal being kept on the Outbuilding Area appears sick or deceased or if an animal is no longer contained within the Outbuilding Area or immediate surrounding area.
- 9.16 Breach of responsibilities. Any breach of the responsibilities stated in this Section 9 shall be deemed a material breach of this Lease. Breach of a material term or terms by Lessee shall subject Lessee to immediate termination of this Lease, and eviction upon three calendar days' notice from Arvada.

10. CONDITION OF EMPLOYMENT. Lessee acknowledges that a material consideration of Arvada in renting the Property to Lessee is that Lessee is at all times an employee of Arvada. In the event Lessee shall, for any reason, no longer be an employee of Arvada, Lessee shall promptly, but in any event, no later than three calendar days after separation of employment, vacate the Property unless otherwise directed by Arvada in its sole discretion. Thereafter, this Lease shall be deemed mutually terminated.

11. ARVADA'S ACCESS TO THE PROPERTY.

- 11.1 Right to access. Arvada shall have the right, at all reasonable times during the term of this Lease and any renewal thereof, to access all parts of the Property, in such a manner as will minimize disruption to events or activities to the extent reasonably practicable, for the purposes of:

11.1.1 Performing, administering, or enforcing this Lease;

- 11.1.2 Accessing the Outbuilding Area;
- 11.1.3 Examining, inspecting, evaluating, planning, making any agreed upon repairs or maintenance, designing, showing, or otherwise administering the building or grounds; or
- 11.1.4 Performing Arvada's regulatory, law enforcement, and other governmental duties.
- 11.2 Health and safety inspections. Arvada reserves the right to conduct health/safety inspections of the Property.
- 11.3 Biannual inspections. At a minimum, Arvada shall enter upon, and inspect, the Property two times per year. At this time, Arvada shall also meet with Lessee to discuss Lessee's performance of Lessee's obligations under this Lease. Arvada shall work with Lessee to determine a mutually agreeable time for which these routine inspections shall occur.

12. TERMINATION AND EXPIRATION.

- 12.1 Right to terminate. Either party may terminate this Lease, at any time, for convenience upon 90 calendar days' written notice to the other party.
- 12.2 Termination for casualty. In the event the Property is rendered untenable by fire or other casualty, Arvada shall have the right to terminate this Lease on the date of such occurrence.
- 12.3 Termination for default. If the Lessee is in default in any of the covenants or agreements herein to be performed by such Lessee, which default remains uncorrected for a period of 14 calendar days after Arvada has provided the Lessee with written notice thereof, Arvada shall have the option, without liability for trespass or for damages, to enter onto the Property and declare the term of the Lease terminated, repossess the Property, and expel the Lessee, all without prejudice to any other remedies available to Arvada for breach of covenant. Arvada may also sue monthly to recover all rent, damages, litigation costs, and attorney fees.
- 12.4 Surrender upon termination. At the expiration or termination of this Lease, Lessee will promptly surrender and deliver up the Property in good order and condition to Arvada.

13. LEASE MANAGERS AND NOTICE. Arvada designates Kim Vagher (kvagher@arvada.org) and Patty Carrico (pcarrico@arvada.org), as the managers for this lease. The address for Mr. Vagher and Ms. Carrico is 8101 Ralston Road, Arvada, CO, 80002.

- 13.1 Emergency contact. In the event of an emergency repair, Lessee shall first attempt to contact 911 or the appropriate utility (such as Xcel Energy) if appropriate and then may contact Kim Vagher at 720-390-1428 or Patty Carrico at 720-745-1551.

If Lessee is unable to reach Mr. Vagher or Ms. Carrico, Lessee may contact the Facilities after-hours number at 720-786-2155.

- 13.2 Hazardous gas leak or condition. If Lessee is notified by service personnel from any organization providing gas service to the Property (e.g. Xcel Energy) that a gas appliance, piping, or other gas equipment is in a hazardous condition, Lessee must immediately inform Arvada through the emergency contacts stated in Section 13.1 and by emailing facilitiesrequest@arvada.org.
- 13.3 Non-emergency repairs. Lessee shall notify Arvada of a need for any non-emergency repair by emailing facilitiesrequest@arvada.org or calling 720-898-7680 within seven calendar days of noticing a condition necessitating a repair.
14. **INDEMNIFICATION.** To the fullest extent permitted by law, Lessee will defend, indemnify and hold Arvada, its employees, agents and assignees (“Indemnified Parties”) harmless from and against all costs, expenses, claims, damages, liabilities, court awards, losses and other amounts (including attorneys’ fees and related costs) (“Claims”) arising out of or relating (directly or indirectly) to: (i) the conduct or management of the Property or of any activity thereon, or any work or thing whatsoever done, or any condition created in or about the Property during the term; (ii) any act, omission, breach of any provision of this Lease, or negligence of Lessee or any of Lessee's licensees or the partners, directors, officers, agents, employees, associates, invitees or contractors of Lessee, or of Lessee's sublessees or licensees; and (iii) any accident, injury or damage whatsoever occurring in or at the Property. Lessee hereby expressly indemnifies Arvada, unless the claim is caused by the sole negligence of Arvada.
15. **ABANDONMENT.** If at any time during the term of this Lease, Lessee abandons the Property or any part thereof, Arvada may, at its option, enter the Property by any means without being liable for any prosecution therefore, and without becoming liable to Lessee for damages or for any payment of any kind whatsoever, and may, at its discretion, relet the Property, or any part therefor, for the whole or any part of the then unexpired term, and may receive and collect all rent payable by virtue of such reletting, and, at Arvada’s option, hold Lessee liable for any difference between the rent that would have been payable under this Lease during the balance of the unexpired term, if this Lease had continued in force, and the net rent for such period realized by Arvada by means of such reletting. If Arvada’s right of re-entry is exercised following abandonment of the Property by Lessee, then Arvada may consider any personal property belonging to Lessee and left on the premises to also have been abandoned, in which case Arvada may dispose of all such property in any manner Arvada shall deem proper and is hereby relieved of all liability of doing so.
16. **INSURANCE.**
- 16.1 Insurance required. Unless higher limits or additional coverages are required by Arvada, Lessee shall secure, purchase, and maintain, and their own expense, the types of insurance coverage and limits of liability stated below throughout the duration of the Lease or any extension. Failure to provide proof of such insurance within 14 calendar days of entering into this Lease or upon request by Arvada shall constitute a breach of this Lease and Arvada may terminate the Lease in accordance

with Section 12. Any insurance coverage required by this Section must be effective upon and during the term of this Lease and any holdover or extension.

16.1.1 Renters insurance. Lessee shall provide and maintain renters' insurance to include personal property coverage with a minimum limit of at least \$30,000.00 and liability coverage with a minimum limit of at least \$300,000.00 with Arvada named as an Additional Insured. The renter's insurance should include coverage for damage resulting from casualties such as fire, theft, flood, wind, earthquake, or vandalism. Arvada shall not be responsible for any loss, damage, or injury sustained by Lessee as a result of fire, theft, flood, wind, earthquake, or vandalism or occasioned by any other cause. Arvada may also require Lessee provide and maintain any additional insurance coverage deemed necessary by Arvada's Risk and Safety Department. Lessee is responsible for securing their own insurance to ensure against loss or damage to their person or property. Lessee stipulates that Arvada is to be named as the sole loss payee for any property loss settlement relating to the Property.

16.2 Other policy requirements. All policies required under this Section must:

16.2.1 Be written through a company duly entered and authorized to transact that class of insurance in the State of Colorado. All policies written through private carriers are to be written with insurance carriers with an A.M. Best rating of "A-VII" or better;

16.2.2 Be primary to any insurance of, or available to, Arvada;

16.2.3 Provide a waiver of subrogation in favor of Arvada; and

16.2.4 Be endorsed to provide Arvada with a 30-day Notice of Cancellation for reasons other than nonpayment of premium, and a 10-day Notice of Cancellation for the reason of nonpayment of premium. Such endorsements shall be attached to the Certificate of Insurance. If any insurer does not make available such endorsement(s), as an alternative, Lessee or Lessee's insurance agent or broker shall provide a written statement that the responsible party will endeavor to provide the required Notices of Cancellation. Acceptance of such alternative notice is subject to the sole discretion of the Arvada.

16.3 Full responsibility.

16.3.1 Approval, disapproval, or failure to act by Arvada or Arvada's agents regarding any insurance required of the Lessee shall not relieve Lessee of full responsibility for its obligations under this Lease, and the bankruptcy, insolvency, or denial of coverage by the insurance company shall not exonerate the Lessee from liability. In the event any insurer issues a

reservation of rights for Arvada as an Additional Insured, Arvada shall be entitled to employ independent counsel at Lessee's expense.

- 16.4 Vendors, subcontractors, or other parties hired by Lessee. All parties hired by Lessee to provide any work related to the Property shall provide evidence of and maintain General Liability coverage with limits not less than \$1,000,000.00 for bodily injury and property damage for each occurrence and not less than \$2,000,000.00 general aggregate, Automobile Liability coverage with a minimum coverage amount of at least \$1,000,000.00 per occurrence, Workers' Compensation and Employer's Liability coverage as required by statute for the minimum limits of \$1,000,000.00 each accident; \$1,000,000.00 disease each employee; and \$1,000,000.00 Disease Policy Limit, and other coverages as deemed necessary by Arvada. Coverage shall include, but not be limited to the following in favor of Lessee and Arvada: Additional Insured Status, Primary and Non-Contributory coverage, and Waiver of Subrogation. All parties hired by Lessee shall include an indemnification obligation as evidenced in Section 14, including Lessee, Arvada, and other indemnified parties as indemnitees.
17. **COMPLIANCE WITH ALL LAWS.** Lessee shall comply with all applicable federal, Colorado, and Arvada laws, codes, rules, regulations, policies and procedures in effect or hereinafter established applicable to Lessee under this Lease.
18. **ASSIGNMENT & SUBLEASE.** This Lease shall not be assigned by Lessee without the prior written consent of Arvada, nor shall Lessee sublease the Property, or any portion thereof (except as otherwise provided for herein), or otherwise allow the utilization thereof by any other party without the express written consent of Arvada. Any assignment, subletting, concession, or license without the prior written consent of Arvada, or an assignment or subletting by operation of law, shall be void and shall, at Arvada's option, terminate this Lease.
19. **LEGAL NOTICES.** Any notice relating to the legal terms of this Lease shall be in writing and shall be deemed to have been sufficiently given for all purposes if sent by certified mail or registered mail, postage and fees prepaid, addressed to the party to whom such notice is to be given at the address set forth on the signature page below, or at such other address as has been previously furnished in writing, to the other party or parties. Such notice shall be deemed to have been given when deposited in the United States mail.
20. **PARAGRAPH CAPTIONS.** The captions of the paragraphs are set forth only for the convenience and reference of the parties and are not intended in any way to define, limit, or describe the scope or intent of this Lease.
21. **ADDITIONAL DOCUMENTS OR ACTION.** The parties agree to execute any additional documents or take any additional action that is necessary to carry out this Lease.
22. **INTEGRATION AND AMENDMENT.** This Lease represents the entire agreement between the parties and there are no oral or collateral agreements or understandings. This Lease may be amended only by an instrument in writing signed by the parties. If any other provision of this Lease is held invalid or unenforceable, no other provision shall be affected

by such holding, and all of the remaining provisions of this Lease shall continue in full force and effect.

23. **WAIVER OF BREACH.** A waiver by any party to this Lease of the breach of any term or provision of this Lease shall not operate or be construed as a waiver of any subsequent breach by either party.
24. **BINDING EFFECT.** This Lease shall inure to the benefit of, and be binding upon, the parties, their respective legal representatives, successors, heirs, and assigns; provided, however, that nothing in this paragraph shall be construed to permit the assignment of this Lease except as otherwise expressly authorized herein.
25. **NO THIRD-PARTY BENEFICIARIES.** It is expressly understood and agreed that enforcement of the terms and conditions of this Lease, and all rights of action relating to such enforcement, shall be strictly reserved to the Parties hereto, and nothing contained in this Lease shall give or allow any such claim or right of action by any other third party on such Lease. It is the express intention of the Parties that any person or entity other than the Parties receiving services or benefits under this Lease shall be deemed to be an incidental beneficiary only.
26. **CORA.** Notwithstanding any provision in the response to solicitation or proposed contract, Lease, escrow Lease, or any other type of Lease to the contrary, Arvada is obligated to comply with the Colorado Open Records Act (C.R.S. §§24-72-101 *et seq.*) (“CORA”), which may require Arvada to disclose all or a portion of communications relating to the Lease, or terms of the same, or of any transaction under the Lease, and other related matters. Lessee has been advised to familiarize itself with CORA. Therefore, any confidentiality provisions in the contract, Lease, escrow Lease, or any other type of Lease are subject to the provisions of CORA.
27. **NO WAIVER OF GOVERNMENTAL IMMUNITY.** Nothing contained in this or any of the exhibits attached thereto shall be construed as a waiver of any of the immunities, limitations, privileges, rights, procedures, or requirements contained in the Colorado Governmental Immunity Act, C.R.S. §§24-10-101 *et seq.*
28. **GOVERNING LAW AND VENUE.** Notwithstanding any provision in this Lease or any exhibit to the contrary, the Lease shall be governed by the laws of the State of Colorado. Venue for any action arising under the Lease or for the enforcement of the Lease shall be in the appropriate court for Jefferson County, Colorado.
29. **ATTORNEYS’ FEES.** If Arvada bring suit against Lessee for an unlawful detainer of the Property, for the recovery of any rent due under the provisions of this Lease, or for any obligation of Lessee arising under this Lease or by law, then Lessee hereby agrees to pay Lessor all the costs in connection therewith, including, but not limited to, reasonable attorneys’ fees, whether or not the action or actions proceed to judgment.
30. **FORCE MAJEURE.** Any delays in or failure of performance by any party of his or its obligations under the Lease shall be excused if such delays or failure are a result of acts of God, fires, floods, strikes, labor disputes, accidents, pandemics, regulations or orders of

civil or military authorities, shortages of labor or materials, or other causes, similar or dissimilar, which are beyond the control of such party.

- 31. BINDING AUTHORITY.** Lessee represents and affirms that the signature page hereof accurately states the full legal name of Lessee (whether as a corporation, partnership, limited liability company, sole proprietorship, or other), contains all requisite signature(s) on behalf of Lessee, has been properly acknowledged and in all other respects is effective to bind Lessee, in accordance with all applicable statutes, regulations, resolutions, rules, bylaws, Leases, or similar sources of authority or limitation.

[Remainder of page intentionally left blank.]

DATED THIS _____ day of _____, 2024.

CITY OF ARVADA

Lauren Simpson, Mayor
8101 Ralston Road
Arvada, CO 80002

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

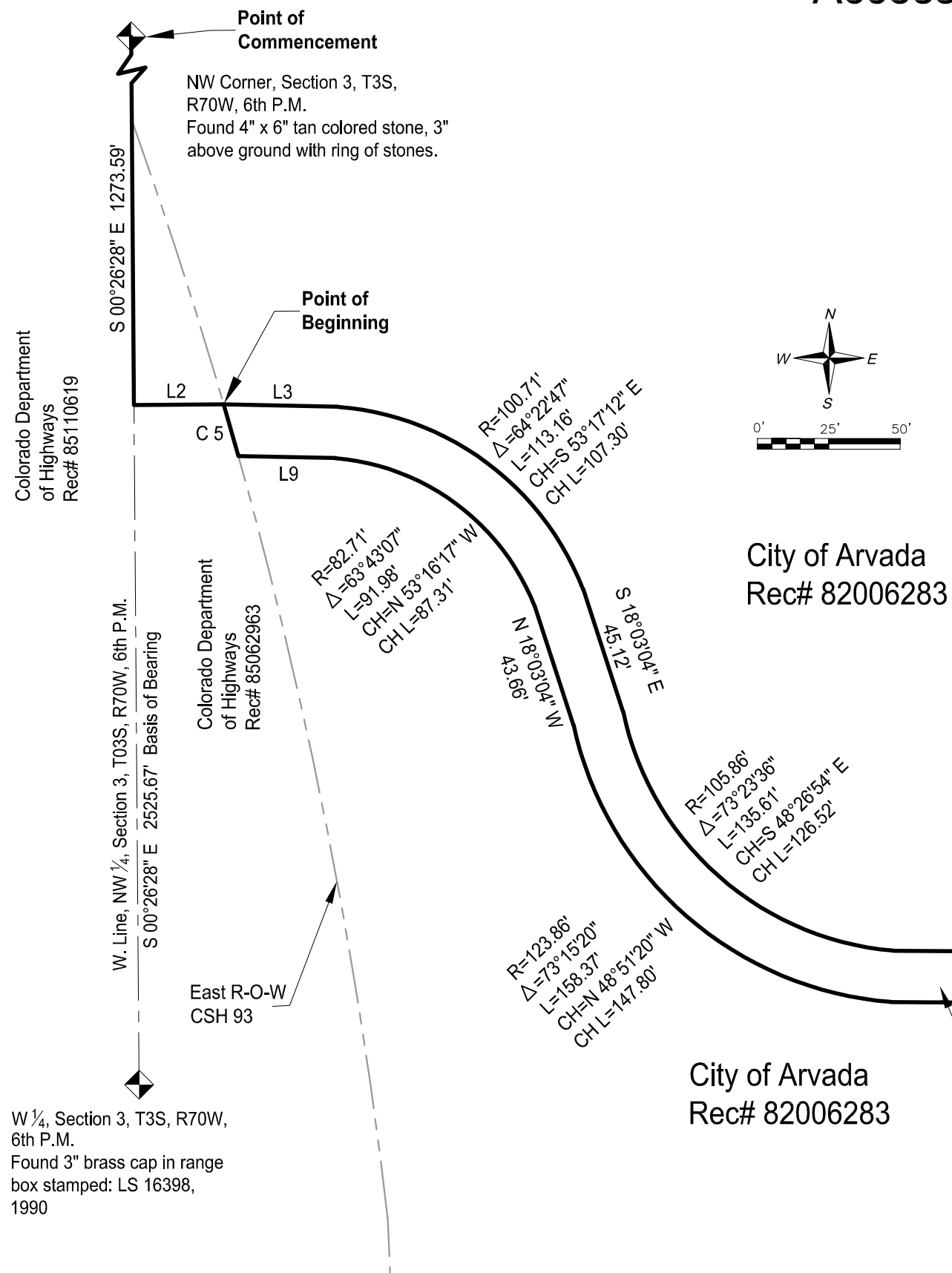
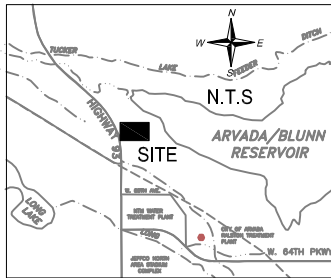
DOMINIC MADRIL, LESSEE

8944 W. 93rd Avenue
Westminster, CO 80021
madrilda@gmail.com

Exhibit A

LEASE AGREEMENT BY AND BETWEEN THE CITY OF
ARVADA AND DOMINIC MADRIL FOR THE PROPERTY
LOCATED AT 7000 CO-93, ARVADA, COLORADO 80403
ALSO KNOWN AS THE RESERVOIR HOUSE

Exhibit "A"
Page 1 of 1
Access Easement



Notes:

- 1) This Access Easement Map does not represent a field survey. It is not a monumented land survey or a land survey plat. It is intended only to depict the Access Easement as shown hereon.
- 2) All Books, Pages, and Reception Numbers refer to Jefferson County Records.
- 3) All distances are ground distances in U.S. Survey Feet.
- 4) This Access Easement Map was prepared for and on behalf of the City of Arvada for the sole purpose of granting an Access Easement.

LINE TABLE		
LINE	BEARING	LENGTH
L 2	N 89°33'32" E	31.54'
L 3	S 88°49'13" E	40.16'
L 6	S 00°22'44" W	18.00'
L 9	N 88°49'13" W	34.08'

CURVE TABLE					
CURVE	RADIUS	DELTA	LENGTH	CHORD BRG	CHORD LENGTH
C 5	1737.00'	00°37'16"	18.83'	N 15°53'17" W	18.83'

- 18' Access Easement
10,855 square feet
(0.249 acres more or less)

Home Lease Agreement

N 70°34'40" W 217.54'



CITY OF
ARVADA

**Public Works Department
Survey Division**
8101 Ralston Road
Arvada, Colorado 80002
Phone 720-898-7640

PROJECT NO.

DRAFTER
MEK
CHECKED BY
DAS
PLOT DATE
03/13/2024

SHT 1
OF 1

Exhibit A-1

LEASE AGREEMENT BY AND BETWEEN THE CITY OF
ARVADA AND DOMINIC MADRIL FOR THE PROPERTY
LOCATED AT 7000 CO-93, ARVADA, COLORADO 80403
ALSO KNOWN AS THE RESERVOIR HOUSE

Exhibit A-1

**CITY OF ARVADA
REAL PROPERTY**

DATE PREPARED OR REVISED: 3/13/2024

TO BE ACQUIRED:

Larum Access Easement

OWNER(S)

City of Arvada, 7000 Highway 93, Reception No. 82006283

FOR

City Facilities

EXHIBIT A - 1

Larum Access Easement

Page 1 of 3

Legal Description Larum Access Easement

A parcel of land located in the Northwest Quarter of Section 3, Township 3 South, Range 70 West of the Sixth Principal Meridian, City of Arvada, County of Jefferson, State of Colorado, more particularly described as follows:

Commencing at the Northwest Corner of said Section 3 as being monumented by a found 4" x 6" tan colored stone, 3" above ground with a ring of stones, Thence along the West line of the Northwest Quarter of said Section 3, South $00^{\circ}26'28''$ East, a distance of 1273.59 feet; Thence North $89^{\circ}33'32''$ East, a distance of 31.54 feet to a point on the East Right-of-Way of Colorado State Highway 93 as described in the records of Jefferson County at Reception No. 85062963, said point also being a point on the West boundary of a City of Arvada parcel as described in the records of Jefferson County at Reception No. 82006283, and also being the **Point of Beginning**,

1. Thence South $88^{\circ}49'13''$ East, a distance of 40.16 feet to a non-tangent curve;
2. Thence along said non-tangent curve concave to the Southwest having a Central Angle of $64^{\circ}22'47''$, a Radius of 100.71 feet, an Arc length of 113.16 feet, and a Chord bearing South $53^{\circ}17'12''$ East, a distance of 107.30 feet;
3. Thence South $18^{\circ}03'04''$ East, a distance of 45.12 feet to a non-tangent curve;
4. Thence along said non-tangent curve concave to the Northeast having a Central Angle of $73^{\circ}23'36''$, a Radius of 105.86 feet, an Arc length of 135.61 feet, and a Chord bearing South $48^{\circ}26'54''$ East, a distance of 126.52 feet;

EXHIBIT A - 1

Larum Access Easement

Page 2 of 3

5. Thence South $89^{\circ}37'16''$ East, a distance of 271.64 feet to the Northwest corner of the Larum Home Lease Agreement;
6. Thence along the West line of the Home Lease Agreement South $00^{\circ}22'44''$ West, a distance of 18.00 feet to the Southwest corner of the Larum Home Lease Agreement;
7. Thence North $89^{\circ}37'16''$ West, a distance of 272.32 feet to a non-tangent curve;
8. Thence along said non-tangent curve concave to the Northeast having a Central Angle of $73^{\circ}15'20''$, a Radius of 123.86 feet, an Arc length of 158.37 feet, and a Chord bearing North $48^{\circ}51'20''$ West, a distance of 147.80 feet;
9. Thence North $18^{\circ}03'04''$ West, a distance of 43.66 feet to a non-tangent curve;
10. Thence along said non-tangent curve concave to the Southwest having a Central Angle of $63^{\circ}43'07''$, a Radius of 82.71 feet, an Arc length of 91.98 feet, and a Chord bearing North $53^{\circ}16'17''$ West, a distance of 87.31 feet;
11. Thence North $88^{\circ}49'13''$ West, a distance of 34.08 feet to a point on a non-tangent curve, said curve being the East Right-of-Way of Colorado State Highway 93 as described in the records of Jefferson County at Reception No. 85062963, said point also being a point on the West boundary of a City of Arvada parcel as described in the records of Jefferson County at Reception No. 82006283;
12. Thence along said non-tangent curve, concave to the West having a Central Angle of $00^{\circ}37'16''$, a Radius of 1737.00 feet, an Arc length of 18.83 feet, and a Chord bearing North $15^{\circ}53'17''$ West, a distance of 18.83 feet to the **Point of Beginning**.

EXHIBIT A - 1

Larum Access Easement

Page 3 of 3

The above described Larum Access Easement contains 10,855 square feet (or 0.249 acres more or less).

BASIS OF BEARINGS

The West line of the Northwest Quarter of Section 3, Township 3 South, Range 70 West, of the 6th Principal Meridian, South 00°26'28" East as monumented at the Northwest Corner of Section 3 a 4" x 6" tan colored stone, 3" above ground with a ring of and as monumented at the West Quarter Corner of Section 3 a 3" brass cap in range box stamped: LS 16398, 1990.

Exhibit B

LEASE AGREEMENT BY AND BETWEEN THE CITY OF
ARVADA AND DOMINIC MADRIL FOR THE PROPERTY
LOCATED AT 7000 CO-93, ARVADA, COLORADO 80403
ALSO KNOWN AS THE RESERVOIR HOUSE

Page 1 of 1

Home Lease Parcel

Page 1 of 1



- 1) This Home Lease Map does not represent a field survey. It is not a monumented land survey or a land survey plat. It is intended only to depict the parcel being leased as shown hereon.
- 2) All Books, Pages, and Reception Numbers refer to Jefferson County Records.
- 3) All distances are ground distances in U.S. Survey Feet.
- 4) This Home Lease Map was prepared for and on behalf of the City of Arvada for the sole purpose of leasing a portion of the City of Arvada parcel as described in the records of Jefferson County at Reception No. 82006283 .



LINE TABLE		
LINE	BEARING	LENGTH
L 1	N 89°33'32" E	75.03'
L 10	N 00°22'44" E	18.00'

NO.	REVISION	DATE	BY
1			
2			
3			
4			
5			

Public Works Department
Survey Division
8101 Ralston Road
Arvada, Colorado 80002
Phone 720-898-7640



PROJECT NO.

DRAFTER
MEK
CHECKED BY
DAS
PLOT DATE
03/13/2024

SHT 1

OF 1

Exhibit B-1

LEASE AGREEMENT BY AND BETWEEN THE CITY OF
ARVADA AND DOMINIC MADRIL FOR THE PROPERTY
LOCATED AT 7000 CO-93, ARVADA, COLORADO 80403
ALSO KNOWN AS THE RESERVOIR HOUSE

Exhibit B - 1

**CITY OF ARVADA
REAL PROPERTY**

DATE PREPARED OR REVISED: 3/13/2024

TO BE ACQUIRED:

Larum Home Lease Agreement

OWNER(S)

City of Arvada, 7000 Highway 93, Reception No. 82006283

FOR

City Facilities

EXHIBIT B-1

Larum Home Lease Agreement

Page 1 of 2

Legal Description Home Lease Agreement

A parcel of land located in the Northwest Quarter of Section 3, Township 3 South, Range 70 West of the Sixth Principal Meridian, City of Arvada, County of Jefferson, State of Colorado, more particularly described as follows:

Commencing at the Northwest Corner of said Section 3 as being monumented by a found 4" x 6" tan colored stone, 3" above ground with a ring of stones, Thence along the West line of the Northwest Quarter of said Section 3, South 00°26'28" East, a distance of 1471.07 feet; Thence North 89°33'32" West, a distance of 75.03 feet to a point on the East Right-of-Way of Colorado State Highway 93 as described in the records of Jefferson County at Reception No. 85062963, said point also being a point on the West boundary of a City of Arvada parcel as described in the records of Jefferson County at Reception No. 82006283; Thence continuing North 89°33'32" East, a distance of 461.47 feet to **Point of Beginning**,

1. Thence South 89°37'16" East, a distance of 186.52 feet;
2. Thence North 80°38'32" East, a distance of 109.62 feet;
3. Thence North 21°48'20" East, a distance of 78.58 feet;
4. Thence South 71°26'33" East, a distance of 230.60 feet to a point of curvature;
5. Thence along said curve concave to the Southwest having a Central Angle of 54°55'24", a Radius of 53.00 feet, an Arc length of 50.81 feet, and a Chord bearing South 43°58'54" East, a distance of 48.88 feet to a point of tangent;
6. Thence South 15°54'23" East, a distance of 189.93 feet;
7. Thence North 80°45'01" West, a distance of 279.94 feet;

EXHIBIT B-1

Larum Home Lease Agreement

Page 2 of 2

8. Thence South 87°22'04" West, a distance of 144.10 feet;
9. Thence North 02°29'58" West, a distance of 73.03 feet;
10. Thence North 70°34'07" West, a distance of 217.53 feet;
11. Thence North 00°22'44" East, a distance of 18.00 feet to the **Point of Beginning.**

The above described Larum Home Lease Agreement contains 92305 square feet (or 2.119 acres), more or less.

BASIS OF BEARINGS

The West line of the Northwest Quarter of Section 3, Township 3 South, Range 70 West, of the 6th Principal Meridian, South 00°26'28" East as monumented at the Northwest Corner of Section 3 a 4" x 6" tan colored stone, 3" above ground with a ring of and as monumented at the West Quarter Corner of Section 3 a 3" brass cap in range box stamped: LS 16398, 1990.

Exhibit C

LEASE AGREEMENT BY AND BETWEEN THE CITY OF
ARVADA AND DOMINIC MADRIL FOR THE PROPERTY
LOCATED AT 7000 CO-93, ARVADA, COLORADO 80403
ALSO KNOWN AS THE RESERVOIR HOUSE

Exhibit C



Map is for illustrative purposes only and is not drawn to scale. Please refer to Exhibits A, A-1, B, and B-1 for legal boundaries and description.

Red = Home Lease Parcel/Property

Yellow = Outbuilding Area

Exhibit D

LEASE AGREEMENT BY AND BETWEEN THE CITY OF
ARVADA AND DOMINIC MADRIL FOR THE PROPERTY
LOCATED AT 7000 CO-93, ARVADA, COLORADO 80403
ALSO KNOWN AS THE RESERVOIR HOUSE



POLICIES AND PROCEDURES

Authorized by City Manager: Lorie B Gillis

Policy No. 4100.12

Effective date of policy or most recent revision: February 6, 2024

TITLE: Leasing of City-owned Residential Property to City Employees

PURPOSE: To provide a structured process by which the City may lease a City-owned residential property to a City employee.

POLICY: In accordance with the City's desire to reasonably maximize the use of City-owned residential properties, the City wishes to use City-owned residential property to support eligible employees in obtaining affordable housing in exchange for the performance of caretaking and maintenance duties on that property.

AUTHORITY:
Section 2-121 of the Arvada City Code authorizes the city manager to promulgate and enforce administrative policies and procedures consistent with the law relating to the exercise by the city manager of supervision and control over the executive and administrative departments of the City and employees thereof. Section 2-211 of the Arvada City Code authorizes the leasing of City-owned property.

RESPONSIBLE DIRECTOR:
The director of public works.

SCOPE: This policy applies when the City makes available for lease to City employees a City-owned residential property.

BACKGROUND:
The City owns four residential properties which it makes available to employees to lease at reasonable rates in exchange for the employee performing caretaking and maintenance duties on that property. Although the City wishes to assist eligible employees in obtaining affordable housing, this policy is not a workforce housing policy. The City's primary goal is to ensure that its residential properties are properly cared for by tenants who are qualified, responsible employees. The

City does not intend for the leasing of City-owned residential property to function as a permanent housing solution for any individual employee. The City wishes to create a process by which leases of City-owned residential properties are awarded in a transparent and efficient manner through a lottery-style drawing.

DEFINITIONS:

City clerk means the Arvada city clerk or designee thereof.

City attorney means the Arvada city attorney or designee thereof.

Director means the director of public works or designee thereof.

Property means a City-owned residential property. The property includes a residential structure and certain surrounding land and related facilities as designated in the lease for that property.

PROCEDURES:

1. NOTICE; ELIGIBILITY; APPLICATION.

1.1 Notice of available property. When a City-owned property becomes available for lease, the director will invite all eligible employees to apply to lease the property by posting a notice in the *Weekly Briefs* or other similar communication with all employees. The notice must contain the property's location, features, the required caretaking and maintenance duties for that property, the length of the lease including any potential renewal periods, and the lease rate for the first year and any potential renewal periods. The notice must also contain a description of the selection process including the date, time, and location of the meeting where the drawing for the lease opportunity will occur, the salary eligibility requirement, a link to or information about the application form, and the application deadline.

1.2 Eligibility. An employee is eligible to lease a property if:

1.2.1 The employee was a regular, full-time City employee on the date the notice was issued, and is in good standing as that term is defined in subsection 70-37(b) of the Arvada City Code.

1.2.2 The employee's salary on the date the notice was issued is less than the median salary for all regular, full-time City employees as determined by the human resources department. The median salary will be determined as of December 31 of the year immediately prior to the year in which the notice of available property is issued; and

1.2.3 The employee is not currently leasing a City-owned property.

- 1.3 Application. In order to be considered to lease a property, an eligible employee must submit to the director by the deadline specified in the notice a completed application form and any other required documentation.

2. SELECTION PROCESS.

- 2.1 Application review; qualification for drawing. The director will collect and maintain in accordance with the City's document retention schedule all application forms and other documentation submitted under subsection 1.3. The director will review the information submitted to determine whether an applicant is qualified for the drawing. An applicant who meets the following requirements will be deemed qualified for the drawing:

- 2.1.1 The applicant was a regular, full-time employee as of the date of the notice, and is in good standing;
- 2.1.2 The applicant clearly demonstrates through the application that they sufficiently understand and can successfully provide for the caretaking and maintenance duties for the property;
- 2.1.3 The applicant's rental history and references are satisfactory; and
- 2.1.4 The applicant's salary falls below that noted in subsection 1.2.2.

- 2.2 Rejection of application. The director may reject an application that is not timely filed or incomplete. In addition, the director may reject the application of any employee whose application clearly demonstrates that the employee does not meet all of the eligibility requirements set forth in subsection 2.1.

- 2.3 Effect of rejection. If the director rejects an employee's application, the director will promptly provide to the employee a brief written explanation of the reason for the disqualification. Rejection of an employee's application or a determination that an employee is ineligible to apply to lease one City-owned property does not preclude the employee from applying to lease another available City-owned property or a property that becomes available in the future.

- 2.3.1 An employee aggrieved by the decision of the director may file a complaint in accordance with the complaint resolution process set forth in Arvada City Code subsection 70-168.1. Should an employee file such a complaint, the process set forth herein will continue, except that the execution of the lease with the selected employee may not occur until after the complaint has been resolved.

- 2.4 Drawing process – meeting. The drawing must occur at a meeting held for that purpose. The meeting will be open to any employee. An employee who qualified for the drawing may but is not required to attend the meeting.

- 2.5 Drawing process – selection. At the meeting, the city clerk will work with the director to ensure that the names of all qualified employees are placed into a

container. The city clerk will designate an employee other than the director to select the names of two employees from the container.

2.5.1 The first employee selected will be offered the opportunity to lease the property. The second employee selected will be deemed to be the alternate and will be offered the opportunity to lease the property if, and only if, the first employee declines or is unable to execute a written lease within a reasonable period of time as determined by the director in consultation with the city attorney. Nothing in this policy may be deemed to create any property interest for either of these employees except as may be set forth in that employee's lease of City-owned property.

2.5.2 In the event neither the first selected employee nor the alternate is willing or able to execute a written lease for the property within a reasonable amount of time as determined by the director in consultation with the city attorney, the director will repeat the drawing process set forth in this section using the names of the remaining qualified employees. The director is not required to re-open the application submission period or accept additional applications.

2.6 Notice of selection. Following the completion of the drawing, the director will:

2.6.1 Notify the first employee of their selection and begin working with that employee and the city attorney's office to complete a written lease;

2.6.2 Notify the alternate employee of their status; and

2.6.3 Notify the rest of the employees who qualified for the drawing that they were not selected.

3. LEASE REQUIREMENTS.

3.1 Generally; terms and conditions. Basic terms and conditions of the lease, including the maintenance and caretaking duties specific to the property and the lease rate and any rate increases will be set by the director. The lease will set forth standard lease terms and conditions, along with certain other terms including but not limited to that the employee must remain a regular, full-time employee in good standing throughout the period of the lease; the property must at all times during the lease be the employee's primary residence; no subletting is allowed except with the prior written permission of the City; the lease is subject to release in accordance with the Colorado Open Records Act; and the employee is solely responsible for reporting this benefit to federal and state taxing authorities as may be required by law and for paying any tax liability associated with or related to leasing the property.

3.1.1 The city attorney will draft and must approve as to form each lease and any amendment or extension thereto.

- 3.2 Length. Understanding that the City does not intend for a lease to function as a permanent housing solution for an individual employee, the length of the term of any lease agreement may not exceed one year with four additional one-year renewal terms, with renewals granted at the sole discretion of the City.
- 3.3 Promotion; salary change. A job promotion or change in a leasing employee's salary during the initial or a subsequent lease term will not be considered in determining whether to renew that employee's lease.
- 3.4 Existing leases. A City employee who leases a City-owned property as of January 1, 2024 must continue to abide by the terms of their lease.

4. FORMS AND RELATED DOCUMENTS.

- 4.1 Creation and maintenance. The form(s) necessary to implement this policy will be created and maintained by the director. Each form may be created and maintained in digital or hard copy format according to the City's business needs and may be submitted in digital or hard copy format as determined by the director. These forms include but are not limited to:

[Application to Lease City-owned Residential Property Form](#): this form is used by an eligible employee to apply to participate in the lottery drawing.

- 5. REVISION AND RESCISSION. This policy may be reviewed, revised, or rescinded in accordance with Arvada PPM No. 1000.01.
- 6. POLICY HISTORY.

Effective date: December 16, 2022.

Date of the last periodic review: February 6, 2024.

The next periodic review must be completed by February 6, 2029.

Exhibit E

LEASE AGREEMENT BY AND BETWEEN THE CITY OF
ARVADA AND DOMINIC MADRIL FOR THE PROPERTY
LOCATED AT 7000 CO-93, ARVADA, COLORADO 80403
ALSO KNOWN AS THE RESERVOIR HOUSE

Radon Disclosure Pursuant to C.R.S. §38-35.7-112

The Colorado Department of Public Health and Environment strongly recommends that all tenants have an indoor radon test performed before leasing residential real property and recommends having the radon levels mitigated if elevated radon concentrations are found. Elevated radon concentrations can be reduced by a radon mitigation professional.

Residential real property may present exposure to dangerous levels of indoor radon gas that may place the occupants at risk of developing radon-induced lung cancer. Radon, a Class-A human carcinogen, is the leading cause of lung cancer in nonsmokers and the second leading cause of lung cancer overall. A landlord is required to provide the tenant with any known information on radon test results of the residential real property.

The City of Arvada, as the Lessor of the Property, hereby discloses the following knowledge about the Property's radon concentration, including whether a radon test or tests have been conducted on the Property; the most current records and reports pertaining to the radon concentrations within the Property; a description of any radon concentrations detected or mitigation or remediation performed; and information regarding any radon mitigation system including a system description and documentation, if a radon system has been installed on the Property.

Arvada has knowledge of the following:

1. Arvada had a contractor, Pro-Lab, conduct radon testing at the Property on or about September 20, 2024 (report attached as Exhibit E-1). This was the most recent radon testing conducted at the Property.
2. Two vials tested at 9.1 and 8.2 pCi/L.
3. Arvada will install, at its expense, a radon mitigation system in the residential structure on the Property prior to Lessee's occupancy of the Property.

Kim Vagher, Facilities Manager

Date: _____

To be completed by Lessee:

_____(Lessee's initials) I acknowledge that I have received, read, and understand this Disclosure, including the attached copy of the most recent brochure published by the Department of Public Health and Environment attached as **Exhibit E-2**.

Exhibit E

Lessee

Date:

Exhibit E-1

LEASE AGREEMENT BY AND BETWEEN THE CITY OF
ARVADA AND DOMINIC MADRIL FOR THE PROPERTY
LOCATED AT 7000 CO-93, ARVADA, COLORADO 80403
ALSO KNOWN AS THE RESERVOIR HOUSE



RADON ANALYSIS REPORT

1675 North Commerce Parkway, Weston, FL 33326 (954) 384-4446

LARRY LEIS
7000 HWY 93
ARVADA, CO 80007

TEST ID NUMBER: 1505729
DATE RECEIVED: 09/20/2024
REPORT DATE: 09/24/2024

TEST LOCATION
7000 HWY 93
JEFFERSON COUNTY
ARVADA, CO 80007

This is a confidential report of the radon samples that were submitted to our laboratory for measurements of radon-222 levels. The results represent the amount of radon that was present in the air during the time of sampling. The radon is measured in our laboratory using the liquid scintillation method. This report will not be released to anyone without your permission except as required by individual state laws and guidelines.

HERE ARE YOUR TEST RESULTS

<u>VIAL #</u>	<u>ROOM TESTED</u>	<u>DATE OPENED</u>	<u>DATE CAPPED</u>	<u>DATE ANALYZED</u>	<u>RADON LEVEL</u>
5400087	1ST FLOOR	Sep 13, 2024 1:42 PM	Sep 16, 2024 8:25 AM	Sep 21, 2024 7:15 AM	9.1 pCi/L
5400981	1ST FLOOR	Sep 13, 2024 1:42 PM	Sep 16, 2024 8:25 AM	Sep 21, 2024 7:25 AM	8.2 pCi/L

AVERAGE RADON LEVEL (average result of two tests) : **8.7 pCi/L**

THE EPA RECOMMENDS THAT YOU FIX YOUR HOME IF THE RADON LEVEL IS 4 PICOCURIES (PCi/L) OR HIGHER

Please read the EPA Citizen's Guide to Radon at www.epa.gov/radon/pubs/citguide.html. Residents of New Jersey should read "Radon Testing and Mitigation: The Basics" at <http://njradon.org/download/mitbas.pdf>. Radon levels less than 4 pCi/L still pose a risk. You may want to take additional measurements because radon levels can vary with the seasons. You may also want to consider doing a long term test to determine the average radon concentrations over a longer period of time. If the radon level is 4.0 pCi/L or higher you should perform either a long-term test or a second short-term test. If the radon level is higher than 8 pCi/L you should perform a second short-term test immediately. **If you would like to learn how to lower your radon levels, or have other questions, please contact your state radon office.**

LIMITATIONS OF DATA AND PRODUCT LIABILITY

PRO-LAB expressly disclaims any and all liability for any special, incidental, or consequential damages resulting directly or indirectly from the improper use of or improper interpretation of the radon product or its results. Any delays in receipt of the test sample by PRO-LAB shall be the sole responsibility of the purchaser and their legal remedy shall be limited to recourse with their chosen carrier. Additionally, PRO-LAB shall not be responsible for the improper placement of the test canister nor shall PRO-LAB be liable for results derived directly or indirectly from the improper placement of said test canister. PRO-LAB, its agents, its retailers, its distributors, and the manufacturers' sole liability are limited to the cost for the replacement of the test canister itself only.

Jose Figueroa, RMS
NRPP CERT # 109347 RT
NRSB CERT # 18SS007

James E. McDonnell IV

PRO-LAB NRSB # ARL0028
PRO-LAB NEHA ID # 101461AL

Exhibit E-2

LEASE AGREEMENT BY AND BETWEEN THE CITY OF
ARVADA AND DOMINIC MADRIL FOR THE PROPERTY
LOCATED AT 7000 CO-93, ARVADA, COLORADO 80403
ALSO KNOWN AS THE RESERVOIR HOUSE



RADON

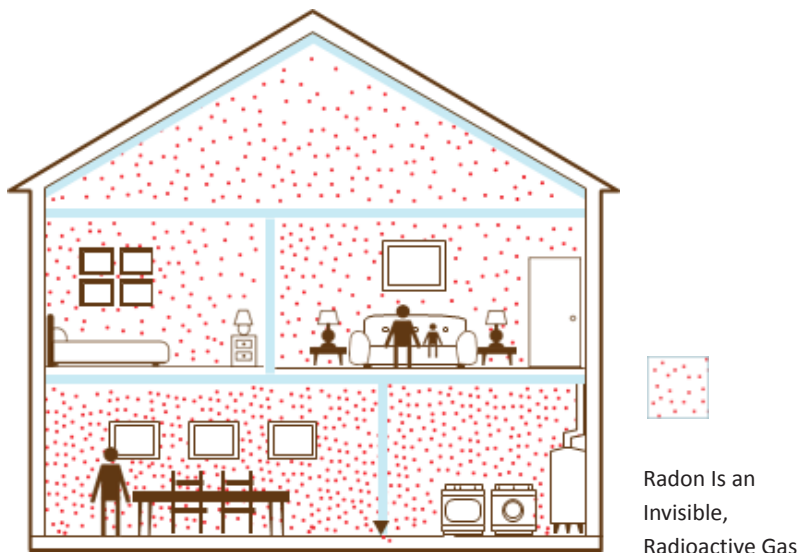
in

REAL ESTATE & RENTAL TRANSACTIONS

in Colorado

February 2024

More often, informed home buyers and renters are having radon tests performed before finishing the transaction. Discovering elevated radon concentrations doesn't mean you need to walk away from the deal! Testing for and mitigating radon is easy and affordable.

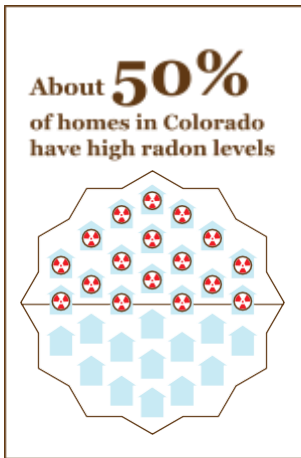


Understanding Radon

Radon Occurs Naturally

Radon is an invisible, radioactive gas created from natural deposits of uranium and radium in the soil. Radon is easily drawn into homes through cracks and gaps in the foundation and can reach concentrations that increase the potential for developing lung cancer.

Although there are rare cases where radon comes from building materials, the major source of radon in Colorado homes comes from natural deposits of uranium and radium commonly found in Colorado's soil. It is rarely caused by mankind like other environmental concerns.



Radon Levels are High in Colorado

Data collected by the Colorado Department of Public Health and Environment indicates that approximately 50% of homes in Colorado have radon levels higher than the U.S. Environmental Protection Agency (EPA)-recommended action level of 4 picocuries per liter of air (pCi/L). All of Colorado, not just the mountains or foothills, is considered to be at high risk for elevated indoor radon levels.

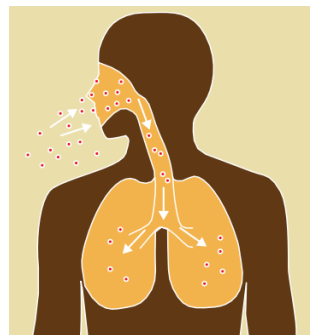
Radon levels can be elevated in a variety of structures:

- New and old homes.
- Homes built on all types of foundations, including slab-on-grade, crawl spaces, and basements.
- Multifamily buildings

Radon Exposure Causes Lung Cancer

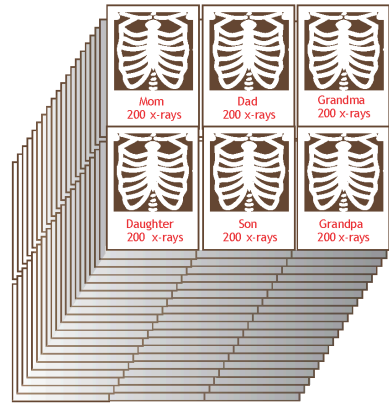
As uranium and radium breaks down in the soil, radon gas is created. Radon is then pulled into homes by a natural stack effect, releasing solid radioactive particles that can be inhaled into your lungs. These particles are referred to as radon decay products.

This radiation can damage your lungs and increase your risk of developing lung cancer.



Residential case-control studies, as well as carefully controlled studies on animals and miners, have shown that prolonged exposure to radon decay products can significantly increase a person's potential for lung cancer.

- Radon is a Class A carcinogen. That means it is known to cause cancer in humans with prolonged exposure. It is in the same class as tobacco products
- The average indoor radon level in the U.S. is about 1.3 pCi/L in air. In Colorado, the average indoor radon level is about 6.4 pCi/L. Living in a home with average levels of radon in Colorado for 1 year is like having more than 200 chest x-rays every year. That's more than 3 chest x-rays per week, per person, per year.
- The United States Surgeon General, the American Lung Association, and the Environmental Protection Agency recommend that people avoid long-term radon exposure at or above 4 pCi/L.
- Every year in the U.S., over 20,000 people die from radon-induced lung cancer. In Colorado, approximately 500 people die annually from radon-induced lung cancer. Long-term residential radon exposure is the second leading cause of lung cancer in the general population (cigarette smoking is the first).



(Field, R. William. 'A Review of Residential Radon Case-Control Epidemiologic Studies Performed in the United States.' Reviews on Environmental Health 16.3 (2001): 151-67. Print.)

Rental Requirements

Radon Exposure is Required in Rental Agreements

Before a tenant signs a lease for a rental property, the landlord must provide this brochure to the tenant and provide the tenant with a document with the following information:

- A bold-faced statement that the Colorado Department of Public Health and Environment strongly recommends all tenants have an indoor radon test performed before leasing the property and if elevated levels are found, request the landlord to mitigate.
- Any knowledge the landlord has regarding the radon levels of the property; including previous testing, test results, and information about any installed radon mitigation system.

The tenant should acknowledge receipt of this information by signing the disclosure document. A landlord breaches the warranty of habitability if this disclosure is not made.

A tenant can break the lease if:

- A landlord fails to make this disclosure; or
- A landlord does not make a reasonable effort to mitigate elevated levels of radon ($>4\text{pCi/L}$) within 180 days after being notified that a radon measurement professional has found elevated levels of radon.

On or after January 1, 2026, these remedies will not apply to leases that are one year or less in duration.

Radon Testing and Mitigation for Renters

- A renter can test their own unit.
- If elevated levels are found, notify the landlord in writing and request mitigation.

- Landlords are not legally required to install a mitigation system.

Real Estate Transaction Requirements

Radon Disclosure Is Required in Real Estate Transactions

Section O of the Colorado Seller’s Property Disclosure Form specifically lists radon as a hazard that, if known by the seller to exist or ever have existed, must be disclosed. This is true even if previous test results were less than 4 pCi/L. In all cases, sellers should provide copies of any test results to potential buyers. If a radon mitigation system exists, it should also be disclosed, as it is presumed that radon had existed previously, and that if the system were to fail, the radon level would return to its original level.

Home buyers must also be given this brochure and receive a bold-faced recommendation from the Colorado Department of Public Health and Environment to test the property for radon.

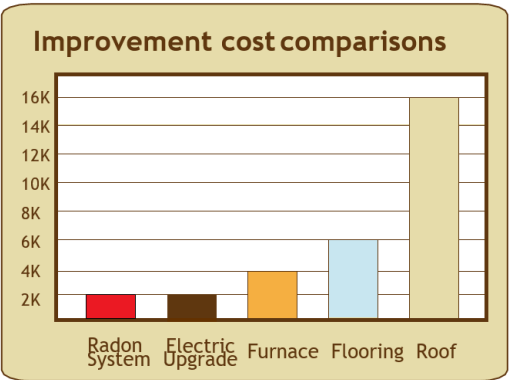
622	10.13. Radon Disclosure. THE COLORADO DEPARTMENT OF PUBLIC HEALTH AND ENVIRONMENT
623	STRONGLY RECOMMENDS THAT <u>ALL</u> HOME BUYERS HAVE AN INDOOR RADON TEST PERFORMED
624	BEFORE PURCHASING RESIDENTIAL REAL PROPERTY AND RECOMMENDS HAVING THE RADON LEVELS
625	MITIGATED IF ELEVATED RADON CONCENTRATIONS ARE FOUND. ELEVATED RADON CONCENTRATIONS
626	CAN BE REDUCED BY A RADON MITIGATION PROFESSIONAL.
627	RESIDENTIAL REAL PROPERTY MAY PRESENT EXPOSURE TO DANGEROUS LEVELS OF INDOOR RADON
628	GAS THAT MAY PLACE THE OCCUPANTS AT RISK OF DEVELOPING RADON-INDUCED LUNG CANCER.
629	RADON, A CLASS A HUMAN CARCINOGEN, IS THE LEADING CAUSE OF LUNG CANCER IN NONSMOKERS
630	AND THE SECOND LEADING CAUSE OF LUNG CANCER OVERALL. THE SELLER OF RESIDENTIAL REAL
631	PROPERTY IS REQUIRED TO PROVIDE THE BUYER WITH ANY KNOWN INFORMATION ON RADON TEST
632	RESULTS OF THE RESIDENTIAL REAL PROPERTY.
633	AN ELECTRONIC COPY OF THE MOST RECENT BROCHURE PUBLISHED BY THE DEPARTMENT OF
634	PUBLIC HEALTH AND ENVIRONMENT IN ACCORDANCE WITH C.R.S. §25-11-114(2)(A) THAT PROVIDES
635	ADVICE ABOUT “RADON AND REAL ESTATE TRANSACTIONS IN COLORADO” IS AVAILABLE AT:
636	HTTPS://CDPHE.COLORADO.GOV/RADON-AND-REAL-ESTATE .

Radon sections of the Contract to Buy and Sell and the Seller’s Property Disclosure

O.	RADON If you know of any of the following EVER EXISTING , check the “Yes” column:
1	Radon test(s) conducted on the Property. Include the most recent records and reports pertaining to radon concentrations within the Property.
2	Radon concentrations detected or mitigation or remediation performed. Provide a full description.
3	Radon mitigation system installed on Property. Provide all information known by Seller about the radon mitigation system.

Radon Levels Can be Fixed

If radon concerns are discovered during the home inspection process, they can be fixed through mitigation. Normal real estate negotiation procedures can be used to resolve the costs associated with radon mitigation.



Testing

Test for Radon During the Inspection Process

At the time of resale, it is important to know what the radon exposure risk could be, independent of how someone else operates or lives in a home. Reliable testing devices and methods exist and are readily available to determine indoor radon levels.

Select Certified and Licensed Radon Contractors

Lists of certified and licensed radon measurement contractors can be found at www.coloradoradon.info under the "testing and mitigating your home" link. Certified contractors have been trained in the proper placement of radon measurement devices and the interpretation of the results. They use high-quality testing devices that can accurately determine the radon risk of the home.

Follow These Steps to Ensure Your New Home Will Keep Your Family Safe and Healthy for Years to Come

1. Find the house you want to buy.
2. As part of the home inspection process, request a short-term radon test using a certified and licensed radon measurement contractor. Your home inspector may or may not be qualified to conduct radon testing.
3. If the short-term test result is less than 4 pCi/L, the EPA does not recommend any immediate action; however, consider conducting a long-term test (90 days up to a year) after your family moves into the home, as there is still some risk at exposures less than 4 pCi/L.
4. If the short-term test result is 4 pCi/L or higher, consider asking the seller to pay for a mitigation system. The seller is not legally required to pay for mitigation; this is a negotiation between the buyer and seller, just like any other home repair.

You can consider purchasing the property and reducing the radon levels after moving into the home. All homes can be fixed!

5. Once you decide to install a mitigation system in the house, seek bids from certified and licensed mitigation contractors who are willing to guarantee the results to below 4 pCi/L.
6. Use bids from certified and licensed contractors as a basis for negotiations with the seller.
7. If the seller is willing to pay for a mitigation system, work with your real estate professional to determine the best way to obtain the funding from the seller and have the system installed by a certified and licensed contractor after taking possession of the property. This will help to ensure that you are happy with the system design.

Testing Types, Purpose, and Conditions

Potential for Radon Exposure • Short-term test, typically 2-5 days. • Conduct test under closed-house conditions 12 hours prior to start test and throughout the test. • Test lowest potentially livable level of home, even if it is unfinished. • Commonly used at time of resale.	Risk of Exposure Living in Home • Long-term test, typically 91 days up to 1 year. • Conduct test under normal day-to-day living conditions • Test lowest potentially livable level of home, even if it is unfinished. • Commonly used outside of a real estate transaction or as a basis of escrow fund release.
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If You Love the House, Buy it

Buyers should not be reluctant to buy a home with elevated radon levels. They should take action to reduce radon after they move in. If the radon test results show a potential radon concern, consider doing a long-term test after you move in and before you install a radon mitigation system.

The amount of radon exposure you have depends on where you spend your time. Doing a long-term test after you move in allows you to control the test conditions to better measure your actual radon exposure. If needed, you can then decide with your certified and licensed contractor about the need for mitigation. A long-term test should be placed for a minimum of 91 days up to 1 year after you move into the home.

Mitigation

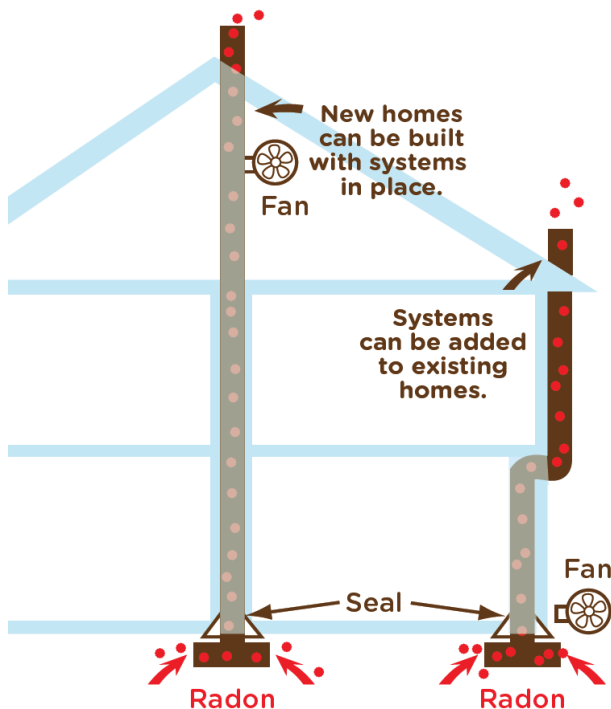
Reducing Radon is Easy and Inexpensive

Considerable research has been conducted by educational institutions and private industries in Colorado and elsewhere that provides evidence-based practices for mitigating radon in

homes, schools, and commercial buildings. The techniques are straightforward and reliable.

However, mitigation requires more than trying to seal openings in the foundation. In fact, caulking and sealing of foundation openings, on its own, has proven NOT to be a suitable method for reducing radon levels.

Mitigation should be done by a certified and licensed contractor who will install the system according to Radon Mitigation Standards and local building codes. A list of certified and licensed radon mitigation contractors is available at www.coloradoradon.info.



Mitigation Systems

Radon systems are designed and installed based on the

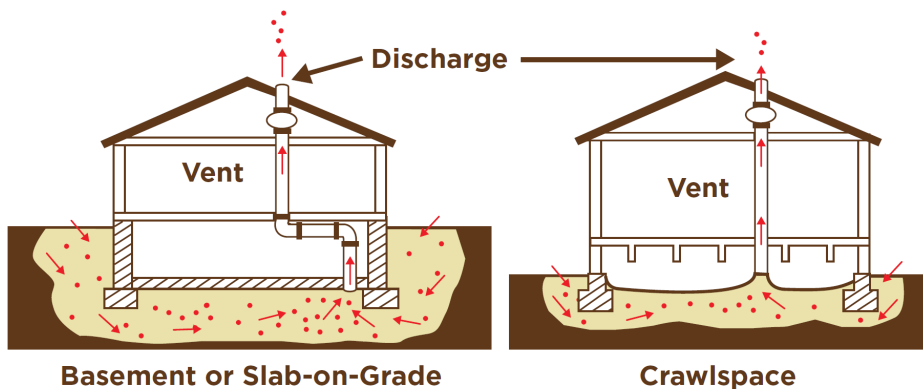
construction of a home, not on the existing radon levels. Radon is mitigated when a system is installed that pulls radon-laden soil gas from underneath the foundation or crawl space and exhausts it outside of the building, far enough away from windows and other openings that it will not re-enter the home.

A mitigation system usually consists of plastic pipe connected to an air pocket surrounded by the soil, either through a hole in the slab, via a sump lid connection, in a perimeter drain, or from beneath a plastic sheet in a crawl space. A quiet, continuously operating fan is attached to the pipe and discharges the radon outdoors.

A home with more than one foundation can present challenges to collecting the soil gas from under all portions of the building. However, qualified mitigation contractors typically can connect multiple systems together so that only one fan is required.

Crawl Space Systems

For crawl space mitigation systems, contractors need to lay perforated pipe, install plastic sheeting over the piping, seal it to the walls, and then route the piping to the fan. These systems can be more costly; however, the added benefit of reducing moisture in the crawlspace, in addition to reducing radon, can be a significant benefit.



Costs

It's best to get involved in how the radon mitigation system will be installed if you will be the future occupant of the property. Costs depend on the amount of effort it takes the contractor to conceal the system and maintain the visual appeal of the home. Although a system routed up the outside of the building will reduce radon quite well, it may not be as visually appealing as one that is routed through the interior of the home.

Average U.S. installation cost: \$1,500
Average operating cost in Colorado: \$3/month
Expected life span of fan: 8-10 years
Fan replacement cost: \$145-\$300
Periodic maintenance: Test every 2 years

Key Elements of Mitigation Systems

The U.S. EPA recommends standards for radon mitigation systems. Your qualified contractor should understand and follow these standards: standards.aarst.org

1. The discharge point of the system must:
 - Be at least 10 feet above grade;
 - Be at least 10 feet away or 2 feet above any opening to the interior of the home; AND
 - Terminate above the eave of the roof.
2. System fans should not be located inside a home, building, or in a crawlspace. They can be in an attic, on the outside of the house, or in the garage (provided there is no living space above the garage).

3. There should be a gauge (manometer) located in a prominent location (inside the home) that will easily show the occupant that the system is functioning properly.
4. Power to the fan should be run in accordance with local electric codes, including permits where required.
5. All portions of the system should be labeled and a simple instruction manual, with warranties, provided to the homeowner.
6. All homes with mitigation systems should be retested no sooner than 24 hours (no later than 30 days) after installation to verify radon mitigation is working and has lowered radon levels to below 4 pCi/L. The home should be retested every two years to make sure the mitigation system is operating properly.
7. If purchasing a home or building with an existing radon mitigation system, it should be tested prior to purchase and every two years to confirm it's working properly.

Select Certified and Licensed Radon Mitigation Contractors

Lists of these individuals can be found at www.coloradoradon.info under the "testing and mitigating your home" link.

In addition to contractor selection, homeowners should always:

1. Ask for references.
2. Get several bids, as with any home repair.
3. Require proof of certification and licensure or verify these credentials independently.
4. Ask for proof of liability insurance, being bonded, and having all necessary licenses to satisfy local requirements.
5. Ask for a clear contract with a guarantee below 4 pCi/L and

a warranty.

Radon in New Builds

Ask for A Radon Mitigation System In New Homes

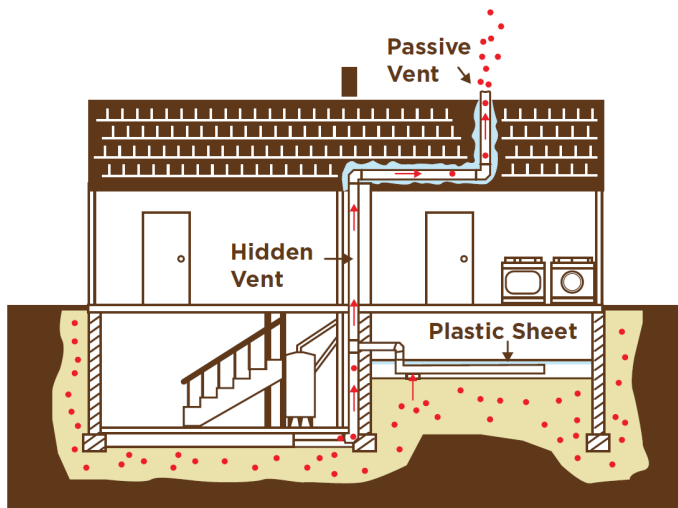
A considerable number of Colorado homebuilders routinely put mitigation systems in homes during the building process. In many locations in Colorado, local building codes require that a radon system be installed in all new homes. Check with your local building department. In areas where it is not a building code requirement, it may be offered as an additional option by the builder.

If you're building a new home:

- Ask your builder to install a radon system during construction.
- Test the home or building after completion to ensure it reduces the radon levels below 4 pCi/l.

Installing a system while a house or building is being constructed can be advantageous because:

- The piping can be easily concealed.
- The vent pipe can exit the roof and appear as a normal roof penetration.
- The subgrade can be prepared to collect radon easily. Multiple foundations (such as in a basement and a crawl space) can be hooked up to a single vent, which also can be concealed in walls.
- When done correctly, the system often works passively, without the need of a fan. (A contractor will route the system vent pipe in such a manner that after the home is tested, if the radon levels are not acceptable, a fan can easily be installed on the vent pipe within the attic to make the system more effective.)



Radon in Water

Radon from Groundwater Is a Low Risk

Radon can dissolve in the groundwater and be released into the air of a home when it is used for showers, laundry, and other purposes. Radon in water is not widespread and is primarily an issue with homes whose water supplies are from private wells that use groundwater.

The major concern is not with drinking the water, but rather the increased amount of radon added into the indoor air in addition to radon coming from the soil. Normal radon-in-air tests will measure this contribution if the house is occupied during testing. It takes a lot of radon in the water to have a measurable effect on indoor radon concentrations. As a rule, it takes 10,000 pCi/L in the water to add 1 pCi/L of radon to the air in the home. Always test the air first before testing or becoming concerned about radon in the water.

Radon in water test kits may be purchased online or at most home improvement stores. Find a list of contractors who mitigate radon in water, refer to www.coloradoradon.info.

Find Out More

Additional Information About Radon Is Available at:

- Colorado Department of Public Health and Environment:
www.coloradoradon.info
- United States Environmental Protection Agency:
www.epa.gov/radon
- Your local health department:
cdphe.colorado.gov/public-information/find-your-local-public-health-agency



COLORADO

Hazardous Materials & Waste Management Division

Department of Public Health & Environment

4300 Cherry Creek Drive South
Denver, CO 80246-1530
1-800-846-3986

www.coloradoradon.info



REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
8.A.6.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: R24-108, A Resolution Authorizing a Lease Agreement By and Between the City of Arvada and Jesse Hart for the Property Located at 7295 Kipling Street, Arvada, Colorado, Also known as the Schaaf House

Report in Brief

PRESENTER: Kim Vagher

Per Policy No. 4100.12, Leasing of City-owned Residential Property to City Employees:

In accordance with the City's desire to reasonably maximize the use of City-owned residential properties, the City wishes to use City-owned residential property to support eligible employees in obtaining affordable housing in exchange for the performance of caretaking and maintenance duties on that property.

The Schaaf House consists of a single residential parcel containing a single-family house, front and back yards, and a detached garage with attached chicken coop.

Arvada leases to Lessee the Schaaf House from November 1, 2024 to October 31, 2025. This Lease will be automatically renewed for four additional one-year periods unless either the Lessee or Arvada provides notice of their intent to terminate in accordance with the terms and conditions of the lease.

R24-108, A Resolution Authorizing a Lease Agreement By and Between the City of Arvada and Jesse Hart for the Property Located at 7295 Kipling Street, Arvada, Colorado, Also known as the Schaaf House.

Financial Impact

No Financial Impact.

Background

The City owns four residential properties which it makes available to employees to lease at reasonable rates in exchange for the employee performing caretaking and maintenance duties on that property. Although the City wishes to assist eligible employees in obtaining affordable housing, this policy is not a workforce housing policy. The City's primary goal is to ensure that its residential properties are properly cared for by tenants who are qualified, responsible employees.

The City does not intend for the leasing of City-owned residential property to function as a permanent housing solution for any individual employee. The City has created a process by which lessees of City-owned residential properties are awarded in a transparent and efficient manner through a lottery-style drawing.

Discussion

The leasing of City Residential Properties benefits the City in many ways with the caretaking duties being the most valuable to the City. The tenant is responsible for daily maintenance and upkeep of the property to ensure it is safe, secure and in compliance with City regulations.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

N/A

Strategic Alignment

INF2 Invests in and maintains safe, resilient, accessible, and environmentally efficient City facilities and fleet vehicles.

Alternative Courses of Action

Approve R24-108, A Resolution Authorizing a Lease Agreement By and Between the City of Arvada and Jesse Hart for the Property Located at 7295 Kipling Street, Arvada, Colorado, Also known as the Schaaf House.

Recommendation for Action

The Arvada team recommends that the City Council approve R24-108, A Resolution Authorizing a Lease Agreement By and Between the City of Arvada and Jesse Hart for the Property Located at 7295 Kipling Street, Arvada, Colorado, Also known as the Schaaf House.

Suggested Motion:

I move that R24-108, A Resolution Authorizing a Lease Agreement By and Between the City of Arvada and Jesse Hart for the Property Located at 7295 Kipling Street, Arvada, Colorado, Also known as the Schaaf House, be (approved) (rejected).

Prepared by:

Kim Vagher, Manager of City Facilities

Reviewed by:

Approved by:

Kim Vagher, Manager of City Facilities	10/1/2024
Jacqueline Rhoades, Public Works Director	10/2/2024
Bryan Archer, Director of Finance	10/9/2024
Tammy Hedlund, Legal Specialist	10/10/2024
Laura Hemler, Assistant City Attorney	10/10/2024
Don Wick, Deputy City Manager	10/10/2024
Rachel Morris, City Attorney	10/10/2024
Linda Haley, Acting City Manager	10/10/2024

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R24-108

A RESOLUTION AUTHORIZING A LEASE AGREEMENT BY AND BETWEEN THE
CITY OF ARVADA AND JESSE HART FOR THE PROPERTY LOCATED AT 7295
KIPLING STREET, ARVADA, COLORADO 80004 ALSO KNOWN AS THE SCHAAF
HOUSE

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. The Mayor or Mayor Pro Tem is authorized to sign and the City Clerk to attest, in form approved by the City Attorney, a lease agreement which is in substantially the same form as that attached hereto.

Section 2. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 21st day of October, 2024.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:

Rachel A. Morris, City Attorney:

BY: _____

**LEASE AGREEMENT BY AND BETWEEN THE CITY OF ARVADA AND JESSE HART
FOR THE PROPERTY LOCATED AT 7295 KIPLING STREET, ARVADA, COLORADO
80005 ALSO KNOWN AS THE SCHAAF HOUSE**

1. PARTIES. The parties to this Lease Agreement (“Lease” or “Agreement”) are the City of Arvada, a Colorado home rule municipal corporation, 8101 Ralston Road, Arvada, Colorado 80002 (“Arvada” or “Lessor”), and Jesse Hart (“Lessee”) and collectively referred to as “the Parties.” This Agreement shall be effective upon its mutual approval and execution by the Parties.

2. RECITALS AND PURPOSE.

2.1 Arvada owns the Schaaf House property located at 7295 Kipling Street, Arvada, Colorado 80005 (the “Property” or “Home Lease Parcel”). The Property consists of a residential structure, front and back yards, and a detached garage with attached chicken coop as described on page 6 of **Exhibit A** under “Home Lease Parcel” and illustrated by the red outline in **Exhibit C**. The Property is situated between the Highline Canal to the North and Croke Canal to the South. Neither canal is included within the boundaries of the Property. The Property is also adjacent to the Schaaf Open Space Lease Parcel (the “Open Space Parcel”) identified in **Exhibits A, A-1, and B**. The Schaaf Open Space Lease Parcel is not contemplated by or included in this Lease.

2.2 Arvada wishes to lease the Property to Lessee on the condition Lessee remains a City of Arvada employee and performs certain maintenance, repair, and caretaking duties for the Property as stated herein.

2.3 Lessee agrees they have the requisite skill to perform the maintenance, repair, and caretaking duties stated in this Lease. Lessee also agrees that their performance of such duties is for the primary benefit of the Property.

2.4 Lessee is in compliance with Arvada Policy No. 4100.12 – Residential Employee Leasing Policy for City-Owned Property (attached as **Exhibit D**) and is eligible to lease the Property.

2.5 The Parties desire to enter into this Lease to define all rights, duties, and liabilities of the Parties during the term described herein.

3. CONTRACT DOCUMENTS AND EXHIBITS. The Contract Documents shall consist of this Lease together with the following:

Exhibit A: Legal Description of the Schaaf Open Space Lease Parcel;

Exhibit A-1: Boundary Map (the Property is labeled as “City of Arvada 7295 Kipling Street”);

Exhibit B: Access Easement Map;

- Exhibit C:** Aerial Map;
- Exhibit D:** Arvada Policy No. 4011.12 – Residential Employee Leasing Policy for City-Owned Property;
- Exhibit E:** Radon Disclosure Pursuant to C.R.S. §38-35.7-112;
- Exhibit E-1:** RadonOK Report; and
- Exhibit E-2:** CDPHE’s Radon in Real Estate & Rental Transactions in Colorado Brochure Updated February 2024.

All exhibits referred to in this Agreement are attached hereto and are, by reference, incorporated herein for all purposes.

4. DEFINITIONS. The following terms shall have the meanings set forth below:

- 4.1 “Emergency repair” means a major repair requiring an immediate resolution in order to prevent potential injury, preserve the health and safety of Lessee, the public, or the Property, preserve the habitability of the residential structure, or to prevent significant damage to the residential structure or the Property. Examples of emergency repairs include, but are not limited to, the following: frozen pipes, flooding, fire, gas leaks, sewer back-ups, roof and window leaks, inoperable fire or carbon monoxide alarms, and intruder break-ins.
- 4.2 “Major repair” means a repair necessary to ensure the continued habitability of the residential structure, usability of the detached garage, usability of the items in Section 7, the overall good condition of the residential structure or the Property. Major repairs include, but are not limited to, the following repairs: a repair to the hot water heater necessary to ensure the residential structure has reasonable amounts of hot water, repairs to the HVAC system to provide heating or cooling as applicable, replacement of the dishwasher heating element, replacement of shingles to repair a leak, and repairs needed to remediate mold in the residential structure.
- 4.3 “Minor repair” means a repair that can be performed or provided by Lessee without significant hardship or expense to Lessee. Minor repairs include but are not limited to the following repairs: unclogging drains and toilets, repairing small faucet or showerhead leaks, replacing light bulbs and filters, replacing broken panes of glass, and clearing debris from gutters.
- 4.4 “Non-emergency repair” means a major repair that does not require prompt and immediate resolution in order to preserve the habitability of the habitability of the residential structure, usability of the detached garage, usability of the items in Section 7, or the overall good condition of the residential structure or the Property. Conditions constituting non-emergency repairs include but are not

limited to the following: minor peeling of exterior paint, cosmetic repairs, and minor wall, door, and cabinet repairs due to normal wear and tear.

5. **RENT.** Lessee agrees to pay rent in the amount of \$900.00 to Arvada on the 1st day of each month. If Arvada does not receive rent by the 5th day of the month, rent is considered late. If rent is late, a \$25.00 dollar fee per day shall be assessed in addition to the rent owed.

5.1 Security Deposit. Upon execution of this Lease, Lessee shall deposit with Lessor \$900.00 in addition to the first month's rent under this Section 5 as a security deposit. This security deposit is acknowledged by Arvada as security for the faithful performance by Lessee of the terms of this Lease. After the termination of this Lease, this security deposit will be refunded, without interest, in compliance with the provisions of C.R.S. §38-12-103, as may be amended.

6. **TERM.**

6.1 Term and renewals. Arvada leases to Lessee the Property beginning November 1, 2024, and ending on October 31, 2025. This Lease will be automatically renewed for four additional one-year periods unless either Party provides notice of their intent to terminate in accordance with the terms and conditions contained in this Lease. Per Section 3.2 of **Exhibit D**, in no event will the total term of this Lease, including all renewal periods, exceed five years.

6.2 Holdover. Should Lessee remain in possession of the Property with the consent of Arvada after the natural expiration of this Lease, including any renewal periods, a new tenancy from month-to-month shall be created between Arvada and Lessee which shall be subject to all the terms and conditions of this Lease, provided however, such tenancy shall be terminable by either party upon 30 calendar days written notice served by either Arvada or Lessee. **It is expressly understood and agreed that the rent for any holdover under this paragraph shall be at the rate set by Section 5 and that Lessee is not guaranteed future renewal periods beyond five years.**

7. **APPLIANCES, SYSTEMS, AND FIXTURES.** Arvada has made available to Lessee the appliances, systems, and fixtures on the Property as stated below. The Parties agree that they have inspected all such appliances, systems, and fixtures, and that they are in good working order as of the execution of this Lease.

7.1 Hot water heater,

7.2 Dishwasher,

7.3 Stove,

7.4 Refrigerator,

7.5 Microwave,

- 7.6 Electrical system,
- 7.7 Heating system (furnace),
- 7.8 Fire alarms,
- 7.9 Carbon monoxide alarms,
- 7.10 Swamp cooler,
- 7.11 Fireplace,
- 7.12 Ceiling fans,
- 7.13 Washer and dryer,
- 7.14 Wood burning stove,
- 7.15 Garage door,
- 7.16 Plumbing system, and
- 7.17 Radon mitigation system.

8. ARVADA'S RESPONSIBILITIES.

- 8.1 Condition. Arvada agrees to provide the Property as is. Lessee stipulates they have examined the Property, including the grounds, structures, and improvements, and that they are, at the time of this Lease, in good order and repair, and in a safe, clean, and tenantable condition.
- 8.2 Repairs and maintenance.
 - 8.2.1 Upon prompt notice as stated in Section 13, Arvada shall be responsible for any major repairs, whether the repairs be emergency repairs or otherwise, to any of the items stated in Section 7 that are caused by normal wear and tear.
 - 8.2.2 Arvada shall be responsible for maintaining the exterior of any structure located on the Property caused by normal wear and tear. Lessee shall notify Arvada pursuant to Section 13 should the exterior of any structure require repair.
 - 8.2.3 Arvada shall not be responsible for any repairs needed due to damage caused by Lessee or a third-party allowed on the Property by consent of Lessee. In the event Arvada makes any repair due to damage by Lessee or a third party permitted on the Property by Lessee, Arvada shall charge the cost of the repairs to Lessee as additional rent.
 - 8.2.4 Upon prompt notice by Lessee, Arvada shall replace any inoperable fire or carbon monoxide alarm or radon mitigation system.

- 8.3 Quiet enjoyment. Provided Lessee is in compliance with the terms of this Lease, Arvada covenants and agrees that Lessee shall and may, at all times, peaceably and quietly have, hold, and enjoy the Property during the term of the Lease subject to any applicable law, ordinance, rule, or regulation.
- 8.4 Damage. If the premises of the Property, or any part thereof, shall be partially damaged by fire or other casualty not due to Lessee's negligence or willful act or that of their employee, family, agent, contractor, or visitor, the Property shall be promptly repaired by Arvada and there shall be an abatement of rent corresponding with the time during which, and the extent to which, the Property may have been untenantable; but, if the Property should be damaged other than by Lessee's negligence or willful act of that of their employee, family, agent, contractor, or visitor, to the extent that Arvada shall decide not to rebuild or repair, the term of this Lease shall end and the rent shall be prorated up to the time of the damage.
- 8.4.1 Arvada shall not be responsible for any loss, damage, or injury sustained by Lessee, their family members, or their invitees as a result of any fire, theft, flood, animal bite, earthquake, vandalism, or any other like cause.
- 8.5 Adjacent property. Arvada owns the Open Space Parcel. Arvada leases the Open Space Parcel for farming and livestock purposes. However, Arvada may change the lessor(s) or use of the Open Space Parcel at any time in compliance with any applicable contract, laws, rules, or regulations. Arvada shall provide Lessee with information regarding the Open Space Parcel to the extent Arvada knows such information. Such information may include, but is not limited to, the contact information for any owner or lessee of the Open Space Parcel and any approved purposes for which the adjacent horse property may be used.

9. LESSEE'S RESPONSIBILITIES. Lessee, in consideration of the leasing of the Property, hereby covenants and agrees to the following:

- 9.1 Acceptable condition. Lessee stipulates that they have examined the Property, including the premises, residential structure, shed, carport, grounds, septic system, fencing, radon mitigation system, and any other improvements, and that they are, at the time of this Lease, in good order and repair, and in a safe, clean, and tenable condition.
- 9.2 Manner of occupancy. Lessee shall at all times occupy, manage, and maintain the Property, including all structures and improvements, in a manner consistent with Arvada's image, values, and purposes as a public agency entrusted with the well-being and safety of the public. In accordance with this Section, Lessee shall:
- 9.2.1 Manage and operate the Property according to Arvada's standards and guidance;
- 9.2.2 Not modify, move, or remove any structures, fences, gate, signage, or other site elements on the Property without prior written approval by Arvada;

- 9.2.3 Not sublease any portion of the Property, including but not limited to, the residential structure, for occupancy or any other purposes;
- 9.2.4 Obtain the written consent of Arvada prior to posting or modifying any signage on the Property;
- 9.2.5 Be responsible for and ensure the good conduct of all guests, visitors, contractors, or other invitees of Lessee. Upon reasonable request of Arvada, Lessee shall promptly identify all persons residing upon the Property;
- 9.2.6 Not keep, allow, or have on the Property any article or thing of a dangerous, inflammable, or explosive character that might unreasonably increase the danger of fire on the Property or that might be considered hazardous or extra hazardous by any responsible insurance company. Lessee shall not use the Property for hunting, nor permit hunting on the Property. Lessee shall report any hunting activities observed on the Property. Lessee shall not discharge firearms anywhere on the Property;
- 9.2.7 Maintain a friendly and equitable relationship with the owner(s) or tenant(s) of the Open Space Parcel and ensure such owner(s) or tenant(s) have sufficient access to the Open Space Parcel through the Property, sufficient access to the power located in the detached garage of the Property, and otherwise maintain clear access to the Open Space Parcel from the Property; and
- 9.2.8 Maintain clear access to the canals listed in Section 2.1 and permit access to the canals by ditch riders associated with the canals.
- 9.3 Payment of rent required. Lessee must pay the rent described in Section 5 on time every month.
- 9.4 Utilities. Lessee shall timely arrange for and pay all applicable utility charges for heat, electric, water, propane/gas, septic system, waste pick-up services, and any other assessments levied against the Property. Arvada may consider any unpaid utilities to be a breach of this provision and may terminate this Lease in accordance with Section 12. Utilities do not include property tax, which will be paid by Arvada.
- 9.5 Residential use only. Lessee shall use the Property solely as a private single-family residence and for no other purpose.
 - 9.5.1 Lessee agrees that the Property shall be occupied in accordance with any laws, rules, or regulations relating to the number of persons permitted in a residential home similar to the residential structure on the Property.
- 9.6 Maintenance, repair, and caretaking duties.

- 9.6.1 Lessee agrees they have the requisite knowledge and skills to perform the duties set forth in this Section. Lessee may perform any of these duties themselves or hire a contractor to perform the duties at Lessee's expense.
- 9.6.1.1 If Lessee hires a contractor, Lessee must provide Arvada with the contractor's name, contact information, and statement of the work to be completed no later than three calendar days before the contractor performs the work. Lessee shall send the information to Arvada in accordance with Section 13. Lessee must also keep a list of all contractors and the work they perform on the Property for the duration of the Lease and provide Arvada with the list upon expiration or termination of the Lease or at Arvada's request. Any contractor hired by Lessee shall be considered a third-party allowed on the Property with Lessee's consent and have the insurance as stated in Section 16.4.
- 9.6.1.2 If Lessee performs the duties themselves, Lessee must maintain and provide to Arvada a written log of all repairs (major, minor, and emergency) performed during the Lease upon termination or expiration of this Lease or at Arvada's request.
- 9.6.2 Lessee shall provide or pay for all minor repairs to the items stated in Section 7 that are necessary to keep the items in good working order. Additionally, Lessee shall provide and pay for all minor repairs to any carpentry within the House. Such repairs include, but are not limited to, repairing broken hinges, small painting jobs, and replacing small areas of missing or broken trim.
- 9.6.3 Lessee shall provide or pay for all other general interior maintenance of the residential structure as well as maintain the items stated in Section 7.
- 9.6.4 Lessee acknowledges there is no irrigation or sprinkler system on the Property. Lessee shall ensure that all grass, shrubs, and other landscaping existing on the Property receives adequate water.
- 9.6.5 Lessee shall maintain and test all fire alarms and carbon monoxide alarms install in the residential structure on a regular basis. In the event Lessee is unable to repair a faulty alarm, Arvada will replace the alarm at its expense upon receiving notice from Lessee.
- 9.6.6 Lessee shall ensure that the radon mitigation system is properly functioning at all times and promptly notify Arvada if the system is not functioning properly.
- 9.6.7 Lessee shall keep the premises, grounds, fences, and any other appurtenances on the Property in good condition and repair.
- 9.6.8 Lessee shall mow the grass, remove snow, remove and control noxious weeds, and otherwise maintain and care for the Property in accordance with

the Arvada City Code. Lessee shall ensure that gardening and landscaping on the Property maintains the “welcoming feel” of the Property.

9.6.9 Lessee shall ensure Lessee does not block the driveway leading to the Property and other properties located beyond the driveway.

9.6.10 Lessee shall use reasonable efforts to keep the residential structure and detached garage on the Property free from all rodents, insects, and vermin. Lessee shall notify Arvada in accordance with Section 13, if Lessee’s efforts are unsuccessful.

9.7 Alterations and improvements. Lessee agrees that all alterations, changes, and improvements built, constructed, or placed on the Property by Lessee, with the exception of fixtures removable without damage to the Property and movable personal property, must first be approved by Arvada in writing, and shall be the property of Arvada and remain on the Property at the expiration or sooner termination of this Lease.

9.7.1 Lessee shall obtain Arvada’s written approval prior to painting any interior or exterior of any building or structure located on the Property.

9.8 Personal property. Lessee acknowledges that all personal property of any kind kept in or on the Property is at the sole risk of the Lessee, and Arvada is not liable for any damage or loss of such personal property. Lessee is responsible for securing their own insurance to ensure against loss or damage to their persons, persons of their family or invitees, and loss or damage to their property.

9.9 Caretaking and use. Lessee will use and care for the Property in a reasonably clean and safe manner by:

9.9.1 Complying with all applicable laws, codes, or other regulations;

9.9.2 Keeping the Property reasonably clean, safe, and sanitary as permitted by the conditions of the Property;

9.9.3 Disposing of ashes, garbage, rubbish, and other waste in a clean, safe, sanitary, and legally compliant manner;

9.9.4 Using in a reasonable manner all electrical, plumbing, sanitary, heating, ventilating, air-conditioning, and other facilities and appliances on the Property;

9.9.5 Conducting themselves and requiring other persons on the premises of the Property within the Lessee’s control to conduct themselves in a manner that does not disturb their neighbors’ peaceful enjoyment of the neighbors’ property;

9.9.6 Properly caring for any animal kept on the Property; and

- 9.9.7 Promptly notifying Arvada if the residential premises of the Property become uninhabitable as defined in C.R.S. §38-12-505 as may be amended from time to time or if there is a condition that could result in the residential premises of the Property becoming uninhabitable if not remediated.
- 9.10 Animals and pets. Lessee is permitted to have one dog or one cat but no other domestic animal or other type of animal on or about the Property without the prior written consent of Arvada.
- 9.11 Access to canals prohibited. Access to, use of water from, or dumping anything into, the waterway of the canals referenced in Section 2.1 is strictly prohibited. Lessee shall not access, use, or otherwise interfere with the water in the canals. Lessee shall ensure no inhabitants of the Property associated with Lessee or Lessee's invitees' access, use, or otherwise interfere with the canals.
- 9.12 Breach of responsibilities. Any breach of the responsibilities stated in this Section 9 shall be deemed a material breach of this Lease. Breach of a material term or terms by Lessee shall subject Lessee to immediate termination of this Lease, and eviction upon three calendar days' notice from Arvada.
- 10. CONDITION OF EMPLOYMENT. Lessee acknowledges that a material consideration of Arvada in renting the Property to Lessee is that Lessee is at all times an employee of Arvada. In the event Lessee shall, for any reason, no longer be an employee of Arvada, Lessee shall promptly, but in any event, no later than three calendar days after separation of employment, vacate the Property unless otherwise directed by Arvada in its sole discretion. Thereafter, this Lease shall be deemed mutually terminated.**
- 11. ARVADA'S ACCESS TO THE PROPERTY.**
- 11.1 Right to access. Arvada shall have the right, at all reasonable times during the term of this Lease and any renewal thereof, to access all parts of the Property, in such a manner as will minimize disruption to events or activities to the extent reasonably practicable, for the purposes of:
- 11.1.1 Performing, administering, or enforcing this Lease;
- 11.1.2 Accessing the Open Space Parcel;
- 11.1.3 Examining, inspecting, evaluating, planning, making any agreed upon repairs or maintenance, designing, showing, or otherwise administering the building or grounds; or
- 11.1.4 Performing Arvada's regulatory, law enforcement, and other governmental duties.
- 11.2 Health and safety inspections. Arvada reserves the right to conduct health/safety inspections of the Property.

- 11.3 Biannual inspections. At a minimum, Arvada shall enter upon, and inspect, the Property two times per year. At this time, Arvada shall also meet with Lessee to discuss Lessee's performance of Lessee's obligations under this Lease. Arvada shall work with Lessee to determine a mutually agreeable time for which these routine inspections shall occur.

12. TERMINATION AND EXPIRATION.

- 12.1 Right to terminate. Either party may terminate this Lease, at any time, for convenience upon 90 calendar days' written notice to the other party.
- 12.2 Termination for casualty. In the event the Property is rendered untenable by fire or other casualty, Arvada shall have the right to terminate this Lease on the date of such occurrence.
- 12.3 Termination for default. If the Lessee is in default in any of the covenants or agreements herein to be performed by such Lessee, which default remains uncorrected for a period of 14 calendar days after Arvada has provided the Lessee with written notice thereof, Arvada shall have the option, without liability for trespass or for damages, to enter onto the Property and declare the term of the Lease terminated, repossess the Property, and expel the Lessee, all without prejudice to any other remedies available to Arvada for breach of covenant. Arvada may also sue monthly to recover all rent, damages, litigation costs, and attorney fees.
- 12.4 Surrender upon termination. At the expiration or termination of this Lease, Lessee will promptly surrender and deliver up the Property in good order and condition to Arvada.

13. LEASE MANAGERS AND NOTICE. Arvada designates Kim Vagher (kvagher@arvada.org) and Patty Carrico (pcarrico@arvada.org), as the managers for this lease. The address for Mr. Vagher and Ms. Carrico is 8101 Ralston Road, Arvada, CO, 80002.

- 13.1 Emergency contact. In the event of an emergency repair, Lessee shall first attempt to contact 911 or the appropriate utility (such as Xcel Energy) if appropriate and then may contact Kim Vagher at 720-390-1428 or Patty Carrico at 720-745-1551. If Lessee is unable to reach Mr. Vagher or Ms. Carrico, Lessee may contact the Facilities after-hours number at 720-786-2155.
- 13.2 Hazardous gas leak or condition. If Lessee is notified by service personnel from any organization providing gas service to the Property (e.g. 911 and Xcel Energy at 800-895-2999) that a gas appliance, piping, or other gas equipment is in a hazardous condition or there is a gas leak, and then Lessee must immediately inform Arvada through the emergency contacts stated in Section 13.1 and by emailing facilitiesrequest@arvada.org.
- 13.3 Non-emergency repairs. Lessee shall notify Arvada of a need for any non-emergency repair by emailing facilitiesrequest@arvada.org or calling 720-898-7680 within seven calendar days of noticing a condition necessitating a repair.

- 14. INDEMNIFICATION.** To the fullest extent permitted by law, Lessee will defend, indemnify and hold Arvada, its employees, agents and assignees (“Indemnified Parties”) harmless from and against all costs, expenses, claims, damages, liabilities, court awards, losses and other amounts (including attorneys’ fees and related costs) (“Claims”) arising out of or relating (directly or indirectly) to: (i) the conduct or management of the Property or of any activity thereon, or any work or thing whatsoever done, or any condition created in or about the Property during the term; (ii) any act, omission, breach of any provision of this Lease, or negligence of Lessee or any of Lessee's licensees or the partners, directors, officers, agents, employees, associates, invitees or contractors of Lessee, or of Lessee's sublessees or licensees; and (iii) any accident, injury or damage whatsoever occurring in or at the Property. Lessee hereby expressly indemnifies Arvada, unless the claim is caused by the sole negligence of Arvada.
- 15. ABANDONMENT.** If at any time during the term of this Lease, Lessee abandons the Property or any part thereof, Arvada may, at its option, enter the Property by any means without being liable for any prosecution therefore, and without becoming liable to Lessee for damages or for any payment of any kind whatsoever, and may, at its discretion, relet the Property, or any part therefor, for the whole or any part of the then unexpired term, and may receive and collect all rent payable by virtue of such reletting, and, at Arvada’s option, hold Lessee liable for any difference between the rent that would have been payable under this Lease during the balance of the unexpired term, if this Lease had continued in force, and the net rent for such period realized by Arvada by means of such reletting. If Arvada’s right of re-entry is exercised following abandonment of the Property by Lessee, then Arvada may consider any personal property belonging to Lessee and left on the premises to also have been abandoned, in which case Arvada may dispose of all such property in any manner Arvada shall deem proper and is hereby relieved of all liability of doing so.
- 16. INSURANCE.**
- 16.1 Insurance required. Unless higher limits or additional coverages are required by Arvada, Lessee shall secure, purchase, and maintain, and their own expense, the types of insurance coverage and limits of liability stated below throughout the duration of the Lease or any extension. Failure to provide proof of such insurance within 14 calendar days of entering into this Lease or upon request by Arvada shall constitute a breach of this Lease and Arvada may terminate the Lease in accordance with Section 12. Any insurance coverage required by this Section must be effective upon and during the term of this Lease and any holdover or extension.
- 16.1.1 Renters insurance. Lessee shall provide and maintain renters insurance to include personal property coverage with a minimum limit of at least \$30,000.00 and liability coverage with a minimum limit of at least \$300,000.00 with Arvada named as an Additional Insured. The renters insurance should include coverage for damage resulting from casualties such as fire, theft, flood, wind, earthquake, or vandalism. Arvada shall not be responsible for any loss, damage, or injury sustained by Lessee as a result of fire, theft, flood, wind, earthquake, or vandalism or occasioned by any other cause. Arvada may also require Lessee provide and maintain any additional insurance coverage deemed necessary by Arvada’s Risk and

Safety Department. Lessee is responsible for securing their own insurance to ensure against loss or damage to their person or property. Lessee stipulates that Arvada is to be named as the sole loss payee for any property loss settlement relating to the Property.

16.2 Other policy requirements. All policies required under this Section must:

- 16.2.1 Be written through a company duly entered and authorized to transact that class of insurance in the State of Colorado. All policies written through private carriers are to be written with insurance carriers with an A.M. Best rating of "A-VII" or better;
- 16.2.2 Be primary to any insurance of, or available to, Arvada;
- 16.2.3 Provide a waiver of subrogation in favor of Arvada; and
- 16.2.4 Be endorsed to provide Arvada with a 30-day Notice of Cancellation for reasons other than nonpayment of premium, and a 10-day Notice of Cancellation for the reason of nonpayment of premium. Such endorsements shall be attached to the Certificate of Insurance. If any insurer does not make available such endorsement(s), as an alternative, Lessee or Lessee's insurance agent or broker shall provide a written statement that the responsible party will endeavor to provide the required Notices of Cancellation. Acceptance of such alternative notice is subject to the sole discretion of the Arvada.

16.3 Full responsibility.

- 16.3.1 Approval, disapproval, or failure to act by Arvada or Arvada's agents regarding any insurance required of the Lessee shall not relieve Lessee of full responsibility for its obligations under this Lease, and the bankruptcy, insolvency, or denial of coverage by the insurance company shall not exonerate the Lessee from liability. In the event any insurer issues a reservation of rights for Arvada as an Additional Insured, Arvada shall be entitled to employ independent counsel at Lessee's expense.

16.4 Vendors, subcontractors, or other parties hired by Lessee. All parties hired by Lessee to provide any work related to the Property shall provide evidence of and maintain General Liability coverage with limits not less than \$1,000,000.00 for bodily injury and property damage for each occurrence and not less than \$2,000,000.00 general aggregate, Automobile Liability coverage with a minimum coverage amount of at least \$1,000,000.00 per occurrence, Workers' Compensation and Employer's Liability coverage as required by statute for the minimum limits of \$1,000,000.00 each accident; \$1,000,000.00 disease each employee; and \$1,000,000.00 Disease Policy Limit, and other coverages as deemed necessary by Arvada. Coverage shall include, in favor of Lessee and Arvada, but shall not be limited to include, Additional Insured Status, Primary and Non-Contributory

coverage, and Waiver of Subrogation. All parties hired by Lessee shall include an indemnification obligation as evidenced in Section 14, including Lessee, Arvada, and other indemnified parties as indemnitees.

17. **COMPLIANCE WITH ALL LAWS.** Lessee shall comply with all applicable federal, Colorado, and Arvada laws, codes, rules, regulations, policies and procedures in effect or hereinafter established applicable to Lessee under this Lease.
18. **ASSIGNMENT & SUBLEASE.** This Lease shall not be assigned by Lessee without the prior written consent of Arvada, nor shall Lessee sublease the Property, or any portion thereof (except as otherwise provided for herein), or otherwise allow the utilization thereof by any other party without the express written consent of Arvada. Any assignment, subletting, concession, or license without the prior written consent of Arvada, or an assignment or subletting by operation of law, shall be void and shall, at Arvada's option, terminate this Lease.
19. **LEGAL NOTICES.** Any notice relating to the legal terms of this Lease shall be in writing and shall be deemed to have been sufficiently given for all purposes if sent by certified mail or registered mail, postage and fees prepaid, addressed to the party to whom such notice is to be given at the address set forth on the signature page below, or at such other address as has been previously furnished in writing, to the other party or parties. Such notice shall be deemed to have been given when deposited in the United States mail.
20. **PARAGRAPH CAPTIONS.** The captions of the paragraphs are set forth only for the convenience and reference of the parties and are not intended in any way to define, limit, or describe the scope or intent of this Lease.
21. **ADDITIONAL DOCUMENTS OR ACTION.** The parties agree to execute any additional documents or take any additional action that is necessary to carry out this Lease.
22. **INTEGRATION AND AMENDMENT.** This Lease represents the entire agreement between the parties and there are no oral or collateral agreements or understandings. This Lease may be amended only by an instrument in writing signed by the parties. If any other provision of this Lease is held invalid or unenforceable, no other provision shall be affected by such holding, and all of the remaining provisions of this Lease shall continue in full force and effect.
23. **WAIVER OF BREACH.** A waiver by any party to this Lease of the breach of any term or provision of this Lease shall not operate or be construed as a waiver of any subsequent breach by either party.
24. **BINDING EFFECT.** This Lease shall inure to the benefit of, and be binding upon, the parties, their respective legal representatives, successors, heirs, and assigns; provided, however, that nothing in this paragraph shall be construed to permit the assignment of this Lease except as otherwise expressly authorized herein.
25. **NO THIRD-PARTY BENEFICIARIES.** It is expressly understood and agreed that enforcement of the terms and conditions of this Lease, and all rights of action relating to such enforcement, shall be strictly reserved to the Parties hereto, and nothing contained in

this Lease shall give or allow any such claim or right of action by any other third party on such Lease. It is the express intention of the Parties that any person or entity other than the Parties receiving services or benefits under this Lease shall be deemed to be an incidental beneficiary only.

26. **CORA.** Notwithstanding any provision in the response to solicitation or proposed contract, Lease, escrow Lease, or any other type of Lease to the contrary, Arvada is obligated to comply with the Colorado Open Records Act (C.R.S. §§24-72-101 *et seq.*) (“CORA”), which may require Arvada to disclose all or a portion of communications relating to the Lease, or terms of the same, or of any transaction under the Lease, and other related matters. Lessee has been advised to familiarize itself with CORA. Therefore, any confidentiality provisions in the contract, Lease, escrow Lease, or any other type of Lease are subject to the provisions of CORA.
27. **NO WAIVER OF GOVERNMENTAL IMMUNITY.** Nothing contained in this or any of the exhibits attached thereto shall be construed as a waiver of any of the immunities, limitations, privileges, rights, procedures, or requirements contained in the Colorado Governmental Immunity Act, C.R.S. §§24-10-101 *et seq.*
28. **GOVERNING LAW AND VENUE.** Notwithstanding any provision in this Lease or any exhibit to the contrary, the Lease shall be governed by the laws of the State of Colorado. Venue for any action arising under the Lease or for the enforcement of the Lease shall be in the appropriate court for Jefferson County, Colorado.
29. **ATTORNEYS’ FEES.** If Arvada bring suit against Lessee for an unlawful detainer of the Property, for the recovery of any rent due under the provisions of this Lease, or for any obligation of Lessee arising under this Lease or by law, then Lessee hereby agrees to pay Lessor all the costs in connection therewith, including, but not limited to, reasonable attorneys’ fees, whether or not the action or actions proceed to judgment.
30. **FORCE MAJEURE.** Any delays in or failure of performance by any party of his or its obligations under the Lease shall be excused if such delays or failure are a result of acts of God, fires, floods, strikes, labor disputes, accidents, pandemics, regulations or orders of civil or military authorities, shortages of labor or materials, or other causes, similar or dissimilar, which are beyond the control of such party.
31. **BINDING AUTHORITY.** Lessee represents and affirms that the signature page hereof accurately states the full legal name of Lessee (whether as a corporation, partnership, limited liability company, sole proprietorship, or other), contains all requisite signature(s) on behalf of Lessee, has been properly acknowledged and in all other respects is effective to bind Lessee, in accordance with all applicable statutes, regulations, resolutions, rules, bylaws, Leases, or similar sources of authority or limitation.

[Remainder of page intentionally left blank.]

DATED THIS _____ day of _____, 2024.

CITY OF ARVADA

Lauren Simpson, Mayor
8101 Ralston Road
Arvada, CO 80002

ATTEST:

City Clerk

APPROVED AS TO FORM:

Rachel A. Morris, City Attorney

By: _____

JESSE HART, LESSEE

7680 Teller Street
Arvada, CO 80003
Jwhart85@icloud.com

Exhibit A

LEASE AGREEMENT BY AND BETWEEN THE CITY OF ARVADA
AND JESSE HART FOR THE PROPERTY LOCATED AT 7295
KIPLING STREET, ARVADA, COLORADO 80005 ALSO KNOWN
AS THE SCHAAF HOUSE

CITY OF ARVADA
REAL PROPERTY

DATE PREPARED OR REVISED: 12/06/2023

TO BE ACQUIRED:

Schaaf Open Space Lease

OWNER(S)

City of Arvada, 7295 Kipling St., Reception No. F1497559

FOR

City Facilities

EXHIBIT A

Schaaf Open Space

Lease Parcel

Page 1 of 7

Legal Description Schaaf Open Space Lease Parcel

A Lease parcel of land located in the South half of Section 33, Township 2 South, Range 69 West of the Sixth Principal Meridian, City of Arvada, County of Jefferson, State of Colorado, more particularly described as follows:

Commencing at the Southeast Corner of said Section 33 as being monumented by a found 3 1/4" aluminum cap in range box stamped: PLS 28291, 2001, Thence along the East line of the Southeast Quarter of said Section 33, North 01°30'45" West, a distance of 380.94 feet; Thence South 88°29'15" West, a distance of 50.00 feet to the West Right-of-Way line of Kipling Street as described in the records of Jefferson County at Reception No. F1172678 and the Northerly Right-of-Way of the Croke Canal as described in the records of Jefferson County in Book 153 Page 370, said point also being the **Point of Beginning**,

Thence along the Northerly Right-of-Way of the Croke Canal the following 13 courses:

1. Thence along a curve concave to the Northeast having a Central Angle of 04°01'32", a Radius of 1213.88 feet, an Arc length of 85.29 feet and a Chord bearing North 76°09'07" West, a distance of 85.27 feet to a point of tangent;
2. Thence North 74°08'21" West, a distance of 349.76 feet to a point of curvature;
3. Thence along a curve concave to the Southwest having a Central Angle of 11°00'00", a Radius of 2133.50 feet, an Arc length of 409.60 feet, and a Chord bearing North 79°38'21" West, a distance of 408.97 feet to a point of tangent;

EXHIBIT A

Schaaf Open Space

Lease Parcel

Page 2 of 7

4. Thence North $85^{\circ}08'21''$ West, a distance of 1046.00 feet to a point of curvature;
5. Thence along a curve concave to the Northeast having a Central Angle of $30^{\circ}54'01''$, a Radius of 818.12 feet, an Arc length of 441.22 feet, and a Chord bearing North $69^{\circ}41'21''$ West, a distance of 435.89 feet to a point of tangent;
6. Thence North $54^{\circ}14'21''$ West, a distance of 61.00 feet to a point of curvature;
7. Thence along a curve concave to the Northeast having a Central Angle of $04^{\circ}37'56''$, a Radius of 1095.92 feet, an Arc length of 88.60 feet and a Chord bearing North $51^{\circ}55'23''$ West, a distance of 88.57 feet;
8. Thence North $41^{\circ}35'58''$ East, a distance of 59.56 feet;
9. Thence North $48^{\circ}24'02''$ West, a distance of 700.00 feet;
10. Thence South $41^{\circ}35'58''$ West, a distance of 40.00 feet;
11. Thence North $48^{\circ}24'02''$ West, a distance of 860.00 feet to a point of curvature;
12. Thence along a curve concave to the Southeast having a Central Angle of $59^{\circ}59'24''$, a Radius of 170.13 feet, an Arc length of 178.13 feet, and a Chord bearing North $78^{\circ}23'44''$ West, a distance of 170.10 feet;
13. Thence South $71^{\circ}36'39''$ West, a distance of 28.84 feet to the Northeasterly Right-of-Way line of the Denver and Northwestern Railroad Company as described in the records of Jefferson County in Book 130 Page 353;

EXHIBIT A

Schaaf Open Space

Lease Parcel

Page 3 of 7

14. Thence along said Northeasterly Right-of-Way line North $48^{\circ}24'02''$ West, a distance of 448.08 feet to the Southerly Right-of-Way line of the Farmers Highline Canal as described in the records of Jefferson County in Book "J " Page 522 as shown on Land Survey Plat by Guffey Survey Consultants as described in the records of Jefferson County at Reception No. 94034415;

Thence along the Southerly Right-of-Way of Farmers Highline Canal the following 18 courses:

1. Thence along a curve concave to the Southwest having a Central Angle of $13^{\circ}57'51''$, a Radius of 358.55 feet, an Arc length of 87.39 feet, and a Chord bearing South $70^{\circ}29'36''$ East, a distance of 87.17 feet to a point of tangent;
2. Thence South $63^{\circ}30'41''$ East, a distance of 356.31 feet;
3. Thence South $58^{\circ}57'20''$ East, a distance of 306.37 feet;
4. Thence South $57^{\circ}11'49''$ East, a distance of 153.91 feet;
5. Thence South $55^{\circ}26'18''$ East, a distance of 223.81 feet to a point of curvature;
6. Thence along a curve concave to the Northeast have a Central Angel of $17^{\circ}08'10''$, a Radius of 648.79 feet, an Arc length of 194.04 feet, and a Chord bearing South $64^{\circ}00'23''$ East, a distance of 193.32 feet to a point of tangent;
7. Thence South $72^{\circ}34'27''$ East, a distance of 560.86 feet to a point of curvature;
8. Thence along a curve concave to the Southwest having a Central Angle of $08^{\circ}25'21''$, a Radius of 2004.80 feet, an Arc length of 294.71 feet, and a Chord bearing South $68^{\circ}21'46''$ East, a distance of 294.45 feet to a point of tangent;
9. Thence South $64^{\circ}09'06''$ East, a distance of 96.67 feet;

EXHIBIT A

Schaaf Open Space

Lease Parcel

Page 4 of 7

10. Thence South 70°29'40" East, a distance of 631.14 feet;
11. Thence South 65°27'41" East, a distance of 250.36 feet to a point of curvature;
12. Thence along a curve concave to the Southwest having a Central Angle of 37°51'06", a Radius of 390.88 feet, an Arc length of 258.23 feet, and a Chord bearing South 46°32'08" East, a distance of 253.56 to a point of tangent;
13. Thence South 27°36'33" East, a distance of 63.88 feet to a point of curvature;
14. Thence along a curve concave to the Northeast having a Central Angle of 57°28'04", a Radius of 176.56 feet, an Arc length of 177.09 feet, with a Chord bearing South 56°20'35" East, a distance of 169.76 feet to a point of tangent;
15. Thence South 85°04'39" East, a distance of 253.78 feet to a point of curvature;
16. Thence along a curve concave to the Southwest having a Central Angle of 10°12'06", a Radius of 646.71, an Arc length of 115.15 feet, with a Chord bearing South 79°58'36" East, a distance of 115.00 to a point of tangent;
17. Thence 74°52'32" East, a distance of 418.99 feet;
18. Thence South 79°26'24" East, a distance of 77.40 feet to said West Right-of-Way line of Kipling Street;
19. Thence South 01°30'45" East, a distance of 127.86 feet to the **Point of Beginning.**

The above described Schaaf Open Space Lease parcel contains 1,144,736 square feet (or 26.279 acres), more or less.

EXHIBIT A
Schaaf Open Space
Lease Parcel
Page 5 of 7

BASIS OF BEARINGS

The East line of the Southeast Quarter of Section 33, Township 2 South, Range 69 West, of the 6th Principal Meridian, North 01°30'45" West as monumented at the Southeast Corner of Section 33 a 3 1/4" aluminum cap in range box stamped: PLS 28291, 2001 and as monumented at the East Quarter Corner of Section 33 a 3 1/4" aluminum cap in range box stamped: PLS 28291, 2001.

Excepting therefrom the following parcel:

Legal Description Home Lease Parcel

A Lease parcel of land located in the Southeast Quarter of Section 33, Township 2 South, Range 69 West of the Sixth Principal Meridian, City of Arvada, County of Jefferson, State of Colorado, more particularly described as follows:

Commencing at the Southeast corner of said Section 33, Thence North 01°30'45" West, along the East line of the Southeast Quarter of said Section 33, a distance of 380.94 feet; Thence South 88°29'25" West, a distance of 50.00 feet to a point of intersection of the West Right-of-Way line of Kipling Street as recorded in Reception No. F1172678 and the Northerly Right-of-Way of the Croke Canal as recorded in Book 153, at page 370, being the **Point of Beginning**; Thence along said Northerly Right-of-Way the following two courses:

1. Thence along a curve to the right having a Delta of 04°01'33", a Radius of 1213.88 feet, an Arc Length of 85.29 feet and a Chord

EXHIBIT A

Schaaf Open Space

Lease Parcel

Page 6 of 7

bearing North 76°09'06" West, a distance of 85.27 feet to a point of tangent;

2. Thence North 74°08'21" West, a distance of 128.25 feet;
3. Thence departing the North Right-of-Way of the Croke Canal North 00°32'41" West, a distance of 56.57 feet;
4. Thence North 15°07'28" East, a distance of 11.11 feet;
5. Thence South 69°17'07" East, a distance of 14.94 feet;
6. Thence South 75°23'37" East, a distance of 36.96 feet;
7. Thence South 80°07'43" East, a distance 42.88 feet;
8. Thence South 80°21'39" East, a distance of 39.19 feet;
9. Thence South 69°44'21" East, a distance of 5.54 feet;
10. Thence South 83°39'09" East, a distance of 66.13 feet to a point on the West Right-of-Way line of said Kipling Street;
11. Thence South 01°30'45" East, along said West Right-of-Way line, a distance of 85.03 feet to the **Point of Beginning**.

The above described Home Lease Parcel contains 15,115 square feet (or 0.347 acres), more or less.

EXHIBIT A
Schaaf Open Space
Lease Parcel
Page 7 of 7

BASIS OF BEARINGS

The East line of the Southeast Quarter of Section 33, Township 2 South, Range 69 West, of the 6th Principal Meridian, North 01°30'45" West as monumented at the Southeast Corner of Section 31 a 3 1/4" aluminum cap in range box stamped: PLS 28291, 2001 and as monumented at the East Quarter Corner of Section 33 a 3 1/4" aluminum cap in range box stamped: PLS 28291, 2001.

City of Arvada

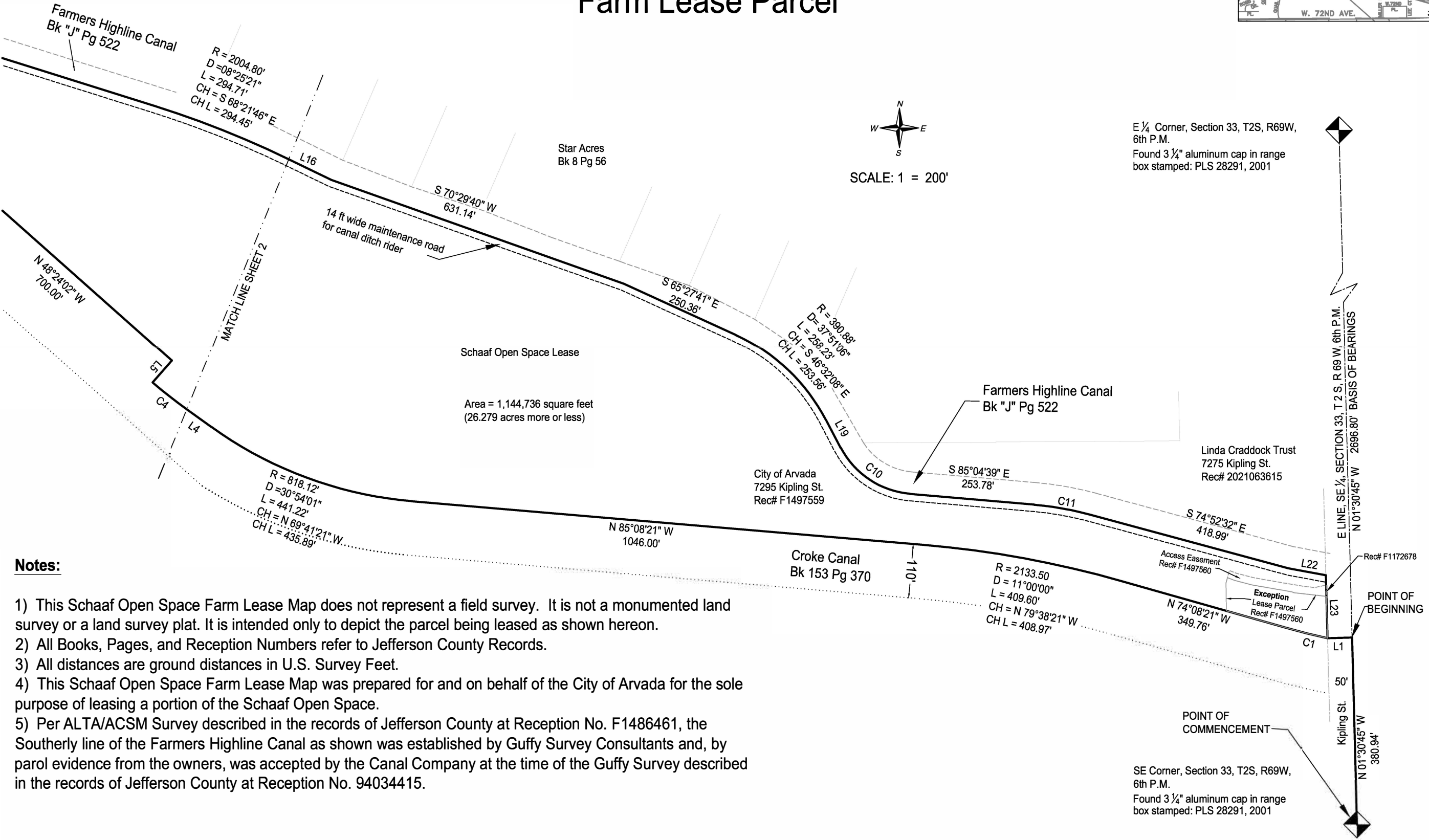
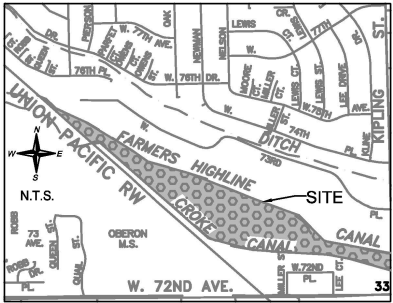
8101 Ralston Road

Arvada, CO 80002

Exhibit B

LEASE AGREEMENT BY AND BETWEEN THE CITY OF ARVADA
AND JESSE HART FOR THE PROPERTY LOCATED AT 7295
KIPLING STREET, ARVADA, COLORADO 80005 ALSO KNOWN
AS THE SCHAAF HOUSE

Exhibit "B"
Page 1 of 2
Schaaf Open Space
Farm Lease Parcel



Notes:

- 1) This Schaaf Open Space Farm Lease Map does not represent a field survey. It is not a monumented land survey or a land survey plat. It is intended only to depict the parcel being leased as shown hereon.
- 2) All Books, Pages, and Reception Numbers refer to Jefferson County Records.
- 3) All distances are ground distances in U.S. Survey Feet.
- 4) This Schaaf Open Space Farm Lease Map was prepared for and on behalf of the City of Arvada for the sole purpose of leasing a portion of the Schaaf Open Space.
- 5) Per ALTA/ACSM Survey described in the records of Jefferson County at Reception No. F1486461, the Southerly line of the Farmers Highline Canal as shown was established by Guffy Survey Consultants and, by parol evidence from the owners, was accepted by the Canal Company at the time of the Guffy Survey described in the records of Jefferson County at Reception No. 94034415.

E 1/4 Corner, Section 33, T2S, R69W,
6th P.M.
Found 3 1/4" aluminum cap in range
box stamped: PLS 28291, 2001

SE Corner, Section 33, T2S, R69W,
6th P.M.
Found 3 1/4" aluminum cap in range
box stamped: PLS 28291, 2001

NO.	REVISION	DATE	BY
1			
2			
3			
4			
5			

Public Works Department Surveying Division 8101 Ralston Road Arvada, Colorado 80002 Phone 720-898-7640
PROJECT NO. Schaaf Open Space Farm Lease
DRAFTER MEK CHECKED BY DAS PLOT DATE 12/01/2023
SHT 2 OF 2

Exhibit A-1

LEASE AGREEMENT BY AND BETWEEN THE CITY OF ARVADA
AND JESSE HART FOR THE PROPERTY LOCATED AT 7295
KIPLING STREET, ARVADA, COLORADO 80005 ALSO KNOWN
AS THE SCHAAF HOUSE

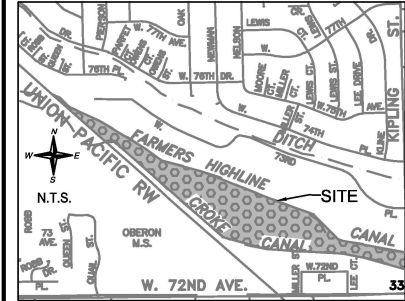
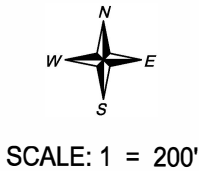
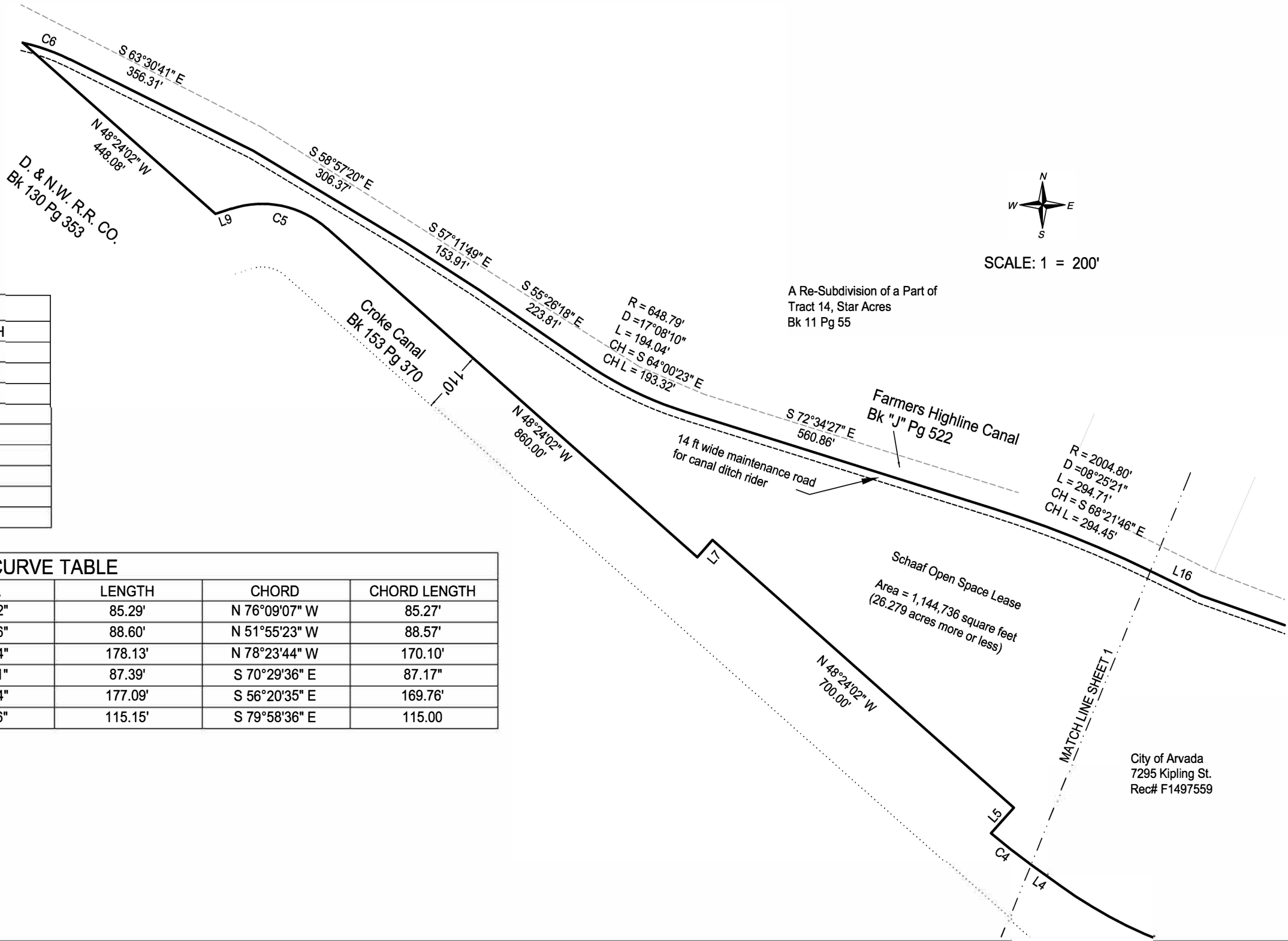


Exhibit "A-1"
Page 2 of 2
Schaaf Open Space
Farm Lease Parcel



LINE TABLE		
LINE	BEARING	LENGTH
L1	S 88°29'15" W	50.00'
L4	N 54°14'21" W	61.00'
L5	N 41°35'58" E	59.56'
L7	S 41°35'58" W	40.00'
L9	S 71°36'39" W	28.84'
L16	S 64°09'06" E	96.67'
L19	S 27°36'33" E	63.88'
L22	S 79°26'24" E	77.40'
L23	S 01°30'45" E	127.86'

CURVE TABLE					
CURVE	RADIUS	DELTA	LENGTH	CHORD	CHORD LENGTH
C1	1213.88'	04°01'32"	85.29'	N 76°09'07" W	85.27'
C4	1095.92'	04°37'56"	88.60'	N 51°55'23" W	88.57'
C5	170.13'	59°59'24"	178.13'	N 78°23'44" W	170.10'
C6	358.55'	13°57'51"	87.39'	S 70°29'36" E	87.17"
C10	176.56'	57°28'04"	177.09'	S 56°20'35" E	169.76'
C11	646.71'	10°12'06"	115.15'	S 79°58'36" E	115.00'

PROJECT NO. Schaaf Open Space Farm Lease		CITY OF ARVADA		Public Works Department Surveying Division 8101 Ralston Road Arvada, Colorado 80002 Phone 720-898-7640		NO.	REVISION	DATE	BY
						1			
						2			
						3			
						4			
SHT 2									
OF 2									

Exhibit C

**LEASE AGREEMENT BY AND BETWEEN THE CITY OF ARVADA
AND JESSE HART FOR THE PROPERTY LOCATED AT 7295
KIPLING STREET, ARVADA, COLORADO 80005 ALSO KNOWN
AS THE SCHAAF HOUSE**

Exhibit C



Map is for illustrative purposes only and is not drawn to scale.
Please refer to Exhibits A, A-1, and B for legal boundaries and
description.

Red = Property or Home Lease Parcel

Exhibit D

LEASE AGREEMENT BY AND BETWEEN THE CITY OF ARVADA
AND JESSE HART FOR THE PROPERTY LOCATED AT 7295
KIPLING STREET, ARVADA, COLORADO 80005 ALSO KNOWN
AS THE SCHAAF HOUSE



POLICIES AND PROCEDURES

Authorized by City Manager: Lorie B. Gillis

Policy No. 4100.12

Effective date of policy or most recent revision: February 6, 2024

TITLE: Leasing of City-owned Residential Property to City Employees

PURPOSE: To provide a structured process by which the City may lease a City-owned residential property to a City employee.

POLICY: In accordance with the City's desire to reasonably maximize the use of City-owned residential properties, the City wishes to use City-owned residential property to support eligible employees in obtaining affordable housing in exchange for the performance of caretaking and maintenance duties on that property.

AUTHORITY:
Section 2-121 of the Arvada City Code authorizes the city manager to promulgate and enforce administrative policies and procedures consistent with the law relating to the exercise by the city manager of supervision and control over the executive and administrative departments of the City and employees thereof. Section 2-211 of the Arvada City Code authorizes the leasing of City-owned property.

RESPONSIBLE DIRECTOR:
The director of public works.

SCOPE: This policy applies when the City makes available for lease to City employees a City-owned residential property.

BACKGROUND:
The City owns four residential properties which it makes available to employees to lease at reasonable rates in exchange for the employee performing caretaking and maintenance duties on that property. Although the City wishes to assist eligible employees in obtaining affordable housing, this policy is not a workforce housing policy. The City's primary goal is to ensure that its residential properties are properly cared for by tenants who are qualified, responsible employees. The

City does not intend for the leasing of City-owned residential property to function as a permanent housing solution for any individual employee. The City wishes to create a process by which leases of City-owned residential properties are awarded in a transparent and efficient manner through a lottery-style drawing.

DEFINITIONS:

City clerk means the Arvada city clerk or designee thereof.

City attorney means the Arvada city attorney or designee thereof.

Director means the director of public works or designee thereof.

Property means a City-owned residential property. The property includes a residential structure and certain surrounding land and related facilities as designated in the lease for that property.

PROCEDURES:

1. NOTICE; ELIGIBILITY; APPLICATION.

1.1 Notice of available property. When a City-owned property becomes available for lease, the director will invite all eligible employees to apply to lease the property by posting a notice in the *Weekly Briefs* or other similar communication with all employees. The notice must contain the property's location, features, the required caretaking and maintenance duties for that property, the length of the lease including any potential renewal periods, and the lease rate for the first year and any potential renewal periods. The notice must also contain a description of the selection process including the date, time, and location of the meeting where the drawing for the lease opportunity will occur, the salary eligibility requirement, a link to or information about the application form, and the application deadline.

1.2 Eligibility. An employee is eligible to lease a property if:

1.2.1 The employee was a regular, full-time City employee on the date the notice was issued, and is in good standing as that term is defined in subsection 70-37(b) of the Arvada City Code.

1.2.2 The employee's salary on the date the notice was issued is less than the median salary for all regular, full-time City employees as determined by the human resources department. The median salary will be determined as of December 31 of the year immediately prior to the year in which the notice of available property is issued; and

1.2.3 The employee is not currently leasing a City-owned property.

- 1.3 Application. In order to be considered to lease a property, an eligible employee must submit to the director by the deadline specified in the notice a completed application form and any other required documentation.

2. SELECTION PROCESS.

- 2.1 Application review; qualification for drawing. The director will collect and maintain in accordance with the City's document retention schedule all application forms and other documentation submitted under subsection 1.3. The director will review the information submitted to determine whether an applicant is qualified for the drawing. An applicant who meets the following requirements will be deemed qualified for the drawing:

- 2.1.1 The applicant was a regular, full-time employee as of the date of the notice, and is in good standing;
- 2.1.2 The applicant clearly demonstrates through the application that they sufficiently understand and can successfully provide for the caretaking and maintenance duties for the property;
- 2.1.3 The applicant's rental history and references are satisfactory; and
- 2.1.4 The applicant's salary falls below that noted in subsection 1.2.2.

- 2.2 Rejection of application. The director may reject an application that is not timely filed or incomplete. In addition, the director may reject the application of any employee whose application clearly demonstrates that the employee does not meet all of the eligibility requirements set forth in subsection 2.1.

- 2.3 Effect of rejection. If the director rejects an employee's application, the director will promptly provide to the employee a brief written explanation of the reason for the disqualification. Rejection of an employee's application or a determination that an employee is ineligible to apply to lease one City-owned property does not preclude the employee from applying to lease another available City-owned property or a property that becomes available in the future.

- 2.3.1 An employee aggrieved by the decision of the director may file a complaint in accordance with the complaint resolution process set forth in Arvada City Code subsection 70-168.1. Should an employee file such a complaint, the process set forth herein will continue, except that the execution of the lease with the selected employee may not occur until after the complaint has been resolved.

- 2.4 Drawing process – meeting. The drawing must occur at a meeting held for that purpose. The meeting will be open to any employee. An employee who qualified for the drawing may but is not required to attend the meeting.

- 2.5 Drawing process – selection. At the meeting, the city clerk will work with the director to ensure that the names of all qualified employees are placed into a

container. The city clerk will designate an employee other than the director to select the names of two employees from the container.

2.5.1 The first employee selected will be offered the opportunity to lease the property. The second employee selected will be deemed to be the alternate and will be offered the opportunity to lease the property if, and only if, the first employee declines or is unable to execute a written lease within a reasonable period of time as determined by the director in consultation with the city attorney. Nothing in this policy may be deemed to create any property interest for either of these employees except as may be set forth in that employee's lease of City-owned property.

2.5.2 In the event neither the first selected employee nor the alternate is willing or able to execute a written lease for the property within a reasonable amount of time as determined by the director in consultation with the city attorney, the director will repeat the drawing process set forth in this section using the names of the remaining qualified employees. The director is not required to re-open the application submission period or accept additional applications.

2.6 Notice of selection. Following the completion of the drawing, the director will:

2.6.1 Notify the first employee of their selection and begin working with that employee and the city attorney's office to complete a written lease;

2.6.2 Notify the alternate employee of their status; and

2.6.3 Notify the rest of the employees who qualified for the drawing that they were not selected.

3. LEASE REQUIREMENTS.

3.1 Generally; terms and conditions. Basic terms and conditions of the lease, including the maintenance and caretaking duties specific to the property and the lease rate and any rate increases will be set by the director. The lease will set forth standard lease terms and conditions, along with certain other terms including but not limited to that the employee must remain a regular, full-time employee in good standing throughout the period of the lease; the property must at all times during the lease be the employee's primary residence; no subletting is allowed except with the prior written permission of the City; the lease is subject to release in accordance with the Colorado Open Records Act; and the employee is solely responsible for reporting this benefit to federal and state taxing authorities as may be required by law and for paying any tax liability associated with or related to leasing the property.

3.1.1 The city attorney will draft and must approve as to form each lease and any amendment or extension thereto.

- 3.2 Length. Understanding that the City does not intend for a lease to function as a permanent housing solution for an individual employee, the length of the term of any lease agreement may not exceed one year with four additional one-year renewal terms, with renewals granted at the sole discretion of the City.
- 3.3 Promotion; salary change. A job promotion or change in a leasing employee's salary during the initial or a subsequent lease term will not be considered in determining whether to renew that employee's lease.
- 3.4 Existing leases. A City employee who leases a City-owned property as of January 1, 2024 must continue to abide by the terms of their lease.

4. FORMS AND RELATED DOCUMENTS.

- 4.1 Creation and maintenance. The form(s) necessary to implement this policy will be created and maintained by the director. Each form may be created and maintained in digital or hard copy format according to the City's business needs and may be submitted in digital or hard copy format as determined by the director. These forms include but are not limited to:

[Application to Lease City-owned Residential Property Form](#): this form is used by an eligible employee to apply to participate in the lottery drawing.

- 5. REVISION AND RESCISSION. This policy may be reviewed, revised, or rescinded in accordance with Arvada PPM No. 1000.01.
- 6. POLICY HISTORY.

Effective date: December 16, 2022.

Date of the last periodic review: February 6, 2024.

The next periodic review must be completed by February 6, 2029.

Exhibit E

LEASE AGREEMENT BY AND BETWEEN THE CITY OF ARVADA
AND JESSE HART FOR THE PROPERTY LOCATED AT 7295
KIPLING STREET, ARVADA, COLORADO 80005 ALSO KNOWN
AS THE SCHAAF HOUSE

Radon Disclosure Pursuant to C.R.S. §38-35.7-112

The Colorado Department of Public Health and Environment strongly recommends that all tenants have an indoor radon test performed before leasing residential real property and recommends having the radon levels mitigated if elevated radon concentrations are found. Elevated radon concentrations can be reduced by a radon mitigation professional.

Residential real property may present exposure to dangerous levels of indoor radon gas that may place the occupants at risk of developing radon-induced lung cancer. Radon, a Class-A human carcinogen, is the leading cause of lung cancer in nonsmokers and the second leading cause of lung cancer overall. A landlord is required to provide the tenant with any known information on radon test results of the residential real property.

The City of Arvada, as the Lessor of the Property, hereby discloses the following knowledge about the Property's radon concentration, including whether a radon test or tests have been conducted on the Property; the most current records and reports pertaining to the radon concentrations within the Property; a description of any radon concentrations detected or mitigation or remediation performed; and information regarding any radon mitigation system including a system description and documentation, if a radon system has been installed on the Property.

Arvada has knowledge of the following:

1. Arvada had a contractor, RadonOK, conduct radon testing at the Property on or about August 28, 2024 (report attached as Exhibit E-1). This was the most recent radon testing conducted at the Property.
2. The radon level was 10.8 pCi/L.
3. Arvada will install, at its expense, a radon mitigation system in the residential structure on the Property prior to Lessee's occupancy of the Property.

Kim Vagher, Facilities Manager

Date: _____

To be completed by Lessee:

_____(Lessee's initials) I acknowledge that I have received, read, and understand this Disclosure, including the attached copy of the most recent brochure published by the Department of Public Health and Environment attached as **Exhibit E-2**.

Exhibit E

Lessee

Date: _____

Exhibit E-1

LEASE AGREEMENT BY AND BETWEEN THE CITY OF ARVADA
AND JESSE HART FOR THE PROPERTY LOCATED AT 7295
KIPLING STREET, ARVADA, COLORADO 80005 ALSO KNOWN
AS THE SCHAAF HOUSE

**Report & Sample Dates**DATE RECEIVED: 8/28/2024
REPORT DATE: 8/29/2024
REVISION DATE: 9/12/2024**RADON TEST REPORT**

Revised

Laboratory Certification InfoNRPP: 101132 AL
STATE: N/A
ELAP: 11430 NYLarry Leis
City Of Arvada
7800 W 62nd Ave
Arvada, CO 80004

KIT SERIAL	RADON LEVEL	PROPERTY TESTED	TEST DURATION	STRUCTURE
RA184137	10.8 pCi/L	7295 Kipling St	Start: 02:00 PM 08/23/2024	Type: Basement
ID: 2994671	Margin of Error +/- 0.5 pCi/L	Arvada, CO 80005	End: 09:17 PM 08/26/2024	Floor: Basement
			Duration: 79.28 Hours	Closed: Yes

Short Term Radon Tests have an estimated margin of error of $\pm 5\%$ when used according to directions.

Quality Assurance (QA): Sample Type: Short Term. Technology: Activated Charcoal. Device Manufacturer: Alpha Energy Laboratories. Model: RD-1. NRPP Approved Device: AC-8202. Device Performance Standard: ANSI-AARST MS-PC 2022. Quality Assurance Standard: ANSI-AARST MS-QA 2019. Lab Methodology: EPA-402-R-92-004. Test instructions designed in accordance with ANSI-AARST MAH -2019. Radon level uncertainty is calculated using a 95% confidence level. One sampler can test up to 2,000 ft². Sampler Deployed by: Larry Leis. Sampler Retrieved by: Larry Leis.

Disclaimer: Results are only indicative of the sample as received in the lab. Incorrect information or improper sampling procedures will affect results. Alpha Energy Laboratories (AEL) did not provide sampling services unless otherwise indicated. Device deployment/retrieval is assumed to be performed by the person submitting the sample, unless otherwise specified by the client. The person(s) performing sampling are responsible for sampling QA, which may include duplicate, blank, and/or spiked detectors. Analysis, laboratory QA, and production QA performed by AEL. Measurements are not necessarily predictive or supportive of measurements conducted at different times or locations. AEL is not responsible for the consequences of any action you do or do not take based on the results. This report may only be reproduced in full, unless authorized in writing by AEL.

Radon Information: Radon is a naturally occurring radioactive gas. It is odorless, colorless, and tasteless. Radon in air is ubiquitous (existing or being everywhere at the same time) and is found in outdoor and indoor air. Radon concentration is measured in picocuries per liter of air (pCi/L). The average indoor concentration is 1.3 pCi/L. The average outdoor concentration is 0.4 pCi/L. Radon is the second leading cause of lung cancer, after smoking. Smokers and former smokers are at especially high risk. Radon exposure is a health risk over long periods of time. The more time you spend in a high radon environment, the greater the risk.

The US Environmental Protection Agency (EPA) and the Surgeon General recommend fixing the building when the radon level is 4 pCi/L or more. Because there is no known safe level of exposure to radon, EPA also recommends considering fixing radon levels between 2 pCi/L and 4 pCi/L. The World Health Organization (WHO) recommends fixing the building when the radon level is 2.7 pCi/L or more.

The process of fixing a radon problem is called mitigation. Even buildings with very high levels can be successfully mitigated. EPA recommends that you use a contractor certified by NRPP, NRSB, or your State (where applicable) to correct radon problems.

Measurement Specialist / Laboratory Director

Paul Fletcher

Date 9/12/2024

IF YOU HAVE QUESTIONS ABOUT WHAT YOUR RESULTS MEAN:EPA National Hotline: (800) 557-2366, [epa.gov/radon](https://www.epa.gov/radon), or, call your State Radon Official: (303) 692-2422**IF YOU HAVE QUESTIONS ABOUT HOW TO FIX A RADON PROBLEM:**Radon Fix-it Hotline: (800) 644-6999, [epa.gov/radon](https://www.epa.gov/radon), or, call your State Radon Official: (303) 692-2422

WHAT DO MY TEST RESULTS MEAN?

Radon concentration is measured in picocuries per liter of air (pCi/L). The average indoor concentration is 1.3 pCi/L. The average outdoor concentration is 0.4 pCi/L. The US Environmental Protection Agency (EPA) action level is 4 pCi/L, meaning that EPA recommends you take further action if your radon level is 4 pCi/L or more. Because there is no known safe level of exposure to radon, EPA also recommends considering further action for radon levels between 2 pCi/L and 4 pCi/L. The World Health Organization action level is 2.7 pCi/L. If this is your first test, retesting is usually advisable. If you have tested multiple times, average the results and use the average to determine the appropriate next steps.

For results **below 2 pCi/L**, you do not need to take further action at this time.

For results **between 2 pCi/L and 4 pCi/L**, consider taking further action. If this is your first test, consider testing again to confirm the initial result. If you have tested multiple times, EPA recommends that you consider fixing the building.

For results **4 pCi/L or greater**, you should take further action. If this is your first test, EPA recommends you conduct another test to confirm the initial reading. If you have tested multiple times, you should fix the building.

If the building has an active radon mitigation system, test annually to confirm the system is working properly. Because radon levels can change, all buildings should be tested at least once every 2 years and whenever the building is renovated.

HOW DANGEROUS IS MY RADON LEVEL?

RADON RISK IF YOU SMOKE

Radon Level	If 1,000 people were exposed to this level over a lifetime	The risk of radon induced lung cancer compares to	What To Do Next?
100 pCi/L	About 770 people could get lung cancer	110 times the risk of dying in a car crash	Fix your home
40 pCi/L	About 380 people could get lung cancer	95 times the risk of dying from poison	Fix your home
20 pCi/L	About 260 people could get lung cancer	250 times the risk of drowning	Fix your home
10 pCi/L	About 150 people could get lung cancer	200 times the risk of dying in a fire	Fix your home
4 pCi/L	About 62 people could get lung cancer	5 times the risk of dying in a car crash	Fix your home
2 pCi/L	About 32 people could get lung cancer	6 times the risk of dying from poison	Consider fixing between 2 & 4 pCi/L
1.3 pCi/L	About 20 people could get lung cancer	(Average indoor radon level)	(Reducing below 1 pCi/L is difficult)
0.4 pCi/L	About 3 people could get lung cancer	(Average outdoor radon level)	(Reducing below 1 pCi/L is difficult)

Note: If you are a former smoker your risk may be lower

Estimates are lifetime risk of lung cancer deaths from EPA Assessment of Risks from Radon in Homes (EPA 402-R-03-003)

RADON RISK IF YOU HAVE NEVER SMOKED

Radon Level	If 1,000 people were exposed to this level over a lifetime	The risk of radon induced lung cancer compares to	What To Do Next?
100 pCi/L	About 440 people could get lung cancer	63 times the risk of dying in a car crash	Fix your home
40 pCi/L	About 120 people could get lung cancer	30 times the risk of dying from poison	Fix your home
20 pCi/L	About 36 people could get lung cancer	35 times the risk of drowning	Fix your home
10 pCi/L	About 18 people could get lung cancer	20 times the risk of dying in a fire	Fix your home
4 pCi/L	About 7 people could get lung cancer	The risk of dying in a car crash	Fix your home
2 pCi/L	About 4 people could get lung cancer	The risk of dying from poison	Consider fixing between 2 & 4 pCi/L
1.3 pCi/L	About 2 people could get lung cancer	(Average indoor radon level)	(Reducing below 1 pCi/L is difficult)
0.4 pCi/L		(Average outdoor radon level)	(Reducing below 1 pCi/L is difficult)

Note: If you are a former smoker your risk may be higher

Estimates are lifetime risk of lung cancer deaths from EPA Assessment of Risks from Radon in Homes (EPA 402-R-03-003)

HOW CAN I FIX A RADON PROBLEM?

The process of fixing a radon problem is called mitigation. Mitigation is highly effective at lowering radon levels. If your radon level is 4 pCi/L or more, you should fix the building. If your radon level is between 2 pCi/L and 4 pCi/L, you should consider fixing the building. There is no known safe level of radon, and levels below 4 pCi/L still pose a significant health risk. In most cases, radon levels can be lowered below 2 pCi/L.

We recommend only hiring contractors who are certified and trained in radon mitigation. To find a certified contractor:

Call your State Radon Official at (303) 692-2422 or go to aelabs.com/states

Go to aelabs.com/mitigation for a list of NRPP certified contractors.

The guide below is for buildings without a radon mitigation system. Buildings with an active mitigation system should have radon levels below 4 pCi/L. Contact the contractor who installed your system if your radon test results indicate a radon level at or above 4 pCi/L. Most mitigation systems include a warranty; refer to your contract for details.

Number of Times Tested	Type of Test	Test Result (pCi/L)	What do I do next?	What test do I use? (If retesting)
One	Short Term	Less than 2	Retest every 2 years	Short Term
One	(2-7 days)	Between 2 and 4	Consider retesting now	Long Term or Short Term
One		Between 4 and 8	Retest now	Long Term or Short Term
One		8 or more	Retest now	Short Term
Two or more	Short Term	Less than 2	Retest every 2 years	Short Term
	(2-7 days)	Between 2 and 4	Consider fixing the building	
		4 or More	Fix the building	
One or more	Long Term	Less than 2	Retest every 2 years	Short Term
	(91-365 days)	Between 2 and 4	Consider fixing the building	
		4 or more	Fix the building	

State Regulatory Information: If your levels are above 4 pCi/L and you have concerns about the ability to afford radon mitigation, CDPHE has a program that may be able to help. Information can be found at www.coloradoradon.info or by calling 800-846-3986.

Exhibit E-2

LEASE AGREEMENT BY AND BETWEEN THE CITY OF ARVADA
AND JESSE HART FOR THE PROPERTY LOCATED AT 7295
KIPLING STREET, ARVADA, COLORADO 80005 ALSO KNOWN
AS THE SCHAAF HOUSE



RADON

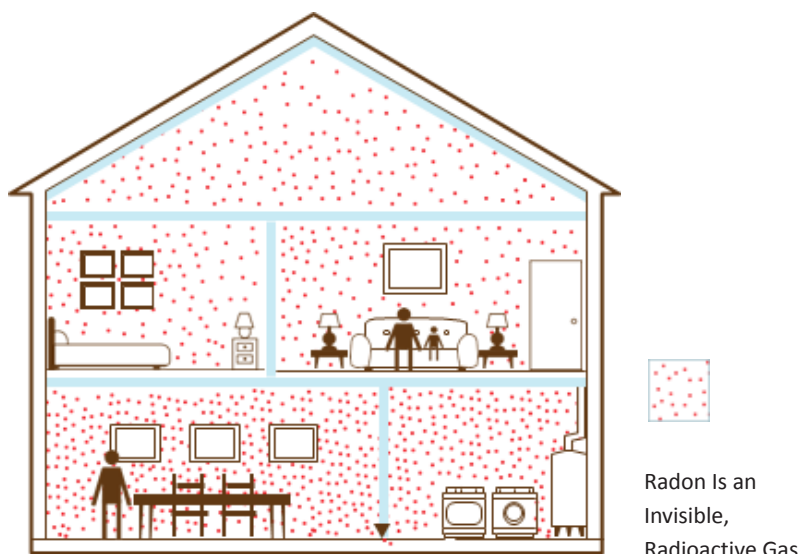
in

REAL ESTATE & RENTAL TRANSACTIONS

in Colorado

February 2024

More often, informed home buyers and renters are having radon tests performed before finishing the transaction. Discovering elevated radon concentrations doesn't mean you need to walk away from the deal! Testing for and mitigating radon is easy and affordable.

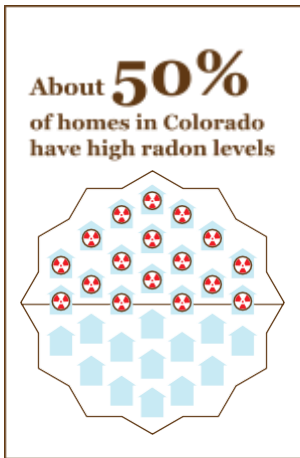


Understanding Radon

Radon Occurs Naturally

Radon is an invisible, radioactive gas created from natural deposits of uranium and radium in the soil. Radon is easily drawn into homes through cracks and gaps in the foundation and can reach concentrations that increase the potential for developing lung cancer.

Although there are rare cases where radon comes from building materials, the major source of radon in Colorado homes comes from natural deposits of uranium and radium commonly found in Colorado's soil. It is rarely caused by mankind like other environmental concerns.



Radon Levels are High in Colorado

Data collected by the Colorado Department of Public Health and Environment indicates that approximately 50% of homes in Colorado have radon levels higher than the U.S. Environmental Protection Agency (EPA)-recommended action level of 4 picocuries per liter of air (pCi/L). All of Colorado, not just the mountains or foothills, is considered to be at high risk for elevated indoor radon levels.

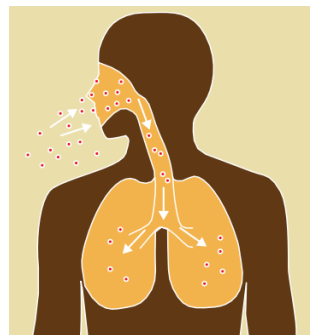
Radon levels can be elevated in a variety of structures:

- New and old homes.
- Homes built on all types of foundations, including slab-on-grade, crawl spaces, and basements.
- Multifamily buildings

Radon Exposure Causes Lung Cancer

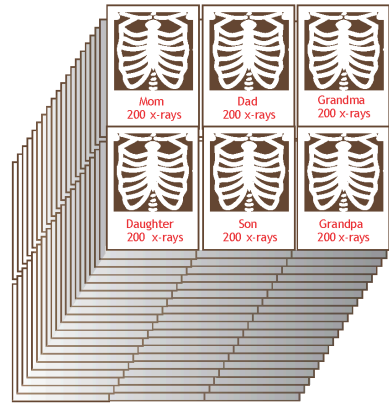
As uranium and radium breaks down in the soil, radon gas is created. Radon is then pulled into homes by a natural stack effect, releasing solid radioactive particles that can be inhaled into your lungs. These particles are referred to as radon decay products.

This radiation can damage your lungs and increase your risk of developing lung cancer.



Residential case-control studies, as well as carefully controlled studies on animals and miners, have shown that prolonged exposure to radon decay products can significantly increase a person's potential for lung cancer.

- Radon is a Class A carcinogen. That means it is known to cause cancer in humans with prolonged exposure. It is in the same class as tobacco products
- The average indoor radon level in the U.S. is about 1.3 pCi/L in air. In Colorado, the average indoor radon level is about 6.4 pCi/L. Living in a home with average levels of radon in Colorado for 1 year is like having more than 200 chest x-rays every year. That's more than 3 chest x-rays per week, per person, per year.
- The United States Surgeon General, the American Lung Association, and the Environmental Protection Agency recommend that people avoid long-term radon exposure at or above 4 pCi/L.
- Every year in the U.S., over 20,000 people die from radon-induced lung cancer. In Colorado, approximately 500 people die annually from radon-induced lung cancer. Long-term residential radon exposure is the second leading cause of lung cancer in the general population (cigarette smoking is the first).



(Field, R. William. 'A Review of Residential Radon Case-Control Epidemiologic Studies Performed in the United States.' Reviews on Environmental Health 16.3 (2001): 151-67. Print.)

Rental Requirements

Radon Exposure is Required in Rental Agreements

Before a tenant signs a lease for a rental property, the landlord must provide this brochure to the tenant and provide the tenant with a document with the following information:

- A bold-faced statement that the Colorado Department of Public Health and Environment strongly recommends all tenants have an indoor radon test performed before leasing the property and if elevated levels are found, request the landlord to mitigate.
- Any knowledge the landlord has regarding the radon levels of the property; including previous testing, test results, and information about any installed radon mitigation system.

The tenant should acknowledge receipt of this information by signing the disclosure document. A landlord breaches the warranty of habitability if this disclosure is not made.

A tenant can break the lease if:

- A landlord fails to make this disclosure; or
- A landlord does not make a reasonable effort to mitigate elevated levels of radon ($>4\text{pCi/L}$) within 180 days after being notified that a radon measurement professional has found elevated levels of radon.

On or after January 1, 2026, these remedies will not apply to leases that are one year or less in duration.

Radon Testing and Mitigation for Renters

- A renter can test their own unit.
- If elevated levels are found, notify the landlord in writing and request mitigation.

- Landlords are not legally required to install a mitigation system.

Real Estate Transaction Requirements

Radon Disclosure Is Required in Real Estate Transactions

Section O of the Colorado Seller’s Property Disclosure Form specifically lists radon as a hazard that, if known by the seller to exist or ever have existed, must be disclosed. This is true even if previous test results were less than 4 pCi/L. In all cases, sellers should provide copies of any test results to potential buyers. If a radon mitigation system exists, it should also be disclosed, as it is presumed that radon had existed previously, and that if the system were to fail, the radon level would return to its original level.

Home buyers must also be given this brochure and receive a bold-faced recommendation from the Colorado Department of Public Health and Environment to test the property for radon.

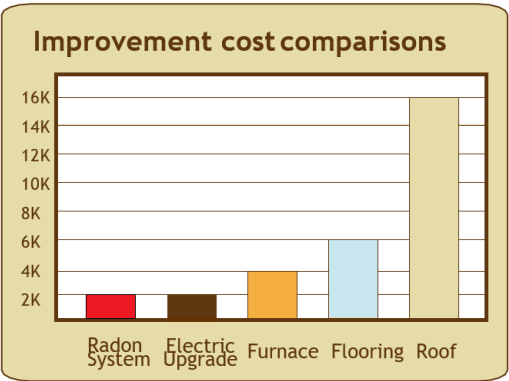
622	10.13. Radon Disclosure. THE COLORADO DEPARTMENT OF PUBLIC HEALTH AND ENVIRONMENT
623	STRONGLY RECOMMENDS THAT <u>ALL</u> HOME BUYERS HAVE AN INDOOR RADON TEST PERFORMED
624	BEFORE PURCHASING RESIDENTIAL REAL PROPERTY AND RECOMMENDS HAVING THE RADON LEVELS
625	MITIGATED IF ELEVATED RADON CONCENTRATIONS ARE FOUND. ELEVATED RADON CONCENTRATIONS
626	CAN BE REDUCED BY A RADON MITIGATION PROFESSIONAL.
627	RESIDENTIAL REAL PROPERTY MAY PRESENT EXPOSURE TO DANGEROUS LEVELS OF INDOOR RADON
628	GAS THAT MAY PLACE THE OCCUPANTS AT RISK OF DEVELOPING RADON-INDUCED LUNG CANCER.
629	RADON, A CLASS A HUMAN CARCINOGEN, IS THE LEADING CAUSE OF LUNG CANCER IN NONSMOKERS
630	AND THE SECOND LEADING CAUSE OF LUNG CANCER OVERALL. THE SELLER OF RESIDENTIAL REAL
631	PROPERTY IS REQUIRED TO PROVIDE THE BUYER WITH ANY KNOWN INFORMATION ON RADON TEST
632	RESULTS OF THE RESIDENTIAL REAL PROPERTY.
633	AN ELECTRONIC COPY OF THE MOST RECENT BROCHURE PUBLISHED BY THE DEPARTMENT OF
634	PUBLIC HEALTH AND ENVIRONMENT IN ACCORDANCE WITH C.R.S. §25-11-114(2)(A) THAT PROVIDES
635	ADVICE ABOUT “RADON AND REAL ESTATE TRANSACTIONS IN COLORADO” IS AVAILABLE AT:
636	HTTPS://CDPHE.COLORADO.GOV/RADON-AND-REAL-ESTATE .

Radon sections of the Contract to Buy and Sell and the Seller’s Property Disclosure

O.	RADON If you know of any of the following EVER EXISTING , check the “Yes” column:
1	Radon test(s) conducted on the Property. Include the most recent records and reports pertaining to radon concentrations within the Property.
2	Radon concentrations detected or mitigation or remediation performed. Provide a full description.
3	Radon mitigation system installed on Property. Provide all information known by Seller about the radon mitigation system.

Radon Levels Can be Fixed

If radon concerns are discovered during the home inspection process, they can be fixed through mitigation. Normal real estate negotiation procedures can be used to resolve the costs associated with radon mitigation.



Testing

Test for Radon During the Inspection Process

At the time of resale, it is important to know what the radon exposure risk could be, independent of how someone else operates or lives in a home. Reliable testing devices and methods exist and are readily available to determine indoor radon levels.

Select Certified and Licensed Radon Contractors

Lists of certified and licensed radon measurement contractors can be found at www.coloradoradon.info under the "testing and mitigating your home" link. Certified contractors have been trained in the proper placement of radon measurement devices and the interpretation of the results. They use high-quality testing devices that can accurately determine the radon risk of the home.

Follow These Steps to Ensure Your New Home Will Keep Your Family Safe and Healthy for Years to Come

1. Find the house you want to buy.
2. As part of the home inspection process, request a short-term radon test using a certified and licensed radon measurement contractor. Your home inspector may or may not be qualified to conduct radon testing.
3. If the short-term test result is less than 4 pCi/L, the EPA does not recommend any immediate action; however, consider conducting a long-term test (90 days up to a year) after your family moves into the home, as there is still some risk at exposures less than 4 pCi/L.
4. If the short-term test result is 4 pCi/L or higher, consider asking the seller to pay for a mitigation system. The seller is not legally required to pay for mitigation; this is a negotiation between the buyer and seller, just like any other home repair.

You can consider purchasing the property and reducing the radon levels after moving into the home. All homes can be fixed!

5. Once you decide to install a mitigation system in the house, seek bids from certified and licensed mitigation contractors who are willing to guarantee the results to below 4 pCi/L.
6. Use bids from certified and licensed contractors as a basis for negotiations with the seller.
7. If the seller is willing to pay for a mitigation system, work with your real estate professional to determine the best way to obtain the funding from the seller and have the system installed by a certified and licensed contractor after taking possession of the property. This will help to ensure that you are happy with the system design.

Testing Types, Purpose, and Conditions

Potential for Radon Exposure ● Short-term test, typically 2-5 days. ● Conduct test under closed-house conditions 12 hours prior to start test and throughout the test. ● Test lowest potentially livable level of home, even if it is unfinished. ● Commonly used at time of resale.	Risk of Exposure Living in Home ● Long-term test, typically 91 days up to 1 year. ● Conduct test under normal day-to-day living conditions ● Test lowest potentially livable level of home, even if it is unfinished. ● Commonly used outside of a real estate transaction or as a basis of escrow fund release.
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If You Love the House, Buy it

Buyers should not be reluctant to buy a home with elevated radon levels. They should take action to reduce radon after they move in. If the radon test results show a potential radon concern, consider doing a long-term test after you move in and before you install a radon mitigation system.

The amount of radon exposure you have depends on where you spend your time. Doing a long-term test after you move in allows you to control the test conditions to better measure your actual radon exposure. If needed, you can then decide with your certified and licensed contractor about the need for mitigation. A long-term test should be placed for a minimum of 91 days up to 1 year after you move into the home.

Mitigation

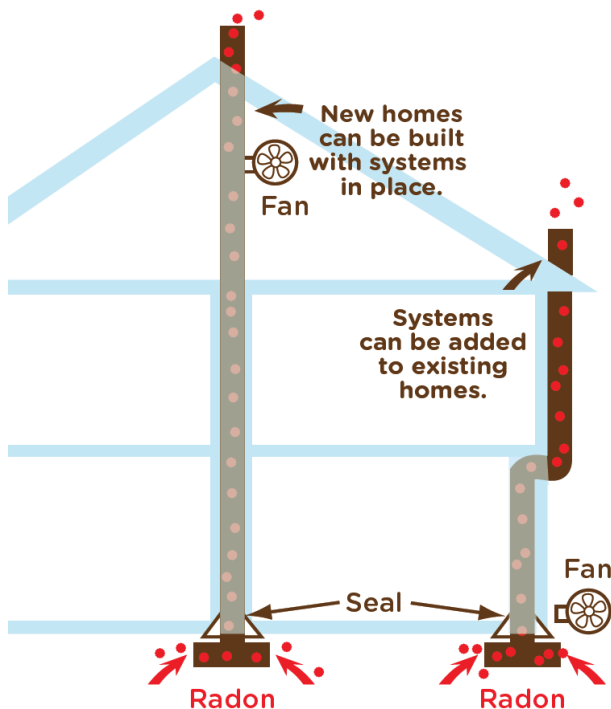
Reducing Radon is Easy and Inexpensive

Considerable research has been conducted by educational institutions and private industries in Colorado and elsewhere that provides evidence-based practices for mitigating radon in

homes, schools, and commercial buildings. The techniques are straightforward and reliable.

However, mitigation requires more than trying to seal openings in the foundation. In fact, caulking and sealing of foundation openings, on its own, has proven NOT to be a suitable method for reducing radon levels.

Mitigation should be done by a certified and licensed contractor who will install the system according to Radon Mitigation Standards and local building codes. A list of certified and licensed radon mitigation contractors is available at www.coloradoradon.info.



Mitigation Systems

Radon systems are designed and installed based on the

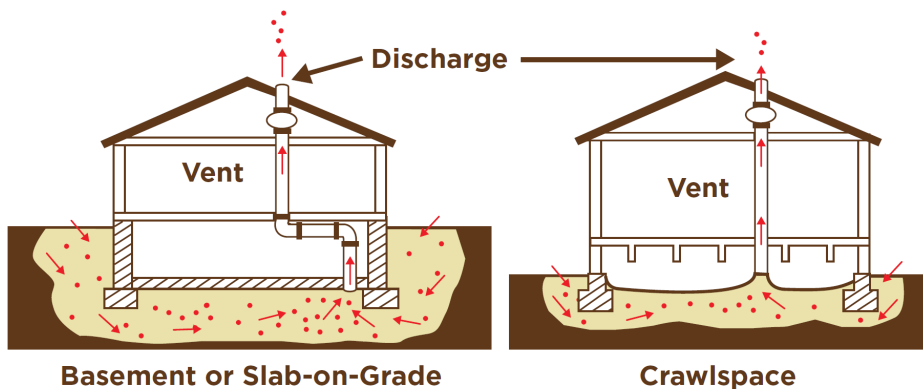
construction of a home, not on the existing radon levels. Radon is mitigated when a system is installed that pulls radon-laden soil gas from underneath the foundation or crawl space and exhausts it outside of the building, far enough away from windows and other openings that it will not re-enter the home.

A mitigation system usually consists of plastic pipe connected to an air pocket surrounded by the soil, either through a hole in the slab, via a sump lid connection, in a perimeter drain, or from beneath a plastic sheet in a crawl space. A quiet, continuously operating fan is attached to the pipe and discharges the radon outdoors.

A home with more than one foundation can present challenges to collecting the soil gas from under all portions of the building. However, qualified mitigation contractors typically can connect multiple systems together so that only one fan is required.

Crawl Space Systems

For crawl space mitigation systems, contractors need to lay perforated pipe, install plastic sheeting over the piping, seal it to the walls, and then route the piping to the fan. These systems can be more costly; however, the added benefit of reducing moisture in the crawlspace, in addition to reducing radon, can be a significant benefit.



Costs

It's best to get involved in how the radon mitigation system will be installed if you will be the future occupant of the property. Costs depend on the amount of effort it takes the contractor to conceal the system and maintain the visual appeal of the home. Although a system routed up the outside of the building will reduce radon quite well, it may not be as visually appealing as one that is routed through the interior of the home.

Average U.S. installation cost: \$1,500
Average operating cost in Colorado: \$3/month
Expected life span of fan: 8-10 years
Fan replacement cost: \$145-\$300
Periodic maintenance: Test every 2 years

Key Elements of Mitigation Systems

The U.S. EPA recommends standards for radon mitigation systems. Your qualified contractor should understand and follow these standards: standards.aarst.org

1. The discharge point of the system must:
 - Be at least 10 feet above grade;
 - Be at least 10 feet away or 2 feet above any opening to the interior of the home; AND
 - Terminate above the eave of the roof.
2. System fans should not be located inside a home, building, or in a crawlspace. They can be in an attic, on the outside of the house, or in the garage (provided there is no living space above the garage).

3. There should be a gauge (manometer) located in a prominent location (inside the home) that will easily show the occupant that the system is functioning properly.
4. Power to the fan should be run in accordance with local electric codes, including permits where required.
5. All portions of the system should be labeled and a simple instruction manual, with warranties, provided to the homeowner.
6. All homes with mitigation systems should be retested no sooner than 24 hours (no later than 30 days) after installation to verify radon mitigation is working and has lowered radon levels to below 4 pCi/L. The home should be retested every two years to make sure the mitigation system is operating properly.
7. If purchasing a home or building with an existing radon mitigation system, it should be tested prior to purchase and every two years to confirm it's working properly.

Select Certified and Licensed Radon Mitigation Contractors

Lists of these individuals can be found at www.coloradoradon.info under the "testing and mitigating your home" link.

In addition to contractor selection, homeowners should always:

1. Ask for references.
2. Get several bids, as with any home repair.
3. Require proof of certification and licensure or verify these credentials independently.
4. Ask for proof of liability insurance, being bonded, and having all necessary licenses to satisfy local requirements.
5. Ask for a clear contract with a guarantee below 4 pCi/L and

a warranty.

Radon in New Builds

Ask for A Radon Mitigation System In New Homes

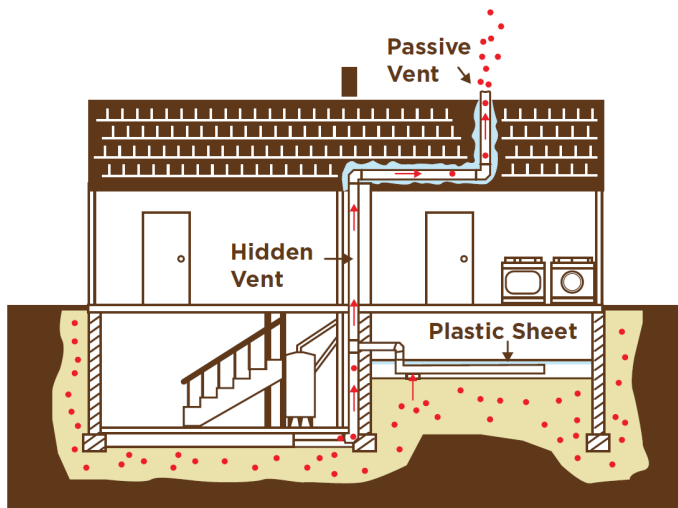
A considerable number of Colorado homebuilders routinely put mitigation systems in homes during the building process. In many locations in Colorado, local building codes require that a radon system be installed in all new homes. Check with your local building department. In areas where it is not a building code requirement, it may be offered as an additional option by the builder.

If you're building a new home:

- Ask your builder to install a radon system during construction.
- Test the home or building after completion to ensure it reduces the radon levels below 4 pCi/l.

Installing a system while a house or building is being constructed can be advantageous because:

- The piping can be easily concealed.
- The vent pipe can exit the roof and appear as a normal roof penetration.
- The subgrade can be prepared to collect radon easily. Multiple foundations (such as in a basement and a crawl space) can be hooked up to a single vent, which also can be concealed in walls.
- When done correctly, the system often works passively, without the need of a fan. (A contractor will route the system vent pipe in such a manner that after the home is tested, if the radon levels are not acceptable, a fan can easily be installed on the vent pipe within the attic to make the system more effective.)



Radon in Water

Radon from Groundwater Is a Low Risk

Radon can dissolve in the groundwater and be released into the air of a home when it is used for showers, laundry, and other purposes. Radon in water is not widespread and is primarily an issue with homes whose water supplies are from private wells that use groundwater.

The major concern is not with drinking the water, but rather the increased amount of radon added into the indoor air in addition to radon coming from the soil. Normal radon-in-air tests will measure this contribution if the house is occupied during testing. It takes a lot of radon in the water to have a measurable effect on indoor radon concentrations. As a rule, it takes 10,000 pCi/L in the water to add 1 pCi/L of radon to the air in the home. Always test the air first before testing or becoming concerned about radon in the water.

Radon in water test kits may be purchased online or at most home improvement stores. Find a list of contractors who mitigate radon in water, refer to www.coloradoradon.info.

Find Out More

Additional Information About Radon Is Available at:

- Colorado Department of Public Health and Environment:
www.coloradoradon.info
- United States Environmental Protection Agency:
www.epa.gov/radon
- Your local health department:
cdphe.colorado.gov/public-information/find-your-local-public-health-agency



COLORADO

**Hazardous Materials
& Waste Management Division**

Department of Public Health & Environment

4300 Cherry Creek Drive South
Denver, CO 80246-1530
1-800-846-3986

www.coloradoradon.info



REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
8.A.7.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: R24-109, A Resolution Authorizing a Lease Agreement B and Between the City of Arvada and Colton Daniels for the Property Located at 7650 Indiana Street, Arvada, Colorado 80403, Also Known as Meridian Farm

Report in Brief

PRESENTER: Kim Vagher

Per Policy No. 4100.12, Leasing of City-owned Residential Property to City Employees:

In accordance with the City's desire to reasonably maximize the use of City-owned residential properties, the City wishes to use City-owned residential property to support eligible employees in obtaining affordable housing in exchange for the performance of caretaking and maintenance duties on that property.

The Meridian Farm House is comprised of a single residential parcel containing a single-family, residential structure, septic system, a chicken coop, fenced yard, gravel/dirt driveway.

The City team recommends the City Council approve R24-109, A Resolution Authorizing a Lease Agreement B and Between the City of Arvada and Colton Daniels for the Property Located at 7650 Indiana Street, Arvada, Colorado 80403, Also Known as Meridian Farm.

Financial Impact

No Financial Impact.

Background

The City owns four residential properties which it makes available to employees to lease at reasonable rates in exchange for the employee performing caretaking and maintenance duties on that property. Although the City wishes to assist eligible employees in obtaining affordable housing, this policy is not a workforce housing policy. The City's primary goal is to ensure that its residential properties are properly cared for by tenants who are qualified, responsible employees.

The City does not intend for the leasing of City-owned residential property to function as a permanent housing solution for any individual employee. The City has created a process by which lessees of City-owned residential properties are awarded in a transparent and efficient manner through a lottery-style drawing.

Discussion

The leasing of City-owned residential properties benefits the City in many ways with the caretaking duties being the most valuable to the City. The tenant is responsible for daily maintenance and upkeep of the property to ensure it is safe, secure and in compliance with City regulations.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

N/A

Strategic Alignment

INF2 Invests in and maintains safe, resilient, accessible and environmentally efficient City facilities and fleet vehicles.

Alternative Courses of Action

Approve R24-109, A Resolution Authorizing a Lease Agreement B and Between the City of Arvada and Colton Daniels for the Property Located at 7650 Indiana Street, Arvada, Colorado 80403, Also Known as Meridian Farm.

Recommendation for Action

The Arvada team recommends that the City Council approve R24-109, A Resolution Authorizing a Lease Agreement B and Between the City of Arvada and Colton Daniels for the Property Located at 7650 Indiana Street, Arvada, Colorado 80403, Also Known as Meridian Farm.

Suggested Motion:

I move that R24-109, A Resolution Authorizing a Lease Agreement B and Between the City of Arvada and Colton Daniels for the Property Located at 7650 Indiana Street, Arvada, Colorado 80403, Also Known as Meridian Farm, be (approved) (rejected).

Prepared by:
Kim Vagher, Manager of City Facilities

Reviewed by:

Approved by:

Kim Vagher, Manager of City Facilities	10/1/2024
Jacqueline Rhoades, Public Works Director	10/2/2024
Bryan Archer, Director of Finance	10/9/2024
Tammy Hedlund, Legal Specialist	10/10/2024
Laura Hemler, Assistant City Attorney	10/10/2024
Don Wick, Deputy City Manager	10/10/2024
Rachel Morris, City Attorney	10/10/2024
Linda Haley, Acting City Manager	10/10/2024

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R24-109

A RESOLUTION AUTHORIZING A LEASE AGREEMENT BY AND BETWEEN THE CITY OF ARVADA AND COLTON DANIELS FOR THE PROPERTY LOCATED AT 7650 INDIANA STREET, ARVADA, COLORADO 80007 ALSO KNOWN AS MERIDIAN FARM

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. The Mayor or Mayor Pro Tem is authorized to sign and the City Clerk to attest, in form approved by the City Attorney, a lease agreement which is in substantially the same form as that attached hereto.

Section 2. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 21st day of October, 2024.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:

Rachel A. Morris, City Attorney:

BY: _____

LEASE AGREEMENT BY AND BETWEEN THE CITY OF ARVADA AND COLTON DANIELS FOR THE PROPERTY LOCATED AT 7650 INDIANA STREET, ARVADA, COLORADO 80007 ALSO KNOWN AS MERIDIAN FARM

1. **PARTIES.** The parties to this Lease Agreement (“Lease” or “Agreement”) are the City of Arvada, a Colorado home rule municipal corporation, 8101 Ralston Road, Arvada, Colorado 80002 (“Arvada” or “Lessor”), and Colton Daniels (“Lessee”) and collectively referred to as “the Parties.” This Agreement shall be effective upon its mutual approval and execution by the Parties.
2. **RECITALS AND PURPOSE.**
 - 2.1 Arvada owns Meridian Farm, a residential property located at 7650 Indiana Street (the “Property” shown and labeled on **Exhibit A** as the “Home Lease Parcel”). For clarity, “Property” and the “Home Lease Parcel” refer to the same area. The Property is comprised of a single residential parcel containing a single-family, residential structure (the “House”), septic system, a chicken coop, fenced yard, gravel/dirt driveway (identified in the access easement in **Exhibits C and C-1**), and carport. The Property is distinct from the area comprising the Arvada Indoor Equestrian Center (“Equestrian Center”), which is leased separately to a third party. The Property is accessed from a dirt/gravel driveway from CO-72/Indiana Street that also leads to the Equestrian Center through the access easement in **Exhibits C and C-1**.
 - 2.2 Lessee acknowledges that they have no right to, and are prohibited from, accessing the Equestrian Center property except to access services provided by, or to communicate with, the lessor of the Equestrian Center property. Lessee must also allow access to the Equestrian Center through the access easement in **Exhibit C and C-1**.
 - 2.3 Arvada wishes to lease the Property to Lessee on the condition Lessee remains a City of Arvada employee and performs certain maintenance, repair, and caretaking duties for the Property as stated herein.
 - 2.4 Lessee agrees they have the requisite skill to perform the maintenance, repair, and caretaking duties stated in this Lease. Lessee also agrees that their performance of such duties are for the primary benefit of the Property.
 - 2.5 Lessee is in compliance with Arvada Policy No. 4100.12 – Residential Employee Leasing Policy for City-Owned Property (attached as **Exhibit E**) and is eligible to lease the Property.
 - 2.6 The Parties desire to enter into this Lease to define all rights, duties, and liabilities of the Parties during the term described herein.
3. **CONTRACT DOCUMENTS AND EXHIBITS.** The Contract Documents shall consist of this Lease together with the following:

Exhibit A: Arvada Indoor Equestrian Center Lease Parcel Map

	with the Property labeled as the “Home Lease Parcel;”
Exhibit A-1:	Legal Description of the Arvada Indoor Equestrian Center Lease Parcel;
Exhibit B:	Home Lease Parcel/the Property Map;
Exhibit B-1:	Legal Description of the Home Lease Parcel/the Property;
Exhibit C:	Access Easement Map;
Exhibit C-1:	Access Easement Legal Description;
Exhibit D:	Illustrated Aerial Map;
Exhibit E:	Arvada Policy No. 4011.12 – Residential Employee Leasing Policy for City-Owned Property;
Exhibit F:	Radon Disclosure Pursuant to C.R.S. §38-35.7-112;
Exhibit F-1:	RadonOK Report; and
Exhibit F-2:	CDPHE’s Radon in Real Estate & Rental Transactions in Colorado Brochure Updated February 2024.

All exhibits referred to in this Agreement are attached hereto and are, by reference, incorporated herein for all purposes.

4. DEFINITIONS. The following terms shall have the meanings set forth below:

- 4.1 “Emergency repair” means a major repair requiring an immediate resolution in order to prevent potential injury, preserve the health and safety of Lessee, the public, or the Property, preserve the habitability of the House, or to prevent significant damage to the House or Property. Examples of emergency repairs include, but are not limited to, the following: frozen pipes, flooding, fire, gas leaks, sewer back-ups, roof and window leaks, inoperable fire or carbon monoxide alarms, and intruder break-ins.
- 4.2 “Major repair” means a repair necessary to ensure the continued habitability of the residential structure, usability of the items in Section 7, the overall good condition of the residential structure or the Property. Major repairs include, but are not limited to, the following repairs: a repair to the hot water heater necessary to ensure the residential structure has reasonable amounts of hot water, repairs to the HVAC system to provide heating or cooling as applicable, replacement of the dishwasher heating element, replacement of shingles to repair a leak, and repairs needed to remediate mold in the residential structure.

- 4.3 “Minor repair” means a repair that can be performed or provided by Lessee without significant hardship or expense to Lessee. Minor repairs include but are not limited to the following repairs: unclogging drains and toilets, repairing small faucet or showerhead leaks, replacing light bulbs and filters, replacing broken panes of glass, clearing debris from gutters, and activating the sprinkler system at the appropriate time.
- 4.4 “Non-emergency repair” means a major repair that does not require prompt and immediate resolution in order to preserve the habitability of the habitability of the residential structure, usability of the items in Section 7, or the overall good condition of the residential structure or the Property. Conditions constituting non-emergency repairs include but are not limited to the following: minor peeling of exterior paint, cosmetic repairs, and minor wall, door, and cabinet repairs due to normal wear and tear.
5. **RENT.** Lessee agrees to pay rent in the amount of \$900.00 to Arvada on the 1st day of each month. If Arvada does not receive rent by the 5th day of the month, rent is considered late. If rent is late, a \$25.00 dollar fee per day shall be assessed in addition to the rent owed.
- 5.1 Security Deposit. Upon execution of this Lease, Lessee shall deposit with Lessor \$900.00 in addition to the first month’s rent under this Section 5 as a security deposit. This security deposit is acknowledged by Arvada as security for the faithful performance by Lessee of the terms of this Lease. After the termination of this Lease, this security deposit will be refunded, without interest, in compliance with the provisions of C.R.S. §38-12-103, as may be amended.
6. **TERM.**
- 6.1 Term and renewals. Arvada leases to Lessee the Property beginning November 1, 2024, and ending on October 31, 2025. This Lease will be automatically renewed for four additional one-year periods unless either Party provides notice of their intent to terminate in accordance with the terms and conditions contained in this Lease. Per Section 3.2 of **Exhibit E**, in no event will the total term of this Lease, including all renewal periods, exceed five years.
- 6.2 Holdover. Should Lessee remain in possession of the Property with the consent of Arvada after the natural expiration of this Lease, including any renewal periods, a new tenancy from month-to-month shall be created between Arvada and Lessee which shall be subject to all the terms and conditions of this Lease, provided however, such tenancy shall be terminable by either party upon 30 calendar days written notice served by either Arvada or Lessee. **It is expressly understood and agreed that the rent for any holdover under this paragraph shall be at the rate set by Section 5 and that Lessee is not guaranteed future renewal periods beyond five years.**

7. **APPLIANCES, SYSTEMS, AND FIXTURES.** Arvada has made available to Lessee the appliances, systems, and fixtures on the Property as stated below. The Parties agree that they have inspected all such appliances, systems, and fixtures, and that they are in good working order as of the execution of this Lease.

- 7.1 Hot water heater,
- 7.2 Dishwasher,
- 7.3 Stove,
- 7.4 Refrigerator,
- 7.5 Microwave,
- 7.6 Electrical system,
- 7.7 Force air furnace,
- 7.8 Outdoor sprinkler system,
- 7.9 Fire alarms,
- 7.10 Carbon monoxide alarms,
- 7.11 Swamp cooler,
- 7.12 Plumbing system, and
- 7.13 Radon mitigation system.

8. **ARVADA'S RESPONSIBILITIES.**

- 8.1 Condition. Arvada agrees to provide the Property as is. Lessee stipulates they have examined the Property, including the grounds, structures, and improvements, and that they are, at the time of this Lease, in good order and repair, and in a safe, clean, and tenantable condition.
- 8.2 Repairs and maintenance.
 - 8.2.1 Upon prompt notice as stated in Section 13, Arvada shall be responsible for any major repairs, whether the repairs be emergency repairs or otherwise, to any of the items stated in Section 7 that are caused by normal wear and tear.
 - 8.2.2 Arvada shall be responsible for maintaining the exterior of any structure located on the Property caused by normal wear and tear, excluding a structure constructed by Lessee to shelter Lessee's horse. Lessee shall notify Arvada pursuant to Section 13 should the exterior of any structure require repair.

- 8.2.3 Arvada shall not be responsible for any repairs needed due to damage caused by Lessee or a third-party allowed on the Property by consent of Lessee. In the event Arvada makes any repair due to damage by Lessee or a third party permitted on the Property by Lessee, Arvada shall charge the cost of the repairs to Lessee as additional rent.
- 8.2.4 Upon prompt notice by Lessee, Arvada shall replace any inoperable fire or carbon monoxide alarm or radon mitigation system.
- 8.2.5 Lessee is responsible for securing insurance for Lessee's horse. Lessee agrees that Arvada is not responsible for any injuries or illnesses suffered by the horse.
- 8.3 Quiet enjoyment. Provided Lessee is in compliance with the terms of this Lease, Arvada covenants and agrees that Lessee shall and may, at all times, peaceably and quietly have, hold, and enjoy the Property during the term of the Lease subject to any applicable law, ordinance, rule, or regulation.
- 8.4 Damage. If the premises of the Property, or any part thereof, shall be partially damaged by fire or other casualty not due to Lessee's negligence or willful act or that of their employee, family, agent, contractor, or visitor, the Property shall be promptly repaired by Arvada and there shall be an abatement of rent corresponding with the time during which, and the extent to which, the Property may have been untenantable; but, if the Property should be damaged other than by Lessee's negligence or willful act of that of their employee, family, agent, contractor, or visitor, to the extent that Arvada shall decide not to rebuild or repair, the term of this Lease shall end and the rent shall be prorated up to the time of the damage.
- 8.4.1 Arvada shall not be responsible for any loss, damage, or injury sustained by Lessee, their family members, or their invitees as a result of any fire, theft, flood, animal bite, earthquake, vandalism, or any other like cause.
9. **LESSEE'S RESPONSIBILITIES.** Lessee, in consideration of the leasing of the Property, hereby covenants and agrees to the following:
- 9.1 Acceptable condition. Lessee stipulates that they have examined the Property, including the premises, residential structure, shed, carport, grounds, septic system, fencing, radon mitigation system, and any other improvements, and that they are, at the time of this Lease, in good order and repair, and in a safe, clean, and tenable condition.
- 9.2 Manner of occupancy. Lessee shall at all times occupy, manage, and maintain the Property, including all structures and improvements, in a manner consistent with Arvada's image, values, and purposes as a public agency entrusted with the well-being and safety of the public. In accordance with this Section, Lessee shall:
- 9.2.1 Manage and operate the Property according to Arvada's standards and guidance;

- 9.2.2 Not modify, move, or remove any structures, fences, gate, signage, or other site elements on the Property without prior written approval by Arvada;
- 9.2.3 Not sublease any portion of the Property, including but not limited to, the residential structure, for occupancy or any other purposes;
- 9.2.4 Obtain the written consent of Arvada prior to posting or modifying any signage on the Property;
- 9.2.5 Be responsible for and ensure the good conduct of all guests, visitors, contractors, or other invitees of Lessee. Upon reasonable request of Arvada, Lessee shall promptly identify all persons residing upon the Property;
- 9.2.6 Not keep, allow, or have on the Property any article or thing of a dangerous, inflammable, or explosive character that might unreasonably increase the danger of fire on the Property or that might be considered hazardous or extra hazardous by any responsible insurance company. Lessee shall not use the Property for hunting, nor permit hunting on the Property. Lessee shall report any hunting activities observed on the Property. Lessee shall not discharge firearms anywhere on the Property;
- 9.2.7 Only access the Property via the gravel/dirt driveway leading from Indiana Street identified as the access easement in **Exhibits C and C-1**;
- 9.2.8 Keep watch and be observant of the Property and the Equestrian Center. Lessee shall report any unusual or emergency circumstances to Arvada by either reporting to the lease managers listed in Section 13 or by reporting to Arvada's emergency services (e.g. 911), as appropriate to the circumstances; and
- 9.2.9 Maintain a friendly and equitable relationship with any tenant of the Equestrian Center.
- 9.3 Payment of rent required. Lessee must pay the rent described in Section 5 on time every month.
- 9.4 Utilities. Lessee shall timely arrange for and pay all applicable utility charges for heat, electric, water, propane/gas, septic system, waste pick-up services, and any other assessments levied against the Property. Arvada may consider any unpaid utilities to be a breach of this provision and may terminate this Lease in accordance with Section 12. Utilities do not include property tax, which will be paid by Arvada.
 - 9.4.1 Lessee acknowledges that the entrance to the Property is electric, and that Lessee is responsible for payment of the electric utility for the Property.
 - 9.4.2 Lessee acknowledges that no internet connection is available for the Property. Lessee is responsible for obtaining their own internet connection through a hot spot or other wireless method. Lessee shall not modify the

Property to obtain internet services without prior written permission from Arvada.

9.5 Residential use only. Lessee shall use the Property solely as a private single-family residence and for no other purpose.

9.5.1 Lessee agrees that the Property shall be occupied in accordance with any laws, rules, or regulations relating to the number of persons permitted in a residential home similar to the House.

9.6 Maintenance, repair, and caretaking duties.

9.6.1 Lessee agrees they have the requisite knowledge and skills to perform the duties set forth in this Section. Lessee may perform any of these duties themselves or hire a contractor to perform the duties at Lessee's expense.

9.6.1.1 If Lessee hires a contractor, Lessee must provide Arvada with the contractor's name, contact information, and statement of the work to be completed no later than three calendar days before the contractor performs the work. Lessee shall send the information to Arvada in accordance with Section 13. Lessee must also keep a list of all contractors and the work they perform on the Property for the duration of the Lease and provide Arvada with the list upon expiration or termination of the Lease or at Arvada's request. Any contractor hired by Lessee shall be considered a third-party allowed on the Property with Lessee's consent and have the insurance as stated in Section 16.4.

9.6.1.2 If Lessee performs the duties themselves, Lessee must maintain and provide to Arvada a written log of all repairs (major, minor, and emergency) performed during the Lease upon termination or expiration of this Lease or at Arvada's request.

9.6.2 Lessee shall provide or pay for all minor repairs to the items stated in Section 7 that are necessary to keep the items in good working order. Additionally, Lessee shall provide and pay for all minor repairs to any carpentry within the House. Such repairs include, but are not limited to, repairing broken hinges, small painting jobs, and replacing small areas of missing or broken trim.

9.6.3 Lessee shall provide or pay for all other general interior maintenance of the House.

9.6.4 Lessee agrees that it is Lessee's sole responsibility to ensure the septic system is maintained in a safe and good working order. Lessee must ensure, at Lessee's expense, that the septic tank on the Property is serviced at least once per month by an Arvada-approved contractor. Lessee must provide documentation of the monthly service via email to the managers listed in Section 13 at the same time Lessee pays rent each month.

- 9.6.5 Lessee shall maintain and operate the sprinkler system on the Property to ensure the grounds are sufficiently watered. If Arvada deems necessary, and upon reasonable notice to Lessee, Lessee shall allow Arvada access to the irrigation controls located in the basement of the House to ensure proper functioning and watering of the Property.
 - 9.6.6 Lessee shall maintain and test all fire alarms and carbon monoxide alarms install in the House on a regular basis. In the event Lessee is unable to repair a faulty alarm, Arvada will replace the alarm at its expense upon receiving notice from Lessee.
 - 9.6.7 Lessee shall ensure that the radon mitigation system is properly functioning at all times and promptly notify Arvada if the system is not functioning properly.
 - 9.6.8 Lessee shall keep the premises, grounds, fences, sheds, chicken coop, and any other appurtenances on the Property in good condition and repair.
 - 9.6.9 Lessee shall mow the grass, remove snow, remove and control noxious weeds, and otherwise maintain and care for the Property in accordance with the Arvada City Code. Lessee shall ensure that gardening and landscaping on the Property maintains the “welcoming feel” of the Property.
 - 9.6.10 Lessee shall maintain the extended driveway leading to the House from Indiana Street and ensure the driveway is accessible at all times.
 - 9.6.11 Lessee shall use reasonable efforts to keep the House free from all rodents, insects, and vermin. Lessee shall notify Arvada in accordance with Section 13, if Lessee’s efforts are unsuccessful.
 - 9.6.12 Lessee shall maintain and perform minor repairs on the electronic gate leading to the Property and the Equestrian Center. Such maintenance includes providing electric service to the gate, operating the gate in a safe manner, and locking the gate in the “open” position when weather reports indicate the possibility of high winds in the area of the Property. Lessee shall also collaborate and communicate with the Lessee of the Equestrian Center regarding gate operation and access.
- 9.7 Alterations and improvements. Lessee agrees that all alterations, changes, and improvements built, constructed, or placed on the Property by Lessee, with the exception of fixtures removable without damage to the Property and movable personal property, must first be approved by Arvada in writing, and shall be the property of Arvada and remain on the Property at the expiration or sooner termination of this Lease.
- 9.7.1 Lessee shall obtain Arvada’s written approval prior to painting any interior or exterior of any building or structure located on the Property.

- 9.7.2 Lessee may construct a shelter for Lessee's horse on the north portion of the Property at Lessee's expense. Lessee will not construct the shelter in the "backyard" area of the Property. The construction of the shelter must be in compliance with the Arvada City Code. Lessee will maintain the shelter at their own expense. Upon termination or expiration of this Lease, Lessee agrees the shelter will remain as a fixture on the Property.
- 9.7.3 Prior to keeping a horse on the Property, Lessee must construct a fence around the northern exterior portion of the Property that will sufficiently contain the horse and is in compliance with the Arvada City Code.
- 9.7.4 Lessee must obtain prior written approval from Arvada before keeping any animals or livestock other than the one horse on the Property.
- 9.8 Personal property. Lessee acknowledges that all personal property of any kind kept in or on the Property is at the sole risk of the Lessee, and Arvada is not liable for any damage or loss of such personal property. Lessee is responsible for securing their own insurance to ensure against loss or damage to their persons, persons of their family or invitees, and loss or damage to their property.
- 9.9 Caretaking and use. Lessee will use and care for the Property in a reasonably clean and safe manner by:
- 9.9.1 Complying with all applicable laws, codes, or other regulations;
- 9.9.2 Keeping the Property reasonably clean, safe, and sanitary as permitted by the conditions of the Property;
- 9.9.3 Disposing of ashes, garbage, rubbish, and other waste in a clean, safe, sanitary, and legally compliant manner;
- 9.9.4 Using in a reasonable manner all electrical, plumbing, sanitary, heating, ventilating, air-conditioning, and other facilities and appliances on the Property;
- 9.9.5 Conducting themselves and requiring other persons on the premises of the Property within the Lessee's control to conduct themselves in a manner that does not disturb their neighbors' peaceful enjoyment of the neighbors' property;
- 9.9.6 Properly caring for any animals kept on the Property; and
- 9.9.7 Promptly notifying Arvada if the residential premises of the Property become uninhabitable as defined in C.R.S. §38-12-505 as may be amended from time to time or if there is a condition that could result in the residential premises of the Property becoming uninhabitable if not remediated.
- 9.10 Animals and pets. Lessee may only keep the following animals or pets on the Property without the prior written of Arvada:

9.10.1 Two domestic animals such as a dog or a cat. The domestic animals are permitted to be in the House and any other appropriate location on the Property;

9.10.2 A lawful number of chickens in the chick coop adjacent to the residential structure. Lessee may not keep chickens in any other location of the Property; and

9.10.3 One horse in the northern area of the Property but only after Lessee constructs adequate fencing to contain the horse.

9.11 Responsibilities related to the Equestrian Center.

9.11.1 Lessee, nor anyone associated with the Lessee, shall enter, access, use, or disturb the Equestrian Center, including any structure, equipment, or improvements located thereon, for any purpose other than expressly permitted herein.

9.11.2 Lessee acknowledges the Property is situated in such a manner that it is close to land that may be used for agricultural, grazing, and ranching purposes. Lessee is aware that certain smells, noises, and sights are inherent in such purposes and Lessee agrees that such smells, noises, and sights will not disturb Lessee's quiet enjoyment of the Property.

9.11.3 Lessee shall maintain equitable relationship with any tenant of the Equestrian Center and their invitees. Lessee shall not prohibit or interfere with any of the Equestrian Center tenant's or their invitee's duties or activities. Lessee shall not block or otherwise interfere with the main driveway leading from Indiana Street to the Equestrian Center in such a manner that the Equestrian Center tenant and their invitees cannot easily access the Equestrian Center.

9.12 Responsibilities related to Arvada staff. Lessee acknowledges that Arvada maintains its tree farm on the Equestrian Center property. Lessee shall not prohibit or interfere with any Arvada staff member seeking access to the tree farm.

9.13 Breach of responsibilities. Any breach of the responsibilities stated in this Section 9 shall be deemed a material breach of this Lease. Breach of a material term or terms by Lessee shall subject Lessee to immediate termination of this Lease, and eviction upon three calendar days' notice from Arvada.

10. CONDITION OF EMPLOYMENT. Lessee acknowledges that a material consideration of Arvada in renting the Property to Lessee is that Lessee is at all times an employee of Arvada. In the event Lessee shall, for any reason, no longer be an employee of Arvada, Lessee shall promptly, but in any event, no later than three calendar days after separation of employment, vacate the Property unless otherwise directed by Arvada in its sole discretion. Thereafter, this Lease shall be deemed mutually terminated.

11. ARVADA'S ACCESS TO THE PROPERTY.

- 11.1 Right to access. Arvada shall have the right, at all reasonable times during the term of this Lease and any renewal thereof, to access all parts of the Property, in such a manner as will minimize disruption to events or activities to the extent reasonably practicable, for the purposes of:
 - 11.1.1 Performing, administering, or enforcing this Lease;
 - 11.1.2 Accessing the Equestrian Center property;
 - 11.1.3 Examining, inspecting, evaluating, planning, making any agreed upon repairs or maintenance, designing, showing, or otherwise administering the building or grounds; or
 - 11.1.4 Performing Arvada's regulatory, law enforcement, and other governmental duties.
- 11.2 Health and safety inspections. Arvada reserves the right to conduct health/safety inspections of the Property.
- 11.3 Biannual inspections. At a minimum, Arvada shall enter upon, and inspect, the Property two times per year. At this time, Arvada shall also meet with Lessee to discuss Lessee's performance of Lessee's obligations under this Lease. Arvada shall work with Lessee to determine a mutually agreeable time for which these routine inspections shall occur.

12. TERMINATION AND EXPIRATION.

- 12.1 Right to terminate. Either party may terminate this Lease, at any time, for convenience upon 90 calendar days' written notice to the other party.
- 12.2 Termination for casualty. In the event the Property is rendered untenable by fire or other casualty, Arvada shall have the right to terminate this Lease on the date of such occurrence.
- 12.3 Termination for default. If the Lessee is in default in any of the covenants or agreements herein to be performed by such Lessee, which default remains uncorrected for a period of 14 calendar days after Arvada has provided the Lessee with written notice thereof, Arvada shall have the option, without liability for trespass or for damages, to enter onto the Property and declare the term of the Lease terminated, repossess the Property, and expel the Lessee, all without prejudice to any other remedies available to Arvada for breach of covenant. Arvada may also sue monthly to recover all rent, damages, litigation costs, and attorney fees.
- 12.4 Surrender upon termination. At the expiration or termination of this Lease, Lessee will promptly surrender and deliver up the Property in good order and condition to Arvada.

13. **LEASE MANAGERS AND NOTICE.** Arvada designates Kim Vagher (kvagher@arvada.org) and Patty Carrico (pcarrico@arvada.org), as the managers for this lease. The address for Mr. Vagher and Ms. Carrico is 8101 Ralston Road, Arvada, CO, 80002.
- 13.1 Emergency contact. In the event of an emergency repair, Lessee shall first attempt to contact 911 or the appropriate utility (such as Xcel Energy) if appropriate and then may contact Kim Vagher at 720-390-1428 or Patty Carrico at 720-745-1551. If Lessee is unable to reach Mr. Vagher or Ms. Carrico, Lessee may contact the Facilities after-hours number at 720-786-2155.
- 13.2 Hazardous gas leak or condition. If Lessee is notified by service personnel from any organization providing gas service to the Property (e.g. Xcel Energy) that a gas appliance, piping, or other gas equipment is in a hazardous condition, Lessee must immediately inform Arvada through the emergency contacts stated in Section 13.1 and by emailing facilitiesrequest@arvada.org.
- 13.3 Non-emergency repairs. Lessee shall notify Arvada of a need for any non-emergency repair by emailing facilitiesrequest@arvada.org or calling 720-898-7680 within seven calendar days of noticing a condition necessitating a repair.
14. **INDEMNIFICATION.** To the fullest extent permitted by law, Lessee will defend, indemnify and hold Arvada, its employees, agents and assignees (“Indemnified Parties”) harmless from and against all costs, expenses, claims, damages, liabilities, court awards, losses and other amounts (including attorneys’ fees and related costs) (“Claims”) arising out of or relating (directly or indirectly) to: (i) the conduct or management of the Property or of any activity thereon, or any work or thing whatsoever done, or any condition created in or about the Property during the term; (ii) any act, omission, breach of any provision of this Lease, or negligence of Lessee or any of Lessee's licensees or the partners, directors, officers, agents, employees, associates, invitees or contractors of Lessee, or of Lessee's sublessees or licensees; and (iii) any accident, injury or damage whatsoever occurring in or at the Property. Lessee hereby expressly indemnifies Arvada, unless the claim is caused by the sole negligence of Arvada.
15. **ABANDONMENT.** If at any time during the term of this Lease, Lessee abandons the Property or any part thereof, Arvada may, at its option, enter the Property by any means without being liable for any prosecution therefore, and without becoming liable to Lessee for damages or for any payment of any kind whatsoever, and may, at its discretion, relet the Property, or any part therefor, for the whole or any part of the then unexpired term, and may receive and collect all rent payable by virtue of such reletting, and, at Arvada’s option, hold Lessee liable for any difference between the rent that would have been payable under this Lease during the balance of the unexpired term, if this Lease had continued in force, and the net rent for such period realized by Arvada by means of such reletting. If Arvada’s right of re-entry is exercised following abandonment of the Property by Lessee, then Arvada may consider any personal property belonging to Lessee and left on the premises to also have been abandoned, in which case Arvada may dispose of all such property in any manner Arvada shall deem proper and is hereby relieved of all liability of doing so.

16. INSURANCE.

16.1 Insurance required. Unless higher limits or additional coverages are required by Arvada, Lessee shall secure, purchase, and maintain, and their own expense, the types of insurance coverage and limits of liability stated below throughout the duration of the Lease or any extension. Failure to provide proof of such insurance within 14 calendar days of entering into this Lease or upon request by Arvada shall constitute a breach of this Lease and Arvada may terminate the Lease in accordance with Section 12. Any insurance coverage required by this Section must be effective upon and during the term of this Lease and any holdover or extension.

16.1.1 Renters insurance. Lessee shall provide and maintain renters insurance to include personal property coverage with a minimum limit of at least \$30,000.00 and liability coverage with a minimum limit of at least \$300,000.00 with Arvada named as an Additional Insured. The renters insurance should include coverage for damage resulting from casualties such as fire, theft, flood, wind, earthquake, or vandalism. Arvada shall not be responsible for any loss, damage, or injury sustained by Lessee as a result of fire, theft, flood, wind, earthquake, or vandalism or occasioned by any other cause. Arvada may also require Lessee provide and maintain any additional insurance coverage deemed necessary by Arvada's Risk and Safety Department. Lessee is responsible for securing their own insurance to ensure against loss or damage to their person or property. Lessee stipulates that Arvada is to be named as the sole loss payee for any property loss settlement relating to the Property.

16.2 Other policy requirements. All policies required under this Section must:

16.2.1 Be written through a company duly entered and authorized to transact that class of insurance in the State of Colorado. All policies written through private carriers are to be written with insurance carriers with an A.M. Best rating of "A-VII" or better;

16.2.2 Be primary to any insurance of, or available to, Arvada;

16.2.3 Provide a waiver of subrogation in favor of Arvada; and

16.2.4 Be endorsed to provide Arvada with a 30-day Notice of Cancellation for reasons other than nonpayment of premium, and a 10-day Notice of Cancellation for the reason of nonpayment of premium. Such endorsements shall be attached to the Certificate of Insurance. If any insurer does not make available such endorsement(s), as an alternative, Lessee or Lessee's insurance agent or broker shall provide a written statement that the responsible party will endeavor to provide the required Notices of Cancellation. Acceptance of such alternative notice is subject to the sole discretion of the Arvada.

16.3 Full responsibility.

16.3.1 Approval, disapproval, or failure to act by Arvada or Arvada's agents regarding any insurance required of the Lessee shall not relieve Lessee of full responsibility for its obligations under this Lease, and the bankruptcy, insolvency, or denial of coverage by the insurance company shall not exonerate the Lessee from liability. In the event any insurer issues a reservation of rights for Arvada as an Additional Insured, Arvada shall be entitled to employ independent counsel at Lessee's expense.

16.4 Vendors, subcontractors, or other parties hired by Lessee. All parties hired by Lessee to provide any work related to the Property shall provide evidence of and maintain General Liability coverage with limits not less than \$1,000,000.00 for bodily injury and property damage for each occurrence and not less than \$2,000,000.00 general aggregate, Automobile Liability coverage with a minimum coverage amount of at least \$1,000,000.00 per occurrence, Workers' Compensation and Employer's Liability coverage as required by statute for the minimum limits of \$1,000,000.00 each accident; \$1,000,000.00 disease each employee; and \$1,000,000.00 Disease Policy Limit, and other coverages as deemed necessary by Arvada. Coverage shall include, but not be limited to the following in favor of Lessee and Arvada: Additional Insured Status, Primary and Non-Contributory coverage, and Waiver of Subrogation. All parties hired by Lessee shall include an indemnification obligation as evidenced in Section 14, including Lessee, Arvada, and other indemnified parties as indemnitees.

17. **COMPLIANCE WITH ALL LAWS.** Lessee shall comply with all applicable federal, Colorado, and Arvada laws, codes, rules, regulations, policies and procedures in effect or hereinafter established applicable to Lessee under this Lease.
18. **ASSIGNMENT & SUBLEASE.** This Lease shall not be assigned by Lessee without the prior written consent of Arvada, nor shall Lessee sublease the Property, or any portion thereof (except as otherwise provided for herein), or otherwise allow the utilization thereof by any other party without the express written consent of Arvada. Any assignment, subletting, concession, or license without the prior written consent of Arvada, or an assignment or subletting by operation of law, shall be void and shall, at Arvada's option, terminate this Lease.
19. **LEGAL NOTICES.** Any notice relating to the legal terms of this Lease shall be in writing and shall be deemed to have been sufficiently given for all purposes if sent by certified mail or registered mail, postage and fees prepaid, addressed to the party to whom such notice is to be given at the address set forth on the signature page below, or at such other address as has been previously furnished in writing, to the other party or parties. Such notice shall be deemed to have been given when deposited in the United States mail.
20. **PARAGRAPH CAPTIONS.** The captions of the paragraphs are set forth only for the convenience and reference of the parties and are not intended in any way to define, limit, or describe the scope or intent of this Lease.

21. **ADDITIONAL DOCUMENTS OR ACTION.** The parties agree to execute any additional documents or take any additional action that is necessary to carry out this Lease.
22. **INTEGRATION AND AMENDMENT.** This Lease represents the entire agreement between the parties and there are no oral or collateral agreements or understandings. This Lease may be amended only by an instrument in writing signed by the parties. If any other provision of this Lease is held invalid or unenforceable, no other provision shall be affected by such holding, and all of the remaining provisions of this Lease shall continue in full force and effect.
23. **WAIVER OF BREACH.** A waiver by any party to this Lease of the breach of any term or provision of this Lease shall not operate or be construed as a waiver of any subsequent breach by either party.
24. **BINDING EFFECT.** This Lease shall inure to the benefit of, and be binding upon, the parties, their respective legal representatives, successors, heirs, and assigns; provided, however, that nothing in this paragraph shall be construed to permit the assignment of this Lease except as otherwise expressly authorized herein.
25. **NO THIRD PARTY BENEFICIARIES.** It is expressly understood and agreed that enforcement of the terms and conditions of this Lease, and all rights of action relating to such enforcement, shall be strictly reserved to the Parties hereto, and nothing contained in this Lease shall give or allow any such claim or right of action by any other third party on such Lease. It is the express intention of the Parties that any person or entity other than the Parties receiving services or benefits under this Lease shall be deemed to be an incidental beneficiary only.
26. **CORA.** Notwithstanding any provision in the response to solicitation or proposed contract, Lease, escrow Lease, or any other type of Lease to the contrary, Arvada is obligated to comply with the Colorado Open Records Act (C.R.S. §§24-72-101 *et seq.*)(“CORA”), which may require Arvada to disclose all or a portion of communications relating to the Lease, or terms of the same, or of any transaction under the Lease, and other related matters. Lessee has been advised to familiarize itself with CORA. Therefore, any confidentiality provisions in the contract, Lease, escrow Lease, or any other type of Lease are subject to the provisions of CORA.
27. **NO WAIVER OF GOVERNMENTAL IMMUNITY.** Nothing contained in this or any of the exhibits attached thereto shall be construed as a waiver of any of the immunities, limitations, privileges, rights, procedures, or requirements contained in the Colorado Governmental Immunity Act, C.R.S. §§24-10-101 *et seq.*
28. **GOVERNING LAW AND VENUE.** Notwithstanding any provision in this Lease or any exhibit to the contrary, the Lease shall be governed by the laws of the State of Colorado. Venue for any action arising under the Lease or for the enforcement of the Lease shall be in the appropriate court for Jefferson County, Colorado.
29. **ATTORNEYS’ FEES.** If Arvada bring suit against Lessee for an unlawful detainer of the Property, for the recovery of any rent due under the provisions of this Lease, or for any obligation of Lessee arising under this Lease or by law, then Lessee hereby agrees to pay

Lessor all the costs in connection therewith, including, but not limited to, reasonable attorneys' fees, whether or not the action or actions proceed to judgment.

30. **FORCE MAJEURE.** Any delays in or failure of performance by any party of his or its obligations under the Lease shall be excused if such delays or failure are a result of acts of God, fires, floods, strikes, labor disputes, accidents, pandemics, regulations or orders of civil or military authorities, shortages of labor or materials, or other causes, similar or dissimilar, which are beyond the control of such party.
31. **BINDING AUTHORITY.** Lessee represents and affirms that the signature page hereof accurately states the full legal name of Lessee (whether as a corporation, partnership, limited liability company, sole proprietorship, or other), contains all requisite signature(s) on behalf of Lessee, has been properly acknowledged and in all other respects is effective to bind Lessee, in accordance with all applicable statutes, regulations, resolutions, rules, bylaws, Leases, or similar sources of authority or limitation.

[Remainder of page intentionally left blank.]

DATED THIS _____ day of _____, 2024.

CITY OF ARVADA

Lauren Simpson, Mayor
8101 Ralston Road
Arvada, CO 80002

ATTEST:

City Clerk

APPROVED AS TO FORM:

Rachel A. Morris, City Attorney

By: _____

COLTON DANIELS, LESSEE

6635 Nelson Street
Arvada, CO 80004
Farmers215@gmail.com

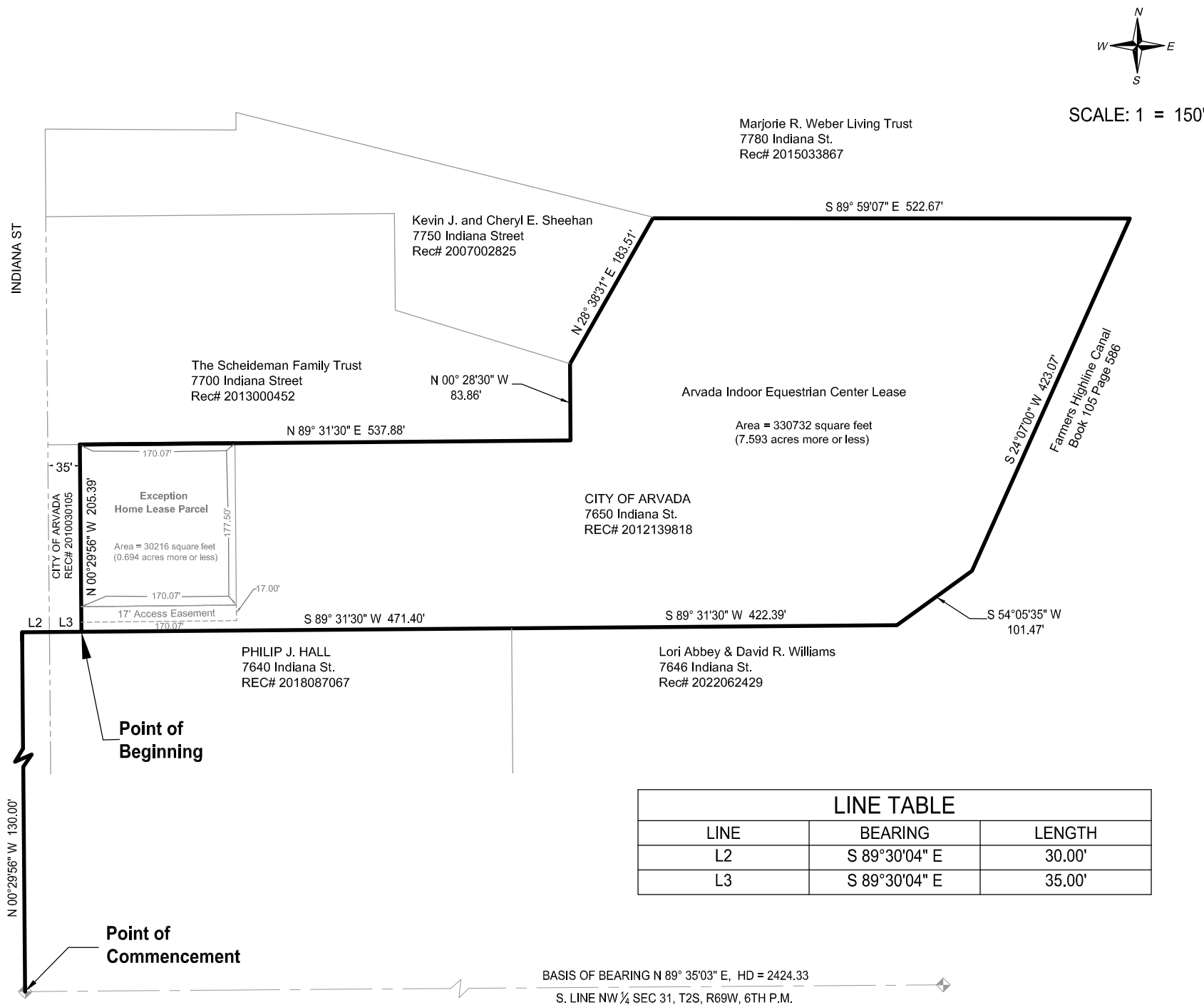
Exhibit A

LEASE AGREEMENT BY AND BETWEEN THE CITY
OF ARVADA AND COLTON DANIELS FOR THE
PROPERTY LOCATED AT 7650 INDIANA STREET,
ARVADA, COLORADO 80007 ALSO KNOWN AS
MERIDIAN FARM

SCALE: 1 = 3000

Vicinity Map

- 1) This Arvada Indoor Equestrian Center Lease Map does not represent a field survey. It is not a monumented land survey or a land survey plat. It is intended only to depict the parcel being leased as shown hereon.
- 2) All Books, Pages, and Reception Numbers refer to Jefferson County Records.
- 3) All distances are ground distances in U.S. Survey Feet.
- 4) This Arvada Indoor Equestrian Center Lease Map was prepared for and on behalf of the City of Arvada for the sole purpose of leasing a portion of the Arvada Indoor Equestrian Center.



C ¼ Section 31, T2S, R69W, 6th P.M.
Found a 2 ½" aluminum cap in range
box stamped: RLS 22103

DRAFTER MEK CHECKED BY DAS PLOT DATE 11/14/2023	PROJECT NO.	 CITY OF ARVADA	Public Works Department Surveying Division 8101 Ralston Road Arvada, Colorado 80002 Phone 720-898-7640	NO.	REVISION	DATE	BY
	Indiana Indoor Equestrian Center			1			
	Lease Parcel			2			
				3			
				4			
				5			

Exhibit A-1

LEASE AGREEMENT BY AND BETWEEN THE CITY
OF ARVADA AND COLTON DANIELS FOR THE
PROPERTY LOCATED AT 7650 INDIANA STREET,
ARVADA, COLORADO 80007 ALSO KNOWN AS
MERIDIAN FARM

**CITY OF ARVADA
REAL PROPERTY**

DATE PREPARED OR REVISED: 11/01/2023

TO BE ACQUIRED:

Arvada Indoor Equestrian Center Lease Parcel

OWNER(S)

City of Arvada, 7650 Indiana St., Reception No. 2012139818

FOR

City Facilities

EXHIBIT

Arvada Indoor Equestrian Center

Lease Parcel

Page 1 of 4

Legal Description Arvada Indoor Equestrian Center Lease Parcel

A Lease parcel of land located in the Northwest Quarter of Section 31, Township 2 South, Range 69 West of the Sixth Principal Meridian, City of Arvada, County of Jefferson, State of Colorado, more particularly described as follows:

Commencing at the West Quarter Corner of said Section 31 as being monumented by a found 3 1/4" aluminum cap in range box stamped: LS 25951, 1996, Thence along the West line of the Northwest Quarter of Section 31, North 00°29'56" West, a distance of 130.00 feet; Thence South 89°30'04" East, a distance of 30.00 feet to a point on the West boundary of a ROW Parcel described in the records of Jefferson County at Reception No. 2010030105; Thence South 89°30'04" East, a distance of 35.00 feet to a point on the East boundary of said ROW Parcel described in the records of Jefferson County at Reception No. 2010030105, said point also being the **Point of Beginning**,

1. Thence along the East boundary of said ROW Parcel described in the records of Jefferson County at Reception No. 2010030105, North 00°29'56" West, a distance of 205.39 feet to the South boundary of a Parcel described in the records of Jefferson County at Reception No. 2013000452;
2. Thence along the South boundary of said Parcel described in the records of Jefferson County at Reception No. 2013000452, North 89°31'30" East, a distance of 537.88 feet to the East boundary of said Parcel;
3. Thence along the East boundary of said Parcel described in the records of Jefferson County at Reception No. 2013000452, North 00°28'30" West, a distance of 83.86 feet to the Southerly corner of a

EXHIBIT

Arvada Indoor Equestrian Center

Lease Parcel

Page 2 of 4

Parcel described in the records of Jefferson County at Reception No. 2007002825;

4. Thence along the Easterly boundary of said Parcel described in the records of Jefferson County at Reception No. 2007002825, North 28°38'31" West, a distance of 183.51 feet to a point on the South boundary of a Parcel described in the records of Jefferson County at Reception No. 2015033867;

5. Thence along the South boundary of said Parcel described in the records of Jefferson County at Reception No. 2015033867, South 89°59'07" East, a distance of 522.67 feet to a point on the West boundary of the Farmers Highline Canal described in the records of Jefferson County at Book 105 Page 586;

6. Thence along the West Boundary of said Farmers Highline Canal described in the records of Jefferson County at Book 105 Page 586 South 24°07'00" West, a distance of 423.07 feet;

7. Thence along the Northwesterly boundary of said Farmers Highline Canal described in the records of Jefferson County at Book 105 Page 586 South 54°05'35" West, a distance of 101.47 feet to the Northeast Corner of a Parcel described in the records of Jefferson County at Reception No. 2022062429;

8. Thence along the North boundary of said Parcel described in the records of Jefferson County at Reception No. 2022062429, South 89°31'30" West, a distance of 422.39 feet to the Northeast Corner of a Parcel described in the records of Jefferson County at Reception No. 2018087067;

EXHIBIT

Arvada Indoor Equestrian Center

Lease Parcel

Page 3 of 4

9. Thence along the North boundary of said Parcel described in the records of Jefferson County at Reception No. 2018087067, South 89°31'30" West, a distance of 471.40 feet to the **Point of Beginning**.

The above described Arvada Indoor Equestrian Center contains 330732 square feet (or 7.593 acres), more or less.

BASIS OF BEARINGS

The South line of the Northwest Quarter of Section 31, Township 2 South, Range 69 West, of the 6th Principal Meridian, North 89°35'03" East as monumented at the West Quarter Corner of Section 31 a 3 1/4" aluminum cap in range box stamped: PLS 25951, 1996 and as monumented at the Center Quarter Corner of Section 31 a 2 1/2" aluminum cap in range box stamped: RLS 22103.

Excepting therefrom the following parcel:

Legal Description Home Lease Parcel

A Lease parcel of land located in the Northwest Quarter of Section 31, Township 2 South, Range 69 West of the Sixth Principal Meridian, City of Arvada, County of Jefferson, State of Colorado, more particularly described as follows:

Commencing at the West Quarter Corner of said Section 31 as being monumented by a found 3 1/4" aluminum cap in range box stamped: LS 25951, 1996, Thence along the West line of the Northwest Quarter of Section 31, North 00°29'56" West, a distance of 157.53 feet; Thence South 89°30'04" East, a distance of 30.00 feet to a point on the West line of a ROW Parcel described in the records of Jefferson County at Reception No. 2010030105; Thence South 89°30'04" East, a distance of 35.00 feet to a

EXHIBIT

Arvada Indoor Equestrian Center

Lease Parcel

Page 4 of 4

point on the East line of said ROW Parcel described in the records of Jefferson County at Reception No. 2010030105, said point also being the **Point of Beginning**,

1. Thence along the East boundary of said ROW Parcel described in the records of Jefferson County at Reception No. 2010030105, North 00°29'56" West, a distance of 177.84 feet to a point on the South boundary of a Parcel described in the records of Jefferson County at Reception No. 2013000452;
2. Thence along the South boundary of said Parcel described in the records of Jefferson County at Reception No. 2013000452, North 89°31'30" East, a distance of 170.07 feet;
3. Thence departing the South boundary of said Parcel described in the records of Jefferson County at Reception No. 2013000452, South 00°29'56" East, a distance of 177.50 feet;
4. Thence 89°24'35" West, a distance of 170.07 feet to the **Point of Beginning**.

The above described Home Lease Parcel contains 30216 square feet (or 0.694 acres), more or less.

EXHIBIT

Arvada Indoor Equestrian Center

Lease Parcel

Page 5 of 4

BASIS OF BEARINGS

The South line of the Northwest Quarter of Section 31, Township 2 South, Range 69 West, of the 6th Principal Meridian, North 89°35'03" East as monumented at the West Quarter Corner of Section 31 a 3 1/4" aluminum cap in range box stamped: PLS 25951, 1996 and as monumented at the Center Quarter Corner of Section 31 a 2 1/2" aluminum cap in range box stamped: RLS 22103.

City of Arvada

8101 Ralston Road

Arvada, CO 80002

Exhibit B

LEASE AGREEMENT BY AND BETWEEN THE CITY
OF ARVADA AND COLTON DANIELS FOR THE
PROPERTY LOCATED AT 7650 INDIANA STREET,
ARVADA, COLORADO 80007 ALSO KNOWN AS
MERIDIAN FARM

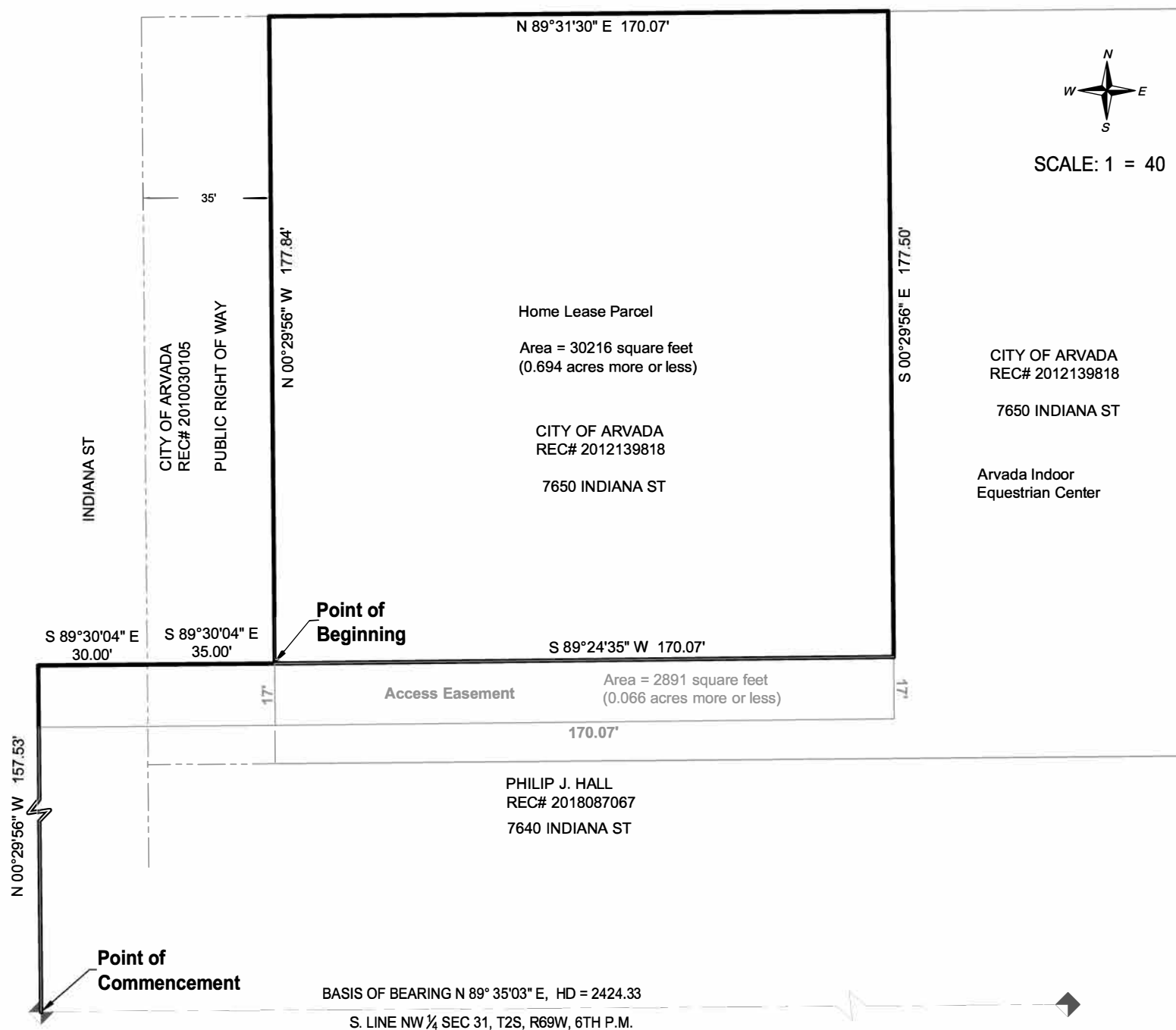
SCALE: 1 = 3000

Vicinity Map

Notes:

- 1) This Home Lease Map does not represent a field survey. It is not a monumented land survey or a land survey plat. It is intended only to depict the parcel being leased as shown hereon.
- 2) All Books, Pages, and Reception Numbers refer to Jefferson County Records.
- 3) All distances are ground distances in U.S. Survey Feet.
- 4) This Home Lease Map was prepared for and on behalf of the City of Arvada for the sole purpose of leasing a portion of the Arvada Indoor Equestrian Center.

The Scheidman Family Trust
7700 Indiana Street
Rec# 2013000452



W ¼ Section 31, T2S, R69W,
6th P.M.
Found a 3 ¼" aluminum cap in
range box stamped: PLS
25951, 1996

C ¼ Section 31, T2S, R69W,
6th P.M.
Found a 2 ½" aluminum cap in
range box stamped: RLS 22103

SHT 1 OF 1	DRAFTER MEK CHECKED BY DAS PLOT DATE 11/02/2023	PROJECT NO.	 CITY OF ARVADA	Public Works Department Surveying Division 8101 Ralston Road Arvada, Colorado 80002 Phone 720-898-7640	NO.	REVISION	DATE	BY
		1						
		2						
		3						
		4						
		5						

Exhibit B-1

LEASE AGREEMENT BY AND BETWEEN THE CITY
OF ARVADA AND COLTON DANIELS FOR THE
PROPERTY LOCATED AT 7650 INDIANA STREET,
ARVADA, COLORADO 80007 ALSO KNOWN AS
MERIDIAN FARM

**CITY OF ARVADA
REAL PROPERTY**

DATE PREPARED OR REVISED: 11/01/2023

TO BE ACQUIRED:

Home Lease Parcel

Arvada Indoor Equestrian Center

OWNER(S)

City of Arvada, 7650 Indiana St., Reception No. 2012139818

FOR

City Facilities

EXHIBIT

Home Lease Parcel

PAGE 1 OF 2

Legal Description Home Lease Parcel

A Lease parcel of land located in the Northwest Quarter of Section 31, Township 2 South, Range 69 West of the Sixth Principal Meridian, City of Arvada, County of Jefferson, State of Colorado, more particularly described as follows:

Commencing at the West Quarter Corner of said Section 31 as being monumented by a found 3 1/4" aluminum cap in range box stamped: LS 25951, 1996, Thence along the West line of the Northwest Quarter of Section 31, North 00°29'56" West, a distance of 157.53 feet; Thence South 89°30'04" East, a distance of 30.00 feet to a point on the West boundary of a ROW Parcel described in the records of Jefferson County at Reception No. 2010030105; Thence South 89°30'04" East, a distance of 35.00 feet to a point on the East boundary of said ROW Parcel described in the records of Jefferson County at Reception No. 2010030105, said point also being the **Point of Beginning**,

1. Thence along the East boundary of said ROW Parcel, North 00°29'56" West, a distance of 177.84 feet to a point on the South boundary of a Parcel described in the records of Jefferson County at Reception No. 2013000452;
2. Thence along the South boundary of said Parcel described in the records of Jefferson County at Reception No. 2013000452, North 89°31'30" East, a distance of 170.07 feet;
3. Thence departing the South boundary of said Parcel described in the records of Jefferson County at Reception No. 2013000452, South 00°29'56" East, a distance of 177.50 feet;

EXHIBIT

Home Lease Parcel

PAGE 2 OF 2

4. Thence South 89°24'35" West, a distance of 170.07 feet to the **Point of Beginning.**

The above described Home Lease Parcel contains 30216 square feet (or 0.694 acres), more or less.

BASIS OF BEARINGS

The South line of the Northwest Quarter of Section 31, Township 2 South, Range 69 West, of the 6th Principal Meridian, North 89°35'03" East as monumented at the West Quarter Corner of Section 31 a 3 1/4" aluminum cap in range box stamped: PLS 25951, 1996 and as monumented at the Center Quarter Corner of Section 31 a 2 1/2" aluminum cap in range box stamped: RLS 22103.

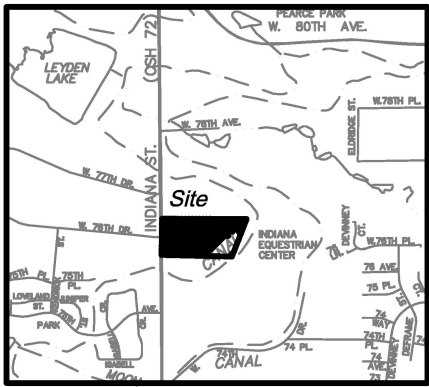
City of Arvada

8101 Ralston Road

Arvada, CO 80002

Exhibit C

LEASE AGREEMENT BY AND BETWEEN THE CITY
OF ARVADA AND COLTON DANIELS FOR THE
PROPERTY LOCATED AT 7650 INDIANA STREET,
ARVADA, COLORADO 80007 ALSO KNOWN AS
MERIDIAN FARM



Vicinity Map

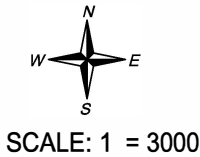


Exhibit "C"

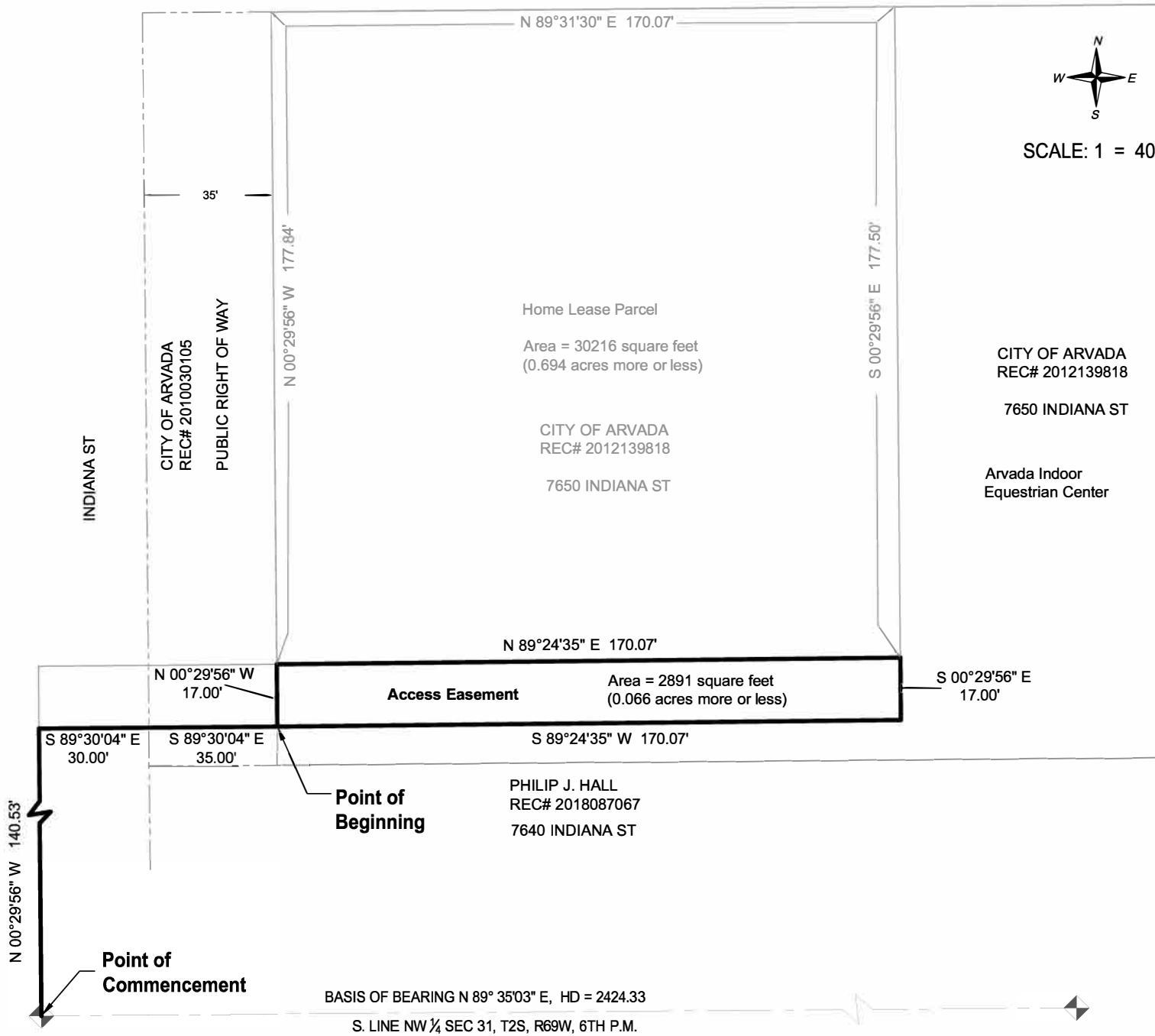
Page 1 of 1

Access Easement

Notes:

- 1) This Access Easement Map does not represent a field survey. It is not a monumented land survey or a land survey plat. It is intended only to depict the parcel being leased as shown hereon.
- 2) All Books, Pages, and Reception Numbers refer to Jefferson County Records.
- 3) All distances are ground distances in U.S. Survey Feet.
- 4) This Access Easement Map was prepared for and on behalf of the City of Arvada for the sole purpose of granting an Access Easement.

The Scheideman Family Trust
7700 Indiana Street
Rec# 2013000452



W ¼ Section 31, T2S, R69W,
6th P.M.
Found a 3 ¼" aluminum cap in
range box stamped: PLS
25951, 1996

C ¼ Section 31, T2S, R69W,
6th P.M.
Found a 2 ½" aluminum cap in
range box stamped: RLS 22103

OF 1	SHT 1	DRAWN MEK CHECKED BY DAS PLOT DATE 11/02/2023	PROJECT NO. Indiana Indoor Equestrian Center Access Easement		Public Works Department Surveying Division 8101 Ralston Road Arvada, Colorado 80002 Phone 720-898-7640	NO.	REVISION	DATE	BY
						1			
						2			
						3			
						4			
						5			

Exhibit C-1

LEASE AGREEMENT BY AND BETWEEN THE CITY
OF ARVADA AND COLTON DANIELS FOR THE
PROPERTY LOCATED AT 7650 INDIANA STREET,
ARVADA, COLORADO 80007 ALSO KNOWN AS
MERIDIAN FARM

**CITY OF ARVADA
REAL PROPERTY**

DATE PREPARED OR REVISED: 11/01/2023

TO BE ACQUIRED:

Access Easement

Arvada Indoor Equestrian Center Home Lease Parcel

OWNER(S)

City of Arvada, 7650 Indiana St., Reception No. 2012139818

FOR

City Facilities

EXHIBIT

Access Easement

PAGE 1 OF 3

Legal Description Access Easement

An Access Easement located in the Northwest Quarter of Section 31, Township 2 South, Range 69 West of the Sixth Principal Meridian, City of Arvada, County of Jefferson, State of Colorado, more particularly described as follows:

Commencing at the West Quarter Corner of said Section 31 as being monumented by a found 3 1/4" aluminum cap in range box stamped: LS 25951, 1996, Thence along the West line of the Northwest Quarter of Section 31, North 00°29'56" West, a distance of 140.53 feet; Thence South 89°30'04" East, a distance of 30.00 feet to a point on the West boundary of a ROW Parcel described in the records of Jefferson County at Reception No. 2010030105; Thence South 89°30'04" East, a distance of 35.00 feet to a point on the East boundary of said ROW Parcel described in the records of Jefferson County at Reception No. 2010030105, said point also being the **Point of Beginning**,

1. Thence along the West boundary of said ROW Parcel described in the records of Jefferson County at Reception No. 2010030105, North 00°29'56" West, a distance of 17.00 feet;
2. Thence departing the West boundary of said ROW Parcel, North 89°24'35" East, a distance of 170.07 feet;
3. Thence South 00°29'56" East, a distance of 17.00 feet;
4. Thence South 89°24'35" West, a distance of 170.07 feet to the **Point of Beginning**.

EXHIBIT

Access Easement

PAGE 2 OF 3

The above described Access Easement contains 2891 square feet (or 0.066 acres), more or less.

BASIS OF BEARINGS

The South line of the Northwest Quarter of Section 31, Township 2 South, Range 69 West, of the 6th Principal Meridian, North 89°35'03" East as monumented at the West Quarter Corner of Section 31 a 3 1/4" aluminum cap in range box stamped: PLS 25951, 1996 and as monumented at the Center Quarter Corner of Section 31 a 2 1/2" aluminum cap in range box stamped: RLS 22103.

City of Arvada

8101 Ralston Road

Arvada, CO 80002

Exhibit D

LEASE AGREEMENT BY AND BETWEEN THE CITY
OF ARVADA AND COLTON DANIELS FOR THE
PROPERTY LOCATED AT 7650 INDIANA STREET,
ARVADA, COLORADO 80007 ALSO KNOWN AS
MERIDIAN FARM

Exhibit C



Map is for illustrative purposes only and is not drawn to scale. Please refer to **Exhibits A-C-1** for legal boundaries and description.

Red = Home Lease Parcel/the Property

Exhibit E

LEASE AGREEMENT BY AND BETWEEN THE CITY
OF ARVADA AND COLTON DANIELS FOR THE
PROPERTY LOCATED AT 7650 INDIANA STREET,
ARVADA, COLORADO 80007 ALSO KNOWN AS
MERIDIAN FARM



POLICIES AND PROCEDURES

Authorized by City Manager: Lorie B Gillis

Policy No. 4100.12

Effective date of policy or most recent revision: February 6, 2024

TITLE: Leasing of City-owned Residential Property to City Employees

PURPOSE: To provide a structured process by which the City may lease a City-owned residential property to a City employee.

POLICY: In accordance with the City's desire to reasonably maximize the use of City-owned residential properties, the City wishes to use City-owned residential property to support eligible employees in obtaining affordable housing in exchange for the performance of caretaking and maintenance duties on that property.

AUTHORITY:
Section 2-121 of the Arvada City Code authorizes the city manager to promulgate and enforce administrative policies and procedures consistent with the law relating to the exercise by the city manager of supervision and control over the executive and administrative departments of the City and employees thereof. Section 2-211 of the Arvada City Code authorizes the leasing of City-owned property.

RESPONSIBLE DIRECTOR:
The director of public works.

SCOPE: This policy applies when the City makes available for lease to City employees a City-owned residential property.

BACKGROUND:
The City owns four residential properties which it makes available to employees to lease at reasonable rates in exchange for the employee performing caretaking and maintenance duties on that property. Although the City wishes to assist eligible employees in obtaining affordable housing, this policy is not a workforce housing policy. The City's primary goal is to ensure that its residential properties are properly cared for by tenants who are qualified, responsible employees. The

City does not intend for the leasing of City-owned residential property to function as a permanent housing solution for any individual employee. The City wishes to create a process by which leases of City-owned residential properties are awarded in a transparent and efficient manner through a lottery-style drawing.

DEFINITIONS:

City clerk means the Arvada city clerk or designee thereof.

City attorney means the Arvada city attorney or designee thereof.

Director means the director of public works or designee thereof.

Property means a City-owned residential property. The property includes a residential structure and certain surrounding land and related facilities as designated in the lease for that property.

PROCEDURES:

1. NOTICE; ELIGIBILITY; APPLICATION.

1.1 Notice of available property. When a City-owned property becomes available for lease, the director will invite all eligible employees to apply to lease the property by posting a notice in the *Weekly Briefs* or other similar communication with all employees. The notice must contain the property's location, features, the required caretaking and maintenance duties for that property, the length of the lease including any potential renewal periods, and the lease rate for the first year and any potential renewal periods. The notice must also contain a description of the selection process including the date, time, and location of the meeting where the drawing for the lease opportunity will occur, the salary eligibility requirement, a link to or information about the application form, and the application deadline.

1.2 Eligibility. An employee is eligible to lease a property if:

1.2.1 The employee was a regular, full-time City employee on the date the notice was issued, and is in good standing as that term is defined in subsection 70-37(b) of the Arvada City Code.

1.2.2 The employee's salary on the date the notice was issued is less than the median salary for all regular, full-time City employees as determined by the human resources department. The median salary will be determined as of December 31 of the year immediately prior to the year in which the notice of available property is issued; and

1.2.3 The employee is not currently leasing a City-owned property.

- 1.3 Application. In order to be considered to lease a property, an eligible employee must submit to the director by the deadline specified in the notice a completed application form and any other required documentation.

2. SELECTION PROCESS.

- 2.1 Application review; qualification for drawing. The director will collect and maintain in accordance with the City's document retention schedule all application forms and other documentation submitted under subsection 1.3. The director will review the information submitted to determine whether an applicant is qualified for the drawing. An applicant who meets the following requirements will be deemed qualified for the drawing:

- 2.1.1 The applicant was a regular, full-time employee as of the date of the notice, and is in good standing;
- 2.1.2 The applicant clearly demonstrates through the application that they sufficiently understand and can successfully provide for the caretaking and maintenance duties for the property;
- 2.1.3 The applicant's rental history and references are satisfactory; and
- 2.1.4 The applicant's salary falls below that noted in subsection 1.2.2.

- 2.2 Rejection of application. The director may reject an application that is not timely filed or incomplete. In addition, the director may reject the application of any employee whose application clearly demonstrates that the employee does not meet all of the eligibility requirements set forth in subsection 2.1.

- 2.3 Effect of rejection. If the director rejects an employee's application, the director will promptly provide to the employee a brief written explanation of the reason for the disqualification. Rejection of an employee's application or a determination that an employee is ineligible to apply to lease one City-owned property does not preclude the employee from applying to lease another available City-owned property or a property that becomes available in the future.

- 2.3.1 An employee aggrieved by the decision of the director may file a complaint in accordance with the complaint resolution process set forth in Arvada City Code subsection 70-168.1. Should an employee file such a complaint, the process set forth herein will continue, except that the execution of the lease with the selected employee may not occur until after the complaint has been resolved.

- 2.4 Drawing process – meeting. The drawing must occur at a meeting held for that purpose. The meeting will be open to any employee. An employee who qualified for the drawing may but is not required to attend the meeting.

- 2.5 Drawing process – selection. At the meeting, the city clerk will work with the director to ensure that the names of all qualified employees are placed into a

container. The city clerk will designate an employee other than the director to select the names of two employees from the container.

2.5.1 The first employee selected will be offered the opportunity to lease the property. The second employee selected will be deemed to be the alternate and will be offered the opportunity to lease the property if, and only if, the first employee declines or is unable to execute a written lease within a reasonable period of time as determined by the director in consultation with the city attorney. Nothing in this policy may be deemed to create any property interest for either of these employees except as may be set forth in that employee's lease of City-owned property.

2.5.2 In the event neither the first selected employee nor the alternate is willing or able to execute a written lease for the property within a reasonable amount of time as determined by the director in consultation with the city attorney, the director will repeat the drawing process set forth in this section using the names of the remaining qualified employees. The director is not required to re-open the application submission period or accept additional applications.

2.6 Notice of selection. Following the completion of the drawing, the director will:

2.6.1 Notify the first employee of their selection and begin working with that employee and the city attorney's office to complete a written lease;

2.6.2 Notify the alternate employee of their status; and

2.6.3 Notify the rest of the employees who qualified for the drawing that they were not selected.

3. LEASE REQUIREMENTS.

3.1 Generally; terms and conditions. Basic terms and conditions of the lease, including the maintenance and caretaking duties specific to the property and the lease rate and any rate increases will be set by the director. The lease will set forth standard lease terms and conditions, along with certain other terms including but not limited to that the employee must remain a regular, full-time employee in good standing throughout the period of the lease; the property must at all times during the lease be the employee's primary residence; no subletting is allowed except with the prior written permission of the City; the lease is subject to release in accordance with the Colorado Open Records Act; and the employee is solely responsible for reporting this benefit to federal and state taxing authorities as may be required by law and for paying any tax liability associated with or related to leasing the property.

3.1.1 The city attorney will draft and must approve as to form each lease and any amendment or extension thereto.

- 3.2 Length. Understanding that the City does not intend for a lease to function as a permanent housing solution for an individual employee, the length of the term of any lease agreement may not exceed one year with four additional one-year renewal terms, with renewals granted at the sole discretion of the City.
- 3.3 Promotion; salary change. A job promotion or change in a leasing employee's salary during the initial or a subsequent lease term will not be considered in determining whether to renew that employee's lease.
- 3.4 Existing leases. A City employee who leases a City-owned property as of January 1, 2024 must continue to abide by the terms of their lease.

4. FORMS AND RELATED DOCUMENTS.

- 4.1 Creation and maintenance. The form(s) necessary to implement this policy will be created and maintained by the director. Each form may be created and maintained in digital or hard copy format according to the City's business needs and may be submitted in digital or hard copy format as determined by the director. These forms include but are not limited to:

[Application to Lease City-owned Residential Property Form](#): this form is used by an eligible employee to apply to participate in the lottery drawing.

- 5. REVISION AND RESCISSION. This policy may be reviewed, revised, or rescinded in accordance with Arvada PPM No. 1000.01.
- 6. POLICY HISTORY.

Effective date: December 16, 2022.

Date of the last periodic review: February 6, 2024.

The next periodic review must be completed by February 6, 2029.

Exhibit F

LEASE AGREEMENT BY AND BETWEEN THE CITY
OF ARVADA AND COLTON DANIELS FOR THE
PROPERTY LOCATED AT 7650 INDIANA STREET,
ARVADA, COLORADO 80007 ALSO KNOWN AS
MERIDIAN FARM

Radon Disclosure Pursuant to C.R.S. §38-35.7-112

The Colorado Department of Public Health and Environment strongly recommends that all tenants have an indoor radon test performed before leasing residential real property and recommends having the radon levels mitigated if elevated radon concentrations are found. Elevated radon concentrations can be reduced by a radon mitigation professional.

Residential real property may present exposure to dangerous levels of indoor radon gas that may place the occupants at risk of developing radon-induced lung cancer. Radon, a Class-A human carcinogen, is the leading cause of lung cancer in nonsmokers and the second leading cause of lung cancer overall. A landlord is required to provide the tenant with any known information on radon test results of the residential real property.

The City of Arvada, as the Lessor of the Property, hereby discloses the following knowledge about the Property's radon concentration, including whether a radon test or tests have been conducted on the Property; the most current records and reports pertaining to the radon concentrations within the Property; a description of any radon concentrations detected or mitigation or remediation performed; and information regarding any radon mitigation system including a system description and documentation, if a radon system has been installed on the Property.

Arvada has knowledge of the following:

1. Arvada had a contractor, RadonOK, conduct radon testing at the Property on or about August 28, 2024 (report attached as Exhibit F-1). This was the most recent radon testing conducted at the Property.
2. The radon level was 4.3 pCi/L.
3. Arvada will install, at its expense, a radon mitigation system in the residential structure on the Property prior to Lessee's occupancy of the Property.

Kim Vagher, Facilities Manager

Date: _____

To be completed by Lessee:

_____(Lessee's initials) I acknowledge that I have received, read, and understand this Disclosure, including the attached copy of the most recent brochure published by the Department of Public Health and Environment attached as **Exhibit E2**.

Exhibit F

Lessee

Date:

Exhibit F-1

LEASE AGREEMENT BY AND BETWEEN THE CITY
OF ARVADA AND COLTON DANIELS FOR THE
PROPERTY LOCATED AT 7650 INDIANA STREET,
ARVADA, COLORADO 80007 ALSO KNOWN AS
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**Report & Sample Dates**DATE RECEIVED: 8/28/2024
REPORT DATE: 8/29/2024**RADON TEST REPORT****Laboratory Certification Info**NRPP: 101132 AL
STATE: N/A
ELAP: 11430 NYLarry Leis
City Of Arvada
7800 W 62nd Ave
Arvada, CO 80004

KIT SERIAL	RADON LEVEL	PROPERTY TESTED	TEST DURATION	STRUCTURE
RA184154	4.3 pCi/L	7650 Indiana St	Start: 02:35 PM 08/23/2024	Type: Crawlspace
ID: 2994669	Margin of Error +/- 0.2 pCi/L	Arvada, CO 80007	End: 09:07 AM 08/26/2024	Floor: 1st Floor
		Dining Room	Duration: 66.53 Hours	Closed: Yes

Short Term Radon Tests have an estimated margin of error of $\pm 5\%$ when used according to directions.

Quality Assurance (QA): Sample Type: Short Term. Technology: Activated Charcoal. Device Manufacturer: Alpha Energy Laboratories. Model: RD-1. NRPP Approved Device: AC-8202. Device Performance Standard: ANSI-AARST MS-PC 2022. Quality Assurance Standard: ANSI-AARST MS-QA 2019. Lab Methodology: EPA-402-R-92-004. Test instructions designed in accordance with ANSI-AARST MAH -2019. Radon level uncertainty is calculated using a 95% confidence level. One sampler can test up to 2,000 ft². Sampler Deployed by: Larry Leis. Sampler Retrieved by: Larry Leis.

Disclaimer: Results are only indicative of the sample as received in the lab. Incorrect information or improper sampling procedures will affect results. Alpha Energy Laboratories (AEL) did not provide sampling services unless otherwise indicated. Device deployment/retrieval is assumed to be performed by the person submitting the sample, unless otherwise specified by the client. The person(s) performing sampling are responsible for sampling QA, which may include duplicate, blank, and/or spiked detectors. Analysis, laboratory QA, and production QA performed by AEL. Measurements are not necessarily predictive or supportive of measurements conducted at different times or locations. AEL is not responsible for the consequences of any action you do or do not take based on the results. This report may only be reproduced in full, unless authorized in writing by AEL.

Radon Information: Radon is a naturally occurring radioactive gas. It is odorless, colorless, and tasteless. Radon in air is ubiquitous (existing or being everywhere at the same time) and is found in outdoor and indoor air. Radon concentration is measured in picocuries per liter of air (pCi/L). The average indoor concentration is 1.3 pCi/L. The average outdoor concentration is 0.4 pCi/L. Radon is the second leading cause of lung cancer, after smoking. Smokers and former smokers are at especially high risk. Radon exposure is a health risk over long periods of time. The more time you spend in a high radon environment, the greater the risk.

The US Environmental Protection Agency (EPA) and the Surgeon General recommend fixing the building when the radon level is 4 pCi/L or more. Because there is no known safe level of exposure to radon, EPA also recommends considering fixing radon levels between 2 pCi/L and 4 pCi/L. The World Health Organization (WHO) recommends fixing the building when the radon level is 2.7 pCi/L or more.

The process of fixing a radon problem is called mitigation. Even buildings with very high levels can be successfully mitigated. EPA recommends that you use a contractor certified by NRPP, NRSB, or your State (where applicable) to correct radon problems.

Measurement Specialist / Laboratory Director

Paul Fletcher

Date 8/29/2024

IF YOU HAVE QUESTIONS ABOUT WHAT YOUR RESULTS MEAN:EPA National Hotline: (800) 557-2366, [epa.gov/radon](https://www.epa.gov/radon), or, call your State Radon Official: (303) 692-2422**IF YOU HAVE QUESTIONS ABOUT HOW TO FIX A RADON PROBLEM:**Radon Fix-it Hotline: (800) 644-6999, [epa.gov/radon](https://www.epa.gov/radon), or, call your State Radon Official: (303) 692-2422

WHAT DO MY TEST RESULTS MEAN?

Radon concentration is measured in picocuries per liter of air (pCi/L). The average indoor concentration is 1.3 pCi/L. The average outdoor concentration is 0.4 pCi/L. The US Environmental Protection Agency (EPA) action level is 4 pCi/L, meaning that EPA recommends you take further action if your radon level is 4 pCi/L or more. Because there is no known safe level of exposure to radon, EPA also recommends considering further action for radon levels between 2 pCi/L and 4 pCi/L. The World Health Organization action level is 2.7 pCi/L. If this is your first test, retesting is usually advisable. If you have tested multiple times, average the results and use the average to determine the appropriate next steps.

For results **below 2 pCi/L**, you do not need to take further action at this time.

For results **between 2 pCi/L and 4 pCi/L**, consider taking further action. If this is your first test, consider testing again to confirm the initial result. If you have tested multiple times, EPA recommends that you consider fixing the building.

For results **4 pCi/L or greater**, you should take further action. If this is your first test, EPA recommends you conduct another test to confirm the initial reading. If you have tested multiple times, you should fix the building.

If the building has an active radon mitigation system, test annually to confirm the system is working properly. Because radon levels can change, all buildings should be tested at least once every 2 years and whenever the building is renovated.

HOW DANGEROUS IS MY RADON LEVEL?

RADON RISK IF YOU SMOKE

Radon Level	If 1,000 people were exposed to this level over a lifetime	The risk of radon induced lung cancer compares to	What To Do Next?
100 pCi/L	About 770 people could get lung cancer	110 times the risk of dying in a car crash	Fix your home
40 pCi/L	About 380 people could get lung cancer	95 times the risk of dying from poison	Fix your home
20 pCi/L	About 260 people could get lung cancer	250 times the risk of drowning	Fix your home
10 pCi/L	About 150 people could get lung cancer	200 times the risk of dying in a fire	Fix your home
4 pCi/L	About 62 people could get lung cancer	5 times the risk of dying in a car crash	Fix your home
2 pCi/L	About 32 people could get lung cancer	6 times the risk of dying from poison	Consider fixing between 2 & 4 pCi/L
1.3 pCi/L	About 20 people could get lung cancer	(Average indoor radon level)	(Reducing below 1 pCi/L is difficult)
0.4 pCi/L	About 3 people could get lung cancer	(Average outdoor radon level)	(Reducing below 1 pCi/L is difficult)

Note: If you are a former smoker your risk may be lower

Estimates are lifetime risk of lung cancer deaths from EPA Assessment of Risks from Radon in Homes (EPA 402-R-03-003)

RADON RISK IF YOU HAVE NEVER SMOKED

Radon Level	If 1,000 people were exposed to this level over a lifetime	The risk of radon induced lung cancer compares to	What To Do Next?
100 pCi/L	About 440 people could get lung cancer	63 times the risk of dying in a car crash	Fix your home
40 pCi/L	About 120 people could get lung cancer	30 times the risk of dying from poison	Fix your home
20 pCi/L	About 36 people could get lung cancer	35 times the risk of drowning	Fix your home
10 pCi/L	About 18 people could get lung cancer	20 times the risk of dying in a fire	Fix your home
4 pCi/L	About 7 people could get lung cancer	The risk of dying in a car crash	Fix your home
2 pCi/L	About 4 people could get lung cancer	The risk of dying from poison	Consider fixing between 2 & 4 pCi/L
1.3 pCi/L	About 2 people could get lung cancer	(Average indoor radon level)	(Reducing below 1 pCi/L is difficult)
0.4 pCi/L		(Average outdoor radon level)	(Reducing below 1 pCi/L is difficult)

Note: If you are a former smoker your risk may be higher

Estimates are lifetime risk of lung cancer deaths from EPA Assessment of Risks from Radon in Homes (EPA 402-R-03-003)

HOW CAN I FIX A RADON PROBLEM?

The process of fixing a radon problem is called mitigation. Mitigation is highly effective at lowering radon levels. If your radon level is 4 pCi/L or more, you should fix the building. If your radon level is between 2 pCi/L and 4 pCi/L, you should consider fixing the building. There is no known safe level of radon, and levels below 4 pCi/L still pose a significant health risk. In most cases, radon levels can be lowered below 2 pCi/L.

We recommend only hiring contractors who are certified and trained in radon mitigation. To find a certified contractor:

Call your State Radon Official at (303) 692-2422 or go to aelabs.com/states

Go to aelabs.com/mitigation for a list of NRPP certified contractors.

The guide below is for buildings without a radon mitigation system. Buildings with an active mitigation system should have radon levels below 4 pCi/L. Contact the contractor who installed your system if your radon test results indicate a radon level at or above 4 pCi/L. Most mitigation systems include a warranty; refer to your contract for details.

Number of Times Tested	Type of Test	Test Result (pCi/L)	What do I do next?	What test do I use? (If retesting)
One	Short Term	Less than 2	Retest every 2 years	Short Term
One	(2-7 days)	Between 2 and 4	Consider retesting now	Long Term or Short Term
One		Between 4 and 8	Retest now	Long Term or Short Term
One		8 or more	Retest now	Short Term
Two or more	Short Term	Less than 2	Retest every 2 years	Short Term
	(2-7 days)	Between 2 and 4	Consider fixing the building	
		4 or More	Fix the building	
One or more	Long Term	Less than 2	Retest every 2 years	Short Term
	(91-365 days)	Between 2 and 4	Consider fixing the building	
		4 or more	Fix the building	

State Regulatory Information: If your levels are above 4 pCi/L and you have concerns about the ability to afford radon mitigation, CDPHE has a program that may be able to help. Information can be found at www.coloradoradon.info or by calling 800-846-3986.

Exhibit F-2

LEASE AGREEMENT BY AND BETWEEN THE CITY
OF ARVADA AND COLTON DANIELS FOR THE
PROPERTY LOCATED AT 7650 INDIANA STREET,
ARVADA, COLORADO 80007 ALSO KNOWN AS
MERIDIAN FARM



RADON

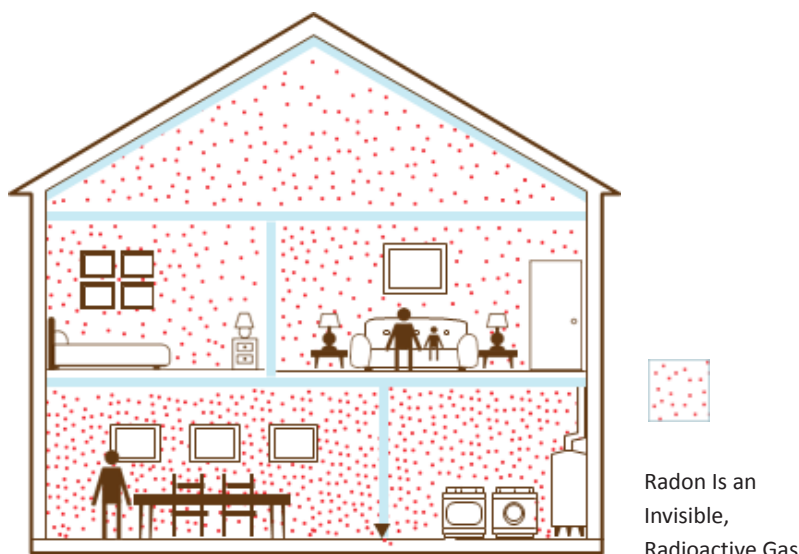
in

REAL ESTATE & RENTAL TRANSACTIONS

in Colorado

February 2024

More often, informed home buyers and renters are having radon tests performed before finishing the transaction. Discovering elevated radon concentrations doesn't mean you need to walk away from the deal! Testing for and mitigating radon is easy and affordable.

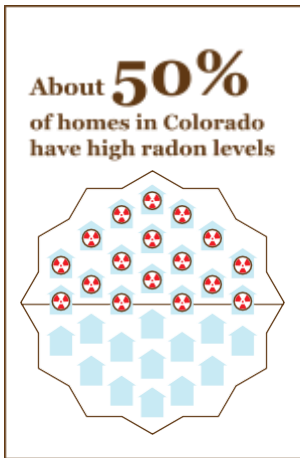


Understanding Radon

Radon Occurs Naturally

Radon is an invisible, radioactive gas created from natural deposits of uranium and radium in the soil. Radon is easily drawn into homes through cracks and gaps in the foundation and can reach concentrations that increase the potential for developing lung cancer.

Although there are rare cases where radon comes from building materials, the major source of radon in Colorado homes comes from natural deposits of uranium and radium commonly found in Colorado's soil. It is rarely caused by mankind like other environmental concerns.



Radon Levels are High in Colorado

Data collected by the Colorado Department of Public Health and Environment indicates that approximately 50% of homes in Colorado have radon levels higher than the U.S. Environmental Protection Agency (EPA)-recommended action level of 4 picocuries per liter of air (pCi/L). All of Colorado, not just the mountains or foothills, is considered to be at high risk for elevated indoor radon levels.

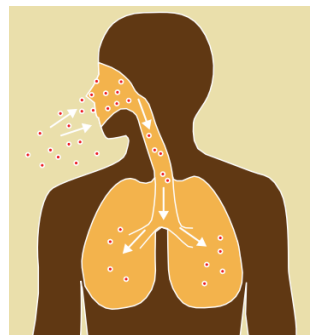
Radon levels can be elevated in a variety of structures:

- New and old homes.
- Homes built on all types of foundations, including slab-on-grade, crawl spaces, and basements.
- Multifamily buildings

Radon Exposure Causes Lung Cancer

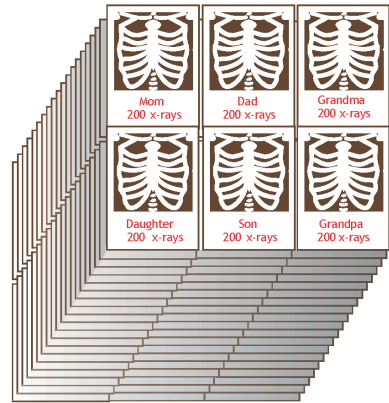
As uranium and radium breaks down in the soil, radon gas is created. Radon is then pulled into homes by a natural stack effect, releasing solid radioactive particles that can be inhaled into your lungs. These particles are referred to as radon decay products.

This radiation can damage your lungs and increase your risk of developing lung cancer.



Residential case-control studies, as well as carefully controlled studies on animals and miners, have shown that prolonged exposure to radon decay products can significantly increase a person's potential for lung cancer.

- Radon is a Class A carcinogen. That means it is known to cause cancer in humans with prolonged exposure. It is in the same class as tobacco products
- The average indoor radon level in the U.S. is about 1.3 pCi/L in air. In Colorado, the average indoor radon level is about 6.4 pCi/L. Living in a home with average levels of radon in Colorado for 1 year is like having more than 200 chest x-rays every year. That's more than 3 chest x-rays per week, per person, per year.
- The United States Surgeon General, the American Lung Association, and the Environmental Protection Agency recommend that people avoid long-term radon exposure at or above 4 pCi/L.
- Every year in the U.S., over 20,000 people die from radon-induced lung cancer. In Colorado, approximately 500 people die annually from radon-induced lung cancer. Long-term residential radon exposure is the second leading cause of lung cancer in the general population (cigarette smoking is the first).



(Field, R. William. 'A Review of Residential Radon Case-Control Epidemiologic Studies Performed in the United States.' Reviews on Environmental Health 16.3 (2001): 151-67. Print.)

Rental Requirements

Radon Exposure is Required in Rental Agreements

Before a tenant signs a lease for a rental property, the landlord must provide this brochure to the tenant and provide the tenant with a document with the following information:

- A bold-faced statement that the Colorado Department of Public Health and Environment strongly recommends all tenants have an indoor radon test performed before leasing the property and if elevated levels are found, request the landlord to mitigate.
- Any knowledge the landlord has regarding the radon levels of the property; including previous testing, test results, and information about any installed radon mitigation system.

The tenant should acknowledge receipt of this information by signing the disclosure document. A landlord breaches the warranty of habitability if this disclosure is not made.

A tenant can break the lease if:

- A landlord fails to make this disclosure; or
- A landlord does not make a reasonable effort to mitigate elevated levels of radon ($>4\text{pCi/L}$) within 180 days after being notified that a radon measurement professional has found elevated levels of radon.

On or after January 1, 2026, these remedies will not apply to leases that are one year or less in duration.

Radon Testing and Mitigation for Renters

- A renter can test their own unit.
- If elevated levels are found, notify the landlord in writing and request mitigation.

- Landlords are not legally required to install a mitigation system.

Real Estate Transaction Requirements

Radon Disclosure Is Required in Real Estate Transactions

Section O of the Colorado Seller’s Property Disclosure Form specifically lists radon as a hazard that, if known by the seller to exist or ever have existed, must be disclosed. This is true even if previous test results were less than 4 pCi/L. In all cases, sellers should provide copies of any test results to potential buyers. If a radon mitigation system exists, it should also be disclosed, as it is presumed that radon had existed previously, and that if the system were to fail, the radon level would return to its original level.

Home buyers must also be given this brochure and receive a bold-faced recommendation from the Colorado Department of Public Health and Environment to test the property for radon.

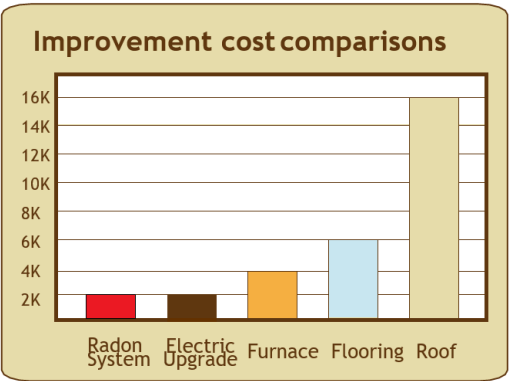
622 10.13. Radon Disclosure. THE COLORADO DEPARTMENT OF PUBLIC HEALTH AND ENVIRONMENT
623 STRONGLY RECOMMENDS THAT ALL HOME BUYERS HAVE AN INDOOR RADON TEST PERFORMED
624 BEFORE PURCHASING RESIDENTIAL REAL PROPERTY AND RECOMMENDS HAVING THE RADON LEVELS
625 MITIGATED IF ELEVATED RADON CONCENTRATIONS ARE FOUND. ELEVATED RADON CONCENTRATIONS
626 CAN BE REDUCED BY A RADON MITIGATION PROFESSIONAL.
627 RESIDENTIAL REAL PROPERTY MAY PRESENT EXPOSURE TO DANGEROUS LEVELS OF INDOOR RADON
628 GAS THAT MAY PLACE THE OCCUPANTS AT RISK OF DEVELOPING RADON-INDUCED LUNG CANCER.
629 RADON, A CLASS A HUMAN CARCINOGEN, IS THE LEADING CAUSE OF LUNG CANCER IN NONSMOKERS
630 AND THE SECOND LEADING CAUSE OF LUNG CANCER OVERALL. THE SELLER OF RESIDENTIAL REAL
631 PROPERTY IS REQUIRED TO PROVIDE THE BUYER WITH ANY KNOWN INFORMATION ON RADON TEST
632 RESULTS OF THE RESIDENTIAL REAL PROPERTY.
633 AN ELECTRONIC COPY OF THE MOST RECENT BROCHURE PUBLISHED BY THE DEPARTMENT OF
634 PUBLIC HEALTH AND ENVIRONMENT IN ACCORDANCE WITH C.R.S. §25-11-114(2)(A) THAT PROVIDES
635 ADVICE ABOUT “RADON AND REAL ESTATE TRANSACTIONS IN COLORADO” IS AVAILABLE AT:
636 [HTTPS://CDPHE.COLORADO.GOV/RADON-AND-REAL-ESTATE](https://CDPHE.COLORADO.GOV/RADON-AND-REAL-ESTATE).

Radon sections of the Contract to Buy and Sell and the Seller’s Property Disclosure

O.	RADON If you know of any of the following EVER EXISTING , check the “Yes” column:
1	Radon test(s) conducted on the Property. Include the most recent records and reports pertaining to radon concentrations within the Property.
2	Radon concentrations detected or mitigation or remediation performed. Provide a full description.
3	Radon mitigation system installed on Property. Provide all information known by Seller about the radon mitigation system.

Radon Levels Can be Fixed

If radon concerns are discovered during the home inspection process, they can be fixed through mitigation. Normal real estate negotiation procedures can be used to resolve the costs associated with radon mitigation.



Testing

Test for Radon During the Inspection Process

At the time of resale, it is important to know what the radon exposure risk could be, independent of how someone else operates or lives in a home. Reliable testing devices and methods exist and are readily available to determine indoor radon levels.

Select Certified and Licensed Radon Contractors

Lists of certified and licensed radon measurement contractors can be found at www.coloradoradon.info under the "testing and mitigating your home" link. Certified contractors have been trained in the proper placement of radon measurement devices and the interpretation of the results. They use high-quality testing devices that can accurately determine the radon risk of the home.

Follow These Steps to Ensure Your New Home Will Keep Your Family Safe and Healthy for Years to Come

1. Find the house you want to buy.
2. As part of the home inspection process, request a short-term radon test using a certified and licensed radon measurement contractor. Your home inspector may or may not be qualified to conduct radon testing.
3. If the short-term test result is less than 4 pCi/L, the EPA does not recommend any immediate action; however, consider conducting a long-term test (90 days up to a year) after your family moves into the home, as there is still some risk at exposures less than 4 pCi/L.
4. If the short-term test result is 4 pCi/L or higher, consider asking the seller to pay for a mitigation system. The seller is not legally required to pay for mitigation; this is a negotiation between the buyer and seller, just like any other home repair.

You can consider purchasing the property and reducing the radon levels after moving into the home. All homes can be fixed!

5. Once you decide to install a mitigation system in the house, seek bids from certified and licensed mitigation contractors who are willing to guarantee the results to below 4 pCi/L.
6. Use bids from certified and licensed contractors as a basis for negotiations with the seller.
7. If the seller is willing to pay for a mitigation system, work with your real estate professional to determine the best way to obtain the funding from the seller and have the system installed by a certified and licensed contractor after taking possession of the property. This will help to ensure that you are happy with the system design.

Testing Types, Purpose, and Conditions

Potential for Radon Exposure • Short-term test, typically 2-5 days. • Conduct test under closed-house conditions 12 hours prior to start test and throughout the test. • Test lowest potentially livable level of home, even if it is unfinished. • Commonly used at time of resale.	Risk of Exposure Living in Home • Long-term test, typically 91 days up to 1 year. • Conduct test under normal day-to-day living conditions • Test lowest potentially livable level of home, even if it is unfinished. • Commonly used outside of a real estate transaction or as a basis of escrow fund release.
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If You Love the House, Buy it

Buyers should not be reluctant to buy a home with elevated radon levels. They should take action to reduce radon after they move in. If the radon test results show a potential radon concern, consider doing a long-term test after you move in and before you install a radon mitigation system.

The amount of radon exposure you have depends on where you spend your time. Doing a long-term test after you move in allows you to control the test conditions to better measure your actual radon exposure. If needed, you can then decide with your certified and licensed contractor about the need for mitigation. A long-term test should be placed for a minimum of 91 days up to 1 year after you move into the home.

Mitigation

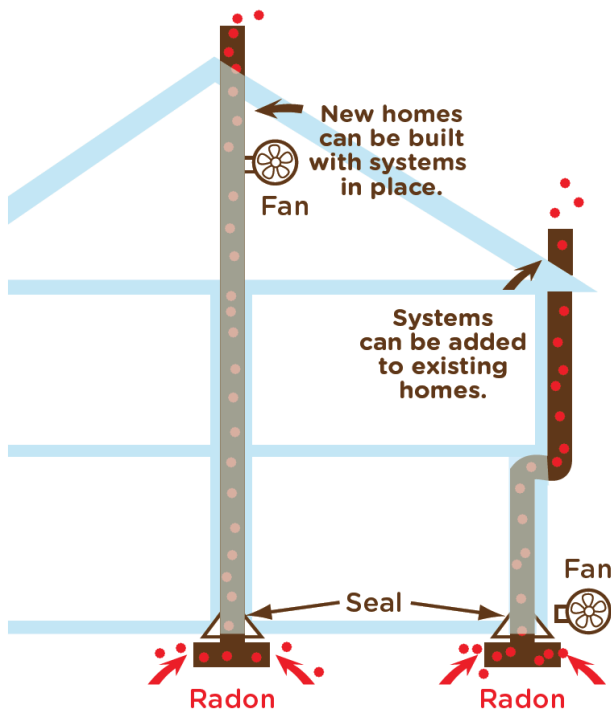
Reducing Radon is Easy and Inexpensive

Considerable research has been conducted by educational institutions and private industries in Colorado and elsewhere that provides evidence-based practices for mitigating radon in

homes, schools, and commercial buildings. The techniques are straightforward and reliable.

However, mitigation requires more than trying to seal openings in the foundation. In fact, caulking and sealing of foundation openings, on its own, has proven NOT to be a suitable method for reducing radon levels.

Mitigation should be done by a certified and licensed contractor who will install the system according to Radon Mitigation Standards and local building codes. A list of certified and licensed radon mitigation contractors is available at www.coloradoradon.info.



Mitigation Systems

Radon systems are designed and installed based on the

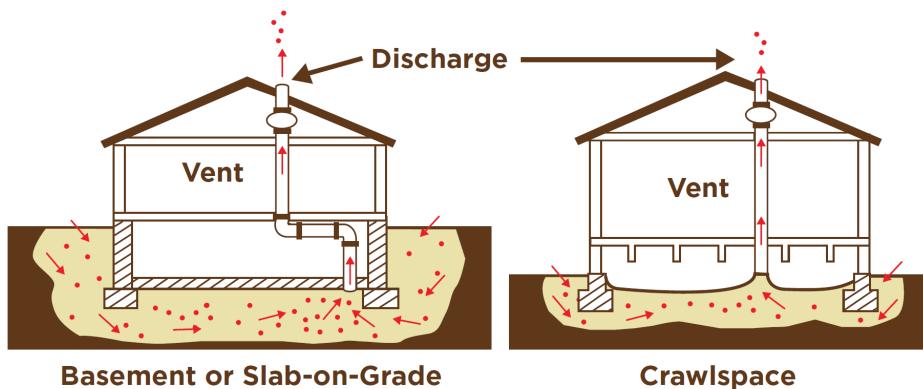
construction of a home, not on the existing radon levels. Radon is mitigated when a system is installed that pulls radon-laden soil gas from underneath the foundation or crawl space and exhausts it outside of the building, far enough away from windows and other openings that it will not re-enter the home.

A mitigation system usually consists of plastic pipe connected to an air pocket surrounded by the soil, either through a hole in the slab, via a sump lid connection, in a perimeter drain, or from beneath a plastic sheet in a crawl space. A quiet, continuously operating fan is attached to the pipe and discharges the radon outdoors.

A home with more than one foundation can present challenges to collecting the soil gas from under all portions of the building. However, qualified mitigation contractors typically can connect multiple systems together so that only one fan is required.

Crawl Space Systems

For crawl space mitigation systems, contractors need to lay perforated pipe, install plastic sheeting over the piping, seal it to the walls, and then route the piping to the fan. These systems can be more costly; however, the added benefit of reducing moisture in the crawlspace, in addition to reducing radon, can be a significant benefit.



Costs

It's best to get involved in how the radon mitigation system will be installed if you will be the future occupant of the property. Costs depend on the amount of effort it takes the contractor to conceal the system and maintain the visual appeal of the home. Although a system routed up the outside of the building will reduce radon quite well, it may not be as visually appealing as one that is routed through the interior of the home.

Average U.S. installation cost: \$1,500
Average operating cost in Colorado: \$3/month
Expected life span of fan: 8-10 years
Fan replacement cost: \$145-\$300
Periodic maintenance: Test every 2 years

Key Elements of Mitigation Systems

The U.S. EPA recommends standards for radon mitigation systems. Your qualified contractor should understand and follow these standards: standards.aarst.org

1. The discharge point of the system must:
 - Be at least 10 feet above grade;
 - Be at least 10 feet away or 2 feet above any opening to the interior of the home; AND
 - Terminate above the eave of the roof.
2. System fans should not be located inside a home, building, or in a crawlspace. They can be in an attic, on the outside of the house, or in the garage (provided there is no living space above the garage).

3. There should be a gauge (manometer) located in a prominent location (inside the home) that will easily show the occupant that the system is functioning properly.
4. Power to the fan should be run in accordance with local electric codes, including permits where required.
5. All portions of the system should be labeled and a simple instruction manual, with warranties, provided to the homeowner.
6. All homes with mitigation systems should be retested no sooner than 24 hours (no later than 30 days) after installation to verify radon mitigation is working and has lowered radon levels to below 4 pCi/L. The home should be retested every two years to make sure the mitigation system is operating properly.
7. If purchasing a home or building with an existing radon mitigation system, it should be tested prior to purchase and every two years to confirm it's working properly.

Select Certified and Licensed Radon Mitigation Contractors

Lists of these individuals can be found at www.coloradoradon.info under the "testing and mitigating your home" link.

In addition to contractor selection, homeowners should always:

1. Ask for references.
2. Get several bids, as with any home repair.
3. Require proof of certification and licensure or verify these credentials independently.
4. Ask for proof of liability insurance, being bonded, and having all necessary licenses to satisfy local requirements.
5. Ask for a clear contract with a guarantee below 4 pCi/L and

a warranty.

Radon in New Builds

Ask for A Radon Mitigation System In New Homes

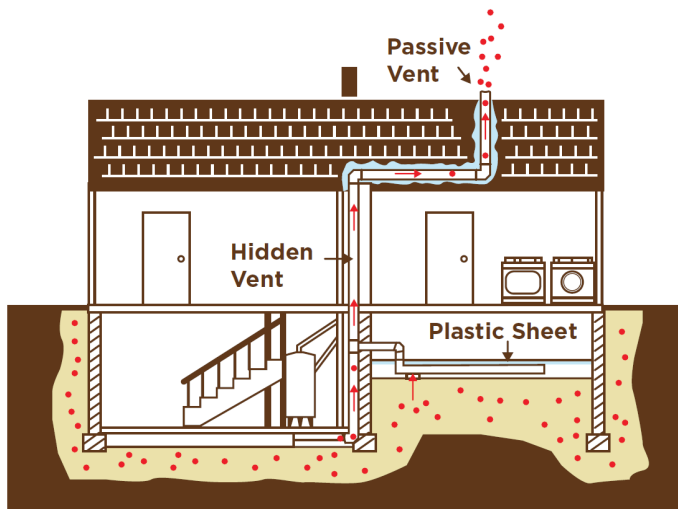
A considerable number of Colorado homebuilders routinely put mitigation systems in homes during the building process. In many locations in Colorado, local building codes require that a radon system be installed in all new homes. Check with your local building department. In areas where it is not a building code requirement, it may be offered as an additional option by the builder.

If you're building a new home:

- Ask your builder to install a radon system during construction.
- Test the home or building after completion to ensure it reduces the radon levels below 4 pCi/l.

Installing a system while a house or building is being constructed can be advantageous because:

- The piping can be easily concealed.
- The vent pipe can exit the roof and appear as a normal roof penetration.
- The subgrade can be prepared to collect radon easily. Multiple foundations (such as in a basement and a crawl space) can be hooked up to a single vent, which also can be concealed in walls.
- When done correctly, the system often works passively, without the need of a fan. (A contractor will route the system vent pipe in such a manner that after the home is tested, if the radon levels are not acceptable, a fan can easily be installed on the vent pipe within the attic to make the system more effective.)



Radon in Water

Radon from Groundwater Is a Low Risk

Radon can dissolve in the groundwater and be released into the air of a home when it is used for showers, laundry, and other purposes. Radon in water is not widespread and is primarily an issue with homes whose water supplies are from private wells that use groundwater.

The major concern is not with drinking the water, but rather the increased amount of radon added into the indoor air in addition to radon coming from the soil. Normal radon-in-air tests will measure this contribution if the house is occupied during testing. It takes a lot of radon in the water to have a measurable effect on indoor radon concentrations. As a rule, it takes 10,000 pCi/L in the water to add 1 pCi/L of radon to the air in the home. Always test the air first before testing or becoming concerned about radon in the water.

Radon in water test kits may be purchased online or at most home improvement stores. Find a list of contractors who mitigate radon in water, refer to www.coloradoradon.info.

Find Out More

Additional Information About Radon Is Available at:

- Colorado Department of Public Health and Environment:
www.coloradoradon.info
- United States Environmental Protection Agency:
www.epa.gov/radon
- Your local health department:
cdphe.colorado.gov/public-information/find-your-local-public-health-agency



COLORADO

**Hazardous Materials
& Waste Management Division**

Department of Public Health & Environment

4300 Cherry Creek Drive South
Denver, CO 80246-1530
1-800-846-3986

www.coloradoradon.info



REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
8.B.1.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: R24-110, A Resolution Authorizing a Second Amendment to the Intergovernmental Agreement Between the City of Arvada and County of Jefferson for Routine Maintenance and Snow Removal (Presenter: Jacqueline Rhoades, Public Works Director)

Report in Brief

PRESENTER: Jacqueline Rhoades, Public Works Director

This is an amendment to an Intergovernmental Agreement (IGA) for general maintenance and snow removal between the City of Arvada and Jefferson County. The IGA references the responsibilities for the following streets:

County Maintenance and Snow Removal:

- Canyon Pines Drive, from State Highway 72 to end
- N. Summer Rd., from Canyon Pines Drive to end
- N. Milner Rd., from Canyon Pines Drive to end
- N. Moffat Rd., from Canyon Pines Drive to end
- N. Ridgeway Dr., from Canyon Pines Drive to end

City Maintenance and Snow Removal:

- 52nd Ave., from Marshall St. to Hwy 76 overpass
- Marshall St., from 52nd Ave. to 51st Ave.
- Ingalls St., from 52nd Ave. to 53rd Ave.
- 53rd Ave., from Marshall St. to Ingalls St.
- Harlan St., from 64th Ave. to 56th Ave.
- 55th Place, from Harlan St. to end
- 55th Ave., from Marshall St. to Harlan St.
- 56th Ave., from Lamar St./Marshall St to Fenton St.
- Gray St., from 56th Ave. to end
- 71st Place, from 72nd Ave. to end
- 71st Cir., from 71st Place to end
- 63rd Place, from 64th Ave. to Quaker St.
- Rogers St., from 63rd Place to end

The Arvada team recommends that the City Council approve R24-110, A Resolution Authorizing a Second Amendment to the Intergovernmental Agreement Between the City of Arvada and County of Jefferson for Routine Maintenance and Snow Removal.

Financial Impact

The financial impact will be minimal and included in the annual streets maintenance and snow and ice control budget:

100FD General Fund 10099CC Public Works Street Maintenance 10201PG PW Snow and Ice Control
100FD General Fund 10099CC Public Works Street Maintenance 10200PG PW Street Maintenance

Background

The City of Arvada collaboratively participates and/or maintains IGA's with other governmental entities and/or special districts to facilitate effective street maintenance and snow removal operations. These agreements are created to provide services to the community that are in unincorporated areas within the City boundaries to better serve our citizens. The streets identified in this amendment are an addition to those currently included in Intergovernmental Agreements with Jefferson County.

Discussion

The IGA's allow the two governmental entities to provide services on street segments that would otherwise be disrupted by boundaries. The amendment provides the opportunity for the community to experience consistent services with the least amount of impact. In the agreement, routine general maintenance means the work required to maintain the roadways involved substantially in their present condition, such as, patching, minor grading, shouldering, sanding, cleaning of ditches and culverts; but shall not include work which results in a major improvement of a condition of a roadway such as, hot bituminous pavement overlays, curb and gutter replacement, or structure repair or replacement.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

N/A

Strategic Alignment

The proposed action aligns with the Infrastructure Work System Service INF3: Maintains existing roads and transportation network in tandem with snow and ice control services to ensure swift and safe transportation modes for the community.

Alternative Courses of Action

N/A

Recommendation for Action

The Arvada team recommends that the City Council approve R24-110, A Resolution Authorizing a Second Amendment to the Intergovernmental Agreement Between the City of Arvada and County of Jefferson for Routine Maintenance and Snow Removal.

Suggested Motion:

I move that R24-110, A Resolution Authorizing a Second Amendment to the Intergovernmental Agreement Between the City of Arvada and County of Jefferson for Routine Maintenance and Snow Removal, be (approved) (rejected).

Prepared by:
Robyn Hill, Administrative Specialist

Reviewed by:

SUBJECT: R24-110, A Resolution Authorizing a Second Amendment to the Intergovernmental Agreement Between the City of Arvada and County of Jefferson for Routine Maintenance and Snow Removal (Presenter: Jacqueline Rhoades, Public Works Director)

PAGE: 3
ITEM: 8.B.1.

Approved by:

Jacqueline Rhoades, Public Works Director	10/2/2024
Bryan Archer, Director of Finance	10/9/2024
Tammy Hedlund, Legal Specialist	10/10/2024
Kelsy Sargent, Assistant City Attorney	10/10/2024
Don Wick, Deputy City Manager	10/10/2024
Rachel Morris, City Attorney	10/10/2024
Linda Haley, Acting City Manager	10/10/2024

Enclosure, exhibits & attachments required to support the report

**SECOND AMENDMENT TO INTERGOVERNMENTAL AGREEMENT FOR
ROAD MAINTENANCE**

This Second amendment to Intergovernmental Agreement for Maintenance and Snow Removal (this “Second Agreement”), dated this ____ day of _____, 2024, is made and entered by and between **the City of Arvada**, Colorado municipal corporation (the “City”) and the **County of Jefferson**, State of Colorado, a body politic and corporate (the “County”).

RECITALS

- A. The Parties entered into an Intergovernmental Agreement dated January 16, 1995, for routine maintenance and snow removal on certain roads located partially or wholly within the City and the County (the “Agreement”).
- B. The Parties entered into a First Amendment to the Agreement dated April 22, 2020, to reflect changes in responsibility for maintenance on certain segments of roads as a result of actions, such as annexations, that occurred since the Agreement was executed.
- C. The parties desire to amend the Agreement further as set forth herein in order to reflect the changes in responsibility for maintenance on certain segments of roads.
- D. Pursuant to Article XIV, § 18(2)(a), Colorado Constitution, and § 29-1-203, C.R.S., the parties have the authority to enter and amend into intergovernmental agreements.

AGREEMENT

NOW, THEREFORE, in consideration of the covenants and conditions set forth herein, and for other good and valuable consideration, the sufficiency of which is hereby acknowledged, the parties agree as follows:

- 1. County Maintenance and Snow Removal. Paragraph 1 of the Agreement is amended by adding the following subparagraphs:
 - c. Canyon Pines Drive, from State Highway 72 to end;
 - d. N. Summer Rd., from Canyon Pines Drive to end;
 - e. N. Milner Rd., from Canyon Pines Drive to end;
 - f. N. Moffat Rd., from Canyon Pines Drive to end;
 - g. N. Ridgeway Dr., from Canyon Pines Drive to end.

2. City Maintenance and Snow Removal. Paragraph 2 of the Agreement is amended by adding the following subparagraphs:
 - r. 52nd Ave., from Marshall St. to Hwy 76 overpass;
 - s. Marshall St., from 52nd Ave. to 51st Ave.;
 - t. Ingalls St., from 52nd Ave. to 53rd Ave.;
 - u. 53rd Ave., from Marshall St. to Ingalls St.;
 - v. Harlan St., from 64th Ave. to 56th Ave.;
 - w. 55th Place, from Harlan St. to end;
 - x. 55th Ave., from Marshall St. to Harlan St.;
 - y. 56th Ave., from Lamar St./Marshall St to Fenton St.;
 - z. Gray St., from 56th Ave. to end;
 - aa. 71st Place, from 72nd Ave. to end;
 - bb. 71st Cir., from 71st Place to end;
 - cc. 63rd Place, from 64th Ave. to Quaker St.;
 - dd. Rogers St., from 63rd Place to end.
3. Governing Law. This Second Amendment shall be governed by and construed in accordance with the laws of the State of Colorado. Except as provided herein, the Agreement and all terms thereof, shall remain in full force and effect.
4. Counterparts. This Second Amendment may be executed in two or more counterparts, each of which shall be deemed an original, but all of which shall constitute one and the same instrument. The Parties approve the use of electronic signatures for execution of this Second Amendment. All use of electronic signatures shall be governed by the Uniform Electronic Transactions Act, C.R.S. 24-71.3-101 to -121.
5. Severability. If any provision of this Second Amendment is invalid or unenforceable with respect to any party, the remainder of this Agreement or the application of such provision to persons other than those as to whom it is held invalid or unenforceable shall not be affected and each provision of this Second Amendment shall be valid and enforceable to the fullest extent permitted by law.

IN WITNESS WHEREOF, the parties hereto have executed this Second Amendment.

COUNTY OF JEFFERSON
STATE OF COLORADO

By: _____
Casey Tighe
Chairman, Board of County Commissioners

APPROVED AS TO FORM:

Assistant County Attorney

CITY OF ARVADA
STATE OF COLORADO

By: _____
Lauren Simpson
Mayor of Arvada

ATTEST:

City Clerk

APPROVED AS TO FORM:

By: _____
For Rachel A. Morris
City Attorney

Exhibit A

See attached.

Exhibit A

Second Amendment
to Intergovernmental Agreement For Road Maintenance

[illegible]

RESOLUTION NO. R24-110

A RESOLUTION AUTHORIZING A SECOND AMENDMENT TO THE
INTERGOVERNMENTAL AGREEMENT BETWEEN THE CITY OF ARVADA AND
COUNTY OF JEFFERSON FOR ROUTINE MAINTENANCE AND SNOW REMOVAL

WHEREAS, the City of Arvada and the County of Jefferson (the “Parties”) entered into an Intergovernmental Agreement dated January 16, 1995, for routine maintenance and snow removal on certain roads located partially or wholly within the City and the County (the “Agreement”).

WHEREAS, the Parties entered into a First Amendment to the Agreement dated April 22, 2020, to reflect changes in responsibility for maintenance on certain segments of roads as a result of actions, such as annexations, that occurred since the Agreement was executed.

WHEREAS, the parties desire to amend the Agreement further as set forth herein in order to reflect the changes in responsibility for maintenance on certain segments of roads as reflected in the Second Amendment.

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. The Mayor or Mayor Pro Tem is authorized to sign and the City Clerk to attest, in form approved by the City Attorney, this Second Amendment, which is in substantially the same form as that attached hereto.

Section 2. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 21st day of October, 2024.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:

Rachel A. Morris, City Attorney

By: _____



REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
8.B.2.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: R24-111, A Resolution Authorizing An Amended and Restated Intergovernmental Agreement By and Between the Jefferson County Law Enforcement Authority, the County of Jefferson by and on behalf of the Jefferson County Sheriff's Office, and the Cities of Arvada, Edgewater, and Golden to Establish a Collective Special Weapons and Tactics Team (Presenter: Aaron Jacks, Senior Assistant City Attorney)

Report in Brief

PRESENTER: Senior Assistant City Attorney Aaron Jacks

In 1996, the Arvada Police Department joined with the Jefferson County Sheriff's Office and the City of Golden (and later, the City of Edgewater) under the terms of an intergovernmental agreement to form the Jefferson County Regional SWAT Team (the JCRS IGA). This resolution approves an amended and restated JCRS IGA which clarifies various terms, incorporates previous amendments, and aligns the JCRS IGA with the current SWAT practices.

The Arvada team recommends that the City Council approve R24-111, A Resolution Authorizing An Amended and Restated Intergovernmental Agreement By and Between the Jefferson County Law Enforcement Authority, the County of Jefferson by and on behalf of the Jefferson County Sheriff's Office, and the Cities of Arvada, Edgewater, and Golden to Establish a Collective Special Weapons and Tactics Team

Financial Impact

This IGA does not require new JCRS funding, and has no new fiscal impact. The APD's participation in JCRS will continue to be funded from existing APD budgets.

Background

The JCRS provides the member agencies with a team of highly trained officers utilizing specialized tactics and equipment to respond to emergency situations and critical incidents beyond the capabilities of traditional police resources. SWAT equipment and related training is expensive and impractical for a single agency to maintain. The JCRS is a collaborative effort to share expertise and costs to benefit each community in a time of crisis. Since its formation in 1996, the JCRS has responded to critical incidents in each member's jurisdiction, and in other areas of the State including the City of Denver and Park and Grand counties. The APD has been instrumental to the success of the JCRS.

Discussion

The JCRS IGA was amended in 2005 (to add the City of Edgewater) and 2009 (to establish a governing board comprised of the chief of police of each member city and the sheriff of Jefferson County). JCRS capabilities and practices have changed over the years, which has made some terms of the original JCRS IGA obsolete or inaccurate. The amended and restated version provides various updates, to include that the JCRS Board will review the IGA not less than every five years going forward to ensure it remains current.

The amended and restated JCRS IGA has been drafted in collaboration with all participating agencies through the JCRS Board.

Public Contact

Posting of the City Council agenda

SUBJECT: R24-111, A Resolution Authorizing An Amended and Restated Intergovernmental Agreement By and Between the Jefferson County Law Enforcement Authority, the County of Jefferson by and on behalf of the Jefferson County Sheriff's Office, and the Cities of Arvada, Edgewater, and Golden to Establish a Collective Special Weapons and Tactics Team (Presenter: Aaron Jacks, Senior Assistant City Attorney)

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ITEM: 8.B.2.

Commission Recommendation

NA

Strategic Alignment

The JCRS IGA aligns with the APD mission and the City's community safety strategies. The City's participation in JCRS ensures we have a SWAT team available to handle high risk and critical incidents beyond the capability of traditional police resources.

Alternative Courses of Action

na

Recommendation for Action

The Arvada team recommends that the City Council approve R24-111, A Resolution Authorizing An Amended and Restated Intergovernmental Agreement By and Between the Jefferson County Law Enforcement Authority, the County of Jefferson by and on behalf of the Jefferson County Sheriff's Office, and the Cities of Arvada, Edgewater, and Golden to Establish a Collective Special Weapons and Tactics Team.

Suggested Motion:

I move that R24-111, A Resolution Authorizing An Amended and Restated Intergovernmental Agreement By and Between the Jefferson County Law Enforcement Authority, the County of Jefferson by and on behalf of the Jefferson County Sheriff's Office, and the Cities of Arvada, Edgewater, and Golden to Establish a Collective Special Weapons and Tactics Team, be (approved) (rejected).

Prepared by:
Aaron Jacks, Assistant City Attorney

Reviewed by:

Approved by:

Aaron Jacks, Assistant City Attorney	9/24/2024
Edward Brady, Police Chief	9/24/2024
Rachel Morris, City Attorney	10/7/2024
Linda Haley, Acting City Manager	10/9/2024

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R24-111

A RESOLUTION AUTHORIZING AN AMENDED AND RESTATED
INTERGOVERNMENTAL AGREEMENT BY AND BETWEEN THE JEFFERSON
COUNTY LAW ENFORCEMENT AUTHORITY, THE COUNTY OF JEFFERSON BY AND
ON BEHALF OF THE JEFFERSON COUNTY SHERIFF'S OFFICE, AND THE CITIES OF
ARVADA, EDGEWATER, AND GOLDEN TO ESTABLISH A COLLECTIVE SPECIAL
WEAPONS AND TACTICS TEAM

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. The Mayor or Mayor Pro Tem is authorized to sign and the City Clerk to attest, in form approved by the City Attorney, an Amended and Restated Intergovernmental Agreement By and Between the Jefferson County Law Enforcement Authority, the County of Jefferson by and on behalf of the Jefferson County Sheriff's Office, and the Cities of Arvada, Edgewater, and Golden to Establish a Collective Special Weapons and Tactics Team, which is in substantially the same form as that attached hereto.

Section 2. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 21st day of October, 2024.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

**AN AMENDED AND RESTATED INTERGOVERNMENTAL AGREEMENT BY
AND BETWEEN THE JEFFERSON COUNTY LAW ENFORCEMENT
AUTHORITY, THE COUNTY OF JEFFERSON BY AND ON BEHALF OF THE
JEFFERSON COUNTY SHERIFF'S OFFICE, AND THE CITIES OF ARVADA,
EDGEWATER, AND GOLDEN TO ESTABLISH A COLLECTIVE SPECIAL
WEAPONS AND TACTICS TEAM (SWAT)**

- 1.0 PARTIES.** This Amended and Restated Intergovernmental Agreement by and between the Jefferson County Law Enforcement Authority, the County of Jefferson by and on behalf of the Jefferson County Sheriff's Office, and the cities of Arvada, Edgewater, and Golden to Establish a Collective Special Weapons and Tactics Team (SWAT) ("Agreement") is made and entered into by and between the Jefferson County Sheriff's Department and the cities of Arvada, Edgewater, and Golden (hereinafter referred to as the "Parties").
- 2.0 ORIGINAL AGREEMENT OF NO FURTHER EFFECT.** This Agreement amends, restates, and supersedes in its entirety the Intergovernmental Agreement by and between the Jefferson County Law Enforcement Authority, Jefferson County, the Jefferson County Sheriff's Department and the cities of Arvada and Golden to Establish a Collective Special Weapons and Tactics Team (SWAT), as amended, dated July 15, 1996 ("Original Agreement"). Upon execution of this Agreement by all Parties, the Original Agreement shall be of no further effect.
- 3.0 RECITALS.**
- 3.1 Intergovernmental agreements to provide functions or services, including the sharing of cost of such services or functions by political subdivisions of the State of Colorado, are specifically authorized by § 29-1-203, C.R.S.
- 3.2 The Parties hereto are each authorized to lawfully provide, establish, maintain, and operate law enforcement and other emergency services.
- 3.3 The Parties hereto maintain emergency equipment to be utilized in exceptional instances when other than standard police procedures and weapons are required.
- 3.4 Contiguous boundaries often result in more than one law enforcement agency becoming involved in the response to certain emergencies.

3.5 Emergencies may arise in one or another of the jurisdictions of the Parties which is of such intensity and duration as to place greater demands on that jurisdiction's personnel and equipment than the jurisdiction can handle.

3.6 The Parties desire to maintain uniform equipment, training, policies, procedures, and personnel standards, pertaining to tactical teams, so that each may have the service of the other Parties to aid and assist it in exceptional instances when other than standard police procedures and weapons are required.

3.7 The Parties desire to establish and implement a Jefferson County Regional Special Weapons and Tactics team (hereinafter referred to as "JCRS").

3.8 Other Parties who provide similar services and maintain similar equipment may, in the future, desire to be included in this Agreement.

3.9 Establishment of the JCRS through an intergovernmental agreement provides a public purpose and will promote the safety, security, and general welfare of the inhabitants of the cities of Arvada, Edgewater, and Golden, and Jefferson County, as well as any other political subdivision to which Jefferson County Sheriff's Office may respond.

4.0 SWAT TEAM.

4.1 Article 5, Title 29, C.R.S., as amended, is incorporated herein by this reference. The statute shall control in the event of a conflict between the statute and this Agreement.

4.2 It is understood and agreed that this Agreement is intended to facilitate cooperation between the Parties in the provision of the services provided herein, but does not establish a separate legal entity to do so, and, except as set forth herein, this Agreement does not authorize any Party to act for any purpose whatsoever, nor does this Agreement establish any employee of any Party as an agent of any other Party for any purpose whatsoever. This Agreement shall provide only for sharing of in-kind services and costs by the Parties toward the establishment of a common mutual goal, said goal being the cooperative development of JCRS to be utilized in exceptional instances when other than standard police procedures and weapons are required.

4.3 For and in consideration of the promises of the Parties, each Party agrees, subject to the limitations herein set forth, to aid and assist the other by causing and permitting its law enforcement personnel and its equipment to be used in responding to emergencies and exceptional instances which occur in the jurisdiction of the other such as, but not limited to, barricaded armed individuals, hostage situations, execution of high risk warrant service, riotous crowd control, threat of potential sniper activities, terrorist

incidents, or other exceptional instances when other than standard police procedures and weapons are needed in the jurisdiction served by one Party which are beyond the control of the police department or sheriff's office of that Party. The need for such aid and assistance shall be determined by the Chief of Police or Sheriff or either's designee requesting assistance, and upon such a request, the Parties agree that JCRS may respond as it deems appropriate. It is understood and agreed that each Party shall maintain appropriate personnel and funding in support of this Agreement

4.4 Each Party shall implement the provisions of this Agreement by establishing uniform policies and procedures concerning equipment, training, and personnel standards for officers who will be assigned to JCRS - subject to the following limitations:

a. It is understood and agreed that such mutually agreed upon policies and procedures shall require that each Party shall maintain a level of personnel and equipment necessary to safely and effectively deploy JCRS during exceptional instances when other than standard police procedures and weapons are required to meet its obligations under this Agreement. It is understood that vacancies may occur during transitional periods.

b. Officers assigned or appointed to the tactical, canine, or negotiator team portion of JCRS, or any other personnel who are assigned to assist in JCRS operations as may be determined by the Governing Board, shall successfully complete an initial psychological examination designed for the selection of JCRS members and must agree to release of the results of such psychological examination to the Parties' Chiefs of Police and Sheriff. Following a major critical incident, or for any other reason deemed necessary by an assigning Party, personnel assigned or appointed to the JCRS may be required to successfully complete a psychological examination as determined by the affected personnel's Sheriff or Chief of Police. This examination will be conducted by a qualified mental health provider designated by the affected personnel's Sheriff or Chief of Police.

c. Officers assigned or appointed to the tactical team portion of JCRS shall successfully pass and maintain agreed upon performance standards such as firearm qualifications and physical fitness standards. All JCRS members shall maintain all other mutually agreed upon performance standards.

d. No personnel will be assigned to the JCRS until approved by the sponsoring Party's Sheriff or Chief of Police. Personnel may resign or be removed from the JCRS by personal choice or by directive from that Party's Sheriff or Chief of Police. Personnel assigned to the JCRS will be deputized by the Sheriff, which action will remain in effect only while those personnel are assigned to the JCRS.

- e. The forms utilized by all personnel assigned to JCRS to record activities pursuant to JCRS involvement shall be those forms developed and approved by JCRS Commanders.
- f. As determined by the location of a JCRS incident, all evidence and property, will be collected and maintained by the agency having jurisdiction. Notwithstanding the foregoing, irrespective of the location of a JCRS incident, each Party shall maintain the body worn camera footage of its JCRS personnel in accordance with its policies and applicable law.
- g. Each officer assigned to JCRS shall be provided usual personal equipment and weaponry required for the execution of law enforcement duties by their respective agencies.
- h. Officers assigned to JCRS shall be subject to the supervision of the supervisory and command personnel assigned to JCRS regardless of which Party assigned the supervisor or officer to JCRS.
- i. It is understood and agreed that, should disciplinary action be required as a direct result of an officer's involvement or participation in JCRS, disciplinary action shall be the responsibility of the officer's respective agency.
- j. It is understood and agreed that the requesting agency shall command the incident and JCRS shall command the tactical aspects.
- k. A governing board shall be created to establish policies, rules and procedures, and promulgate such, and oversee operational and administrative matters of concern to the JCRS, referred to as the "Governing Board." The Governing Board shall include the Chief of Police of each City or their designee, and the Sheriff of Jefferson County. The Governing Board shall meet quarterly or upon proper notice to the Governing Board's members. Attendance of 50% or more of active Governing Board members at any scheduled or duly noticed meeting shall constitute a quorum for voting purposes.

5.0 FUNDING.

- 5.1 Each Party shall, at all times, be responsible for its own costs incurred in the performance of this Agreement.
- 5.2 Parties acknowledge and agree that all payment obligations under this Agreement are current expenditures of Parties, payable in the fiscal year for which funds are appropriated for the payment thereof. Parties' obligations under this Agreement shall be from year to year only and shall not constitute a multiple-fiscal year direct or indirect

debt or other financial obligation of Parties within the meaning of Article X, Section 20 of the Colorado Constitution.

6.0 INSURANCE/LIABILITY.

6.1 Parties shall, at their own expense keep in full force and effect during the term of this Agreement Statutory Worker's Compensation insurance or adequate self-insurance funds.

6.2 The Parties shall, at their own expense, keep in full force and effect during the term of this Agreement, and during the term of any extension or amendment of this Agreement, insurance in such amount as necessary to comply with the limitations set forth in the provisions of the Colorado Governmental Immunity Act (C.R.S., 24-10-101 *et. seq.*) as well as Law Enforcement Professional liability insurance with no less than a \$1,000,000 general aggregate limit, to insure against any liability assumed by the Parties pursuant to the provisions of this Agreement. The type and amount of such insurance shall be that which is customarily obtained for similar projects by other professionals engaged in the same field and type of work as the Parties and in accordance with generally-accepted professional practices. The Parties shall not be relieved of any liability assumed pursuant to the Agreement by reason of their failure to secure insurance as required by this Agreement or by reason of their failure to secure insurance in sufficient amounts, sufficient durations, or sufficient types to cover such liability. Each Party shall be responsible for the acts and omissions of its own officers assigned to JCRS and shall not be responsible for the acts or omissions of other JCRS members except to the extent the provisions of § 29-5-108, C.R.S. control.

6.3 None of the Parties waive its rights, defenses or immunities provided by the Colorado Governmental Immunity Act, or as otherwise provided by law.

7.0 INDEPENDENT STATUS. The Parties enter into this Agreement as separate, independent governmental entities and shall maintain such status throughout.

8.0 TERMINATION/WITHDRAWAL.

8.1 Any Party hereto may terminate its participation in this Agreement with or without cause upon one hundred eighty (180) days prior written notice to each of the others.

8.2 On one hundred eighty (180) days prior written notice, any Party shall have the right to withdraw its participation from this Agreement in the event that its governing body does not appropriate, budget, or otherwise make funds available for the purpose of performing under this Agreement, or in the event that any court of competent jurisdiction

determines that this Agreement, or any portion thereof, is in violation of Section 20, Article X, of the Colorado Constitution.

8.3 Any withdrawal/termination in accordance with the provisions of this Section 8.0 shall not be considered a breach of this Agreement. Any such withdrawal/termination shall terminate the obligations of the withdrawing Party only.

8.4 Upon receipt of notice provided in this Section 8.0, the remaining Parties may terminate this Agreement by written agreement. If at any time there is only one Party to this Agreement remaining, or if only the Jefferson County Law Enforcement Authority and the Jefferson County Sheriff's Office remain, then this Agreement shall automatically terminate.

9.0 INTEGRATION, AMENDMENT, SEVERABILITY, PERIODIC REVIEW.

9.1 Cities situated partly or wholly within Jefferson County who wish to join this Agreement may do so by amendment to this Agreement approved by each of the Parties to this Agreement. The Parties are authorized to amend this Agreement to accommodate additional agencies wishing to join in the Agreement.

9.2 This Agreement represents the entire agreement between the Parties and there are no oral or collateral agreements or understandings. This Agreement may be amended only by an instrument in writing signed by the Parties. If any other provision of this Agreement is held invalid or unenforceable, no other provision shall be affected by such holding, and all of the remaining provisions of this Agreement shall continue in full force and effect.

9.3 The Parties agree that the Governing Board shall review the terms of this Agreement not less than once every five years for any necessary amendments due to changes in applicable law or for other reasons as the Parties may agree.

10.0 GOVERNING LAW. This Agreement shall be governed by the laws of the State of Colorado.

11.0 ASSIGNMENT. This Agreement shall not be assigned by any Party.

12.0 BINDING EFFECT. This Agreement shall inure to the benefit of, and be binding upon, the Parties and their respective legal representatives.

13.0 NO THIRD PARTY BENEFICIARIES. It is expressly understood and agreed that enforcement of the terms and conditions of this Agreement, and all rights of action relating to such enforcement, shall be strictly reserved to Parties and nothing contained in this Agreement shall give or allow any such claim or right of action by any other third Party on such Agreement. It is the express intention of Parties that any person other than

Parties receiving services or benefits under this Agreement shall be deemed to be an incidental beneficiary only.

- 14.0 NOTICES.** Any notice required or permitted by this Agreement shall be in writing and shall be deemed to have been sufficiently given for all purposes if sent by electronic, certified, or registered mail, postage and fees prepaid, addressed to the Party to whom such notice is to be given at the electronic or physical address set forth on the signature page below, or at such other address as has been previously furnished in writing, to the other Party or Parties. Such notice shall be deemed to have been given when electronically transmitted, or deposited in the United States mail.
- 15.0 PARAGRAPH CAPTION.** The captions of the paragraphs are set forth only for the convenience and reference of the Parties and are not intended in any way to define, limit or describe the scope or intent of this Agreement.
- 16.0 EXECUTION IN COUNTERPARTS, ELECTRONIC SIGNATURES.** This Agreement may be executed by Parties with separate signature pages, or by electronic signature.

DATED this _____ day of _____, 2024.

CITY OF ARVADA

Lauren Simpson, Mayor
8101 Ralston Road
Arvada, CO 80002
lsimpson@arvada.org

ATTEST:

Kristen Rush, City Clerk
kristen@arvada.org

APPROVED AS TO FORM:

Rachel Morris, City Attorney

By: _____
Sr. Asst. City Attorney
ajacks@arvada.org

CITY OF GOLDEN

Laura Weinberg, Mayor
911 10th Street
Golden, CO 80401

ATTEST:

APPROVED AS TO FORM:

Monica Mendoza, City Clerk

Sandra Llanes, City Attorney

CITY OF EDGEWATER

Steve Conklin, Mayor
1800 Harlan St.
Edgewater, CO 80214
sconklin@edgewaterco.com

ATTEST:

APPROVED AS TO FORM:

Lenore Pedroza, City Clerk
lpedroza@edgewaterco.com

Carmen Beery, City Attorney
cbeery@mdbrlaw.com

**JEFFERSON COUNTY
LAW ENFORCEMENT AUTHORITY**

Leslie Dahlkemper, Chairman
Board of County Commissioners
100 Jefferson County Parkway
Golden, CO 80419

APPROVED AS TO FORM:

Kurtis Behn, County Attorney

**JEFFERSON COUNTY, BY AND ON BEHALF
OF THE JEFFERSON COUNTY SHERIFF'S OFFICE**

Regina Marinelli, Sheriff
200 Jefferson County Parkway
Golden, CO 80419

APPROVED AS TO FORM:

Kurtis Behn, County Attorney



REPORT TO CITY COUNCIL OTHER

AGENDA ITEM
9.A.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: Ratification of Arvada Economic Development Association (AEDA) Board Members

Report in Brief

The Arvada Economic Development Association bylaws provide for the nomination of certain directors by the AEDA Board of Directors, who then are subject to City Council approval. This is a proposal for the Arvada City Council to formally ratify the appointment of the following:

Re-appointment of the following AEDA Board Members to serve another three-year term starting January 2025 through December 2027:

Jeremy Gregory

Mr. Gregory currently serves the AEDA Board as the General Business (1-5 employees) representation. He represents both Sunflower Bank and Olde Town Flower Shoppe (owned by he and his wife), and has done so for the last 3 years. Prior to this, he was on the AEDA Board as the Arvada Chamber delegate during his tenure as Board Chair from 2019-2020. Jeremy is active on both the Exterior Improvement Grant committee, along with the Economic Impact Grant committee. As a local Arvada resident for the last 13 years, along with helping run the family owned business since 2016, he is active and invested both professionally, and personally, in the community.

Alicia Svaldi

Alicia Svaldi has currently served as a Board Member for Arvada Economic Development Association since 2015. Alicia has served as Treasurer, Vice President, President and is currently serving as Past President. Professionally, Alicia started Faustson Tool Corp over 42 years ago. Located in West Arvada, Faustson serves the Defense, Aerospace, and Medical communities. Faustson is considered a strong partner to local aerospace companies and takes pride in the products manufactured.

Mark Inboden

Mr. Inboden currently holds the position of Vice-President on the AEDA Board. His involvement with AEDA began in 2014 when he joined the Retention Committee, and his commitment to the organization led to his appointment as a Board member in 2019. Mark is also the President of Utility Control & Equipment Corporation (UCEC), a leading manufacturer of industrial control panels. Under his leadership, UCEC is proudly celebrating its 66th year in business and its 44th year based in Arvada.

Gillian McCarron

Mrs. McCarron currently serves the AEDA Board as the Service and Warehouse Representative. Gillian has served on the AEDA board since 2022 and is the current Treasurer. She is the Vice President at Lakeside Insurance, an Independent Insurance agency providing risk management solutions in the Arvada community and across the country. Gillian and her husband Michael live in Arvada and have owned and managed Lakeside since 1999 and will be celebrating 25 years this October.

Scott Marcum

Scott Marcum has currently served as a Board Member for Arvada Economic Development Association since 2015. Scott is consistently involved in various committees and ad hoc meetings addressing Arvada business needs, challenges, & issues. Professionally, Scott has been a licensed Real Estate Broker since 2007 and an Owner of Marcum Commercial Advisors since 2013. 80%+ of the customers and clients of Marcum Commercial Advisors that purchase, lease, sell, or develop commercial real estate operate in Arvada, Wheat Ridge, Golden, & Lakewood.

Ken Fellman

Mr. Fellman has been an AEDA board member since 2018. He is a partner in the metro-area law firm of Wilson Williams Fellman Dittman, specializing in working with local governments nationwide in connection with technology, communications, broadband, public safety communications issues and utility issues.

Ken served as an at-large Councilmember from 1993 – 1999 and as Mayor of Arvada, Colorado from 1999 – 2007. He has served as Board Chair at the Arvada Center for the Arts and Humanities since the Center became an independent nonprofit organization in 2016. He has previously served on the Boards of the former North Jeffco Parks and Recreation Foundation and the Arvada Chamber of Commerce. In his professional and public service career activities he has testified on communications matters before the U.S. House of Representatives and Senate and the Colorado General Assembly. For the past 15 years, Ken was named as one of Law & Politics' Colorado Super Lawyers, a list that represents the top 5 percent of Colorado attorneys.

Ken received his B.A. from Johns Hopkins University, and his law degree from the University of Denver. He and his wife Jill are 37-year residents of Arvada. They have two adult children and five fabulous grandchildren. In his spare time, Ken enjoys playing the guitar, and while he has occasionally joined friends and colleagues in public performances, he is often advised to keep his day job.

Appointment of the following AEDA Board Member candidates to serve a three-year term:

Vanessa Kendrick

Vanessa Kendrick is a local residential real estate agent with a passion for ensuring that the community in which she lives and works is thriving. Vanessa Kendrick has dedicated her career to community involvement and volunteering. Vanessa has served on the AEDA board since 2021 as the Arvada Chamber Board representative for the last two years.

She is a graduate of Leadership Arvada, a former chair of the Arvada Young Professionals, an Arvada Young Professional Leadership Award recipient, a board member of Two Ponds Preservation Foundation and Arvada Chamber of Commerce. She is the current Chairwoman on the Board of Directors of the Arvada Chamber of Commerce and has deep connections to business leaders throughout the community.

Ben Lawrence

Mr. Lawrence, a 3rd generation locksmith, joined the family business in 1994 as his first job and never looked back. He founded All Secure Lock & Security in 2003, inspired by his Grandfather's locksmithing business. The organization was rebranded with a name change to All Secure in 2022 when Ben acquired Secure All Solutions to expand regionally. He has watched the industry shift and change into the amazing technology-driven security that it has become. The addition and expansion of Cameras, Alarm systems and Access control systems help businesses and homeowners feel secure and safe while at home, work or away on vacation. Mr. Lawrence is passionate about the small business success within the Arvada community. Both he and his wife are active with the Arvada Chamber of Commerce as well as the Arvada Center. They have also partnered with the Arvada Resiliency Task Force as part of a Crime and Safety

Grant, to provide Arvada businesses with site assessment and security camera installations at a discounted rate to improve and mitigate crime increases as a result of the COVID-19 pandemic.

Shelley Flood

As a native of not only Colorado, but also Arvada, Ms. Flood has had the privilege of witnessing the transformation of this community over the last several decades. She has a wealth of small business and entrepreneurial business experience as well as a deep commitment to fostering economic growth and community development within the city of Arvada.

As an owner of Red Silo Coffee Roasters, Shelley currently employs more than 40 employees and provides an inviting and popular gathering place for our Arvada community. She is directly involved in business development, brand expansion, increasing revenue and profitability, creating jobs, engaging our community, as well as developing strategic partnerships with other businesses within Arvada and surrounding cities. She currently has two locations, one in Arvada and one in Golden and are expanding, with a new location in Denver coming online in August and potentially three additional locations in Arvada, Longmont and Boulder in the near future. She has a unique perspective of many aspects of city government, community engagement and economic development within each of these cities.

Lindsay Reinert

Lindsay Reinert will be serving as the new Arvada Chamber of Commerce Board Representative. She currently serves as Chair Elect for the Arvada Chamber of Commerce and as the District IV Cultural Commissioner for the City of Wheat Ridge. Ms. Reinert is a Marketing Specialist with Intermountain Health, responsible for developing marketing strategies for four hospitals and numerous specialty clinics across the Colorado front range. Previously, Lindsay served as the Community Outreach and Partnership Manager for Lutheran Medical Center, where she enhanced and expanded the hospital's engagement within its primary and secondary service areas. Lindsay lives in Wheat Ridge, CO with her husband and their two children.

Financial Impact

There is no financial impact.

Background

Per the Arvada Economic Development Association (AEDA) bylaws, the organization may have 17 directors. With existing vacancies and expiring terms, the AEDA Board of Directors will have four vacancies for 2025. The Board assembled its Nomination Committee to review director candidates and make recommendations to the Board at its September Board meeting for three-year terms beginning in 2025.

Discussion

At its Board meeting on September 10, 2024, AEDA unanimously approved a motion to appoint six candidates for renewing three-year terms of service on the AEDA Board of Directors, including Jeremy Gregory, Alicia Svaldi, Mark Inboden, Gillian McCarron, Scott Marcum, and Ken Fellman; and also appoint, Vanessa Kendrick, Shelley Flood, Ben Lawrence, and Lindsay Reinert to new three-year terms of service to City Council for approval and ratification.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

N/A

Strategic Alignment

This action aligns with the City Council Strategic Plan Priority area of Community and Economic Development.

Alternative Courses of Action

N/A

Recommendation for Action

The Arvada team recommends that the nominations of Mr. Gregory, Mrs. Svaldi, Mr. Inboden, Mrs. McCarron, Mr. Marcum, Mr. Fellman, Ms. Kendrick, Mrs. Flood, Mr. Lawrence and Mrs. Reinert to the AEDA Board of Directors be approved and ratified.

Suggested Motion:

I move that Jeremy Gregory be reappointed to a three-year term on the AEDA Board, ending December 31st, 2027.

I move that Alicia Svaldi be reappointed to a three-year term on the AEDA Board, ending December 31st, 2027.

I move that Mark Inboden be reappointed to a three-year term on the AEDA Board, ending December 31st, 2027.

I move that Gillian McCarron be reappointed to a three-year term on the AEDA Board, ending December 31st, 2027.

I move that Scott Marcum be reappointed to a three-year term on the AEDA Board, ending December 31st, 2027.

I move that Ken Fellman be reappointed to a three-year term on the AEDA Board, ending December 31st, 2027.

I move that Vanessa Kendrick be appointed to a three-year term on the AEDA Board, ending December 31st, 2027.

I move that Shelley Flood be appointed to a three-year term on the AEDA Board, ending December 31st, 2027.

I move that Ben Lawrence be appointed to a three-year term on the AEDA Board, ending December 31st, 2027.

I move that Lindsey Reinert be appointed to a three-year term on the AEDA Board, ending December 31st, 2027,

all be (approved and ratified) (rejected).

Prepared by:
Chris Koch, CCO Admin

Reviewed by:

Toni Riebschlager, Law Office Administrator 9/30/2024

Approved by:

Jessica Garner, Director of Community and Economic Development 9/30/2024

Gail Walker, Legal Specialist-Contracts 9/30/2024

Emily Grogg, Senior Assistant City Attorney 9/30/2024

Rachel Morris, City Attorney 10/7/2024

Linda Haley, Acting City Manager 10/9/2024

Enclosure, exhibits & attachments required to support the report



REPORT TO CITY COUNCIL PUBLIC HEARING

AGENDA ITEM
10.A.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: CB24-013, An Ordinance Amending Various Sections of Chapter 102, Utilities, of the Arvada City Code Pertaining to Water Users Rates and Bimonthly Service Charges (Ordinance No.4879) (Presenter: Sharon Israel, Director of Utilities)

Report in Brief

PRESENTER: Sharon Israel, Director of Utilities

At the September 23, 2024 City Council meeting, the City team presented a workshop on revenue increase scenarios for updated water, sewer, and stormwater rates and bimonthly service fees for 2025.

The ordinance before the City Council will adjust Water Rates and Bimonthly Service Fees for 2025. The Utilities Department is proposing to increase in-city single-family water volumetric rates by 10% and bimonthly service fees by 22.43% (\$4 per bimonthly bill) for an overall revenue increase of 11.29% for 2025. This will increase the typical in-city single-family water bill by \$78.15 per year (\$13.02/bimonthly bill or \$6.51/month).

The City's Infrastructure Work System continues to prepare for investments in operations and infrastructure as part of our ongoing commitment to continue to provide reliable water, sewer, and stormwater drainage services to our community. This work aligns with the Infrastructure Priority Area of the City Council Strategic Plan, specifically Infrastructure Work System Service 1: Provides the community with a safe, resilient, high-quality water supply, drainage system, wastewater disposal, and solid waste management services for full city build-out, as defined by the Comprehensive Plan. This work also aligns with the principle that the City maintains utility rates at the lowest practical levels, with accurate billing that supports robust and reliable infrastructure.

The Arvada team recommends that the City Council approve CB24-013, An Ordinance Amending Various Sections of Chapter 102, Utilities, of the Arvada City Code Pertaining to Water Users Rates and Bimonthly Service Charges.

Financial Impact

The proposed in-city single-family 10% rate increase and \$4 bimonthly service fee increase, and indexed rate and fee increases, will generate approximately \$4,780,000 annually in new revenue for the Water Fund.

Background

In support of the City Council Strategic Plan and the Infrastructure Work System, the City team has been developing and implementing a financial strategy to support reinvestment in aging water infrastructure and expansion of capacity to support planned development.

Over the course of four workshops in 2024, the City team presented City Council with foundational information about utility financial strategies, presented a series of revenue increase scenarios for the water, sewer and stormwater funds, and requested direction about how best to provide assistance to customers who are struggling to pay their utility bill.

At the August 26, 2024 City Council workshop, the City team presented three revenue increase scenarios for each of the three

funds (water, sewer and stormwater) for updating water, sewer, and stormwater rates and bimonthly service fees for 2025. At the September 23, 2024 City Council workshop, the City team received direction about which of these scenarios to bring back to City Council for adoption on October 7, 2024 for first reading. Additional revenue from these adjustments enables major reinvestments and capacity building projects to proceed in accordance with a schedule laid out in the master planning work directed in the City Council Strategic Plan.

The 2025 budget for the Water Enterprise Fund includes new revenues of \$4,367,000, of which \$2,000,000 will be used towards debt service for an anticipated 2025 debt issue of approximately \$90 million. \$1,937,000 will be used towards capital projects. Other additions to the 2025 budget include increasing personnel costs and vendor services.

The estimated increase in revenue of \$4,367,000 will be allocated to costs as summarized in the table below.

2024 Water Revenue Forecast	\$38,688,000
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2025 Additions to Budget

Capital Outlay and Capital Projects	\$1,937,000
Operational Increases (including Vendor Increases and Inflation)	\$430,000
New Debt Service	\$2,000,000
TOTAL	\$4,367,000

2025 Water Revenue Forecast	\$43,055,000
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Discussion

The City's Infrastructure Work System continues to prepare for investments in operations and infrastructure as part of our ongoing commitment to continue to provide reliable water, sewer, and stormwater drainage services to our community. This work supports the Infrastructure Priority Area of the City Council Strategic Plan, specifically Infrastructure Works System Service 1: Provides the community with a safe, resilient, high-quality water supply, drainage system, wastewater disposal and solid waste management services for full city build-out, as defined by the Comprehensive Plan. The City team's recommendation for the 2025 adjustments to the water rate and fee schedule also aligns with the principle that the City maintains utility rates at the lowest practical levels.

On an annual basis, the City team makes a recommendation for adjusting volumetric rates and fixed bimonthly service fees. The average in-city water volumetric rate increase over the last six years was 7.4%. There continue to be pressures that are driving a significant rate and fee increase for 2025. The primary cost driver for 2025 is the need for capital reinvestment projects that will replace or repair aging water treatment and distribution system infrastructure. These projects were identified as priorities in master planning conducted in recent years. We also continue to experience high inflation across the board, resulting in increased costs for equipment, personnel, and supplies.

The City team is recommending an in-city single-family rate increase of 10% and bimonthly service charge increase of 22.43% (\$4 per bimonthly bill), for a total revenue increase of 11.29%. If approved, this rate and fee change will result in an additional \$78.15 per year (\$13.02 per bimonthly bill, or \$6.51 per month) for a typical in-city single family owner. This increase includes an anticipated debt issuance of \$90,000,000 in 2025. Those funds will be used towards the City's repair and replacement projects in the capital improvement program.

Based on the City Council's feedback, the City team will also make some adjustments to the existing utility bill assistance

programs that we offer to our customers who are struggling to pay their utility bill. In addition to the hardship credits, bill equalizations and bill arrangements that we currently offer, we will work with Community Table (a local organization) to cross-promote our respective programs. We will also use the City's Resident Rebate Program customer list to send outreach letters to notify eligible customers of our programs.

The 2025 Budget includes an anticipated water debt issue of approximately \$90,000,000. These funds will support the continuation of repair/replacement work on the City's water infrastructure, and will also support growth-related projects such as the City's participation in the Denver Water Gross Reservoir Expansion Project. This project will allow the City to meet the water needs of the City's anticipated build-out population.

Customer rate and fee revenues will be used to pay for the debt service associated with the repair/replacement work. This revenue from existing customers is not used to pay for growth-related projects. System Development Charges (SDCs) assessed to new development will pay for the debt service associated with the growth-related work.

In accordance with past practice, the in-city rate and fee increases are used as an index to calculate all other customer categories. The complete updated rate schedule is in the proposed ordinance.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

Strategic Alignment

This discussion aligns with the Infrastructure Priority Area of the City Council Strategic Plan, specifically Infrastructure Work System Service 1: Provides the community with a safe, resilient, high-quality water supply, drainage system, wastewater disposal, and solid waste management services for full city build-out, as defined by the Comprehensive Plan. This includes maintaining utility rates at the lowest practical levels with accurate billing that supports robust and reliable infrastructure.

Alternative Courses of Action

Recommendation for Action

The Arvada team recommends that the City Council approve CB24-013, An Ordinance Amending Various Sections of Chapter 102, Utilities, of the Arvada City Code Pertaining to Water Users Rates and Bimonthly Service Charges.

Suggested Motion:

I move that CB24-013, An Ordinance Amending Various Sections of Chapter 102, Utilities, of the Arvada City Code Pertaining to Water Users Rates and Bimonthly Service Charges, be (approved on final reading, numbered 4879 and ordered published by title only) (rejected).

Prepared by:
Chris Koch, CCO Admin

Reviewed by:

Approved by:

SUBJECT: CB24-013, An Ordinance Amending Various Sections of Chapter 102, Utilities, of the Arvada City Code Pertaining to Water Users Rates and Bimonthly Service Charges (Ordinance No.4879) (Presenter: Sharon Israel, Director of Utilities)

PAGE: 4
ITEM: 10.A.

Sharon Israel, Director of Utilities	9/26/2024
Bryan Archer, Director of Finance	9/26/2024
Jessica Morales, Assistant City Attorney	9/30/2024
Tammy Hedlund, Legal Specialist	9/30/2024
Don Wick, Deputy City Manager	9/30/2024
Rachel Morris, City Attorney	10/7/2024
Linda Haley, Acting City Manager	10/8/2024

Enclosure, exhibits & attachments required to support the report

COUNCIL BILL NO. 24-013
ORDINANCE NO. 4879

AN ORDINANCE AMENDING VARIOUS SECTIONS OF CHAPTER 102, UTILITIES, OF
THE ARVADA CITY CODE PERTAINING TO WATER USERS RATES AND BIMONTHLY
SERVICE CHARGES

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. Section 102-170, Residential user charges – Within city, of the Arvada City Code, is hereby amended and shall read as follows:

“Sec. 102-170. Residential user charges—Within city.

Bimonthly user charges for residential class of service within the city shall be based upon the following service charges and usage rates; provided, however, there will be a bimonthly service charge regardless of usage as set forth in this section:

(1) Single-family or other individually connected units:

- a. The bimonthly service charge is..... \$21.83
- b. Plus, a bimonthly usage charge as follows:
 - 1. 0—30,000 gallons, per 1,000.....\$6.19
 - 2. from 30,001 to 60,000 gallons, per 1,000.....\$7.74
 - 3. from 60,001 to 90,000 gallons, per 1,000.....\$9.31
 - 4. All above 90,000 gallons, per 1,000.....\$12.40

(2) Duplex, multifamily, townhouse, or other units that are interconnected:

- a. The total bimonthly service charge regardless of usage is as follows:

<i>Number of Units</i>	<i>Service Charge</i>
2—6	\$34.26
7—18	\$59.90
19—60	\$81.30
61—144	\$184.01
Over 144	\$312.39

- b. Plus, a bimonthly usage charge as follows:

- 1. 0—30,000 gallons for the first unit plus

13,000 gallons for each additional unit at the rate of \$6.19 per 1,000 gallons.

2. 30,001—60,000 gallons for the first unit plus 26,000 gallons for each additional unit at the rate of \$7.74 per 1,000 gallons.
3. 60,001—90,000 gallons for the first unit plus 39,000 gallons for each additional unit at the rate of \$9.31 per 1,000 gallons.
4. All remaining usage at the rate of \$12.40 per 1,000 gallons

Section 2. Section 102-171, Residential user charges—Outside city, of the Arvada City Code, is hereby amended and shall read as follows:

“Sec. 102-171. Residential user charges—Outside city.

Bimonthly user charges for residential service outside the city shall be based upon the following service charges and user rates; provided, however, there will be a bimonthly service charge regardless of usage as set forth in this section:

(1) Single-family or other individually connected units:

- a. The bimonthly service charge is.....\$43.66
- b. Plus, a bimonthly usage charge as follows:
 1. 0—30,000 gallons per 1,000.....\$12.39
 2. from 30,001 to 60,000 gallons, per 1,000.....\$15.49
 3. from 60,001 to 90,000 gallons, per 1,000.....\$18.62
 4. All over 90,000 gallons, per 1,000.....\$24.81

(2) Duplex, multifamily, townhouse, or other units that are interconnected:

- a. The total bimonthly service charge regardless of usage is as follows:

<i>Number of Units</i>	<i>Service Charge</i>
2—6	\$68.52
7—18	\$119.82
19—60	\$162.62
61—144	\$368.01
Over 144	\$624.79

- b. Plus, a bimonthly usage charge as follows:
 1. 0—30,000 gallons for the first unit plus 13,000 gallons for each additional unit at the rate of \$12.39 per 1,000 gallons.
 2. 30,001—60,000 gallons for the first unit plus 26,000 gallons for each

- additional unit at the rate of \$15.49 per 1,000 gallons.
3. 60,001—90,000 gallons for the first unit plus 39,000 gallons for each additional unit at the rate of \$18.62 per 1,000 gallons.
 4. All remaining usage at the rate of \$24.81 per 1,000 gallons.”

Section 3. Section 102-172. Nonresidential user charges--Within city, of the Arvada City Code, is hereby amended and shall read as follows:

“Sec. 102-172. Nonresidential user charges—Within city.

Bimonthly user charges for nonresidential class of service within the city is based upon the following service charges and user rates; provided, however, there will be a bimonthly service charge regardless of usage as set forth in this section:

<i>Meter Size</i>	<i>Service Charge</i>
$\frac{5}{8}$ " $\times$ $\frac{3}{4}$ "	\$21.83
$\frac{3}{4}$ "	\$26.02
1"	\$34.26
1 $\frac{1}{2}$ "	\$59.91
2"	\$81.31
3"	\$184.02
4"	\$312.42

<i>Meter Size</i>	<i>Quantity (in 1,000 gallons) at a rate of \$6.19 per 1,000 gallons</i>	<i>Quantity (in 1,000 gallons) at a rate of \$7.74 per 1,000 gallons</i>	<i>Quantity (in 1,000 gallons) at a rate of \$9.31 per 1,000 gallons</i>	<i>Quantity (in 1,000 gallons) at a rate of \$12.40 per 1,000 gallons</i>
$\frac{5}{8}$ " $\times$ $\frac{3}{4}$ "	0 to 170	170 to 340	340 to 510	All over 510
$\frac{3}{4}$ "	0 to 170	170 to 340	340 to 510	All over 510
1"	0 to 280	280 to 560	560 to 840	All over 840
1 $\frac{1}{2}$ "	0 to 600	600 to 1,200	1,200 to 1,800	All over 1,800
2"	0 to 900	900 to 1,800	1,800 to 2,700	All over 2,700
3"	0 to 2,000	2,000 to 4,000	4,000 to 6,000	All over 6,000
4"	0 to 3,400	3,400 to 6,800	6,800 to 10,200	All over 10,200

”

Section 4. Section 102-173. Nonresidential user charges—outside city, of the Arvada City Code, is hereby amended and shall read as follows:

“Sec. 102-173. Nonresidential user charges—outside city.

Bimonthly user charges for nonresidential class of service outside the city is based upon the following service charges and user rates; provided, however, there will be a bimonthly service charge regardless of usage as set forth in this section:

<i>Meter Size</i>	<i>Service Charge</i>
5/8" × 3/4"	\$43.66
3/4"	\$52.05
1"	\$68.53
1 1/2"	\$119.83
2"	\$162.63
3"	\$368.04
4"	\$624.85

<i>Meter Size</i>	<i>Quantity (in 1,000 gallons) at a rate of \$12.39 per 1,000 gallons</i>	<i>Quantity (in 1,000 gallons) at a rate of \$15.49 per 1,000 gallons</i>	<i>Quantity (in 1,000 gallons) at a rate of \$18.62 per 1,000 gallons</i>	<i>Quantity (in 1,000 gallons) at a rate of \$24.81 per 1,000 gallons</i>
5/8" × 3/4"	0 to 170	170 to 340	340 to 510	All over 510
3/4"	0 to 170	170 to 340	340 to 510	All over 510
1"	0 to 280	280 to 560	560 to 840	All over 840
1 1/2"	0 to 600	600 to 1,200	1,200 to 1,800	All over 1,800
2"	0 to 900	900 to 1,800	1,800 to 2,700	All over 2,700
3"	0 to 2,000	2,000 to 4,000	4,000 to 6,000	All over 6,000
4"	0 to 3,400	3,400 to 6,800	6,800 to 10,200	All over 10,200

”

Section 5. Section 102-174. Distributor and institution user rates, of the Arvada City Code, is hereby amended and shall read as follows:

“Sec. 102-174. Distributor and institution user rates.

The following water user rates are applicable to contractual service in or out of the city accountable through master meter or meters to user-owned and user-maintained distribution systems:

- (1) First 500,000 gallons per month, per 1,000 gallons.....\$6.34
- (2) Excess of 500,000 gallons per month, per 1,000 gallons.....\$6.11

Section 6. Section 102-175. Fill Station user rates, of the Arvada City Code, is hereby amended and shall read as follows:

“Sec. 102-175. Fill station user rates.

The water user rate applicable for fill station usage will be charged at \$9.31 per 1,000 gallons.”

Section 7. Section 102-176. Fire hydrant metered water user rates, of the Arvada City Code, is hereby amended and shall read as follows:

“Sec. 102-176. Fire hydrant metered water user rates.

- (a) The water user rate applicable to permitted users of fire hydrant meters for measuring water supplied from a city fire hydrant is \$9.31 per 1,000 gallons, plus a service charge as follows:

- | | |
|-----------------------|----------------------------------|
| (1) 1 to 90 days: | \$1.00 per day, minimum of 1 day |
| (2) 91 to 180 days: | \$2.00 per day |
| (3) 181 days or more: | \$3.00 per day |

A damage deposit of \$1,250.00 will be collected at the time of issuance of the fire hydrant permit. Upon return of the fire hydrant meter in condition acceptable to the city, the damage deposit will be returned.

- (b) Tampering with, or in any manner altering the operation of the meter such that the register usage is less than the actual usage will result in an additional fee of \$5.00 per day being charged retroactive to the date the hydrant meter permit was issued and ending on the date the meter is returned. The charges provided in this paragraph shall be in addition to the charges provided in paragraph (a) of this section.
- (c) If the city cannot furnish a fire hydrant meter, the customer may use the customer's own meter upon obtaining a permit under provisions of this section. The customer may be required to submit written proof that the meter has been calibrated and reads accurately.”

Section 8. Section 102-177. Municipal park rate, of the Arvada City Code, is hereby amended and shall read as follows:

“Sec. 102-177. Municipal park rate.

- (a) Monthly user rate for the municipal park class is based upon the rate of \$3.52 per 1,000 gallons.
- (b) This service is interruptible to the extent the city may limit the times of irrigation and the amount of water used. The city and the Apex Park and Recreation District-owned properties, which have occupied structures located thereon, are excluded from this class of water service.”

Section 9. Section 102-178. Unmetered standby fire protection service charge, of the Arvada City Code, is hereby amended and shall read as follows:

“Sec. 102-178. - Unmetered standby fire protection service charge.

Bimonthly charges for unmetered standby fire protection service is as follows:

	In City	Out of City
a. Fire hydrants, each	\$9.31	\$13.97
b. Automatic sprinkler system:		
5/8"—3/4" service line	\$9.31	\$13.97
1" service line	\$9.31	\$13.97
1¼" service line	\$18.64	\$27.94
1½" service line	\$18.64	\$27.94
2" service line	\$27.91	\$41.87
3" service line	\$37.19	\$55.78
4" service line	\$55.85	\$83.78
6" service line	\$74.45	\$111.69
8" service line	\$88.09	\$132.16

”

Section 10. Section 102-179. Lost water rate, of the Arvada City Code, is hereby amended and shall read as follows:

“Sec. 102-179. Lost water rate.

Unmetered water lost or used due to activities such as, but not limited to, excavation, demolition, landscaping, or intentional acts of vandalism or theft will be billed to the responsible party at the rate of \$9.31 per 1,000 gallons. The estimated volume of unmetered lost water will be based on main size, break size, water pressure, flow time, or other available data.”

Section 11. Section 102-180. Special service fees and user rates, of the Arvada City Code, is hereby amended and shall read as follows:

“ Sec. 102-180. Special Service fees and user rates.

Prior to use of the fire hydrant as a source of water for special short-term community activities, the applicant will obtain a hydrant permit and water meter from the utilities department at least 24 hours prior to the time of use. Charges for the service and the water used will be based only on the water user rate of \$6.19 per 1,000 gallons.”

Section 12. Severability. Should any provision of this ordinance be declared by a court to be unconstitutional or invalid, such decision shall not affect the validity of the ordinance as a whole, or any part thereof, other than the part so declared unconstitutional or invalid. The City Council declares it would have adopted this ordinance and each part or parts hereof irrespective of the fact that any one part or parts be declared unconstitutional or invalid.

Section 13. This ordinance shall take effect on January 1, 2025.

INTRODUCED, READ, AND ORDERED PUBLISHED this 7th day of October, 2024.

PASSED, ADOPTED AND APPROVED this 21st day of October, 2024.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney:

BY: _____

Publication Dates: October 10, 2024
 October 24, 2024

~~REDLINE/STRIKETHROUGH VERSION~~

FOR INFORMATION ONLY -- NOT PART OF THE ORDINANCE

Underlined indicates new material
~~Strikethrough~~ indicates deleted material

Sec. 102-170. Residential user charges—Within city.

Bimonthly user charges for residential class of service within the city shall be based upon the following service charges and usage rates; provided, however, there will be a bimonthly service charge regardless of usage as set forth in this section:

(1) Single-family or other individually connected units:

c. The bimonthly service charge is..... ~~\$21.83~~ \$17.83

d. Plus, a bimonthly usage charge as follows:

5. 0—30,000 gallons, per 1,000.....\$6.19
~~\$5.63~~

6. from 30,001 to 60,000 gallons, per 1,000.....\$7.74
~~\$7.04~~

7. from 60,001 to 90,000 gallons, per 1,000.....\$9.31
~~\$8.47~~

4. All above 90,000 gallons, per 1,000.....\$12.40 ~~\$11.28~~

(2) Duplex, multifamily, townhouse, or other units that are interconnected:

a. The total bimonthly service charge regardless of usage is as follows:

<i>Number of Units</i>	<i>Service Charge</i>
2—6	<u>\$34.26</u> \$27.99
7—18	<u>\$59.90</u> \$48.93
19—60	<u>\$81.30</u> \$66.41
61—144	<u>\$184.01</u> \$150.30
Over 144	<u>\$312.39</u> \$255.16

b. Plus, a bimonthly usage charge as follows:

1. 0—30,000 gallons for the first unit plus

13,000 gallons for each additional unit at the rate of \$6.19 ~~\$5.63~~ per 1,000 gallons.

2. 30,001—60,000 gallons for the first unit plus 26,000 gallons for each additional unit at the rate of \$7.74 ~~\$7.04~~ per 1,000 gallons.

3. 60,001—90,000 gallons for the first unit plus 39,000 gallons for each additional unit at the rate of ~~\$9.31~~ \$8.47 per 1,000 gallons.
8. All remaining usage at the rate of \$12.40 ~~\$11.28~~ per 1,000 gallons.

Sec. 102-171. Residential user charges—Outside city.

Bimonthly user charges for residential service outside the city shall be based upon the following service charges and user rates; provided, however, there will be a bimonthly service charge regardless of usage as set forth in this section:

(1) Single-family or other individually connected units:

- a. The bimonthly service charge is.....\$43.66 ~~\$35.66~~
- b. Plus, a bimonthly usage charge as follows:
 1. 0—30,000 gallons per 1,000.....\$12.39 ~~\$11.27~~
 2. from 30,001 to 60,000 gallons, per 1,000.....\$15.49 ~~\$14.09~~
 3. from 60,001 to 90,000 gallons, per 1,000.....\$18.62 ~~\$16.93~~
 4. All over 90,000 gallons, per 1,000.....\$24.81 ~~\$22.56~~

(2) Duplex, multifamily, townhouse, or other units that are interconnected:

- a. The total bimonthly service charge regardless of usage is as follows:

<i>Number of Units</i>	<i>Service Charge</i>
2—6	<u>\$68.52</u> \$55.97
7—18	<u>\$119.82</u> \$97.87
19—60	<u>\$162.62</u> \$132.83
61—144	<u>\$368.01</u> \$300.59
Over 144	<u>\$624.79</u> \$510.33

- b. Plus, a bimonthly usage charge as follows:
 1. 0—30,000 gallons for the first unit plus 13,000 gallons for each additional unit at the rate of \$12.39 ~~\$11.27~~ per 1,000 gallons.
 2. 30,001—60,000 gallons for the first unit plus 26,000 gallons for each additional unit at the rate of \$15.49 ~~\$14.09~~ per 1,000 gallons.
 3. 60,001—90,000 gallons for the first unit plus 39,000 gallons for each additional unit at the rate of \$18.62 ~~\$16.93~~ per 1,000 gallons.
 4. All remaining usage at the rate of \$24.81 ~~\$22.56~~ per 1,000 gallons.

Sec. 102-172. Nonresidential user charges—Within city.

Bimonthly user charges for nonresidential class of service within the city is based upon the following service charges and user rates; provided, however, there will be a bimonthly service charge regardless of usage as set forth in this section:

<i>Meter Size</i>	<i>Service Charge</i>
$\frac{5}{8}$ " $\times$ $\frac{3}{4}$ "	\$21.83 \$17.83
$\frac{3}{4}$ "	\$26.02 \$21.26
1"	\$34.26 \$27.99
1 $\frac{1}{2}$ "	\$59.91 \$48.94
2"	\$81.31 \$66.42
3"	\$184.02 \$150.31
4"	\$312.42 \$255.19

<i>Meter Size</i>	<i>Quantity (in 1,000 gallons) at a rate of \$6.19 \$5.63 per 1,000 gallons</i>	<i>Quantity (in 1,000 gallons) at a rate of \$7.74 \$7.04 per 1,000 gallons</i>	<i>Quantity (in 1,000 gallons) at a rate of \$9.31 \$8.47 per 1,000 gallons</i>	<i>Quantity (in 1,000 gallons) at a rate of \$12.40 \$11.28 per 1,000 gallons</i>
$\frac{5}{8}$ " $\times$ $\frac{3}{4}$ "	0 to 170	170 to 340	340 to 510	All over 510
$\frac{3}{4}$ "	0 to 170	170 to 340	340 to 510	All over 510
1"	0 to 280	280 to 560	560 to 840	All over 840
1 $\frac{1}{2}$ "	0 to 600	600 to 1,200	1,200 to 1,800	All over 1,800
2"	0 to 900	900 to 1,800	1,800 to 2,700	All over 2,700
3"	0 to 2,000	2,000 to 4,000	4,000 to 6,000	All over 6,000
4"	0 to 3,400	3,400 to 6,800	6,800 to 10,200	All over 10,200

Sec. 102-173. Nonresidential user charges—outside city.

Bimonthly user charges for nonresidential class of service outside the city is based upon the following service charges and user rates; provided, however, there will be a bimonthly service charge regardless of usage as set forth in this section:

<i>Meter Size</i>	<i>Service Charge</i>
$\frac{5}{8}$ " $\times$ $\frac{3}{4}$ "	\$43.66 \$35.66
$\frac{3}{4}$ "	\$52.05 \$42.52
1"	\$68.53 \$55.98
1 $\frac{1}{2}$ "	\$119.83 \$97.88
2"	\$162.63 \$132.84
3"	\$368.04 \$300.62
4"	\$624.85 \$510.38

Meter Size	Quantity (in 1,000 gallons) at a rate of \$12.39 \$11.27 per 1,000 gallons	Quantity (in 1,000 gallons) at a rate of \$15.49 \$14.09 per 1,000 gallons	Quantity (in 1,000 gallons) at a rate of \$18.62 \$16.93 per 1,000 gallons	Quantity (in 1,000 gallons) at a rate of \$24.81 \$22.56 per 1,000 gallons
$\frac{5}{8}$ " × $\frac{3}{4}$ "	0 to 170	170 to 340	340 to 510	All over 510
$\frac{3}{4}$ "	0 to 170	170 to 340	340 to 510	All over 510
1"	0 to 280	280 to 560	560 to 840	All over 840
1 $\frac{1}{2}$ "	0 to 600	600 to 1,200	1,200 to 1,800	All over 1,800
2"	0 to 900	900 to 1,800	1,800 to 2,700	All over 2,700
3"	0 to 2,000	2,000 to 4,000	4,000 to 6,000	All over 6,000
4"	0 to 3,400	3,400 to 6,800	6,800 to 10,200	All over 10,200

Sec. 102-174. Distributor and institution user rates.

The following water user rates are applicable to contractual service in or out of the city accountable through master meter or meters to user-owned and user-maintained distribution systems:

- (1) First 500,000 gallons per month, per 1,000 gallons.....~~\$6.34~~ ~~\$5.77~~
- (2) Excess of 500,000 gallons per month, per 1,000 gallons.....~~\$6.11~~ ~~\$5.56~~

Sec. 102-175. Fill station user rates.

The water user rate applicable for fill station usage will be charged at ~~\$9.31~~ ~~\$8.47~~ per 1,000 gallons.

Sec. 102-176. Fire hydrant metered water user rates.

- (a) The water user rate applicable to permitted users of fire hydrant meters for measuring water supplied from a city fire hydrant is ~~\$9.31~~ ~~\$8.47~~ per 1,000 gallons, plus a service charge as follows:

- (1) 1 to 90 days: \$1.00 per day, minimum of 1 day
- (2) 91 to 180 days: \$2.00 per day
- (3) 181 days or more: \$3.00 per day

A damage deposit of \$1,250.00 will be collected at the time of issuance of the fire hydrant permit. Upon return of the fire hydrant meter in condition acceptable to the city, the damage

deposit will be returned.

- (b) Tampering with, or in any manner altering the operation of the meter such that the register usage is less than the actual usage will result in an additional fee of \$5.00 per day being charged retroactive to the date the hydrant meter permit was issued and ending on the date the meter is returned. The charges provided in this paragraph shall be in addition to the charges provided in paragraph (a) of this section.
- (c) If the city cannot furnish a fire hydrant meter, the customer may use the customer's own meter upon obtaining a permit under provisions of this section. The customer may be required to submit written proof that the meter has been calibrated and reads accurately.

Sec. 102-177. Municipal park rate.

- (a) Monthly user rate for the municipal park class is based upon the rate of ~~\$3.52~~ ~~\$3.20~~ per 1,000 gallons.
- (b) This service is interruptible to the extent the city may limit the times of irrigation and the amount of water used. The city and the Apex Park and Recreation District-owned properties, which have occupied structures located thereon, are excluded from this class of water service.

Sec. 102-178. - Unmetered standby fire protection service charge.

Bimonthly charges for unmetered standby fire protection service is as follows:

	In City	Out of City
a. Fire hydrants, each	\$9.31 \$8.47	\$13.97 \$12.70
b. Automatic sprinkler system:		
5/8"—3/4" service line	\$9.31 \$8.47	\$13.97 \$12.70
1" service line	\$9.31 \$8.47	\$13.97 \$12.70
1 1/4" service line	\$18.64 \$16.95	\$27.94 \$25.40
1 1/2" service line	\$18.64 \$16.95	\$27.94 \$25.40
2" service line	\$27.91 \$25.38	\$41.87 \$38.07
3" service line	\$37.19 \$33.81	\$55.78 \$50.71
4" service line	\$55.85 \$50.78	\$83.78 \$76.17
6" service line	\$74.45 \$67.69	\$111.69 \$101.54
8" service line	\$88.09 \$80.09	\$132.16 \$120.15

Sec. 102-179. Lost water rate.

Unmetered water lost or used due to activities such as, but not limited to, excavation, demolition, landscaping, or intentional acts of vandalism or theft will be billed to the responsible party at the rate of ~~\$9.31~~ ~~\$8.47~~ per 1,000 gallons. The estimated volume of unmetered lost water will be based on main size, break size, water pressure, flow time, or other available data.

Sec. 102-180. Special service fees and user rates.

Prior to use of the fire hydrant as a source of water for special short-term community activities, the applicant will obtain a hydrant permit and water meter from the utilities department at least 24 hours prior to the time of use. Charges for the service and the water used will be based only on the water user rate of \$6.19 ~~\$5.63~~ per 1,000 gallons.



REPORT TO CITY COUNCIL PUBLIC HEARING

AGENDA ITEM
10.B.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: CB24-014, An Ordinance Amending Section 102-206 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Wastewater Users Rates and Bimonthly Service Charges and Section 102-355 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Stormwater Users Rates (Ordinance No. 4880) (Presenter: Sharon Israel, Director of Utilities)

Report in Brief

PRESENTER: Sharon Israel, Director of Utilities

At the September 23, 2024 City Council meeting, the City team presented a workshop on the revenue increase scenarios for updated water, sewer, and stormwater rates and bimonthly service fees for 2025.

The ordinance before the City Council will adjust Wastewater Rates and Bimonthly Service Fees and Stormwater Rates for 2025. The Utilities Department is proposing to increase in-city single-family wastewater rates by 14.50% and bimonthly service fees by 23.70% (\$2 per bimonthly bill) for an overall revenue increase of 15.40% in 2024. This will increase the typical in-city single-family sewer bill by \$57.12 per year (\$9.52 per bimonthly bill or \$4.76 per month). The proposed increase to stormwater rates is 13.75%. This will increase the typical in-city single-family stormwater bill by \$8.17 per year (\$1.36 per bimonthly bill or \$0.68 per month).

The City's Infrastructure Work System continues to prepare for investments in operations and infrastructure as part of our ongoing commitment to continue to provide reliable water, sewer, and stormwater drainage services to our community. This work aligns with the Infrastructure Priority Area of the City Council Strategic Plan, specifically Infrastructure Work System Service 1: Provides the community with a safe, resilient, high-quality water supply, drainage system, wastewater disposal, and solid waste management services for full city build-out, as defined by the Comprehensive Plan. This work also aligns with the principle that the City maintains utility rates at the lowest practical levels, with accurate billing that supports robust and reliable infrastructure.

The Arvada team recommends that the City Council approve CB24-014, An Ordinance Amending Section 102-206 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Wastewater Users Rates and Bimonthly Service Charges and Section 102-355 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Stormwater Users Rates.

Financial Impact

The proposed in-city single-family 14.50% rate increase and \$2 bimonthly service fee increase for sewer, and indexed rate and fee increases, will generate approximately \$4,279,000 annually in new revenue for the Wastewater Fund. The proposed in-city single-family 13.75% rate for stormwater, and indexed rate and fee increases, will generate approximately \$580,000 annually in new revenue for the Stormwater Fund.

Background

In support of the City Council Strategic Plan and the Infrastructure Work System, the City team has been developing and implementing a financial strategy to support reinvestment in aging sewer infrastructure, expansion of sewer capacity to support planned development, and reinvestment in aging stormwater infrastructure.

Over the course of four workshops in 2024, the City team presented City Council with foundational information about utility financial strategies, presented a series of revenue increase scenarios for the water, sewer and stormwater funds, requested direction about how best to increase revenues in order to support sustainable operations and level of service goals, and requested direction about how best to provide assistance to customers who are struggling to pay their utility bill.

At the August 26, 2024 City Council workshop, the City team presented three revenue increase scenarios for each of the three funds (water, sewer and stormwater) for updating water, sewer, and stormwater rates and bimonthly service fees for 2025. At the September 23, 2024 City Council workshop, the City team received direction about which of these scenarios to bring back to City Council for adoption on October 7, 2024 for first reading. Additional revenue from these adjustments enables major reinvestments and capacity building projects to proceed in accordance with a schedule laid out in the master planning work directed in the City Council Strategic Plan.

The 2025 budget for the Wastewater Enterprise Fund includes new revenues of approximately \$4,279,000, of which \$2,000,000 will be used towards debt service for an anticipated 2025 debt issue of approximately \$13 million, and approximately \$1,961,000 which will be used for capital projects. This debt issue will support capital projects to be completed in 2025 and outyears. Other additions to the 2025 budget include increasing personnel costs and vendor services.

The estimated increase in revenue of \$4,279,000 will be allocated to costs as summarized in the table below.

2024 Wastewater Revenue Forecast	\$16,931,000
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2025 Additions to Budget

Capital Outlay and Capital Projects	\$1,961,000
Operational Expenses (vendor increases and inflation)	\$318,000
New Debt Service	\$2,000,000

TOTAL	\$4,279,000
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2025 Wastewater Revenue Forecast	\$21,210,000
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The 2025 budget for the Stormwater Utility includes an increase of approximately \$580,000, including \$300,000 towards two new FTE to support the stormwater operations team, and \$280,000 towards debt service for an anticipated \$8,300,000 debt issue in 2025. This debt issue will support capital projects to be completed in 2025 and outyears.

The estimated increase in revenue of \$580,000 will be allocated to costs as summarized in the table below.

2024 Stormwater Revenue Forecast	\$4,215,000
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2024 Additions to Budget

Two New FTE to Support \$300,000
the Stormwater
Operations team
New Debt Service \$280,000

TOTAL \$580,000

2025 Revenue Forecast \$4,795,000

Discussion

The City's Infrastructure Work System continues to prepare for investments in operations and infrastructure as part of our ongoing commitment to continue to provide reliable water, sewer, and stormwater drainage services to our community. This work supports the Infrastructure Priority Area of the City Council Strategic Plan, specifically Infrastructure Works System Service 1: Provides the community with a safe, resilient, high-quality water supply, drainage system, wastewater disposal and solid waste management services for full city build-out, as defined by the Comprehensive Plan. The City team's recommendations for the 2025 adjustments to the sewer rate and fee schedule and the stormwater rate schedule also align with the principle that the City maintains utility rates at the lowest practical levels.

On an annual basis, the City team makes a recommendation for adjusting wastewater volumetric rates and fixed bimonthly service fees. The average in-city sewer volumetric rate increase over the last six years was 5.50%. There continue to be pressures that are driving a significant rate and fee increase for 2025. The primary cost driver for 2025 is the need for capital reinvestment projects that will replace or repair aging sewer pipelines. These projects were identified as priorities in master planning conducted in recent years, and are combined with projects that will also increase pipeline sizes to accommodate planned development. We also continue to experience high inflation across the board, resulting in increased costs for equipment, personnel, and supplies.

The City team is recommending an in-city single-family wastewater volumetric rate increase of 14.50% and a bimonthly service charge increase of 23.70% (\$2 per bimonthly bill), for a total revenue increase of 15.40%. If approved, this rate and fee change will result in an additional \$57.12 per year (\$9.52 per bimonthly bill, or \$4.76 per month) for a typical in-city single family owner.

The 2025 Budget includes an anticipated wastewater debt issue of approximately \$13,000,000. These funds will support the continuation of repair/replacement and upsizing work in the North Trunk Line and Central Ralston Trunk Line. Customer rate and fee revenues will pay for the debt service associated with the repair/replacement work. System Development Charges (SDCs) assessed to new development will pay for the debt service associated with the growth-related work.

For the Stormwater Fund, the City team makes annual recommendations for adjusting the stormwater rate. The average in-city rate increase over the last six years was 1.2%. Similar pressures are driving a significant rate and fee increase in the Stormwater Fund for 2025. As with the Water and Wastewater Funds, the primary cost driver for 2025 is the need for capital reinvestment projects that will replace or repair aging stormwater infrastructure.

The City team is recommending an in-city single-family stormwater rate increase of 13.75%. If approved, this rate and fee change will result in an additional \$8.17 per year (\$1.36 per bimonthly bill, or \$0.68 per month) for a typical in-city single family owner.

The 2025 Budget includes an anticipated stormwater debt issue of approximately \$8,300,000. These funds will support the continuation of infrastructure repair and replacement of the City's stormwater system.

Finally, based on the City Council's feedback, the City team will also make some adjustments to the existing utility bill

SUBJECT: CB24-014, An Ordinance Amending Section 102-206 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Wastewater Users Rates and Bimonthly Service Charges and Section 102-355 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Stormwater Users Rates (Ordinance No. 4880) (Presenter: Sharon Israel, Director of Utilities)

PAGE: 4
ITEM: 10.B.

assistance programs that we offer to our customers who are struggling to pay their utility bill. In addition to the hardship credits, bill equalizations and bill arrangements that we currently offer, we will work with Community Table (a local organization) to cross-promote our respective programs. We will also use the City's Resident Rebate Program customer list to send outreach letters to notify eligible customers of our programs.

In accordance with past practice, the in-city rate and fee increases are used as an index to calculate all other customer categories. The complete updated rate schedule is in the proposed ordinance.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

Strategic Alignment

Alternative Courses of Action

Recommendation for Action

The Arvada team recommends that the City Council approve CB24-014, An Ordinance Amending Section 102-206 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Wastewater Users Rates and Bimonthly Service Charges and Section 102-355 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Stormwater Users Rates.

Suggested Motion:

I move that CB24-014, An Ordinance Amending Section 102-206 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Wastewater Users Rates and Bimonthly Service Charges and Section 102-355 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Stormwater Users Rates, be (approved on final reading, numbered 4880 and ordered published by title only) (rejected).

Prepared by:
Chris Koch, CCO Admin

Reviewed by:

Approved by:

Sharon Israel, Director of Utilities	9/26/2024
Bryan Archer, Director of Finance	9/26/2024
Jessica Morales, Assistant City Attorney	9/30/2024
Tammy Hedlund, Legal Specialist	9/30/2024
Don Wick, Deputy City Manager	9/30/2024
Rachel Morris, City Attorney	10/7/2024

SUBJECT: CB24-014, An Ordinance Amending Section 102-206 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Wastewater Users Rates and Bimonthly Service Charges and Section 102-355 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Stormwater Users Rates (Ordinance No. 4880) (Presenter: Sharon Israel, Director of Utilities)

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ITEM: 10.B.

Linda Haley, Acting City Manager

10/9/2024

Enclosure, exhibits & attachments required to support the report

COUNCIL BILL NO. 24-014
ORDINANCE NO. 4880

AN ORDINANCE AMENDING SECTION 102-206 OF CHAPTER 102, UTILITIES, OF THE
ARVADA CITY CODE PERTAINING TO WASTEWATER USERS RATES AND
BIMONTHLY SERVICES CHARGES AND SECTION 102-355 OF CHAPTER 102,
UTILITIES, OF THE ARVADA CITY CODE PERTAINING TO STORMWATER USERS
RATES

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. Section 102-206, User charges, of Article II, Water and Sewer, of Chapter 102, Utilities, of the Arvada City Code is hereby amended to read as follows:

“Sec. 102-206. User charges.

Each connected property owner or user of the city sewer system is required to pay to the city a user charge based upon the following rate schedule according to the classified strength of sewage:

(1) Normal strength charges:

Bi-monthly usage (gallons)	Rate
a. Service charge, regardless of usage	\$10.44
b. All usage, per 1,000 gallons	\$7.46

(2) Plus, extra strength charges as follows:

	Per Pound
a. BOD in excess of 300 mg/l	\$0.76
b. SS in excess of 330 mg/l	\$0.82
c. TKN in excess of 35 mg/l	\$1.59

”

Section 2. Section 102-355, Stormwater management utility service charge established, of Article VI, Arvada Stormwater Management Utility Ordinance, of Chapter 102, Utilities, of the Arvada City Code is hereby amended to read as follows:

“Sec. 102-355. Stormwater management utility service charge established.

- (a) There is hereby imposed on the owner of each and every lot or parcel of land within the city containing an impervious surface, except as specifically provided in subsection (b) of this section, a stormwater management utility service charge. This service charge is deemed reasonable and necessary to pay for the project costs of the existing city stormwater

facilities and stormwater quality programs; and project costs of future city stormwater facilities and stormwater quality programs. The proceeds of said charge, upon collection, are made as payment for the use of the city's stormwater facilities by owners of real property upon which the service charge is imposed.

- (b) All public and private highways, roadways, streets and alleys and associated sidewalks and bike paths shall be part of the stormwater facilities, and, therefore, shall be exempt from all charges imposed by this article. The exemption provided herein shall not apply to public or private parking lots, driveways, service drives, drive aisles or internal site roadways, beltways, access drives or lanes, and sidewalks.
- (c) The charge provided herein shall be based upon the extent to which the city's stormwater facilities are used by persons within the city. Use of stormwater facilities shall be based upon a calculation of runoff from the impervious surfaces of parcels of land located within the city.
- (d) The city shall bill, as part of its regular utility bill or as a separate bill in cases where a parcel of real property is not served or serviced by city water or sewer utilities, for the service charge provided in this article. The bill shall be made to the owner of record of the property as set forth in the records of the city, or to such other person as the owner may designate in writing to accept the bill and the recipient of the bill shall pay the bill upon receipt thereof. Nothing in this subsection shall serve to relieve the owner of responsibility for ensuring that payment of the service charge is made is the bill sent to some other person designated by the owner as recipient.
- (e) The bimonthly service charge as provided in this article shall be \$0.003753 per square foot of impervious surface located on the property. The charge described in this subsection is imposed on each and every improved lot and parcel of land within the city upon which an impervious surface exists. The service charge shall be billed by the city and shall be paid upon receipt thereof.
- (f) In the calendar year 2001, to be effective in the calendar year 2002, the director shall determine or cause the determination to be made, of the estimated number of square feet of impervious surface in or on the real property of each owner within the city, using the definition of impervious surface set forth in this article. The director may make such measurement based upon any reasonable means, including, but not by way of limitation, aerial survey and statistical analysis of real property and impervious surfaces located thereon. The service charge for the stormwater management utility shall be calculated by dividing the estimated cost of providing stormwater facilities and project costs by the estimated square footage of impervious surface within the boundaries of the city, which product shall yield the per square footage cost of service. The director may update the measurement of impervious surface area at such times as he deems reasonable and necessary to do so, but in any event, not less than once each ten years, with any change to be effective in the next calendar year. If, for any reason, a recalculation of the service charge does not occur, then the most recent rate charged shall continue until the recalculation is

made. No failure to make a recalculation of the service charge shall repeal, amend, or suspend operation of this article.

- (g) Each development occurring within the city after adoption of this article that results in an increase or decrease in impervious surface area shall be subject to the provisions of this article. The director shall be entitled to measure an increase or decrease to any impervious surface area resulting from a development, and add the resulting increase to or deduct the resulting decrease from, the service charge to the city utility bill for the property wherein the development occurred. The director shall establish such administrative rules in accordance with section 102-359 for determining when an increase or decrease to impervious surface areas has occurred as may be reasonable and necessary to give effect to this subsection.
- (h) The service charge provided in this article shall be subject to additional fees for delinquent payment, uncollectible checks, liens and any other penalties which are the same as those imposed with city water or sewer utility charges as provided in this chapter, or pursuant to the provisions of chapter 59 entitled "municipal liens."

Section 3. Severability. Should any provision of this ordinance be declared by a court to be unconstitutional or invalid, such decision shall not affect the validity of the ordinance as a whole, or any part thereof, other than the part so declared unconstitutional or invalid. The City Council declares it would have adopted this ordinance and each part or parts hereof irrespective of the fact that any one part or parts be declared unconstitutional or invalid.

Section 4. This ordinance shall take effect on January 1, 2025.

INTRODUCED, READ, AND ORDERED PUBLISHED this 7th day of October, 2024.

PASSED, ADOPTED AND APPROVED this 21st day of October, 2024.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney:

BY: _____

Publication Dates: October 10, 2024
 October 24, 2024

~~REDLINE/STRIKETHROUGH VERSION~~

FOR INFORMATION ONLY -- NOT PART OF THE ORDINANCE

Underlined indicates new material
~~Strikethrough~~ indicates deleted material

Sec. 102-206. User charges.

Each connected property owner or user of the city sewer system is required to pay to the city a user charge based upon the following rate schedule according to the classified strength of sewage:

(1) Normal strength charges:

Bi-monthly usage (gallons)	Rate
a. Service charge, regardless of usage	<u>\$10.44</u> \$8.44
b. All usage, per 1,000 gallons	<u>\$7.46</u> \$6.52

(2) Plus, extra strength charges as follows:

	Per Pound
a. BOD in excess of 300 mg/l	<u>\$0.76</u> \$0.67
b. SS in excess of 330 mg/l	<u>\$0.82</u> \$0.72
c. TKN in excess of 35 mg/l	<u>\$1.59</u> \$1.39

Sec. 102-355. Stormwater management utility service charge established.

- (a) There is hereby imposed on the owner of each and every lot or parcel of land within the city containing an impervious surface, except as specifically provided in subsection (b) of this section, a stormwater management utility service charge. This service charge is deemed reasonable and necessary to pay for the project costs of the existing city stormwater facilities and stormwater quality programs; and project costs of future city stormwater facilities and stormwater quality programs. The proceeds of said charge, upon collection, are made as payment for the use of the city's stormwater facilities by owners of real property upon which the service charge is imposed.
- (b) All public and private highways, roadways, streets and alleys and associated sidewalks and bike paths shall be part of the stormwater facilities, and, therefore, shall be exempt from all charges imposed by this article. The exemption provided herein shall not apply to public or private parking lots, driveways, service drives, drive aisles or internal site roadways, beltways, access drives or lanes, and sidewalks.

- (c) The charge provided herein shall be based upon the extent to which the city's stormwater facilities are used by persons within the city. Use of stormwater facilities shall be based upon a calculation of runoff from the impervious surfaces of parcels of land located within the city.
- (d) The city shall bill, as part of its regular utility bill or as a separate bill in cases where a parcel of real property is not served or serviced by city water or sewer utilities, for the service charge provided in this article. The bill shall be made to the owner of record of the property as set forth in the records of the city, or to such other person as the owner may designate in writing to accept the bill and the recipient of the bill shall pay the bill upon receipt thereof. Nothing in this subsection shall serve to relieve the owner of responsibility for ensuring that payment of the service charge is made is the bill sent to some other person designated by the owner as recipient.
- (e) The bimonthly service charge as provided in this article shall be ~~\$0.0033~~ \$0.003753 per square foot of impervious surface located on the property. The charge described in this subsection is imposed on each and every improved lot and parcel of land within the city upon which an impervious surface exists. The service charge shall be billed by the city and shall be paid upon receipt thereof.
- (f) In the calendar year 2001, to be effective in the calendar year 2002, the director shall determine or cause the determination to be made, of the estimated number of square feet of impervious surface in or on the real property of each owner within the city, using the definition of impervious surface set forth in this article. The director may make such measurement based upon any reasonable means, including, but not by way of limitation, aerial survey and statistical analysis of real property and impervious surfaces located thereon. The service charge for the stormwater management utility shall be calculated by dividing the estimated cost of providing stormwater facilities and project costs by the estimated square footage of impervious surface within the boundaries of the city, which product shall yield the per square footage cost of service. The director may update the measurement of impervious surface area at such times as he deems reasonable and necessary to do so, but in any event, not less than once each ten years, with any change to be effective in the next calendar year. If, for any reason, a recalculation of the service charge does not occur, then the most recent rate charged shall continue until the recalculation is made. No failure to make a recalculation of the service charge shall repeal, amend, or suspend operation of this article.
- (g) Each development occurring within the city after adoption of this article that results in an increase or decrease in impervious surface area shall be subject to the provisions of this article. The director shall be entitled to measure an increase or decrease to any impervious surface area resulting from a development, and add the resulting increase to or deduct the resulting decrease from, the service charge to the city utility bill for the property wherein the development occurred. The director shall establish such administrative rules in accordance with section 102-359 for determining when an increase or decrease to

impervious surface areas has occurred as may be reasonable and necessary to give effect to this subsection.

- (h) The service charge provided in this article shall be subject to additional fees for delinquent payment, uncollectible checks, liens and any other penalties which are the same as those imposed with city water or sewer utility charges as provided in this chapter, or pursuant to the provisions of chapter 59 entitled "municipal liens.



REPORT TO CITY COUNCIL PUBLIC HEARING

AGENDA ITEM
10.C.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: CB24-015, An Ordinance Appropriating Funds for Fiscal year 2025 (Ordinance No. 4881)
(Presenter: Bryan Archer, Director of Finance)

Report in Brief

Presenter: Bryan Archer, Director of Finance

Pursuant to Section 10.4 of the Home Rule Charter, the Council shall adopt an ordinance for the annual appropriation.

The total ordinance is in the amount of \$366,624,299.

The Arvada team recommends that the City Council approve CB24-015, An Ordinance Appropriating Funds for Fiscal Year 2025.

Financial Impact

The appropriation ordinance is in the amount of \$366,624,299.

Background

The Arvada team's presentation of the budget started on June 17, 2024 when the Finance and CMO teams presented the revised 10-year models along with a detailed review of current and previous revenue estimates and updates to the 10-year CIP model.

On September 6, 2024, the budget document was provided to the Council and posted to the City's website. The budget document includes the City Manager's transmittal letter which provides an overview of the budget document as well as the major changes and issues associated with the proposed expenditure of over \$366 million of public funds.

On August 26, 2024, members of the Infrastructure Work System along with the Finance and CMO teams presented recommendations for funding the City's water, wastewater and stormwater infrastructure.

On September 23, 2024, a budget workshop was held which included: what is being proposed for funding, what was not funded and what areas need to be addressed in the upcoming years. The City Manager's Office and Finance teams facilitated the presentation in collaboration with Work Systems Leaders, who were available to provide additional details and information associated with the proposed changes.

Discussion

The 2025-2026 Proposed Biennial Operating and Capital Budget was released to the City Council on September 6 and the Arvada Community. Information within the Proposed Biennial Budget provides an excellent overview of proposed allocations of resources and priorities identified by the City Council and team members, as well as the relationship of each work system to the Strategic Plan, including milestones and performance measures.

Link to the [2025-2026 Proposed Biennial Operating and Capital Budget](#)

A complete summary of the budget by section and funding priorities associated with the proposed budget is provided in the City Manager's Budget Transmittal Letter dated August 31, 2024.

Public Contact

Posting of the City Council agenda. The Proposed Revised Biennial Operating and Capital Budget has been available on the City website since September 4 and a comprehensive review of the budget was presented during the September 23 workshop.

Commission Recommendation

N/A

Strategic Alignment

The ordinance supports the following principle within the Organizational and Service Effectiveness Priority Area within the City Council Strategic Plan:

Provides a well-managed, fiscally responsible government that operates effectively and efficiently while identifying revenue requirements to sustain current service levels and achieve future requested levels of service.

Alternative Courses of Action

N/A

Recommendation for Action

The Arvada team recommends that the City Council approve CB24-015, An Ordinance Appropriating Funds for Fiscal Year 2025.

Suggested Motion:

I move that CB24-015, An Ordinance Appropriating Funds for Fiscal Year 2025, be (approved on final reading, numbered 4881 and ordered published by title only) (rejected).

Prepared by:
Chris Koch, CCO Admin

Reviewed by:

Approved by:

Jenna Belec, Executive Assistant	9/25/2024
Bryan Archer, Director of Finance	9/26/2024
Gail Walker, Legal Specialist-Contracts	9/26/2024
Laura Hemler, Assistant City Attorney	9/26/2024
Rachel Morris, City Attorney	10/7/2024
Linda Haley, Acting City Manager	10/9/2024

Enclosure, exhibits & attachments required to support the report

SUBJECT: CB24-015, An Ordinance Appropriating Funds for Fiscal year 2025 (Ordinance No. 4881) (Presenter: Bryan Archer, Director of Finance)

PAGE: 3

ITEM: 10.C.

COUNCIL BILL NO. 24-015
ORDINANCE NO. 4881

AN ORDINANCE APPROPRIATING FUNDS FOR FISCAL YEAR 2025

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. Pursuant to the provisions of Section 10.4 of the Home Rule Charter, there is hereby appropriated money for fiscal year 2025 by fund in the following amounts:

Fund	Amount
General Fund	\$128,815,169
Grants Fund	\$195,717
Streets Maintenance Fund	\$13,280,482
Community Development	\$1,215,200
Arvada Housing Authority	\$8,912,140
Parks	\$15,189,880
Police Seizure	\$32,158
COP Debt Service	\$1,975,378
Police Tax Increment Fund .21	\$8,428,522
Police Tax Increment Fund .25	\$8,904,725
Debt Service	\$5,800,280
Capital Projects Fund	\$6,614,412
Water Fund	\$94,335,059
Wastewater Fund	\$29,525,725
Golf Course Fund	\$9,491,622
Stormwater Fund	\$5,404,503

Solid Waste	\$4,985,782
Insurance Fund	\$3,902,306
Computers	\$8,873,596
Print Shop	\$408,699
Vehicles	\$8,456,346
Buildings	\$1,876,598
TOTAL APPROPRIATION	\$366,624,299

Section 2. This ordinance shall be effective five days after publication following final passage.

INTRODUCED, READ AND ORDERED PUBLISHED this 7th day of October, 2024.

APPROVED AND ADOPTED this 21st day of October, 2024.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By:_____

Publication Dates: October 10, 2024
 October 24, 2024

Fund
General Fund
Grants
Streets Maintenance Fund
Community Development
Arvada Housing Authority
Parks
Police Seizure
COP Debt Service
Police Tax Increment .21
Police Tax Increment .25
Debt Service
Capital Projects
Water
Wastewater
Golf Courses
Stormwater
Solid Waste
Insurance
Computers
Print Shop
Vehicles
Buildings
TOTAL APPROPRIATION

Amount	
\$	128,815,169
	195,717
	13,280,482
	1,215,200
	8,912,140
	15,189,880
	32,158
	1,975,378
	8,428,522
	8,904,725
	5,800,280
	6,614,412
	94,335,059
	29,525,725
	9,491,622
	5,404,503
	4,985,782
	3,902,306
	8,873,596
	408,699
	8,456,346
	1,876,598
\$	366,624,299

\$ 366, 624, 299

\$ —



REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
10.C.1.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: R24-112, A Resolution Adopting the Budget for Fiscal year 2025

Report in Brief

The City's Charter provides that the annual budget must be adopted by the City Council 60 days prior to the first day of the next fiscal year. The budget must be adopted by both ordinance and resolution. Presented is the resolution for adoption of the 2025 budget.

The Arvada team recommends that the City Council approve R24-112, A Resolution Adopting the Budget for Fiscal Year 2025.

Financial Impact

The appropriation ordinance is in the amount of \$366,624,299

Background

The Arvada team's presentation of the budget started on June 17, 2024 when the Finance and CMO teams presented the revised 10-year models along with a detailed review of current and previous revenue estimates and updates to the 10-year CIP model.

On September 6, 2024, the budget document was provided to the Council and posted to the City's website. The budget document includes the City Manager's transmittal letter which provides an overview of the budget document as well as the major changes and issues associated with the proposed expenditure of over \$366 million of public funds.

On August 26, 2024, members of the Infrastructure Work System along with the Finance and CMO teams presented recommendations for funding the City's water, wastewater and stormwater infrastructure.

On September 23, 2024, a budget workshop was held which included: what is being proposed for funding, what was not funded and what areas need to be addressed in the upcoming years. The City Manager's Office and Finance teams facilitated the presentation in collaboration with Work Systems Leaders, who were available to provide additional details and information associated with the proposed changes.

Discussion

The 2025-2026 Proposed Biennial Operating and Capital Budget was released to the City Council on September 6 and the Arvada Community. Information within the Proposed Biennial Budget provides an excellent overview of proposed allocations of resources and priorities identified by the City Council and team members, as well as the relationship of each work system to the Strategic Plan, including milestones and performance measures

[2025-2026 Proposed Biennial Operating and Capital Budget](#)

A complete summary of the budget by section and funding priorities associated with the proposed budget is provided in the City Manager's Budget Transmittal Letter dated August 31.

Public Contact

Posting of the City Council agenda. The Proposed Revised Biennial Operating and Capital Budget has been available on the City website since September 4 and a comprehensive review of the budget was presented during the September 23 workshop

Commission Recommendation

N/A

Strategic Alignment

The resolution supports the following principle within the Organizational and Service Effectiveness Priority Area within the City Council Strategic Plan:

Provides a well-managed, fiscally responsible government that operates effectively and efficiently while identifying revenue requirements to sustain current service levels and achieve future requested levels of service

Alternative Courses of Action

N/A

Recommendation for Action

The Arvada team recommends that the City Council approve R24-112, A Resolution Adopting the Budget for Fiscal Year 2025.

Suggested Motion:

I move that R24-112, A Resolution Adopting the Budget for Fiscal Year 2025, be (approved) (rejected).

Prepared by:

Debra Nielson, Deputy Director of Finance

Reviewed by:

Approved by:

Jenna Belec, Executive Assistant	9/30/2024
Bryan Archer, Director of Finance	10/9/2024
Gail Walker, Legal Specialist-Contracts	10/10/2024
Laura Hemler, Assistant City Attorney	10/10/2024
Rachel Morris, City Attorney	10/10/2024
Linda Haley, Acting City Manager	10/10/2024

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R24-112

A RESOLUTION ADOPTING THE BUDGET FOR FISCAL YEAR 2025

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. Pursuant to the provision of Section 10.4 of the Home Rule Charter, there is hereby adopted a budget for fiscal year 2025 in both a fund and work system based format.

Section 2. This Resolution shall be effective upon its approval by the Arvada City Council.

APPROVED AND ADOPTED this 21st day of October, 2024.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By:



REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
10.C.2.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: R24-113 A Resolution Adopting the 2025 Capital Improvement Fund Budget and Allocating for Specific Projects in 2025

Report in Brief

In accordance with Chapter 2, Article 7, Section 2-295 of the City Code, the capital improvement plan shall be adopted by resolution.

The City of Arvada 2025-2034 ten-year Capital Improvement Plan is primarily a management tool used for the purpose of planning the direction of the City relative to capital projects. The City Council, by adopting this resolution, is directing the City Manager and the Arvada team to begin the 2025 capital projects according to the priorities set forth by the City Council. Funding for the 2025 capital improvement budget is appropriated by Ordinance.

The Arvada team recommends that the City Council approve R24-113, A Resolution Adopting the 2025 Capital Improvement Fund Budget and Allocating for Specific Projects in 2025.

Financial Impact

The Capital Improvement Plan by major area is summarized as follows:

Debt Service	\$7,772,659
Personnel	\$157,893
General Government	\$378,254
Pavement Program	\$12,864,244
Streets	\$1,632,650
Stormwater	\$1,761,851
Technology	\$260,955
Traffic	\$2,743,094
Vibrant Neighborhoods and Communities	\$1,511,566
Wastewater	\$9,807,000
Water	<u>\$47,070,513</u>
TOTAL	\$85,960,679

Background

The Capital Improvement Plan (CIP) is a ten-year road map for creating, maintaining and paying for Arvada's present and future infrastructure needs. The CIP outlines the project costs, funding sources and estimated future operating costs associated with each capital improvement. The CIP summarizes the City's focus on Taking Lasting Care (TLC) and implementing the priorities and projects identified by the Citizen's Capital Improvement Project Committee (CCIPC), which was formed in 2015 at the direction of the City Council. The CIP also summarizes the Strategic Results included in the 2024-2030 City Council Strategic Plan that determines funding priorities within the 2025-2034 Capital Improvement Plan.

Discussion

The 2025-2034 Proposed Biennial Operating and Capital Budget was released to the City Council on September 6. Information within the Proposed biennial Budget provides an excellent overview of proposed allocations of resources and the priorities identified by the City Council and the Arvada team related to capital projects. More information regarding the Capital Budget is available through the following link:

[2025-2026 Proposed Biennial Operating and Capital Budget](#)

Public Contact

Posting of City Council agenda.

Commission Recommendation

N/A

Strategic Alignment

The resolution supports the following Principle within the Organizational and Service Effectiveness Priority Area of the City Council Strategic Plan:

Provides a well-managed, fiscally responsible government that operates effectively and efficiently while identifying revenue requirements to sustain current service levels and achieve future requested levels of service.

Alternative Courses of Action

N/A

Recommendation for Action

The Arvada team recommends that the City Council approve R24-113, A Resolution Adopting the 2025 Capital Improvement Fund Budget and Allocating for Specific Projects in 2025.

Suggested Motion:

I move that R24-113, A Resolution Adopting the 2025 Capital Improvement Fund Budget and Allocating for Specific Projects in 2025, be (approved) (rejected).

Prepared by:
Debra Nielson, Deputy Director of Finance

Reviewed by:

Approved by:

Jenna Belec, Executive Assistant	9/27/2024
Bryan Archer, Director of Finance	9/30/2024
Gail Walker, Legal Specialist-Contracts	9/30/2024
Laura Hemler, Assistant City Attorney	9/30/2024
Rachel Morris, City Attorney	10/7/2024

SUBJECT: R24-113 A Resolution Adopting the 2025 Capital Improvement Fund Budget and Allocating for Specific Projects in 2025

PAGE: 3
ITEM: 10.C.2.

Linda Haley, Acting City Manager 10/9/2024

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R24-113

A RESOLUTION ADOPTING THE 2025 CAPITAL IMPROVEMENT FUND BUDGET AND
ALLOCATING FOR SPECIFIC PROJECTS IN 2025

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. Pursuant to the provision of Chapter 2, Article 7, Section 2-295 of the Arvada City Code, the Council hereby adopts the Capital Improvement Fund Budget for 2025 and allocating for specific projects in 2025 in the areas and amounts set forth below:

Area	Amount
Debt Service	\$7,772,659
Personnel	\$157,893
General Administration	\$378,254
Pavement Program	\$12,864,244
Streets	\$1,632,650
Stormwater	\$1,761,851
Technology	\$260,955
Traffic	\$2,743,094
Vibrant Neighborhoods and Communities	\$1,511,566
Wastewater	\$9,807,000
Water	\$47,070,513
Total	\$85,960,679

Section 2. This Resolution shall be effective upon its approval by the Arvada City Council.

APPROVED AND ADOPTED this 21st day of October, 2024.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:

Rachel A. Morris, City Attorney



REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
10.C.3.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: R24-114, A Resolution Adopting the Pay Plan for Fiscal Year 2025

Report in Brief

Presenter: Gabriella Bommer, Director of Human Resources

The City's pay plan is updated each year as part of the annual budget process. The proposed updates are guided by the City's Total Rewards Philosophy and include salary range adjustments, step increases, and updates to positions. These updates are included in the City's 2025 budget and can be funded through the 10-year financial model. The Arvada team recommends that the City Council approve R24-114, A Resolution Adopting the Pay Plan for Fiscal Year 2025.

Financial Impact

The overall increase to the City's payroll budget is \$3,504,396 or 4.75% for pay plan updates, including salary range adjustments, step increases and reclassifications. An additional \$579,857 is allocated to fund three new positions. These increases are included in the City's proposed budget and can be funded through the 10-year model.

Background

The City's Total Rewards Philosophy is to be an employer of choice, among similar employers in the Colorado Front Range, that attracts and retains a high performing workforce dedicated to public service. The City's total rewards include competitive market-based salaries, robust health and wellness benefits, comprehensive leave programs, flexible work schedules, professional development, career advancement opportunities, and a respectful, inclusive work environment that focuses on people first. All components of total rewards are contingent on the City's ability to fund.

The pay plan is an important component of the Total Rewards Philosophy, ensuring the City is offering competitive market-based salaries. Each year, the HR team studies market pay data and employment conditions to make recommendations for pay plan updates. These recommendations are made to the City Manager as part of the annual budget process to ensure they can be funded. The proposed updates to the pay plan for 2025 are:

Salary Range Adjustments

To meet the City's philosophy for competitive market-based salaries, the HR team recommends that salary ranges be adjusted by 3%. This is an increase of \$2,212,234.

Step Increases:

Step Increases are the City's method of rewarding employees as they gain experience in their roles and achieve performance expectations over time. Step increases are also an important tool to manage pay equity. Employees are eligible for a step increase each year on their anniversary dates until they reach the maximum step of their pay grade. Approximately 70% of the City's employees are eligible for a step increase in 2025. Most employees will receive a step increase between 2% to 3.75%. Approximately 30% of employees who are at the top step of their grade will not receive a step increase. The overall increase to the City's payroll for step increases will be 1.46% or \$1,079,731.

Reclassifications are recommended for positions that have changed significantly in their essential functions when those changes also result in a significant change to their market value, requiring a change in pay grade. There are 21 reclassifications proposed in the 2025 pay plan. These updates result in an overall increase of 0.16% or \$116,725.

Title Changes are recommended for jobs that have changed or need a title change to better reflect their essential functions, but do not have a change in grade or pay. There are 22 job title changes proposed.

FTEs: There are three new FTEs added to the pay plan and one FTE that has been extended through the 10-year model for a total increase to the 2025 budget of \$579,857.

A copy of the 2025 Pay Plan is attached as Exhibit "A." Also attached is a complete list of reclassifications, title changes and FTEs added.

Discussion

Approval of the City's 2025 Pay Plan by the City Council will support the City's Total Rewards Philosophy by ensuring that the City can continue to pay competitive market-based salaries and attract and retain a qualified and strong performing workforce.

Public Contact

Commission Recommendation

Strategic Alignment

The City's Pay Plan Update is aligned to the City's Total Rewards Philosophy and City Council Strategic Plan under the Organizational and Service Effectiveness service 8: Fosters an employer of choice work environment that attracts and retains a highly engaged, inclusive workforce and promotes a culture of wellness, safety, cycles of learning and performance excellence.

Alternative Courses of Action

Recommendation for Action

The Arvada team recommends that the City Council approve R24-114, A Resolution Adopting the Pay Plan for Fiscal Year 2025.

Suggested Motion:

I move that R24-114, A Resolution Adopting the Pay Plan for Fiscal Year 2025, be (approved) (rejected).

Prepared by:

Gabriella Bommer, Director of Human Resources

Reviewed by:

Approved by:

Gabriella Bommer, Director of Human Resources 9/30/2024

Bryan Archer, Director of Finance 10/9/2024

Gail Walker, Legal Specialist-Contracts 10/10/2024

Laura Hemler, Assistant City Attorney 10/10/2024

Rachel Morris, City Attorney

10/10/2024

Linda Haley, Acting City Manager

10/10/2024

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R24-114

A RESOLUTION ADOPTING THE PAY PLAN FOR FISCAL YEAR 2025

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. In accordance with Section 7.1(c) of the Arvada City Charter and pursuant to Section 70-50.1 of the Arvada City Code, there is hereby adopted a pay plan, which is attached hereto as Exhibit “A” for fiscal year 2025.

Section 2. The City Manager is directed to implement the revised pay plan for the first pay period in 2025.

Section 3. This Resolution shall be effective upon its approval by the Arvada City Council.

APPROVED AND ADOPTED this 21st day of October, 2024.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

Exhibit "A"



2025 PAY PLAN

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Title	Exempt or Non-Exempt	Job Family	Grade	Page
Accountant	E	Professional	PROF5	22
Accounting Specialist	N	Technical & Business Support	TBS7	24
Accounting Supervisor	E	Management	MGMT6	16
Accounting Technician II	N	Technical & Business Support	TBS4	25
Accounting Technician III	N	Technical & Business Support	TBS5	25
Accounts Payable Specialist	N	Technical & Business Support	TBS6	25
Accounts Receivable Specialist	N	Technical & Business Support	TBS6	25
ADA Coordinator	E	Professional	PROF7	21
Administrative Coordinator	N	Technical & Business Support	TBS5	25
Administrative Court Clerk	N	Technical & Business Support	TBS5	25
Administrative Specialist	N	Technical & Business Support	TBS5	25
Administrative Supervisor	N	Management	MGMT3	17
Analytics and Business Intelligence Developer	E	Information Technology	INFT2	11
Animal Management Officer	N	Technical & Business Support	TBS6	25
Applications Systems Administrator	E	Information Technology	INFT3	11
Assistant City Attorney I	E	Professional	PROF9	21
Assistant City Attorney II	E	Professional	PROF10	21
Assistant City Engineer	E	Management	MGMT11	15
Assistant Fleet Manager	E	Management	MGMT5	16
Assistant Golf Manager	E	Professional	PROF4	22
Assistant Golf Professional	N	Technical & Business Support	TBS6	25
Assistant Manager of City Facilities	E	Management	MGMT7	16
Assistant Restaurant Manager	E	Professional	PROF4	22
Assistant to the City Manager	E	Professional	PROF8	21
Associate Data Scientist	E	Information Technology	INFT3	11
Associate Technical Support Analyst	N	Technical & Business Support	TBS6	25
Behavioral Health Case Manager	N	Technical & Business Support	TBS7	25
Behavioral Health Clinician I	E	Professional	PROF5	22
Behavioral Health Clinician II	E	Professional	PROF6	22
Benefits Specialist	E	Professional	PROF6	22
Budget Analyst	E	Professional	PROF7	21
Building Craftsworker	N	Labor, Trades, Crafts & Utilities	LTCU6	13
Building Maintenance Supervisor	N	Management	MGMT4	17
Building Maintenance Worker	N	Labor, Trades, Crafts & Utilities	LTCU4	13
Chief Building Official	E	Management	MGMT9	15
Chief Information Officer	E	Executive	EX2	9
Chief Information Security Officer	E	Management	MGMT10	15
Chief of Police	E	Executive	EX3	9
Chief Plant Operator	N	Management	MGMT5	16
Chief Surveyor	E	Management	MGMT8	16
City Clerk	E	Executive	EX1	9
City Engineer	E	Management	MGMT12	15
City Forester	E	Management	MGMT5	16
Civil CAD Drafter and Land Technician	N	Technical & Business Support	TBS8	24

Title	Exempt or Non-Exempt	Job Family	Grade	Page
Civil Engineer I	E	Professional	PROF7	21
Civil Engineer II	E	Professional	PROF8	21
Civil Engineer III	E	Professional	PROF9	21
Civil Engineer IV	E	Professional	PROF10	21
Civilian Accident Investigator	N	Technical & Business Support	TBS8	24
Clinical Director (Ralston House)	E	Management	MGMT7	16
Clinical Manager (Ralston House)	E	Management	MGMT6	16
Cloud Systems Administrator	E	Information Technology	INFT4	11
Code Compliance Officer	N	Technical & Business Support	TBS6	25
Combination Inspector I	N	Technical & Business Support	TBS7	24
Combination Inspector II	N	Technical & Business Support	TBS8	24
Combination Inspector III	N	Technical & Business Support	TBS9	24
Communications Coordinator	E	Professional	PROF5	22
Communications Manager	E	Professional	PROF7	21
Community Connectivity Manager	E	Professional	PROF9	21
Compensation Analyst	E	Professional	PROF6	22
Compliance Agent	N	Technical & Business Support	TBS6	25
Computerized Irrigation Supervisor	E	Management	MGMT5	16
Computerized Irrigation System Administrator	N	Technical & Business Support	TBS8	24
Construction and Inspection Supervisor	E	Management	MGMT6	16
Construction and Maintenance Supervisor	N	Management	MGMT6	16
Controller	E	Management	MGMT9	15
Court Administrator	E	Management	MGMT9	15
Craftworker	N	Labor, Trades, Crafts & Utilities	LTCU5	13
Creative Services Designer	E	Professional	PROF4	22
Crime Analyst	E	Professional	PROF6	22
Criminalist	N	Technical & Business Support	TBS10	24
Custodian	N	Labor, Trades, Crafts & Utilities	LTCU3	13
Customer Experience Specialist	N	Technical & Business Support	TBS5	25
Data and Analytics Manager	E	Management	MGMT9	15
Data Engineer	E	Information Technology	INFT5	11
Deputy Building Official	E	Management	MGMT6	16
Deputy City Attorney	E	Management	MGMT13	15
Deputy City Clerk	N	Technical & Business Support	TBS8	24
Deputy City Manager	E	Executive	EX4	9
Deputy Court Administrator	E	Management	MGMT5	16
Deputy Director (Ralston House)	E	Management	MGMT7	16
Deputy Director of AURA	E	Management	MGMT10	15
Deputy Director of Finance	E	Management	MGMT10	15
Deputy Director of Vibrant Community and Neighborhoods	E	Management	MGMT10	15
Deputy Police Chief	E	Police	PD5	19
Development Manager (Ralston House)	E	Management	MGMT5	16
Development Officer (Ralston House)	E	Professional	PROF4	22
Development Technician I	N	Technical & Business Support	TBS5	25

Title	Exempt or Non-Exempt	Job Family	Grade	Page
Development Technician II	N	Technical & Business Support	TBS6	25
Development Technician III	N	Technical & Business Support	TBS7	25
Digital Content Producer	E	Professional	PROF4	22
Direct Mail Specialist	N	Technical & Business Support	TBS4	25
Director of Communications and Engagement	E	Management	MGMT9	15
Director of Community and Economic Development	E	Executive	EX2	9
Director of Finance	E	Executive	EX2	9
Director of Human Resources	E	Executive	EX2	9
Director of Public Works	E	Executive	EX2	9
Director of Utilities	E	Executive	EX2	9
Director of Vibrant Community and Neighborhoods	E	Executive	EX2	9
Economic Development Manager	E	Management	MGMT8	15
Economic Development Specialist	E	Professional	PROF6	22
Education Administrator	E	Professional	PROF5	22
Electrician	N	Technical & Business Support	TBS9	24
Electro Mechanical Technician	N	Labor, Trades, Crafts & Utilities	LTCU9	13
Emergency Management Coordinator	E	Professional	PROF8	21
Employment Specialist	E	Professional	PROF6	22
Engineering Manager	E	Management	MGMT10	15
Engineering Permit Coordinator	N	Technical & Business Support	TBS6	25
Engineering Permit Technician I	N	Technical & Business Support	TBS5	25
Engineering Permit Technician II	N	Technical & Business Support	TBS6	25
Evidence Technician	N	Technical & Business Support	TBS6	25
Executive Assistant	N	Technical & Business Support	TBS7	24
Executive Director (Ralston House)	E	Management	MGMT8	15
Finance Program Coordinator	N	Technical & Business Support	TBS8	24
Financial Business Analyst	E	Professional	PROF7	21
Financial Systems Analyst	E	Professional	PROF7	21
Fleet Courier	N	Technical & Business Support	TBS3	25
Fleet Equipment Technician	N	Labor, Trades, Crafts & Utilities	LTCU7	13
Fleet Lube Technician	N	Labor, Trades, Crafts & Utilities	LTCU6	13
Fleet Manager	E	Management	MGMT8	15
Food and Beverage Manager	E	Management	MGMT7	15
Forensic Interviewer - Bilingual (Ralston House)	E	Professional	PROF5	22
Forensic Interviewer (Ralston House)	E	Professional	PROF5	22
Forensic Interviewer Cultural Coordinator - Bilingual (Ralston House)	E	Professional	PROF6	22
Forensic Interviewer Cultural Coordinator (Ralston House)	E	Professional	PROF6	22
Forestry Technician I	N	Labor, Trades, Crafts & Utilities	LTCU6	13
Forestry Technician II	N	Labor, Trades, Crafts & Utilities	LTCU7	13
GIS Analyst	E	Professional	PROF6	22
GIS Application Systems Administrator	E	Information Technology	INFT3	11
GIS Manager	E	Management	MGMT8	15
GIS Technician	N	Technical & Business Support	TBS6	25
Golf Course Computerized Irrigation Technician	N	Labor, Trades, Crafts & Utilities	LTCU6	13

Title	Exempt or Non-Exempt	Job Family	Grade	Page
Golf Course Equipment Specialist	N	Labor, Trades, Crafts & Utilities	LTCU7	13
Golf Course Maintenance Worker	N	Labor, Trades, Crafts & Utilities	LTCU5	13
Golf Course Superintendent	E	Management	MGMT5	16
Grants Accountant	E	Professional	PROF5	22
Grants Administrator	E	Professional	PROF8	21
Head Golf Professional	E	Management	MGMT5	17
Homelessness Program Manager	E	Management	MGMT7	16
Homelessness Resolution Case Manager	N	Technical & Business Support	TBS7	24
Housing Choice Voucher Program Supervisor	E	Management	MGMT5	16
Housing Development Specialist	E	Professional	PROF7	21
Housing Grants Administrator	E	Professional	PROF8	21
Housing Manager	E	Management	MGMT8	15
Housing Navigator	N	Technical & Business Support	TBS7	24
Housing Specialist	N	Technical & Business Support	TBS6	25
Human Resources Business Partner	E	Professional	PROF6	22
Human Resources Coordinator	N	Technical & Business Support	TBS6	25
Human Resources Manager	E	Management	MGMT8	15
HRIS Systems Analyst	E	Professional	PROF6	22
HVAC Specialist	N	Technical & Business Support	TBS9	24
Insurance and Risk Program Director	E	Management	MGMT9	15
Integration Developer	E	Information Technology	INFT4	11
Irrigation Crew Supervisor	E	Management	MGMT5	16
Irrigation Maintenance Leadworker	N	Labor, Trades, Crafts & Utilities	LTCU8	13
IT Business Analyst	E	Information Technology	INFT3	11
IT Business Applications and PMO Manager	E	Management	MGMT10	15
IT Infrastructure and Operations Manager	E	Management	MGMT10	15
IT Infrastructure Architect	E	Information Technology	INFT6	11
IT Project Manager	E	Information Technology	INFT2	11
Kitchen Manager	E	Management	MGMT3	17
Land Development Technician	N	Technical & Business Support	TBS8	24
Law Office Administrator	E	Management	MGMT6	16
Lead Animal Management Officer	N	Technical & Business Support	TBS7	24
Lead Code Compliance Officer	N	Technical & Business Support	TBS7	24
Lead Crime Analyst	E	Professional	PROF7	21
Lead Evidence Technician	N	Technical & Business Support	TBS7	24
Lead Forensic Interviewer (Ralston House)	E	Professional	PROF6	22
Lead Forensic Interviewer - Therapist (Ralston House)	E	Professional	PROF6	22
Lead Master Fleet Technician	N	Labor, Trades, Crafts & Utilities	LTCU9	13
Lead Parts Specialist	N	Labor, Trades, Crafts & Utilities	LTCU6	13
Lead Police Records Specialist	N	Technical & Business Support	TBS5	25
Lead Police Services Technician	N	Technical & Business Support	TBS6	25
Lead Senior Civil Designer	N	Technical & Business Support	TBS10	24
Lead Victim Family Support Advocate (Ralston House)	N	Technical & Business Support	TBS8	24
Learning and Development Coordinator	N	Technical & Business Support	TBS7	24

Title	Exempt or Non-Exempt	Job Family	Grade	Page
Legal Specialist	N	Technical & Business Support	TBS8	24
Liquor Licensing Control Administrator	N	Technical & Business Support	TBS8	24
Litigation Paralegal	N	Technical & Business Support	TBS9	24
Manager of City Facilities	E	Management	MGMT9	15
Manager of City Planning and Development	E	Management	MGMT10	15
Manager of Golf	E	Management	MGMT8	15
Manager of Golf Course Maintenance and Operations	E	Management	MGMT8	15
Manager of Traffic Operations and Maintenance	E	Management	MGMT8	15
Master Fleet Technician	N	Labor, Trades, Crafts & Utilities	LTCU8	13
Master Police Officer	N	Police	PDM	19
Media Services Manager	E	Management	MGMT5	16
Mental Health Case Management Navigator (Ralston House)	N	Technical & Business Support	TBS7	24
Mobile Systems Administrator	E	Information Technology	INFT3	11
Mobile Systems Specialist	E	Information Technology	INFT1	11
Municipal Inspector	N	Technical & Business Support	TBS8	24
Municipal Inspector Foreman	N	Technical & Business Support	TBS9	24
Nature Center Director	E	Management	MGMT5	16
Neighborhood Engagement Coordinator	E	Professional	PROF6	22
Neighborhood Services Supervisor	E	Management	MGMT5	16
NIBRS Data Specialist	N	Technical & Business Support	TBS6	25
Operations Supervisor	E	Management	MGMT6	16
OT/ITCS Security Operations Analyst	E	Professional	PROF9	21
Parking and Travel Demand Management Coordinator	E	Professional	PROF7	21
Parks and Urban Design Manager	E	Management	MGMT8	15
Parks Field Programmer	N	Technical & Business Support	TBS5	25
Parks Maintenance Leadworker	N	Labor, Trades, Crafts & Utilities	LTCU8	13
Parks Manager	E	Management	MGMT8	15
Parks Program Manager	E	Management	MGMT6	16
Parks Supervisor	E	Management	MGMT5	16
Parks Worker II	N	Labor, Trades, Crafts & Utilities	LTCU5	13
Parks Worker III	N	Labor, Trades, Crafts & Utilities	LTCU6	13
Parts Specialist	N	Labor, Trades, Crafts & Utilities	LTCU5	13
Patrol Investigative Specialist	N	Technical & Business Support	TBS8	24
Pavement Management Coordinator	E	Professional	PROF7	21
Pavement Manager	E	Management	MGMT7	16
Payroll Specialist	N	Technical & Business Support	TBS7	24
Payroll Supervisor	E	Management	MGMT6	16
Permitting and Administrative Manager	E	Management	MGMT6	16
Planner I	E	Professional	PROF5	22
Planner II	E	Professional	PROF6	22
Plans Examiner I	N	Technical & Business Support	TBS8	24
Plans Examiner II	N	Technical & Business Support	TBS9	24
Plant Operator A	N	Labor, Trades, Crafts & Utilities	LTCU8	13
Plant Operator B	N	Labor, Trades, Crafts & Utilities	LTCU7	13

Title	Exempt or Non-Exempt	Job Family	Grade	Page
Plant Operator C	N	Labor, Trades, Crafts & Utilities	LTCU6	13
Plant Operator D	N	Labor, Trades, Crafts & Utilities	LTCU5	13
Plant Supervisor - SCADA	E	Management	MGMT7	16
Police Accreditation Analyst	N	Technical & Business Support	PROF5	22
Police Commander	E	Police	PD4	19
Police Digital Media Technician	N	Technical & Business Support	TBS6	25
Police Digital Records Technician	N	Technical & Business Support	TBS6	25
Police Division Coordinator	N	Technical & Business Support	TBS7	24
Police Equipment Coordinator	N	Technical & Business Support	TBS6	25
Police Evidence Supervisor	E	Management	MGMT5	16
Police Officer	N	Police	PD1	19
Police Operations Manager	E	Management	MGMT8	15
Police Operations Supervisor	E	Management	MGMT5	16
Police Records Specialist	N	Technical & Business Support	TBS4	25
Police Records Supervisor	E	Management	MGMT5	16
Police Recruit	N	Police	PR	19
Police Recruiter	E	Professional	PROF6	22
Police Sergeant	N	Police	PD2	19
Police Services Technician	N	Technical & Business Support	TBS5	25
Police Training Coordinator	N	Technical & Business Support	TBS6	25
Principal Planner	E	Management	MGMT8	15
Printing Technician	N	Technical & Business Support	TBS6	25
Procurement Specialist	E	Professional	PROF5	22
Public Information Officer	E	Professional	PROF7	22
Public Works Project Manager	E	Professional	PROF8	21
Purchasing Manager	E	Management	MGMT8	15
Radio Communications Administrator	E	Information Technology	INFT3	11
Records Management Coordinator	E	Professional	PROF7	21
Restaurant Manager	E	Management	MGMT3	17
Revenue Manager	E	Management	MGMT8	15
Revenue Technician	N	Technical & Business Support	TBS5	25
Risk and Claims Analyst	E	Professional	PROF6	22
Safety Specialist	E	Professional	PROF7	22
Sales Coordinator	E	Professional	PROF5	22
Sales Tax Auditor	E	Professional	PROF6	22
Sales Tax Auditor Supervisor	E	Management	MGMT6	16
SCADA Process and Controls Technician I	N	Technical & Business Support	TBS9	24
SCADA Process and Controls Technician II	N	Technical & Business Support	TBS10	24
Security Engineer	E	Information Technology	INFT6	11
Security Operations Analyst	E	Information Technology	INFT5	11
Senior Accountant	E	Professional	PROF6	21
Senior Applications Systems Administrator	E	Information Technology	INFT4	11
Senior Assistant City Attorney	E	Professional	PROF11	21
Senior Benefits Analyst	E	Professional	PROF7	21

Title	Exempt or Non-Exempt	Job Family	Grade	Page
Senior Budget Analyst	E	Professional	PROF8	21
Senior Compensation Analyst	E	Professional	PROF7	21
Senior Database Administrator	E	Information Technology	INFT5	11
Senior Economic Development Specialist	E	Professional	PROF7	21
Senior ERP Administrator	E	Information Technology	INFT5	11
Senior Financial Systems Analyst	E	Professional	PROF8	21
Senior GIS Analyst	E	Professional	PROF7	21
Senior Human Resources Business Partner	E	Professional	PROF7	21
Senior Human Resources Coordinator	N	Technical & Business Support	TBS7	24
Senior IT Project Manager	E	Information Technology	INFT6	11
Senior Landscape Architect	E	Professional	PROF8	21
Senior Mobile Systems Administrator	E	Information Technology	INFT4	11
Senior Network Engineer	E	Information Technology	INFT4	11
Senior Organizational Development Manager	E	Management	MGMT8	15
Senior Planner	E	Professional	PROF8	21
Senior Probation Officer	E	Professional	PROF6	22
Senior Procurement Specialist	E	Professional	PROF6	22
Senior Survey Technician	N	Technical & Business Support	TBS7	24
Senior Sustainability Coordinator	E	Professional	PROF7	21
Senior Systems Administrator	E	Information Technology	INFT4	11
Senior Technical Support Analyst	N	Technical & Business Support	TBS8	24
Senior Utilities Services Specialist	N	Technical & Business Support	TBS5	25
Service Desk Manager	E	Management	MGMT8	15
Special Events and Public Arts Manager	E	Professional	PROF7	21
Specialty Applications Manager	E	Management	MGMT8	15
Storeskeeper	N	Technical & Business Support	TBS5	25
Stormwater Administrator	E	Management	MGMT8	15
Stormwater Inspector	N	Technical & Business Support	TBS8	24
Stormwater Inspector Foreman	N	Technical & Business Support	TBS9	24
Stormwater Regulatory Analyst	E	Professional	PROF6	22
Strategic Planning and Performance Alignment Manager	E	Professional	PROF8	21
Streets Foreman	N	Labor, Trades, Crafts & Utilities	LTCU9	13
Streets Manager	E	Management	MGMT8	16
Streets Supervisor	E	Management	MGMT6	16
Streets Technician II	N	Labor, Trades, Crafts & Utilities	LTCU5	13
Streets Technician III	N	Labor, Trades, Crafts & Utilities	LTCU6	13
Streets Technician IV	N	Labor, Trades, Crafts & Utilities	LTCU7	13
Survey Crew Chief	N	Management	MGMT4	17
Survey Technician	N	Technical & Business Support	TBS6	25
Systems Administrator	E	Information Technology	INFT3	11
Systems and Administrative Manager	E	Management	MGMT6	16
Technical Support Analyst	N	Technical & Business Support	TBS7	24
Traffic Crew Foreman	N	Labor, Trades, Crafts & Utilities	LTCU9	13
Traffic Engineer I	E	Professional	PROF7	21

Title	Exempt or Non-Exempt	Job Family	Grade	Page
Traffic Engineer II	E	Professional	PROF8	21
Traffic Engineer III	E	Professional	PROF9	21
Traffic Engineer IV	E	Professional	PROF10	21
Traffic Field Operations Supervisor	E	Management	MGMT6	16
Traffic Technician I	N	Labor, Trades, Crafts & Utilities	LTCU5	13
Traffic Technician II	N	Labor, Trades, Crafts & Utilities	LTCU6	13
Traffic Technician III	N	Labor, Trades, Crafts & Utilities	LTCU7	13
Transportation Planner	E	Professional	PROF6	22
Transportation Planning Manager	E	Management	MGMT8	15
Utilities Business Manager	E	Management	MGMT9	15
Utilities Services Manager	E	Management	MGMT7	16
Utilities Services Specialist	N	Technical & Business Support	TBS4	25
Utilities Services Supervisor	E	Management	MGMT6	16
Utility Foreman	N	Labor, Trades, Crafts & Utilities	LTCU9	13
Utility Supervisor	E	Management	MGMT6	16
Utility System Technician - Associate	N	Labor, Trades, Crafts & Utilities	LTCU5	13
Utility System Technician - Journey	N	Labor, Trades, Crafts & Utilities	LTCU6	13
Utility System Technician - Senior	N	Labor, Trades, Crafts & Utilities	LTCU7	13
Victim Family Support Advocate - Bilingual (Ralston House)	N	Technical & Business Support	TBS7	24
Victim Family Support Advocate (Ralston House)	N	Technical & Business Support	TBS7	24
Victim Family Support Advocate Cultural Coordinator - Bilingual (Ralston House)	E	Professional	PROF6	22
Victim Family Support Advocate Cultural Coordinator (Ralston House)	E	Professional	PROF6	22
Wastewater and Stormwater Manager	E	Management	MGMT8	16
Water Quality Administrator	E	Management	MGMT6	16
Water Quality Analyst	N	Technical & Business Support	TBS8	24
Water Quality Scientist	E	Professional	PROF6	22
Water Quality Technician I	N	Technical & Business Support	TBS6	25
Water Quality Technician II	N	Technical & Business Support	TBS7	24
Water Resources Administrator	E	Professional	PROF9	21
Water Resources Analyst	E	Professional	PROF6	22
Water System Manager	E	Management	MGMT8	16
Water Treatment Manager	E	Management	MGMT8	16
Web Systems Administrator	E	Information Technology	INFT3	11
SALARY SCHEDULES				
ANNUAL				27
MONTHLY				29
BI-WEEKLY				31
HOURLY				33

EXECUTIVE JOB FAMILY										
		ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
TITLE	GRADE	MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Deputy City Manager	EX4	\$ 188,972	\$ 222,274	\$ 258,390	\$15,747.64	\$21,532.48	\$7,268.14	\$8,549.02	\$ 90.85	\$ 124.23
Chief of Police	EX3	\$ 177,856	\$ 209,199	\$ 243,190	\$14,821.30	\$20,265.86	\$6,840.60	\$8,046.13	\$ 85.51	\$ 116.92
Chief Information Officer	EX2	\$ 170,197	\$ 200,191	\$ 232,718	\$14,183.07	\$19,393.17	\$6,546.03	\$7,699.65	\$ 81.83	\$ 111.88
Director of Community and Economic Development										
Director of Finance										
Director of Human Resources										
Director of Public Works										
Director of Utilities										
Director of Vibrant Community and Neighborhoods										
City Clerk	EX1	\$ 122,320	\$ 143,877	\$ 167,254	\$10,193.35	\$13,937.85	\$4,704.63	\$5,533.73	\$ 58.81	\$ 80.41

EXECUTIVE

ANNUAL

	1		2		3		4		5		6		7		8		9		10		11		12
EX1	\$ 122,320	3.75%	\$ 126,907	3.5%	\$ 131,349	3.25%	\$ 135,618	3.0%	\$ 139,686	3.0%	\$ 143,877	3.0%	\$ 148,193	3.0%	\$ 152,639	2.5%	\$ 156,455	2.5%	\$ 160,366	2.25%	\$ 163,975	2.0%	\$ 167,254
EX2	\$ 170,197	3.75%	\$ 176,579	3.5%	\$ 182,759	3.25%	\$ 188,699	3.0%	\$ 194,360	3.0%	\$ 200,191	3.0%	\$ 206,197	3.0%	\$ 212,383	2.5%	\$ 217,692	2.5%	\$ 223,134	2.25%	\$ 228,155	2.0%	\$ 232,718
EX3	\$ 177,856	3.75%	\$ 184,525	3.5%	\$ 190,984	3.25%	\$ 197,191	3.0%	\$ 203,106	3.0%	\$ 209,199	3.0%	\$ 215,475	3.0%	\$ 221,940	2.5%	\$ 227,488	2.5%	\$ 233,175	2.25%	\$ 238,422	2.0%	\$ 243,190
EX4	\$ 188,972	3.75%	\$ 196,058	3.5%	\$ 202,920	3.25%	\$ 209,515	3.0%	\$ 215,800	3.0%	\$ 222,274	3.0%	\$ 228,943	3.0%	\$ 235,811	2.5%	\$ 241,706	2.5%	\$ 247,749	2.25%	\$ 253,323	2.0%	\$ 258,390

MONTHLY

	1		2		3		4		5		6		7		8		9		10		11		12
EX1	\$10,193.35	3.75%	\$10,575.60	3.5%	\$10,945.75	3.25%	\$11,301.49	3.0%	\$11,640.53	3.0%	\$11,989.75	3.0%	\$12,349.44	3.0%	\$12,719.92	2.5%	\$13,037.92	2.5%	\$13,363.87	2.25%	\$13,664.56	2.0%	\$13,937.85
EX2	\$14,183.07	3.75%	\$14,714.93	3.5%	\$15,229.95	3.25%	\$15,724.93	3.0%	\$16,196.68	3.0%	\$16,682.58	3.0%	\$17,183.05	3.0%	\$17,698.54	2.5%	\$18,141.01	2.5%	\$18,594.53	2.25%	\$19,012.91	2.0%	\$19,393.17
EX3	\$14,821.30	3.75%	\$15,377.10	3.5%	\$15,915.30	3.25%	\$16,432.55	3.0%	\$16,925.53	3.0%	\$17,433.29	3.0%	\$17,956.29	3.0%	\$18,494.98	2.5%	\$18,957.35	2.5%	\$19,431.29	2.25%	\$19,868.49	2.0%	\$20,265.86
EX4	\$15,747.64	3.75%	\$16,338.17	3.5%	\$16,910.01	3.25%	\$17,459.58	3.0%	\$17,983.37	3.0%	\$18,522.87	3.0%	\$19,078.56	3.0%	\$19,650.91	2.5%	\$20,142.19	2.5%	\$20,645.74	2.25%	\$21,110.27	2.0%	\$21,532.48

BIWEEKLY

	1		2		3		4		5		6		7		8		9		10		11		12
EX1	\$ 4,704.63	3.75%	\$ 4,881.05	3.5%	\$ 5,051.89	3.25%	\$ 5,216.07	3.0%	\$ 5,372.55	3.0%	\$ 5,533.73	3.0%	\$ 5,699.74	3.0%	\$ 5,870.73	2.5%	\$ 6,017.50	2.5%	\$ 6,167.94	2.25%	\$ 6,306.72	2.0%	\$ 6,432.85
EX2	\$ 6,546.03	3.75%	\$ 6,791.51	3.5%	\$ 7,029.21	3.25%	\$ 7,257.66	3.0%	\$ 7,475.39	3.0%	\$ 7,699.65	3.0%	\$ 7,930.64	3.0%	\$ 8,168.56	2.5%	\$ 8,372.77	2.5%	\$ 8,582.09	2.25%	\$ 8,775.19	2.0%	\$ 8,950.69
EX3	\$ 6,840.60	3.75%	\$ 7,097.12	3.5%	\$ 7,345.52	3.25%	\$ 7,584.25	3.0%	\$ 7,811.78	3.0%	\$ 8,046.13	3.0%	\$ 8,287.52	3.0%	\$ 8,536.14	2.5%	\$ 8,749.55	2.5%	\$ 8,968.29	2.25%	\$ 9,170.07	2.0%	\$ 9,353.47
EX4	\$ 7,268.14	3.75%	\$ 7,540.69	3.5%	\$ 7,804.62	3.25%	\$ 8,058.27	3.0%	\$ 8,300.02	3.0%	\$ 8,549.02	3.0%	\$ 8,805.49	3.0%	\$ 9,069.65	2.5%	\$ 9,296.39	2.5%	\$ 9,528.80	2.25%	\$ 9,743.20	2.0%	\$ 9,938.07

HOURLY

	1		2		3		4		5		6		7		8		9		10		11		12
EX1	\$ 58.80781	3.75%	\$ 61.01311	3.5%	\$ 63.14856	3.25%	\$ 65.20089	3.0%	\$ 67.15692	3.0%	\$ 69.17163	3.0%	\$ 71.24678	3.0%	\$ 73.38418	2.5%	\$ 75.21878	2.5%	\$ 77.09925	2.25%	\$ 78.83399	2.0%	\$ 80.41067
EX2	\$ 81.82538	3.75%	\$ 84.89383	3.5%	\$ 87.86512	3.25%	\$ 90.72073	3.0%	\$ 93.44236	3.0%	\$ 96.24563	3.0%	\$ 99.13300	3.0%	\$ 102.10699	2.5%	\$ 104.65966	2.5%	\$ 107.27615	2.25%	\$ 109.68987	2.0%	\$ 111.88366
EX3	\$ 85.50752	3.75%	\$ 88.71406	3.5%	\$ 91.81905	3.25%	\$ 94.80317	3.0%	\$ 97.64726	3.0%	\$ 100.57668	3.0%	\$ 103.59398	3.0%	\$ 106.70180	2.5%	\$ 109.36934	2.5%	\$ 112.10358	2.25%	\$ 114.62591	2.0%	\$ 116.91843
EX4	\$ 90.85174	3.75%	\$ 94.25868	3.5%	\$ 97.55774	3.25%	\$ 100.72837	3.0%	\$ 103.75022	3.0%	\$ 106.86272	3.0%	\$ 110.06860	3.0%	\$ 113.37066	2.5%	\$ 116.20493	2.5%	\$ 119.11005	2.25%	\$ 121.79003	2.0%	\$ 124.22583

INFORMATION TECHNOLOGY JOB FAMILY										
TITLE	GRADE	ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
		MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
IT Infrastructure Architect Security Engineer Senior IT Project Manager	INFT6	\$ 123,065	\$ 144,753	\$ 168,272	\$10,255.41	\$14,022.70	\$4,733.27	\$6,472.02	\$ 59.17	\$80.90
Data Engineer Security Operations Analyst Senior Database Administrator Senior ERP Administrator	INFT5	\$ 113,738	\$ 133,783	\$ 155,520	\$9,478.20	\$12,959.99	\$4,374.55	\$5,981.53	\$ 54.68	\$74.77
Cloud Systems Administrator Integration Developer Senior Applications Systems Administrator Senior Mobile Systems Administrator Senior Network Engineer Senior Systems Administrator	INFT4	\$ 105,119	\$ 123,644	\$ 143,734	\$8,759.89	\$11,977.81	\$4,043.03	\$5,528.22	\$ 50.54	\$ 69.10
Applications Systems Administrator Associate Data Scientist GIS Application Systems Administrator IT Business Analyst Mobile Systems Administrator Radio Communications Administrator Systems Administrator Web Systems Administrator	INFT3	\$ 97,152	\$ 114,274	\$ 132,841	\$8,096.02	\$11,070.06	\$3,736.62	\$5,109.26	\$ 46.71	\$ 63.87
Analytics and Business Intelligence Developer IT Project Manager	INFT2	\$ 89,789	\$ 105,613	\$ 122,773	\$7,482.45	\$10,231.11	\$3,453.44	\$4,722.05	\$ 43.17	\$ 59.03
Mobile Systems Specialist	INFT1	\$ 82,985	\$ 97,609	\$ 113,469	\$6,915.39	\$9,455.74	\$3,191.72	\$4,364.19	\$ 39.90	\$ 54.55

INFORMATION TECHNOLOGY

ANNUAL																							
	1		2		3		4		5		6		7		8		9		10		11		12
INFT1	\$ 82,985	3.75%	\$ 86,097	3.5%	\$ 89,110	3.25%	\$ 92,006	3.0%	\$ 94,766	3.0%	\$ 97,609	3.0%	\$ 100,538	3.0%	\$ 103,554	2.5%	\$ 106,143	2.5%	\$ 108,796	2.25%	\$ 111,244	2.0%	\$ 113,469
INFT2	\$ 89,789	3.75%	\$ 93,157	3.5%	\$ 96,417	3.25%	\$ 99,551	3.0%	\$ 102,537	3.0%	\$ 105,613	3.0%	\$ 108,782	3.0%	\$ 112,045	2.5%	\$ 114,846	2.5%	\$ 117,717	2.25%	\$ 120,366	2.0%	\$ 122,773
INFT3	\$ 97,152	3.75%	\$ 100,795	3.5%	\$ 104,323	3.25%	\$ 107,714	3.0%	\$ 110,945	3.0%	\$ 114,274	3.0%	\$ 117,702	3.0%	\$ 121,233	2.5%	\$ 124,264	2.5%	\$ 127,370	2.25%	\$ 130,236	2.0%	\$ 132,841
INFT4	\$ 105,119	3.75%	\$ 109,061	3.5%	\$ 112,878	3.25%	\$ 116,546	3.0%	\$ 120,043	3.0%	\$ 123,644	3.0%	\$ 127,353	3.0%	\$ 131,174	2.5%	\$ 134,453	2.5%	\$ 137,815	2.25%	\$ 140,915	2.0%	\$ 143,734
INFT5	\$ 113,738	3.75%	\$ 118,004	3.5%	\$ 122,134	3.25%	\$ 126,103	3.0%	\$ 129,886	3.0%	\$ 133,783	3.0%	\$ 137,796	3.0%	\$ 141,930	2.5%	\$ 145,478	2.5%	\$ 149,115	2.25%	\$ 152,470	2.0%	\$ 155,520
INFT6	\$ 123,065	3.75%	\$ 127,680	3.5%	\$ 132,149	3.25%	\$ 136,444	3.0%	\$ 140,537	3.0%	\$ 144,753	3.0%	\$ 149,096	3.0%	\$ 153,568	2.5%	\$ 157,408	2.5%	\$ 161,343	2.25%	\$ 164,973	2.0%	\$ 168,272

MONTHLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
INFT1	\$6,915.39	3.75%	\$7,174.72	3.5%	\$7,425.84	3.25%	\$7,667.17	3.0%	\$7,897.19	3.0%	\$8,134.11	3.0%	\$8,378.13	3.0%	\$8,629.47	2.5%	\$8,845.21	2.5%	\$9,066.34	2.25%	\$9,270.33	2.0%	\$9,455.74
INFT2	\$7,482.45	3.75%	\$7,763.05	3.5%	\$8,034.75	3.25%	\$8,295.88	3.0%	\$8,544.76	3.0%	\$8,801.10	3.0%	\$9,065.14	3.0%	\$9,337.09	2.5%	\$9,570.52	2.5%	\$9,809.78	2.25%	\$10,030.50	2.0%	\$10,231.11
INFT3	\$8,096.02	3.75%	\$8,399.62	3.5%	\$8,693.60	3.25%	\$8,976.15	3.0%	\$9,245.43	3.0%	\$9,522.79	3.0%	\$9,808.48	3.0%	\$10,102.73	2.5%	\$10,355.30	2.5%	\$10,614.18	2.25%	\$10,853.00	2.0%	\$11,070.06
INFT4	\$8,759.89	3.75%	\$9,088.39	3.5%	\$9,406.48	3.25%	\$9,712.19	3.0%	\$10,003.56	3.0%	\$10,303.66	3.0%	\$10,612.77	3.0%	\$10,931.15	2.5%	\$11,204.43	2.5%	\$11,484.54	2.25%	\$11,742.95	2.0%	\$11,977.81
INFT5	\$9,478.20	3.75%	\$9,833.63	3.5%	\$10,177.81	3.25%	\$10,508.59	3.0%	\$10,823.85	3.0%	\$11,148.56	3.0%	\$11,483.02	3.0%	\$11,827.51	2.5%	\$12,123.20	2.5%	\$12,426.28	2.25%	\$12,705.87	2.0%	\$12,959.99
INFT6	\$10,255.41	3.75%	\$10,639.99	3.5%	\$11,012.39	3.25%	\$11,370.29	3.0%	\$11,711.40	3.0%	\$12,062.74	3.0%	\$12,424.63	3.0%	\$12,797.37	2.5%	\$13,117.30	2.5%	\$13,445.23	2.25%	\$13,747.75	2.0%	\$14,022.70

BIWEEKLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
INFT1	\$ 3,191.72	3.75%	\$ 3,311.41	3.5%	\$ 3,427.31	3.25%	\$ 3,538.70	3.0%	\$ 3,644.86	3.0%	\$ 3,754.20	3.0%	\$ 3,866.83	3.0%	\$ 3,982.83	2.5%	\$ 4,082.40	2.5%	\$ 4,184.46	2.25%	\$ 4,278.61	2.0%	\$ 4,364.19
INFT2	\$ 3,453.44	3.75%	\$ 3,582.94	3.5%	\$ 3,708.35	3.25%	\$ 3,828.87	3.0%	\$ 3,943.74	3.0%	\$ 4,062.05	3.0%	\$ 4,183.91	3.0%	\$ 4,309.43	2.5%	\$ 4,417.16	2.5%	\$ 4,527.59	2.25%	\$ 4,629.46	2.0%	\$ 4,722.05
INFT3	\$ 3,736.62	3.75%	\$ 3,876.75	3.5%	\$ 4,012.43	3.25%	\$ 4,142.84	3.0%	\$ 4,267.12	3.0%	\$ 4,395.14	3.0%	\$ 4,526.99	3.0%	\$ 4,662.80	2.5%	\$ 4,779.37	2.5%	\$ 4,898.85	2.25%	\$ 5,009.08	2.0%	\$ 5,109.26
INFT4	\$ 4,043.03	3.75%	\$ 4,194.64	3.5%	\$ 4,341.45	3.25%	\$ 4,482.55	3.0%	\$ 4,617.03	3.0%	\$ 4,755.54	3.0%	\$ 4,898.20	3.0%	\$ 5,045.15	2.5%	\$ 5,171.28	2.5%	\$ 5,300.56	2.25%	\$ 5,419.82	2.0%	\$ 5,528.22
INFT5	\$ 4,374.55	3.75%	\$ 4,538.60	3.5%	\$ 4,697.45	3.25%	\$ 4,850.12	3.0%	\$ 4,995.62	3.0%	\$ 5,145.49	3.0%	\$ 5,299.85	3.0%	\$ 5,458.85	2.5%	\$ 5,595.32	2.5%	\$ 5,735.20	2.25%	\$ 5,864.25	2.0%	\$ 5,981.53
INFT6	\$ 4,733.27	3.75%	\$ 4,910.76	3.5%	\$ 5,082.64	3.25%	\$ 5,247.83	3.0%	\$ 5,405.26	3.0%	\$ 5,567.42	3.0%	\$ 5,734.44	3.0%	\$ 5,906.48	2.5%	\$ 6,054.14	2.5%	\$ 6,205.49	2.25%	\$ 6,345.12	2.0%	\$ 6,472.02

HOURLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
INFT1	\$ 39.89650	3.75%	\$ 41.39261	3.5%	\$ 42.84136	3.25%	\$ 44.23370	3.0%	\$ 45.56071	3.0%	\$ 46.92753	3.0%	\$ 48.33536	3.0%	\$ 49.78542	2.5%	\$ 51.03005	2.5%	\$ 52.30581	2.25%	\$ 53.48269	2.0%	\$ 54.55234
INFT2	\$ 43.16801	3.75%	\$ 44.78681	3.5%	\$ 46.35435	3.25%	\$ 47.86086	3.0%	\$ 49.29669	3.0%	\$ 50.77559	3.0%	\$ 52.29886	3.0%	\$ 53.86782	2.5%	\$ 55.21452	2.5%	\$ 56.59488	2.25%	\$ 57.86827	2.0%	\$ 59.02563
INFT3	\$ 46.70779	3.75%	\$ 48.45933	3.5%	\$ 50.15540	3.25%	\$ 51.78545	3.0%	\$ 53.33902	3.0%	\$ 54.93919	3.0%	\$ 56.58736	3.0%	\$ 58.28499	2.5%	\$ 59.74211	2.5%	\$ 61.23566	2.25%	\$ 62.61346	2.0%	\$ 63.86573
INFT4	\$ 50.53782	3.75%	\$ 52.43299	3.5%	\$ 54.26815	3.25%	\$ 56.03186	3.0%	\$ 57.71282	3.0%	\$ 59.44420	3.0%	\$ 61.22753	3.0%	\$ 63.06435	2.5%	\$ 64.64096	2.5%	\$ 66.25699	2.25%	\$ 67.74777	2.0%	\$ 69.10272
INFT5	\$ 54.68193	3.75%	\$ 56.73250	3.5%	\$ 58.71813	3.25%	\$ 60.62647	3.0%	\$ 62.44527	3.0%	\$ 64.31863	3.0%	\$ 66.24819	3.0%	\$ 68.23563	2.5%	\$ 69.94152	2.5%	\$ 71.69006	2.25%	\$ 73.30309	2.0%	\$ 74.76915
INFT6	\$ 59.16584	3.75%	\$ 61.38456	3.5%	\$ 63.53302	3.25%	\$ 65.59785	3.0%	\$ 67.56578	3.0%	\$ 69.59275	3.0%	\$ 71.68054	3.0%	\$ 73.83095	2.5%	\$ 75.67673	2.5%	\$ 77.56864	2.25%	\$ 79.31394	2.0%	\$ 80.90022

LABOR, TRADES, CRAFTS AND UTILITIES JOB FAMILY										
TITLE	GRADE	ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
		MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Electro Mechanical Technician	LTCU9	\$ 72,110	\$ 84,818	\$ 98,599	\$6,009.16	\$8,216.60	\$2,773.46	\$3,792.28	\$ 34.67	\$ 47.40
Lead Master Fleet Technician										
Streets Foreman										
Traffic Crew Foreman										
Utility Foreman - Wastewater										
Utility Foreman - Water Systems Operations										
Irrigation Maintenance Leadworker	LTCU8	\$ 65,412	\$ 76,939	\$ 89,440	\$5,450.98	\$7,453.37	\$2,515.84	\$3,440.02	\$ 31.45	\$ 43.00
Master Fleet Technician										
Parks Maintenance Leadworker										
Plant Operator A										
Fleet Equipment Technician	LTCU7	\$ 59,336	\$ 69,793	\$ 81,133	\$4,944.64	\$6,761.04	\$2,282.14	\$3,120.48	\$ 28.53	\$ 39.01
Forestry Technician II										
Golf Course Equipment Specialist										
Plant Operator B										
Streets Technician IV										
Traffic Technician III										
Utility System Technician - Senior										
Building Craftworker	LTCU6	\$ 53,824	\$ 63,310	\$ 73,596	\$4,485.35	\$6,133.02	\$2,070.16	\$2,830.63	\$ 25.88	\$ 35.38
Fleet Lube Technician										
Forestry Technician I										
Golf Course Computerized Irrigation Technician										
Lead Parts Specialist										
Parks Worker III										
Plant Operator C										
Streets Technician III										
Traffic Technician II										
Utility System Technician - Journey										
Craftworker	LTCU5	\$ 48,825	\$ 57,429	\$ 66,760	\$4,068.71	\$5,563.34	\$1,877.87	\$2,567.69	\$ 23.47	\$ 32.10
Golf Course Maintenance Worker										
Parks Worker II										
Parts Specialist										
Plant Operator D										
Streets Technician II										
Traffic Technician I										
Utility System Technician - Associate - Wastewater										
Utility System Technician - Associate - Water Systems Operations										
Building Maintenance Worker	LTCU4	\$ 44,289	\$ 52,094	\$ 60,559	\$3,690.77	\$5,046.57	\$1,703.43	\$2,329.18	\$ 21.29	\$ 29.11
Custodian	LTCU3	\$ 40,175	\$ 47,256	\$ 54,934	\$3,347.94	\$4,577.80	\$1,545.21	\$2,112.83	\$ 19.32	\$ 26.41

LABOR, TRADES, CRAFTS AND UTILITIES

ANNUAL																							
	1		2		3		4		5		6		7		8		9		10		11		12
LTCU1	\$ 33,058	3.75%	\$ 34,298	3.5%	\$ 35,498	3.25%	\$ 36,652	3.0%	\$ 37,752	3.0%	\$ 38,884	3.0%	\$ 40,051	3.0%	\$ 41,252	2.5%	\$ 42,284	2.5%	\$ 43,341	2.25%	\$ 44,316	2.0%	\$ 45,202
LTCU2	\$ 36,444	3.75%	\$ 37,810	3.5%	\$ 39,134	3.25%	\$ 40,405	3.0%	\$ 41,618	3.0%	\$ 42,866	3.0%	\$ 44,152	3.0%	\$ 45,477	2.5%	\$ 46,613	2.5%	\$ 47,779	2.25%	\$ 48,854	2.0%	\$ 49,831
LTCU3	\$ 40,175	3.75%	\$ 41,682	3.5%	\$ 43,141	3.25%	\$ 44,543	3.0%	\$ 45,879	3.0%	\$ 47,256	3.0%	\$ 48,673	3.0%	\$ 50,133	2.5%	\$ 51,387	2.5%	\$ 52,671	2.25%	\$ 53,856	2.0%	\$ 54,934
LTCU4	\$ 44,289	3.75%	\$ 45,950	3.5%	\$ 47,558	3.25%	\$ 49,104	3.0%	\$ 50,577	3.0%	\$ 52,094	3.0%	\$ 53,657	3.0%	\$ 55,267	2.5%	\$ 56,649	2.5%	\$ 58,065	2.25%	\$ 59,371	2.0%	\$ 60,559
LTCU5	\$ 48,825	3.75%	\$ 50,655	3.5%	\$ 52,428	3.25%	\$ 54,132	3.0%	\$ 55,756	3.0%	\$ 57,429	3.0%	\$ 59,152	3.0%	\$ 60,926	2.5%	\$ 62,450	2.5%	\$ 64,011	2.25%	\$ 65,451	2.0%	\$ 66,760
LTCU6	\$ 53,824	3.75%	\$ 55,843	3.5%	\$ 57,797	3.25%	\$ 59,675	3.0%	\$ 61,466	3.0%	\$ 63,310	3.0%	\$ 65,209	3.0%	\$ 67,165	2.5%	\$ 68,844	2.5%	\$ 70,565	2.25%	\$ 72,153	2.0%	\$ 73,596
LTCU7	\$ 59,336	3.75%	\$ 61,561	3.5%	\$ 63,715	3.25%	\$ 65,786	3.0%	\$ 67,760	3.0%	\$ 69,793	3.0%	\$ 71,886	3.0%	\$ 74,043	2.5%	\$ 75,894	2.5%	\$ 77,791	2.25%	\$ 79,542	2.0%	\$ 81,133
LTCU8	\$ 65,412	3.75%	\$ 67,865	3.5%	\$ 70,240	3.25%	\$ 72,523	3.0%	\$ 74,698	3.0%	\$ 76,939	3.0%	\$ 79,248	3.0%	\$ 81,625	2.5%	\$ 83,666	2.5%	\$ 85,757	2.25%	\$ 87,687	2.0%	\$ 89,440
LTCU9	\$ 72,110	3.75%	\$ 74,814	3.5%	\$ 77,432	3.25%	\$ 79,949	3.0%	\$ 82,348	3.0%	\$ 84,818	3.0%	\$ 87,362	3.0%	\$ 89,983	2.5%	\$ 92,233	2.5%	\$ 94,539	2.25%	\$ 96,666	2.0%	\$ 98,599

MONTHLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
LTCU1	\$2,754.86	3.75%	\$2,858.17	3.5%	\$2,958.21	3.25%	\$3,054.35	3.0%	\$3,145.98	3.0%	\$3,240.36	3.0%	\$3,337.57	3.0%	\$3,437.69	2.5%	\$3,523.64	2.5%	\$3,611.73	2.25%	\$3,692.99	2.0%	\$3,766.85
LTCU2	\$3,036.96	3.75%	\$3,150.85	3.5%	\$3,261.13	3.25%	\$3,367.11	3.0%	\$3,468.13	3.0%	\$3,572.17	3.0%	\$3,679.33	3.0%	\$3,789.71	2.5%	\$3,884.46	2.5%	\$3,981.57	2.25%	\$4,071.15	2.0%	\$4,152.58
LTCU3	\$3,347.94	3.75%	\$3,473.49	3.5%	\$3,595.06	3.25%	\$3,711.90	3.0%	\$3,823.26	3.0%	\$3,937.96	3.0%	\$4,056.10	3.0%	\$4,177.78	2.5%	\$4,282.23	2.5%	\$4,389.28	2.25%	\$4,488.04	2.0%	\$4,577.80
LTCU4	\$3,690.77	3.75%	\$3,829.18	3.5%	\$3,963.20	3.25%	\$4,092.00	3.0%	\$4,214.76	3.0%	\$4,341.21	3.0%	\$4,471.44	3.0%	\$4,605.59	2.5%	\$4,720.73	2.5%	\$4,838.74	2.25%	\$4,947.62	2.0%	\$5,046.57
LTCU5	\$4,068.71	3.75%	\$4,221.29	3.5%	\$4,369.03	3.25%	\$4,511.02	3.0%	\$4,646.36	3.0%	\$4,785.75	3.0%	\$4,929.32	3.0%	\$5,077.20	2.5%	\$5,204.13	2.5%	\$5,334.23	2.25%	\$5,454.25	2.0%	\$5,563.34
LTCU6	\$4,485.35	3.75%	\$4,653.55	3.5%	\$4,816.42	3.25%	\$4,972.95	3.0%	\$5,122.14	3.0%	\$5,275.81	3.0%	\$5,434.08	3.0%	\$5,597.10	2.5%	\$5,737.03	2.5%	\$5,880.46	2.25%	\$6,012.77	2.0%	\$6,133.02
LTCU7	\$4,944.64	3.75%	\$5,130.07	3.5%	\$5,309.62	3.25%	\$5,482.18	3.0%	\$5,646.65	3.0%	\$5,816.05	3.0%	\$5,990.53	3.0%	\$6,170.25	2.5%	\$6,324.50	2.5%	\$6,482.61	2.25%	\$6,628.47	2.0%	\$6,761.04
LTCU8	\$5,450.98	3.75%	\$5,655.39	3.5%	\$5,853.33	3.25%	\$6,043.56	3.0%	\$6,224.87	3.0%	\$6,411.61	3.0%	\$6,603.96	3.0%	\$6,802.08	2.5%	\$6,972.13	2.5%	\$7,146.43	2.25%	\$7,307.23	2.0%	\$7,453.37
LTCU9	\$6,009.16	3.75%	\$6,234.50	3.5%	\$6,452.71	3.25%	\$6,662.42	3.0%	\$6,862.29	3.0%	\$7,068.16	3.0%	\$7,280.21	3.0%	\$7,498.61	2.5%	\$7,686.08	2.5%	\$7,878.23	2.25%	\$8,055.49	2.0%	\$8,216.60

BIWEEKLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
LTCU1	\$ 1,271.47	3.75%	\$ 1,319.16	3.5%	\$ 1,365.33	3.25%	\$ 1,409.70	3.0%	\$ 1,451.99	3.0%	\$ 1,495.55	3.0%	\$ 1,540.42	3.0%	\$ 1,586.63	2.5%	\$ 1,626.29	2.5%	\$ 1,666.95	2.25%	\$ 1,704.46	2.0%	\$ 1,738.55
LTCU2	\$ 1,401.67	3.75%	\$ 1,454.24	3.5%	\$ 1,505.13	3.25%	\$ 1,554.05	3.0%	\$ 1,600.67	3.0%	\$ 1,648.69	3.0%	\$ 1,698.15	3.0%	\$ 1,749.10	2.5%	\$ 1,792.83	2.5%	\$ 1,837.65	2.25%	\$ 1,878.99	2.0%	\$ 1,916.57
LTCU3	\$ 1,545.21	3.75%	\$ 1,603.15	3.5%	\$ 1,659.26	3.25%	\$ 1,713.19	3.0%	\$ 1,764.58	3.0%	\$ 1,817.52	3.0%	\$ 1,872.05	3.0%	\$ 1,928.21	2.5%	\$ 1,976.41	2.5%	\$ 2,025.82	2.25%	\$ 2,071.40	2.0%	\$ 2,112.83
LTCU4	\$ 1,703.43	3.75%	\$ 1,767.31	3.5%	\$ 1,829.17	3.25%	\$ 1,888.62	3.0%	\$ 1,945.28	3.0%	\$ 2,003.63	3.0%	\$ 2,063.74	3.0%	\$ 2,125.65	2.5%	\$ 2,178.80	2.5%	\$ 2,233.27	2.25%	\$ 2,283.51	2.0%	\$ 2,329.18
LTCU5	\$ 1,877.87	3.75%	\$ 1,948.29	3.5%	\$ 2,016.48	3.25%	\$ 2,082.01	3.0%	\$ 2,144.47	3.0%	\$ 2,208.81	3.0%	\$ 2,275.07	3.0%	\$ 2,343.32	2.5%	\$ 2,401.91	2.5%	\$ 2,461.95	2.25%	\$ 2,517.35	2.0%	\$ 2,567.69
LTCU6	\$ 2,070.16	3.75%	\$ 2,147.79	3.5%	\$ 2,222.96	3.25%	\$ 2,295.21	3.0%	\$ 2,364.07	3.0%	\$ 2,434.99	3.0%	\$ 2,508.04	3.0%	\$ 2,583.28	2.5%	\$ 2,647.86	2.5%	\$ 2,714.06	2.25%	\$ 2,775.12	2.0%	\$ 2,830.63
LTCU7	\$ 2,282.14	3.75%	\$ 2,367.72	3.5%	\$ 2,450.59	3.25%	\$ 2,530.24	3.0%	\$ 2,606.15	3.0%	\$ 2,684.33	3.0%	\$ 2,764.86	3.0%	\$ 2,847.81	2.5%	\$ 2,919.00	2.5%	\$ 2,991.98	2.25%	\$ 3,059.30	2.0%	\$ 3,120.48
LTCU8	\$ 2,515.84	3.75%	\$ 2,610.18	3.5%	\$ 2,701.54	3.25%	\$ 2,789.34	3.0%	\$ 2,873.02	3.0%	\$ 2,959.21	3.0%	\$ 3,047.98	3.0%	\$ 3,139.42	2.5%	\$ 3,217.91	2.5%	\$ 3,298.35	2.25%	\$ 3,372.57	2.0%	\$ 3,440.02
LTCU9	\$ 2,773.46	3.75%	\$ 2,877.46	3.5%	\$ 2,978.17	3.25%	\$ 3,074.96	3.0%	\$ 3,167.21	3.0%	\$ 3,262.23	3.0%	\$ 3,360.10	3.0%	\$ 3,460.90	2.5%	\$ 3,547.42	2.5%	\$ 3,636.11	2.25%	\$ 3,717.92	2.0%	\$ 3,792.28

HOURLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
LTCU1	\$ 15.89343	3.75%	\$ 16.48944	3.5%	\$ 17.06657	3.25%	\$ 17.62123	3.0%	\$ 18.14987	3.0%	\$ 18.69436	3.0%	\$ 19.25520	3.0%	\$ 19.83285	2.5%	\$ 20.32867	2.5%	\$ 20.83689	2.25%	\$ 21.30572	2.0%	\$ 21.73183
LTCU2	\$ 17.52092	3.75%	\$ 18.17796	3.5%	\$ 18.81418	3.25%	\$ 19.42565	3.0%	\$ 20.00842	3.0%	\$ 20.60867	3.0%	\$ 21.22693	3.0%	\$ 21.86374	2.5%	\$ 22.41033	2.5%	\$ 22.97059	2.25%	\$ 23.48743	2.0%	\$ 23.95717
LTCU3	\$ 19.31506	3.75%	\$ 20.03938	3.5%	\$ 20.74076	3.25%	\$ 21.41483	3.0%	\$ 22.05728	3.0%	\$ 22.71900	3.0%	\$ 23.40057	3.0%	\$ 24.10258	2.5%	\$ 24.70515	2.5%	\$ 25.32278	2.25%	\$ 25.89254	2.0%	\$ 26.41039
LTCU4	\$ 21.29293	3.75%	\$ 22.09141	3.5%	\$ 22.86461	3.25%	\$ 23.60771	3.0%	\$ 24.31594	3.0%	\$ 25.04542	3.0%	\$ 25.79678	3.0%	\$ 26.57069	2.5%	\$ 27.23495	2.5%	\$ 27.91583	2.25%	\$ 28.54393	2.0%	\$ 29.11481
LTCU5	\$ 23.47332	3.75%	\$ 24.35357	3.5%	\$ 25.20595	3.25%	\$ 26.02514	3.0%	\$ 26.80589	3.0%	\$ 27.61007	3.0%	\$ 28.43837	3.0%	\$ 29.29152	2.5%	\$ 30.02381	2.5%	\$ 30.77441	2.25%	\$ 31.46683	2.0%	\$ 32.09617
LTCU6	\$ 25.87699	3.75%	\$ 26.84738	3.5%	\$ 27.78704	3.25%	\$ 28.69011	3.0%	\$ 29.55082	3.0%	\$ 30.43734	3.0%	\$ 31.35046	3.0%	\$ 32.29098	2.5%	\$ 33.09825	2.5%	\$ 33.92571	2.25%	\$ 34.68904	2.0%	\$ 35.38282
LTCU7	\$ 28.52679	3.75%	\$ 29.59655	3.5%	\$ 30.63243	3.25%	\$ 31.62798	3.0%	\$ 32.57682	3.0%	\$ 33.55413	3.0%	\$ 34.56075	3.0%	\$ 35.59757	2.5%	\$ 36.48751	2.5%	\$ 37.39970	2.25%	\$ 38.24119	2.0%	\$ 39.00602
LTCU8	\$ 31.44794	3.75%	\$ 32.62724	3.5%	\$ 33.76919	3.25%	\$ 34.86669	3.0%	\$ 35.91269	3.0%	\$ 36.99007	3.0%	\$ 38.09977	3.0%	\$ 39.24276	2.5%	\$ 40.22383	2.5%	\$ 41.22943	2.25%	\$ 42.15709	2.0%	\$ 43.00023
LTCU9	\$ 34.66821	3.75%	\$ 35.96826	3.5%	\$ 37.22715	3.25%	\$ 38.43704	3.0%	\$ 39.59015	3.0%	\$ 40.77785	3.0%	\$ 42.00119	3.0%	\$ 43.26122	2.5%	\$ 44.34275	2.5%	\$ 45.45132	2.25%	\$ 46.47398	2.0%	\$ 47.40346

MANAGEMENT JOB FAMILY										
		ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
TITLE	GRADE	MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Deputy City Attorney	MGMT13	\$ 151,403	\$ 178,085	\$ 207,020	\$12,616.89	\$17,251.67	\$ 5,823.18	\$7,962.31	\$ 72.79	\$ 99.53
City Engineer	MGMT12	\$ 144,193	\$ 169,604	\$ 197,162	\$12,016.09	\$16,430.16	\$ 5,545.89	\$7,583.15	\$ 69.32	\$ 94.79
Assistant City Engineer	MGMT11	\$ 136,031	\$ 160,004	\$ 186,002	\$11,335.93	\$15,500.15	\$ 5,231.97	\$7,153.92	\$ 65.40	\$ 89.42
Chief Information Security Officer	MGMT10	\$ 128,331	\$ 150,947	\$ 175,473	\$10,694.28	\$14,622.78	\$ 4,935.82	\$6,748.98	\$ 61.70	\$ 84.36
Deputy Director of AURA										
Deputy Director of Finance										
Deputy Director of Vibrant Community and Neighborhoods										
Engineering Manager										
IT Business Applications and PMO Manager										
IT Infrastructure and Operations Manager										
Manager of City Planning and Development										
Chief Building Official	MGMT9	\$ 116,390	\$ 136,901	\$ 159,145	\$9,699.14	\$13,262.09	\$ 4,476.53	\$6,120.97	\$ 55.96	\$ 76.51
Controller										
Court Administrator										
Data and Analytics Manager										
Director of Communications and Engagement										
Insurance and Risk Program Director										
Manager of City Facilities										
Utilities Business Manager										
Chief Surveyor	MGMT8	\$ 108,018	\$ 127,055	\$ 147,698	\$9,001.53	\$12,308.21	\$ 4,154.55	\$5,680.71	\$ 51.93	\$ 71.01
Economic Development Manager										
Executive Director (Ralston House)										
Fleet Manager										
GIS Manager										
Housing Manager										
Human Resources Manager										
Insurance and Risk Program Director										
Manager of Golf										
Manager of Golf Course Maintenance and Operations										
Manager of Traffic Operations and Maintenance										
Parks and Urban Design Manager										
Parks Manager										
Police Operations Manager										
Principal Planner										
Purchasing Manager										
Revenue Manager										
Senior Organizational Development Manager										
Service Desk Manager										
Specialty Applications Manager										
Stormwater Administrator										

MANAGEMENT JOB FAMILY										
		ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
TITLE	GRADE	MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Streets Manager Transportation Planning Manager Wastewater and Stormwater Manager Water System Manager Water Treatment Manager	MGMT8	\$ 108,018	\$ 127,055	\$ 147,698	\$ 9,001.53	\$ 12,308.21	\$ 4,154.55	\$ 5,680.71	\$ 51.93	\$ 71.01
Assistant Manager of City Facilities Clinical Director (Ralston House) Deputy Director (Ralston House) Food and Beverage Manager Homelessness Program Manager Pavement Manager Plant Supervisor - SCADA Utilities Services Manager	MGMT7	\$ 97,967	\$ 115,232	\$ 133,955	\$8,163.91	\$11,162.89	\$ 3,767.96	\$5,152.10	\$ 47.10	\$ 64.40
Accounting Supervisor - Accounts Payable Accounting Supervisor - Treasury Clinical Manager (Ralston House) Construction and Inspection Supervisor Construction and Maintenance Supervisor Deputy Building Official Law Office Administrator Operations Supervisor Parks Program Manager Payroll Supervisor Permitting and Administrative Manager Sales Tax Auditor Supervisor Streets Supervisor Systems and Administrative Manager Traffic Field Operations Supervisor Utilities Services Supervisor Utility Supervisor - Wastewater Utility Supervisor - Water Systems Operations Water Quality Administrator	MGMT6	\$ 88,851	\$ 104,509	\$ 121,490	\$7,404.23	\$10,124.16	\$ 3,417.34	\$4,672.69	\$ 42.72	\$ 58.41
Assistant Fleet Manager Chief Plant Operator City Forester Computerized Irrigation Supervisor Deputy Court Administrator Development Manager (Ralston House) Golf Course Superintendent Head Golf Professional Housing Choice Voucher Program Supervisor Irrigation Crew Supervisor	MGMT5	\$ 80,583	\$ 94,784	\$ 110,185	\$6,715.25	\$9,182.07	\$ 3,099.35	\$4,237.88	\$ 38.74	\$ 52.97

MANAGEMENT JOB FAMILY										
		ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
TITLE	GRADE	MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Media Services Manager	MGMT5	\$ 80,583	\$ 94,784	\$ 110,185	\$6,715.25	\$9,182.07	\$ 3,099.35	\$4,237.88	\$ 38.74	\$ 52.97
Nature Center Director										
Neighborhood Services Supervisor										
Parks Supervisor										
Police Evidence Supervisor										
Police Operations Supervisor										
Police Records Supervisor										
Building Maintenance Supervisor	MGMT4	\$ 71,426	\$ 84,014	\$ 97,664	\$5,952.18	\$8,138.69	\$ 2,747.16	\$3,756.32	\$ 34.34	\$ 46.95
Survey Crew Chief										
Administrative Supervisor	MGMT3	\$ 64,780	\$ 76,196	\$ 88,576	\$5,398.31	\$7,381.37	\$ 2,491.53	\$3,406.78	\$ 31.14	\$ 42.58
Kitchen Manager										
Restaurant Manager										

MANAGEMENT

ANNUAL																							
	1		2		3		4		5		6		7		8		9		10		11		12
MGMT2	\$ 58,752	3.75%	\$ 60,955	3.5%	\$ 63,088	3.25%	\$ 65,139	3.0%	\$ 67,093	3.0%	\$ 69,106	3.0%	\$ 71,179	3.0%	\$ 73,314	2.5%	\$ 75,147	2.5%	\$ 77,026	2.25%	\$ 78,759	2.0%	\$ 80,334
MGMT3	\$ 64,780	3.75%	\$ 67,209	3.5%	\$ 69,561	3.25%	\$ 71,822	3.0%	\$ 73,977	3.0%	\$ 76,196	3.0%	\$ 78,482	3.0%	\$ 80,836	2.5%	\$ 82,857	2.5%	\$ 84,929	2.25%	\$ 86,840	2.0%	\$ 88,576
MGMT4	\$ 71,426	3.75%	\$ 74,105	3.5%	\$ 76,698	3.25%	\$ 79,191	3.0%	\$ 81,567	3.0%	\$ 84,014	3.0%	\$ 86,534	3.0%	\$ 89,130	2.5%	\$ 91,358	2.5%	\$ 93,642	2.25%	\$ 95,749	2.0%	\$ 97,664
MGMT5	\$ 80,583	3.75%	\$ 83,605	3.5%	\$ 86,531	3.25%	\$ 89,343	3.0%	\$ 92,024	3.0%	\$ 94,784	3.0%	\$ 97,628	3.0%	\$ 100,557	2.5%	\$ 103,071	2.5%	\$ 105,647	2.25%	\$ 108,024	2.0%	\$ 110,185
MGMT6	\$ 88,851	3.75%	\$ 92,183	3.5%	\$ 95,409	3.25%	\$ 98,510	3.0%	\$ 101,465	3.0%	\$ 104,509	3.0%	\$ 107,644	3.0%	\$ 110,874	2.5%	\$ 113,646	2.5%	\$ 116,487	2.25%	\$ 119,108	2.0%	\$ 121,490
MGMT7	\$ 97,967	3.75%	\$ 101,641	3.5%	\$ 105,198	3.25%	\$ 108,617	3.0%	\$ 111,876	3.0%	\$ 115,232	3.0%	\$ 118,689	3.0%	\$ 122,249	2.5%	\$ 125,306	2.5%	\$ 128,438	2.25%	\$ 131,328	2.0%	\$ 133,955
MGMT8	\$ 108,018	3.75%	\$ 112,069	3.5%	\$ 115,991	3.25%	\$ 119,761	3.0%	\$ 123,354	3.0%	\$ 127,055	3.0%	\$ 130,866	3.0%	\$ 134,792	2.5%	\$ 138,162	2.5%	\$ 141,616	2.25%	\$ 144,802	2.0%	\$ 147,698
MGMT9	\$ 116,390	3.75%	\$ 120,754	3.5%	\$ 124,981	3.25%	\$ 129,043	3.0%	\$ 132,914	3.0%	\$ 136,901	3.0%	\$ 141,008	3.0%	\$ 145,239	2.5%	\$ 148,870	2.5%	\$ 152,591	2.25%	\$ 156,025	2.0%	\$ 159,145
MGMT10	\$ 128,331	3.75%	\$ 133,144	3.5%	\$ 137,804	3.25%	\$ 142,282	3.0%	\$ 146,551	3.0%	\$ 150,947	3.0%	\$ 155,476	3.0%	\$ 160,140	2.5%	\$ 164,144	2.5%	\$ 168,247	2.25%	\$ 172,033	2.0%	\$ 175,473
MGMT11	\$ 136,031	3.75%	\$ 141,132	3.5%	\$ 146,072	3.25%	\$ 150,819	3.0%	\$ 155,344	3.0%	\$ 160,004	3.0%	\$ 164,804	3.0%	\$ 169,749	2.5%	\$ 173,992	2.5%	\$ 178,342	2.25%	\$ 182,355	2.0%	\$ 186,002
MGMT12	\$ 144,193	3.75%	\$ 149,600	3.5%	\$ 154,836	3.25%	\$ 159,869	3.0%	\$ 164,665	3.0%	\$ 169,604	3.0%	\$ 174,693	3.0%	\$ 179,933	2.5%	\$ 184,432	2.5%	\$ 189,043	2.25%	\$ 193,296	2.0%	\$ 197,162
MGMT13	\$ 151,403	3.75%	\$ 157,080	3.5%	\$ 162,578	3.25%	\$ 167,862	3.0%	\$ 172,898	3.0%	\$ 178,085	3.0%	\$ 183,427	3.0%	\$ 188,930	2.5%	\$ 193,653	2.5%	\$ 198,495	2.25%	\$ 202,961	2.0%	\$ 207,020

MONTHLY

	1		2		3		4		5		6		7		8		9		10		11		12
MGMT2	\$4,895.99	3.75%	\$5,079.58	3.5%	\$5,257.37	3.25%	\$5,428.23	3.0%	\$5,591.08	3.0%	\$5,758.81	3.0%	\$5,931.58	3.0%	\$6,109.53	2.5%	\$6,262.26	2.5%	\$6,418.82	2.25%	\$6,563.24	2.0%	\$6,694.51
MGMT3	\$5,398.31	3.75%	\$5,600.75	3.5%	\$5,796.78	3.25%	\$5,985.17	3.0%	\$6,164.73	3.0%	\$6,349.67	3.0%	\$6,540.16	3.0%	\$6,736.36	2.5%	\$6,904.77	2.5%	\$7,077.39	2.25%	\$7,236.63	2.0%	\$7,381.37
MGMT4	\$5,952.18	3.75%	\$6,175.39	3.5%	\$6,391.53	3.25%	\$6,599.25	3.0%	\$6,797.23	3.0%	\$7,001.14	3.0%	\$7,211.18	3.0%	\$7,427.51	2.5%	\$7,613.20	2.5%	\$7,803.53	2.25%	\$7,979.11	2.0%	\$8,138.69
MGMT5	\$6,715.25	3.75%	\$6,967.07	3.5%	\$7,210.92	3.25%	\$7,445.27	3.0%	\$7,668.63	3.0%	\$7,898.69	3.0%	\$8,135.65	3.0%	\$8,379.72	2.5%	\$8,589.21	2.5%	\$8,803.95	2.25%	\$9,002.03	2.0%	\$9,182.07
MGMT6	\$7,404.23	3.75%	\$7,681.89	3.5%	\$7,950.76	3.25%	\$8,209.16	3.0%	\$8,455.43	3.0%	\$8,709.10	3.0%	\$8,970.37	3.0%	\$9,239.48	2.5%	\$9,470.47	2.5%	\$9,707.23	2.25%	\$9,925.64	2.0%	\$10,124.16
MGMT7	\$8,163.91	3.75%	\$8,470.06	3.5%	\$8,766.51	3.25%	\$9,051.42	3.0%	\$9,322.96	3.0%	\$9,602.65	3.0%	\$9,890.73	3.0%	\$10,187.45	2.5%	\$10,442.14	2.5%	\$10,703.19	2.25%	\$10,944.01	2.0%	\$11,162.89
MGMT8	\$9,001.53	3.75%	\$9,339.08	3.5%	\$9,665.95	3.25%	\$9,980.09	3.0%	\$10,279.50	3.0%	\$10,587.88	3.0%	\$10,905.52	3.0%	\$11,232.68	2.5%	\$11,513.50	2.5%	\$11,801.34	2.25%	\$12,066.87	2.0%	\$12,308.21
MGMT9	\$9,699.14	3.75%	\$10,062.86	3.5%	\$10,415.06	3.25%	\$10,753.55	3.0%	\$11,076.16	3.0%	\$11,408.44	3.0%	\$11,750.70	3.0%	\$12,103.22	2.5%	\$12,405.80	2.5%	\$12,715.94	2.25%	\$13,002.05	2.0%	\$13,262.09
MGMT10	\$10,694.28	3.75%	\$11,095.31	3.5%	\$11,483.65	3.25%	\$11,856.87	3.0%	\$12,212.57	3.0%	\$12,578.95	3.0%	\$12,956.32	3.0%	\$13,345.01	2.5%	\$13,678.63	2.5%	\$14,020.60	2.25%	\$14,336.06	2.0%	\$14,622.78
MGMT11	\$11,335.93	3.75%	\$11,761.03	3.5%	\$12,172.67	3.25%	\$12,568.28	3.0%	\$12,945.33	3.0%	\$13,333.69	3.0%	\$13,733.70	3.0%	\$14,145.71	2.5%	\$14,499.35	2.5%	\$14,861.83	2.25%	\$15,196.23	2.0%	\$15,500.15
MGMT12	\$12,016.09	3.75%	\$12,466.69	3.5%	\$12,903.03	3.25%	\$13,322.38	3.0%	\$13,722.05	3.0%	\$14,133.71	3.0%	\$14,557.72	3.0%	\$14,994.45	2.5%	\$15,369.31	2.5%	\$15,753.54	2.25%	\$16,108.00	2.0%	\$16,430.16
MGMT13	\$12,616.89	3.75%	\$13,090.03	3.5%	\$13,548.18	3.25%	\$13,988.49	3.0%	\$14,408.15	3.0%	\$14,840.39	3.0%	\$15,285.61	3.0%	\$15,744.17	2.5%	\$16,137.78	2.5%	\$16,541.22	2.25%	\$16,913.40	2.0%	\$17,251.67

BIWEEKLY

	1		2		3		4		5		6		7		8		9		10		11		12
MGMT2	\$ 2,259.69	3.75%	\$ 2,344.42	3.5%	\$ 2,426.48	3.25%	\$ 2,505.34	3.0%	\$ 2,580.50	3.0%	\$ 2,657.91	3.0%	\$ 2,737.65	3.0%	\$ 2,819.78	2.5%	\$ 2,890.28	2.5%	\$ 2,962.53	2.25%	\$ 3,029.19	2.0%	\$ 3,089.77
MGMT3	\$ 2,491.53	3.75%	\$ 2,584.96	3.5%	\$ 2,675.44	3.25%	\$ 2,762.39	3.0%	\$ 2,845.26	3.0%	\$ 2,930.62	3.0%	\$ 3,018.53	3.0%	\$ 3,109.09	2.5%	\$ 3,186.82	2.5%	\$ 3,266.49	2.25%	\$ 3,339.98	2.0%	\$ 3,406.78
MGMT4	\$ 2,747.16	3.75%	\$ 2,850.18	3.5%	\$ 2,949.94	3.25%	\$ 3,045.81	3.0%	\$ 3,137.18	3.0%	\$ 3,231.30	3.0%	\$ 3,328.24	3.0%	\$ 3,428.08	2.5%	\$ 3,513.79	2.5%	\$ 3,601.63	2.25%	\$ 3,682.67	2.0%	\$ 3,756.32
MGMT5	\$ 3,099.35	3.75%	\$ 3,215.57	3.5%	\$ 3,328.12	3.25%	\$ 3,436.28	3.0%	\$ 3,539.37	3.0%	\$ 3,645.55	3.0%	\$ 3,754.92	3.0%	\$ 3,867.56	2.5%	\$ 3,964.25	2.5%	\$ 4,063.36	2.25%	\$ 4,154.78	2.0%	\$ 4,237.88
MGMT6	\$ 3,417.34	3.75%	\$ 3,545.49	3.5%	\$ 3,669.58	3.25%	\$ 3,788.84	3.0%	\$ 3,902.51	3.0%	\$ 4,019.58	3.0%	\$ 4,140.17	3.0%	\$ 4,264.38	2.5%	\$ 4,370.99	2.5%	\$ 4,480.26	2.25%	\$ 4,581.07	2.0%	\$ 4,672.69
MGMT7	\$ 3,767.96	3.75%	\$ 3,909.26	3.5%	\$ 4,046.08	3.25%	\$ 4,177.58	3.0%	\$ 4,302.91	3.0%	\$ 4,431.99	3.0%	\$ 4,564.95	3.0%	\$ 4,701.90	2.5%	\$ 4,819.45	2.5%	\$ 4,939.93	2.25%	\$ 5,051.08	2.0%	\$ 5,152.10
MGMT8	\$ 4,154.55	3.75%	\$ 4,310.35	3.5%	\$ 4,461.21	3.25%	\$ 4,606.20	3.0%	\$ 4,744.38	3.0%	\$ 4,886.72	3.0%	\$ 5,033.32	3.0%	\$ 5,184.32	2.5%	\$ 5,313.92	2.5%	\$ 5,446.77	2.25%	\$ 5,569.32	2.0%	\$ 5,680.71
MGMT9	\$ 4,476.53	3.75%	\$ 4,644.40	3.5%	\$ 4,806.95	3.25%	\$ 4,963.18	3.0%	\$ 5,112.07	3.0%	\$ 5,265.44	3.0%	\$ 5,423.40	3.0%	\$ 5,586.10	2.5%	\$ 5,725.75	2.5%	\$ 5,868.90	2.25%	\$ 6,000.95	2.0%	\$ 6,120.97
MGMT10	\$ 4,935.82	3.75%	\$ 5,120.91	3.5%	\$ 5,300.15	3.25%	\$ 5,472.40	3.0%	\$ 5,636.57	3.0%	\$ 5,805.67	3.0%	\$ 5,979.84	3.0%	\$ 6,159.23	2.5%	\$ 6,313.22	2.5%	\$ 6,471.05	2.25%	\$ 6,616.64	2.0%	\$ 6,748.98
MGMT11	\$ 5,231.97	3.75%	\$ 5,428.17	3.5%	\$ 5,618.15	3.25%	\$ 5,800.74	3.0%	\$ 5,974.77	3.0%	\$ 6,154.01	3.0%	\$ 6,338.63	3.0%	\$ 6,528.79	2.5%	\$ 6,692.01	2.5%	\$ 6,859.31	2.25%	\$ 7,013.64	2.0%	\$ 7,153.92
MGMT12	\$ 5,545.89	3.75%	\$ 5,753.86	3.5%	\$ 5,955.24	3.25%	\$ 6,148.79	3.0%	\$ 6,333.25	3.0%	\$ 6,523.25	3.0%	\$ 6,718.95	3.0%	\$ 6,920.52	2.5%	\$ 7,093.53	2.5%	\$ 7,270.87	2.25%	\$ 7,434.46	2.0%	\$ 7,583.15
MGMT13	\$ 5,823.18	3.75%	\$ 6,041.55	3.5%	\$ 6,253.01	3.25%	\$ 6,456.23	3.0%	\$ 6,649.91	3.0%	\$ 6,849.41	3.0%	\$ 7,054.89	3.0%	\$ 7,266.54	2.5%	\$ 7,448.21	2.5%	\$ 7,634.41	2.25%	\$ 7,806.18	2.0%	\$ 7,962.31

HOURLY

	1		2		3		4		5		6		7		8		9		10		11		12
MGMT2	\$ 28.24607	3.75%	\$ 29.30530	3.5%	\$ 30.33098	3.25%	\$ 31.31674	3.0%	\$ 32.25624	3.0%	\$ 33.22393	3.0%	\$ 34.22065	3.0%	\$ 35.24727	2.5%	\$ 36.12845	2.5%	\$ 37.03166	2.25%	\$ 37.86487	2.0%	\$ 38.62217
MGMT3	\$ 31.14412	3.75%	\$ 32.31202	3.5%	\$ 33.44294	3.25%	\$ 34.52984	3.0%	\$ 35.56573	3.0%	\$ 36.63270	3.0%	\$ 37.73169	3.0%	\$ 38.86364	2.5%	\$ 39.83523	2.5%	\$ 40.83111	2.25%	\$ 41.74981	2.0%	\$ 42.58480
MGMT4	\$ 34.33950	3.75%	\$ 35.62723	3.5%	\$ 36.87419	3.25%	\$ 38.07260	3.0%	\$ 39.21478	3.0%	\$ 40.39122	3.0%	\$ 41.60296	3.0%	\$ 42.85105	2.5%	\$ 43.92232	2.5%	\$ 45.02038	2.25%	\$ 46.03334	2.0%	\$ 46.95400
MGMT5	\$ 38.74183	3.75%	\$ 40.19465	3.5%	\$ 41.60146	3.25%	\$ 42.95351	3.0%	\$ 44.24211	3.0%	\$ 45.56937	3.0%	\$ 46.93646	3.0%	\$ 48.34455	2.5%	\$ 49.55316	2.5%	\$ 50.79199	2.25%	\$ 51.93481	2.0%	\$ 52.97351
MGMT6	\$ 42.71674	3.75%	\$ 44.31862	3.5%	\$ 45.86977	3.25%	\$ 47.36054	3.0%	\$ 48.78135	3.0%	\$ 50.24479	3.0%	\$ 51.75214	3.0%	\$ 53.30470	2.5%	\$ 54.63732	2.5%	\$ 56.00325	2.25%	\$ 57.26332	2.0%	\$ 58.40859
MGMT7	\$ 47.09948	3.75%	\$ 48.86571	3.5%	\$ 50.57601	3.25%	\$ 52.21973	3.0%	\$ 53.78632	3.0%	\$ 55.39991	3.0%	\$ 57.06191	3.0%	\$ 58.77376	2.5%	\$ 60.24311	2.5%	\$ 61.74918	2.25%	\$ 63.13854	2.0%	\$ 64.40131
MGMT8	\$ 51.93188	3.75%	\$ 53.87933	3.5%	\$ 55.76510	3.25%	\$ 57.57747	3.0%	\$ 59.30479	3.0%	\$ 61.08394	3.0%	\$ 62.91646	3.0%	\$ 64.80395	2.5%	\$ 66.42405	2.5%	\$ 68.08465	2.25%	\$ 69.61655	2.0%	\$ 71.00889
MGMT9	\$ 55.95660	3.75%	\$ 58.05498	3.5%	\$ 60.08690	3.25%	\$ 62.03972	3.0%	\$ 63.90092	3.0%	\$ 65.81794	3.0%	\$ 67.79248	3.0%	\$ 69.82626	2.5%	\$ 71.57191	2.5%	\$ 73.36121	2.25%	\$ 75.01184	2.0%	\$ 76.51207
MGMT10	\$ 61.69775	3.75%	\$ 64.01142	3.5%	\$ 66.25182	3.25%	\$ 68.40500	3.0%	\$ 70.45715	3.0%	\$ 72.57086	3.0%	\$ 74.74799	3.0%	\$ 76.99043	2.5%	\$ 78.91519	2.5%	\$ 80.88807	2.25%	\$ 82.70805	2.0%	\$ 84.36221
MGMT11	\$ 65.39962	3.75%	\$ 67.85210	3.5%	\$ 70.22693	3.25%	\$ 72.50930	3.0%	\$ 74.68458	3.0%	\$ 76.92512	3.0%	\$ 79.23287	3.0%	\$ 81.60986	2.5%	\$ 83.65010	2.5%	\$ 85.74136	2.25%	\$ 87.67054	2.0%	\$ 89.42395
MGMT12	\$ 69.23259	3.75%	\$ 71.92323	3.5%	\$ 74.44054	3.25%	\$ 76.85986	3.0%	\$ 79.16565	3.0%	\$ 81.54062	3.0%	\$ 83.98684	3.0%	\$ 86.50645	2.5%	\$ 88.66911	2.5%	\$ 90.85854	2.25%	\$ 92.93077	2.0%	\$ 94.78938
MGMT13	\$ 72.78977	3.75%	\$ 75.19393	3.5%	\$ 78.16257	3.25%	\$ 80.70285	3.0%	\$ 83.12394	3.0%	\$ 85.61765	3.0%	\$ 88.18618	3.0%	\$ 90.83177	2.5%	\$ 93.10256	2.5%	\$ 95.43013	2.25%	\$ 97.57731	2.0%	\$ 99.52885

POLICE SWORN JOB FAMILY									
TITLE	GRADE	ANNUAL		MONTHLY		BIWEEKLY		HOURLY	
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Deputy Police Chief	PD5	\$ 192,926	\$ 197,267	\$ 16,077.14	\$ 16,438.88	\$ 7,420.22	\$ 7,587.17	\$ 92.75	\$ 94.84
Police Commander	PD4	\$ 154,841	\$ 159,486	\$ 12,903.38	\$ 13,290.48	\$ 5,955.41	\$ 6,134.07	\$ 74.44	\$ 76.68
Police Sergeant	PD2	\$ 129,764	\$ 140,764	\$ 10,813.67	\$ 11,730.35	\$ 4,990.92	\$ 5,414.01	\$ 62.39	\$ 67.68
Master Police Officer	PDM	\$ 118,603		\$ 9,883.62		\$ 4,561.67		\$ 57.02	
Police Officer	PD1	\$ 85,781	\$ 113,496	\$ 7,148.43	\$ 9,458.01	\$ 3,299.27	\$ 4,365.23	\$ 41.24	\$ 54.57
Police Recruit	PR	\$ 79,722		\$ 6,643.52		\$ 3,066.24		\$ 38.33	

POLICE SWORN

ANNUAL									
	1		2		3		4		5
PD1	\$ 85,781	7.25%	\$ 92,000	7.25%	\$ 98,670	7.25%	\$ 105,824	7.25%	\$ 113,496
PDM	\$ 118,603								
PD2	\$ 129,764	3.00%	\$ 133,657	3.00%	\$ 137,667	2.25%	\$ 140,764		
PD4	\$ 154,841	3.00%	\$ 159,486	3.00%	\$ 170,875	2.25%	\$ 174,720		
PD5	\$ 192,926	2.25%	\$ 197,267						
PR	\$ 79,722								

MONTHLY									
	1		2		3		4		5
PD1	\$7,148.43	7.25%	\$7,666.69	7.25%	\$8,222.52	7.25%	\$8,818.66	7.25%	\$9,458.01
PDM	\$9,883.62								
PD2	\$10,813.67	3.00%	\$11,138.08	3.00%	\$11,472.22	2.25%	\$11,730.35		
PD4	\$12,903.38	3.00%	\$13,290.48	3.0%	\$14,239.60	2.25%	\$14,559.99		
PD5	\$16,077.14	2.25%	\$16,438.88						
PR	\$6,643.52								

BIWEEKLY									
	1		2		3		4		5
PD1	\$ 3,299.27	7.25%	\$ 3,538.47	7.25%	\$ 3,795.01	7.25%	\$ 4,070.15	7.25%	\$ 4,365.23
PDM	\$ 4,561.67								
PD2	\$ 4,990.92	3.00%	\$ 5,140.65	3.00%	\$ 5,294.87	2.25%	\$ 5,414.01		
PD4	\$ 5,955.41	3.00%	\$ 6,134.07	3.00%	\$ 6,572.12	2.25%	\$ 6,720.00		
PD5	\$ 7,420.22	2.25%	\$ 7,587.17						
PR	\$ 3,066.24								

HOURLY									
	1		2		3		4		5
PD1	\$ 41.24093	7.00%	\$ 44.23089	7.00%	\$ 47.43763	7.00%	\$ 50.87686	7.00%	\$ 54.56544
PDM	\$ 57.02088								
PD2	\$ 62.38655	3.00%	\$ 64.25814	3.00%	\$ 66.18589	2.25%	\$ 67.67507		
PD4	\$ 74.44257	2.25%	\$ 76.67585						
PD5	\$ 92.75274	2.25%	\$ 94.83968						
PR	\$ 38.32800								

PROFESSIONAL JOB FAMILY										
		ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
TITLE	GRADE	MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Senior Assistant City Attorney	PROF11	\$ 121,179	\$ 142,535	\$ 165,694	\$10,098.28	\$13,807.85	\$4,660.74	\$6,372.85	\$ 58.26	\$ 79.66
Assistant City Attorney II Civil Engineer IV Traffic Engineer IV	PROF10	\$ 109,665	\$ 128,991	\$ 149,949	\$9,138.71	\$12,495.79	\$4,217.87	\$5,767.29	\$ 52.72	\$ 72.09
Assistant City Attorney I Civil Engineer III Community Connectivity Manager OT/ITCS Security Operations Analyst Traffic Engineer III Water Resources Administrator	PROF9	\$ 99,244	\$ 116,734	\$ 135,701	\$8,270.33	\$11,308.41	\$3,817.07	\$5,219.26	\$ 47.71	\$ 65.24
Assistant to the City Manager Civil Engineer II Emergency Management Coordinator Grants Administrator Housing Grants Administrator Public Works Project Manager Senior Budget Analyst Senior Financial Systems Analyst Senior Landscape Architect Senior Planner Strategic Planning and Performance Alignment Manager Traffic Engineer II	PROF8	\$ 89,814	\$ 105,642	\$ 122,806	\$7,484.46	\$10,233.85	\$3,454.37	\$4,723.32	\$ 43.18	\$ 59.04
ADA Coordinator Budget Analyst Civil Engineer I Communications Manager Financial Business Analyst Financial Systems Analyst Housing Development Specialist Lead Crime Analyst Parking and Travel Demand Management Coordinator Pavement Management Coordinator Public Information Officer Records Management Coordinator Safety Specialist Senior Benefits Specialist Senior Compensation Analyst Senior Economic Development Specialist Senior GIS Analyst Senior Human Resources Business Partner Senior Sustainability Coordinator Special Events and Public Arts Manager Traffic Engineer I	PROF7	\$ 81,279	\$ 95,603	\$ 111,137	\$6,773.27	\$9,261.40	\$3,126.12	\$4,274.49	\$ 39.08	\$ 53.43

PROFESSIONAL JOB FAMILY										
		ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
TITLE	GRADE	MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Behavioral Health Clinician II	PROF6	\$ 73,556	\$ 86,519	\$ 100,576	\$6,129.65	\$8,381.36	\$2,829.07	\$3,868.32	\$ 35.36	\$ 48.35
Benefits Specialist										
Compensation Analyst										
Crime Analyst										
Economic Development Specialist										
Employment Specialist										
Forensic Interviewer Cultural Coordinator - Bilingual (Ralston House)										
Forensic Interviewer Cultural Coordinator (Ralston House)										
GIS Analyst										
Human Resources Business Partner										
HRIS Systems Analyst										
Lead Forensic Interviewer (Ralston House)										
Lead Forensic Interviewer - Therapist (Ralston House)										
Neighborhood Engagement Coordinator										
Planner II										
Police Recruiter										
Risk and Claims Analyst										
Sales Tax Auditor										
Senior Accountant										
Senior Probation Officer										
Senior Procurement Specialist										
Stormwater Regulatory Analyst										
Transportation Planner										
Victim Family Support Advocate Cultural Coordinator - Bilingual (Ralston House)										
Victim Family Support Advocate Cultural Coordinator (Ralston House)										
Water Quality Scientist										
Water Resources Analyst										
Accountant	PROF5	\$ 66,566	\$ 78,297	\$ 91,019	\$5,547.20	\$7,584.94	\$2,560.25	\$3,500.74	\$ 32.00	\$ 43.76
Behavioral Health Clinician I										
Business Analyst										
Communications Coordinator										
Education Administrator										
Forensic Interviewer - Bilingual (Ralston House)										
Forensic Interviewer (Ralston House)										
Grants Accountant										
Planner I										
Police Accreditation Analyst										
Procurement Specialist										
Sales Coordinator										
Assistant Golf Manager	PROF4	\$ 60,241	\$ 70,857	\$ 82,370	\$5,020.09	\$6,864.20	\$2,316.96	\$3,168.09	\$ 28.96	\$ 39.60
Assistant Restaurant Manager										
Creative Services Designer										
Development Officer (Ralston House)										
Digital Content Producer										
Golf Professional										
Multi Media Technician										

PROFESSIONAL

ANNUAL																							
	1		2		3		4		5		6		7		8		9		10		11		12
PROF3	\$ 54,517	3.75%	\$ 56,561	3.5%	\$ 58,541	3.25%	\$ 60,443	3.0%	\$ 62,257	3.0%	\$ 64,124	3.0%	\$ 66,048	3.0%	\$ 68,030	2.5%	\$ 69,730	2.5%	\$ 71,474	2.25%	\$ 73,082	2.0%	\$ 74,543
PROF4	\$ 60,241	3.75%	\$ 62,500	3.5%	\$ 64,688	3.25%	\$ 66,790	3.0%	\$ 68,794	3.0%	\$ 70,857	3.0%	\$ 72,983	3.0%	\$ 75,173	2.5%	\$ 77,052	2.5%	\$ 78,978	2.25%	\$ 80,755	2.0%	\$ 82,370
PROF5	\$ 66,566	3.75%	\$ 69,063	3.5%	\$ 71,480	3.25%	\$ 73,803	3.0%	\$ 76,017	3.0%	\$ 78,297	3.0%	\$ 80,646	3.0%	\$ 83,066	2.5%	\$ 85,142	2.5%	\$ 87,271	2.25%	\$ 89,235	2.0%	\$ 91,019
PROF6	\$ 73,556	3.75%	\$ 76,314	3.5%	\$ 78,985	3.25%	\$ 81,552	3.0%	\$ 83,999	3.0%	\$ 86,519	3.0%	\$ 89,114	3.0%	\$ 91,788	2.5%	\$ 94,082	2.5%	\$ 96,434	2.25%	\$ 98,604	2.0%	\$ 100,576
PROF7	\$ 81,279	3.75%	\$ 84,327	3.5%	\$ 87,279	3.25%	\$ 90,115	3.0%	\$ 92,819	3.0%	\$ 95,603	3.0%	\$ 98,471	3.0%	\$ 101,425	2.5%	\$ 103,961	2.5%	\$ 106,560	2.25%	\$ 108,958	2.0%	\$ 111,137
PROF8	\$ 89,814	3.75%	\$ 93,182	3.5%	\$ 96,443	3.25%	\$ 99,577	3.0%	\$ 102,565	3.0%	\$ 105,642	3.0%	\$ 108,811	3.0%	\$ 112,075	2.5%	\$ 114,877	2.5%	\$ 117,749	2.25%	\$ 120,398	2.0%	\$ 122,806
PROF9	\$ 99,244	3.75%	\$ 102,966	3.5%	\$ 106,569	3.25%	\$ 110,033	3.0%	\$ 113,334	3.0%	\$ 116,734	3.0%	\$ 120,236	3.0%	\$ 123,843	2.5%	\$ 126,939	2.5%	\$ 130,113	2.25%	\$ 133,040	2.0%	\$ 135,701
PROF10	\$ 109,665	3.75%	\$ 113,777	3.5%	\$ 117,759	3.25%	\$ 121,586	3.0%	\$ 125,234	3.0%	\$ 128,991	3.0%	\$ 132,861	3.0%	\$ 136,846	2.5%	\$ 140,268	2.5%	\$ 143,774	2.25%	\$ 147,009	2.0%	\$ 149,949
PROF11	\$ 121,179	3.75%	\$ 125,724	3.5%	\$ 130,124	3.25%	\$ 134,353	3.0%	\$ 138,383	3.0%	\$ 142,535	3.0%	\$ 146,811	3.0%	\$ 151,215	2.5%	\$ 154,996	2.5%	\$ 158,871	2.25%	\$ 162,445	2.0%	\$ 165,694

MONTHLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
PROF3	\$4,543.07	3.75%	\$4,713.43	3.5%	\$4,878.40	3.25%	\$5,036.95	3.0%	\$5,188.06	3.0%	\$5,343.70	3.0%	\$5,504.01	3.0%	\$5,669.13	2.5%	\$5,810.86	2.5%	\$5,956.13	2.25%	\$6,090.14	2.0%	\$6,211.95
PROF4	\$5,020.09	3.75%	\$5,208.34	3.5%	\$5,390.63	3.25%	\$5,565.83	3.0%	\$5,732.80	3.0%	\$5,904.79	3.0%	\$6,081.93	3.0%	\$6,264.39	2.5%	\$6,421.00	2.5%	\$6,581.52	2.25%	\$6,729.61	2.0%	\$6,864.20
PROF5	\$5,547.20	3.75%	\$5,755.22	3.5%	\$5,956.65	3.25%	\$6,150.24	3.0%	\$6,334.75	3.0%	\$6,524.79	3.0%	\$6,720.53	3.0%	\$6,922.15	2.5%	\$7,095.20	2.5%	\$7,272.58	2.25%	\$7,436.22	2.0%	\$7,584.94
PROF6	\$6,129.65	3.75%	\$6,359.52	3.5%	\$6,582.10	3.25%	\$6,796.02	3.0%	\$6,999.90	3.0%	\$7,209.89	3.0%	\$7,426.19	3.0%	\$7,648.98	2.5%	\$7,840.20	2.5%	\$8,036.21	2.25%	\$8,217.02	2.0%	\$8,381.36
PROF7	\$6,773.27	3.75%	\$7,027.26	3.5%	\$7,273.22	3.25%	\$7,509.60	3.0%	\$7,734.89	3.0%	\$7,966.93	3.0%	\$8,205.94	3.0%	\$8,452.12	2.5%	\$8,663.42	2.5%	\$8,880.01	2.25%	\$9,079.81	2.0%	\$9,261.40
PROF8	\$7,484.46	3.75%	\$7,765.13	3.5%	\$8,036.91	3.25%	\$8,298.11	3.0%	\$8,547.05	3.0%	\$8,803.46	3.0%	\$9,067.56	3.0%	\$9,339.59	2.5%	\$9,573.08	2.5%	\$9,812.41	2.25%	\$10,033.19	2.0%	\$10,233.85
PROF9	\$8,270.33	3.75%	\$8,580.47	3.5%	\$8,880.78	3.25%	\$9,169.41	3.0%	\$9,444.49	3.0%	\$9,727.82	3.0%	\$10,019.66	3.0%	\$10,320.25	2.5%	\$10,578.25	2.5%	\$10,842.71	2.25%	\$11,086.67	2.0%	\$11,308.41
PROF10	\$9,138.71	3.75%	\$9,481.41	3.5%	\$9,813.26	3.25%	\$10,132.20	3.0%	\$10,436.16	3.0%	\$10,749.25	3.0%	\$11,071.72	3.0%	\$11,403.87	2.5%	\$11,688.97	2.5%	\$11,981.20	2.25%	\$12,250.77	2.0%	\$12,495.79
PROF11	\$10,098.28	3.75%	\$10,476.96	3.5%	\$10,843.66	3.25%	\$11,196.08	3.0%	\$11,531.96	3.0%	\$11,877.92	3.0%	\$12,234.25	3.0%	\$12,601.28	2.5%	\$12,916.31	2.5%	\$13,239.22	2.25%	\$13,537.10	2.0%	\$13,807.85

BIWEEKLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
PROF3	\$ 2,096.80	3.75%	\$ 2,175.43	3.5%	\$ 2,251.57	3.25%	\$ 2,324.75	3.0%	\$ 2,394.49	3.0%	\$ 2,466.32	3.0%	\$ 2,540.31	3.0%	\$ 2,616.52	2.5%	\$ 2,681.94	2.5%	\$ 2,748.98	2.25%	\$ 2,810.84	2.0%	\$ 2,867.05
PROF4	\$ 2,316.96	3.75%	\$ 2,403.85	3.5%	\$ 2,487.98	3.25%	\$ 2,568.84	3.0%	\$ 2,645.91	3.0%	\$ 2,725.29	3.0%	\$ 2,807.05	3.0%	\$ 2,891.26	2.5%	\$ 2,963.54	2.5%	\$ 3,037.63	2.25%	\$ 3,105.97	2.0%	\$ 3,168.09
PROF5	\$ 2,560.25	3.75%	\$ 2,656.25	3.5%	\$ 2,749.22	3.25%	\$ 2,838.57	3.0%	\$ 2,923.73	3.0%	\$ 3,011.44	3.0%	\$ 3,101.79	3.0%	\$ 3,194.84	2.5%	\$ 3,274.71	2.5%	\$ 3,356.58	2.25%	\$ 3,432.10	2.0%	\$ 3,500.74
PROF6	\$ 2,829.07	3.75%	\$ 2,935.16	3.5%	\$ 3,037.89	3.25%	\$ 3,136.62	3.0%	\$ 3,230.72	3.0%	\$ 3,327.64	3.0%	\$ 3,427.47	3.0%	\$ 3,530.30	2.5%	\$ 3,618.55	2.5%	\$ 3,709.02	2.25%	\$ 3,792.47	2.0%	\$ 3,868.32
PROF7	\$ 3,126.12	3.75%	\$ 3,243.35	3.5%	\$ 3,356.87	3.25%	\$ 3,465.97	3.0%	\$ 3,569.95	3.0%	\$ 3,677.05	3.0%	\$ 3,787.36	3.0%	\$ 3,900.98	2.5%	\$ 3,998.50	2.5%	\$ 4,098.47	2.25%	\$ 4,190.68	2.0%	\$ 4,274.49
PROF8	\$ 3,454.37	3.75%	\$ 3,583.90	3.5%	\$ 3,709.34	3.25%	\$ 3,829.90	3.0%	\$ 3,944.79	3.0%	\$ 4,063.14	3.0%	\$ 4,185.03	3.0%	\$ 4,310.58	2.5%	\$ 4,418.35	2.5%	\$ 4,528.80	2.25%	\$ 4,630.70	2.0%	\$ 4,723.32
PROF9	\$ 3,817.07	3.75%	\$ 3,960.21	3.5%	\$ 4,098.82	3.25%	\$ 4,232.03	3.0%	\$ 4,359.00	3.0%	\$ 4,489.77	3.0%	\$ 4,624.46	3.0%	\$ 4,763.19	2.5%	\$ 4,882.27	2.5%	\$ 5,004.33	2.25%	\$ 5,116.93	2.0%	\$ 5,219.26
PROF10	\$ 4,217.87	3.75%	\$ 4,376.04	3.5%	\$ 4,529.20	3.25%	\$ 4,676.40	3.0%	\$ 4,816.69	3.0%	\$ 4,961.19	3.0%	\$ 5,110.03	3.0%	\$ 5,263.33	2.5%	\$ 5,394.91	2.5%	\$ 5,529.78	2.25%	\$ 5,654.20	2.0%	\$ 5,767.29
PROF11	\$ 4,660.74	3.75%	\$ 4,835.52	3.5%	\$ 5,004.76	3.25%	\$ 5,167.42	3.0%	\$ 5,322.44	3.0%	\$ 5,482.12	3.0%	\$ 5,646.58	3.0%	\$ 5,815.98	2.5%	\$ 5,961.38	2.5%	\$ 6,110.41	2.25%	\$ 6,247.89	2.0%	\$ 6,372.85

HOURLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
PROF3	\$ 26.21000	3.75%	\$ 27.19287	3.5%	\$ 28.14462	3.25%	\$ 29.05932	3.0%	\$ 29.93110	3.0%	\$ 30.82904	3.0%	\$ 31.75391	3.0%	\$ 32.70653	2.5%	\$ 33.52419	2.5%	\$ 34.36229	2.25%	\$ 35.13544	2.0%	\$ 35.83815
PROF4	\$ 28.96205	3.75%	\$ 30.04812	3.5%	\$ 31.09981	3.25%	\$ 32.11055	3.0%	\$ 33.07387	3.0%	\$ 34.06609	3.0%	\$ 35.08807	3.0%	\$ 36.14071	2.5%	\$ 37.04423	2.5%	\$ 37.97033	2.25%	\$ 38.82467	2.0%	\$ 39.60116
PROF5	\$ 32.00306	3.75%	\$ 33.20318	3.5%	\$ 34.36529	3.25%	\$ 35.48216	3.0%	\$ 36.54663	3.0%	\$ 37.64302	3.0%	\$ 38.77232	3.0%	\$ 39.93548	2.5%	\$ 40.93387	2.5%	\$ 41.95722	2.25%	\$ 42.90126	2.0%	\$ 43.75928
PROF6	\$ 35.36338	3.75%	\$ 36.68951	3.5%	\$ 37.97364	3.25%	\$ 39.20779	3.0%	\$ 40.38402	3.0%	\$ 41.59554	3.0%	\$ 42.84341	3.0%	\$ 44.12871	2.5%	\$ 45.23193	2.5%	\$ 46.36273	2.25%	\$ 47.40589	2.0%	\$ 48.35401
PROF7	\$ 39.07654	3.75%	\$ 40.54191	3.5%	\$ 41.96088	3.25%	\$ 43.32461	3.0%	\$ 44.62434	3.0%	\$ 45.96307	3.0%	\$ 47.34197	3.0%	\$ 48.76223	2.5%	\$ 49.98128	2.5%	\$ 51.23081	2.25%	\$ 52.38351	2.0%	\$ 53.43118
PROF8	\$ 43.17958	3.75%	\$ 44.79881	3.5%	\$ 46.36677	3.25%	\$ 47.87369	3.0%	\$ 49.30990	3.0%	\$ 50.78920	3.0%	\$ 52.31287	3.0%	\$ 53.88226	2.5%	\$ 55.22932	2.5%	\$ 56.61005	2.25%	\$ 57.88377	2.0%	\$ 59.04145
PROF9	\$ 47.71343	3.75%	\$ 49.50269	3.5%	\$ 51.23528	3.25%	\$ 52.90043	3.0%	\$ 54.48744	3.0%	\$ 56.12206	3.0%	\$ 57.80572	3.0%	\$ 59.53990	2.5%	\$ 61.02839	2.5%	\$ 62.55410	2.25%	\$ 63.96157	2.0%	\$ 65.24080
PROF10	\$ 52.72334	3.75%	\$ 54.70047	3.5%	\$ 56.61498	3.25%	\$ 58.45497	3.0%	\$ 60.20862	3.0%	\$ 62.01488	3.0%	\$ 63.87533	3.0%	\$ 65.79159	2.5%	\$ 67.43638	2.5%	\$ 69.12228	2.25%	\$ 70.67754	2.0%	\$ 72.09109
PROF11	\$ 58.25929	3.75%	\$ 60.44402	3.5%	\$ 62.55956	3.25%	\$ 64.59274	3.0%	\$ 66.53053	3.0%	\$ 68.52644	3.0%	\$ 70.58223	3.0%	\$ 72.69970	2.5%	\$ 74.51719	2.5%	\$ 76.38012	2.25%	\$ 78.09868	2.0%	\$ 79.66065

TECHNICAL & BUSINESS SUPPORT JOB FAMILY										
		ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
TITLE	GRADE	MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Criminalist	TBS10	\$ 83,626	\$ 98,363	\$ 114,345	\$6,968.80	\$9,528.77	\$3,216.37	\$4,397.89	\$ 40.20	\$ 54.97
Lead Senior Civil Designer										
SCADA Process and Controls Technician II										
Combination Inspector III	TBS9	\$ 75,920	\$ 89,299	\$ 103,809	\$6,326.65	\$8,650.72	\$2,919.99	\$3,992.64	\$ 36.50	\$ 49.91
Electrician										
HVAC Specialist										
Litigation Paralegal										
Municipal Inspector Foreman										
Plans Examiner II										
SCADA Process and Controls Technician I										
Stormwater Inspector Foreman										
Civil CAD Drafter and Land Technician	TBS8	\$ 68,924	\$ 81,071	\$ 94,243	\$5,743.67	\$7,853.58	\$2,650.92	\$3,624.73	\$ 33.14	\$ 45.31
Civilian Accident Investigator										
Combination Inspector II										
Computerized Irrigation System Administrator										
Deputy City Clerk										
Finance Program Coordinator										
Land Development Technician										
Lead Victim Family Support Advocate (Ralston House)										
Legal Specialist										
Liquor Licensing Control Administrator										
Municipal Inspector										
Patrol Investigative Specialist										
Plans Examiner I										
Senior Technical Support Analyst										
Stormwater Inspector										
Water Quality Analyst										
Accounting Specialist	TBS7	\$ 62,573	\$ 73,600	\$ 85,559	\$5,214.40	\$7,129.90	\$2,406.65	\$3,290.72	\$ 30.08	\$ 41.13
Behavioral Health Case Manager										
Combination Inspector I										
Development Technician III										
Executive Assistant										
Homeless Navigator										
Homelessness Resolution Case Manager										
Housing Navigator										
Lead Animal Management Officer										
Lead Code Compliance Officer										
Lead Evidence Technician										
Learning and Development Coordinator										
Mental Health Case Management Navigator (Ralston House)										
Payroll Specialist										
Police Division Coordinator										
Senior Human Resources Coordinator										
Senior Survey Technician										
Technical Support Analyst										
Victim Family Support Advocate - Bilingual (Ralston House)										
Victim Family Support Advocate (Ralston House)										
Water Quality Technician II										

TECHNICAL & BUSINESS SUPPORT JOB FAMILY										
		ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
TITLE	GRADE	MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Accounts Payable Specialist	TBS6	\$ 56,807	\$ 66,818	\$ 77,675	\$4,733.91	\$6,472.90	\$2,184.88	\$2,987.49	\$ 27.31	\$ 37.34
Accounts Receivable Specialist										
Animal Management Officer										
Assistant Golf Professional										
Associate Technical Support Analyst										
Code Compliance Officer										
Compliance Agent										
Development Technician II										
Engineering Permit Coordinator										
Engineering Permit Technician II										
Evidence Technician										
GIS Technician										
Housing Specialist										
Human Resources Coordinator										
Lead Police Services Technician										
NIBRS Data Specialist										
Police Digital Media Technician										
Police Digital Records Technician										
Police Equipment Coordinator										
Police Training Coordinator										
Printing Technician										
Storeskeeper										
Survey Technician										
Water Quality Analyst I										
Accounting Technician III	TBS5	\$ 51,572	\$ 60,661	\$ 70,517	\$4,297.70	\$5,876.44	\$1,983.55	\$2,712.20	\$ 24.79	\$ 33.90
Administrative Coordinator										
Administrative Court Clerk										
Administrative Specialist										
Customer Experience Specialist										
Development Technician I										
Engineering Permit Technician I										
Lead Police Records Specialist										
Parks Field Programmer										
Police Services Technician										
Revenue Technician										
Senior Utilities Services Specialist										
Storeskeeper										
Accounting Technician II	TBS4	\$ 46,820	\$ 55,071	\$ 64,019	\$3,901.68	\$5,334.94	\$1,800.77	\$2,462.28	\$ 22.51	\$ 30.78
Administrative Assistant										
Direct Mail Specialist										
Police Records Specialist										
Utilities Services Specialist										
Fleet Courier	TBS3	\$ 42,506	\$ 49,997	\$ 58,120	\$3,542.15	\$4,843.34	\$1,634.84	\$2,235.39	\$ 20.44	\$ 27.94

TECHNICAL AND BUSINESS SUPPORT

ANNUAL																							
	1		2		3		4		5		6		7		8		9		10		11		12
TBS1	\$ 35,033	3.75%	\$ 36,347	3.5%	\$ 37,619	3.25%	\$ 38,842	3.0%	\$ 40,007	3.0%	\$ 41,207	3.0%	\$ 42,443	3.0%	\$ 43,717	2.5%	\$ 44,810	2.5%	\$ 45,930	2.25%	\$ 46,963	2.0%	\$ 47,902
TBS2	\$ 38,589	3.75%	\$ 40,036	3.5%	\$ 41,437	3.25%	\$ 42,784	3.0%	\$ 44,068	3.0%	\$ 45,390	3.0%	\$ 46,751	3.0%	\$ 48,154	2.5%	\$ 49,358	2.5%	\$ 50,592	2.25%	\$ 51,730	2.0%	\$ 52,765
TBS3	\$ 42,506	3.75%	\$ 44,100	3.5%	\$ 45,643	3.25%	\$ 47,127	3.0%	\$ 48,540	3.0%	\$ 49,997	3.0%	\$ 51,497	3.0%	\$ 53,041	2.5%	\$ 54,367	2.5%	\$ 55,727	2.25%	\$ 56,981	2.0%	\$ 58,120
TBS4	\$ 46,820	3.75%	\$ 48,576	3.5%	\$ 50,276	3.25%	\$ 51,910	3.0%	\$ 53,467	3.0%	\$ 55,071	3.0%	\$ 56,723	3.0%	\$ 58,425	2.5%	\$ 59,886	2.5%	\$ 61,383	2.25%	\$ 62,764	2.0%	\$ 64,019
TBS5	\$ 51,572	3.75%	\$ 53,506	3.5%	\$ 55,379	3.25%	\$ 57,179	3.0%	\$ 58,894	3.0%	\$ 60,661	3.0%	\$ 62,481	3.0%	\$ 64,355	2.5%	\$ 65,964	2.5%	\$ 67,613	2.25%	\$ 69,135	2.0%	\$ 70,517
TBS6	\$ 56,807	3.75%	\$ 58,937	3.5%	\$ 61,000	3.25%	\$ 62,982	3.0%	\$ 64,872	3.0%	\$ 66,818	3.0%	\$ 68,823	3.0%	\$ 70,887	2.5%	\$ 72,660	2.5%	\$ 74,476	2.25%	\$ 76,152	2.0%	\$ 77,675
TBS7	\$ 62,573	3.75%	\$ 64,919	3.5%	\$ 67,191	3.25%	\$ 69,375	3.0%	\$ 71,456	3.0%	\$ 73,600	3.0%	\$ 75,808	3.0%	\$ 78,082	2.5%	\$ 80,034	2.5%	\$ 82,035	2.25%	\$ 83,881	2.0%	\$ 85,559
TBS8	\$ 68,924	3.75%	\$ 71,509	3.5%	\$ 74,011	3.25%	\$ 76,417	3.0%	\$ 78,709	3.0%	\$ 81,071	3.0%	\$ 83,503	3.0%	\$ 86,008	2.5%	\$ 88,158	2.5%	\$ 90,362	2.25%	\$ 92,395	2.0%	\$ 94,243
TBS9	\$ 75,920	3.75%	\$ 78,767	3.5%	\$ 81,524	3.25%	\$ 84,173	3.0%	\$ 86,698	3.0%	\$ 89,299	3.0%	\$ 91,978	3.0%	\$ 94,738	2.5%	\$ 97,106	2.5%	\$ 99,534	2.25%	\$ 101,773	2.0%	\$ 103,809
TBS10	\$ 83,626	3.75%	\$ 86,762	3.5%	\$ 89,798	3.25%	\$ 92,717	3.0%	\$ 95,498	3.0%	\$ 98,363	3.0%	\$ 101,314	3.0%	\$ 104,353	2.5%	\$ 106,962	2.5%	\$ 109,636	2.25%	\$ 112,103	2.0%	\$ 114,345

MONTHLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
TBS1	\$2,919.43	3.75%	\$3,028.91	3.5%	\$3,134.92	3.25%	\$3,236.80	3.0%	\$3,333.91	3.0%	\$3,433.92	3.0%	\$3,536.94	3.0%	\$3,643.05	2.5%	\$3,734.13	2.5%	\$3,827.48	2.25%	\$3,913.60	2.0%	\$3,991.87
TBS2	\$3,215.75	3.75%	\$3,336.34	3.5%	\$3,453.11	3.25%	\$3,565.34	3.0%	\$3,672.30	3.0%	\$3,782.47	3.0%	\$3,895.94	3.0%	\$4,012.82	2.5%	\$4,113.14	2.5%	\$4,215.97	2.25%	\$4,310.83	2.0%	\$4,397.04
TBS3	\$3,542.15	3.75%	\$3,674.98	3.5%	\$3,803.60	3.25%	\$3,927.22	3.0%	\$4,045.04	3.0%	\$4,166.39	3.0%	\$4,291.38	3.0%	\$4,420.12	2.5%	\$4,530.62	2.5%	\$4,643.89	2.25%	\$4,748.38	2.0%	\$4,843.34
TBS4	\$3,901.68	3.75%	\$4,047.99	3.5%	\$4,189.67	3.25%	\$4,325.83	3.0%	\$4,455.61	3.0%	\$4,589.28	3.0%	\$4,726.95	3.0%	\$4,868.76	2.5%	\$4,990.48	2.5%	\$5,115.24	2.25%	\$5,230.34	2.0%	\$5,334.94
TBS5	\$4,297.70	3.75%	\$4,458.86	3.5%	\$4,614.92	3.25%	\$4,764.90	3.0%	\$4,907.85	3.0%	\$5,055.09	3.0%	\$5,206.74	3.0%	\$5,362.94	2.5%	\$5,497.01	2.5%	\$5,634.44	2.25%	\$5,761.22	2.0%	\$5,876.44
TBS6	\$4,733.91	3.75%	\$4,911.43	3.5%	\$5,083.33	3.25%	\$5,248.54	3.0%	\$5,406.00	3.0%	\$5,568.18	3.0%	\$5,735.22	3.0%	\$5,907.28	2.5%	\$6,054.96	2.5%	\$6,206.34	2.25%	\$6,345.98	2.0%	\$6,472.90
TBS7	\$5,214.40	3.75%	\$5,409.94	3.5%	\$5,599.29	3.25%	\$5,781.27	3.0%	\$5,954.71	3.0%	\$6,133.35	3.0%	\$6,317.35	3.0%	\$6,506.87	2.5%	\$6,669.54	2.5%	\$6,836.28	2.25%	\$6,990.10	2.0%	\$7,129.90
TBS8	\$5,743.67	3.75%	\$5,959.05	3.5%	\$6,167.62	3.25%	\$6,368.07	3.0%	\$6,559.11	3.0%	\$6,755.88	3.0%	\$6,958.56	3.0%	\$7,167.32	2.5%	\$7,346.50	2.5%	\$7,530.16	2.25%	\$7,699.59	2.0%	\$7,853.58
TBS9	\$6,326.65	3.75%	\$6,563.90	3.5%	\$6,793.63	3.25%	\$7,014.43	3.0%	\$7,224.86	3.0%	\$7,441.60	3.0%	\$7,664.85	3.0%	\$7,894.80	2.5%	\$8,092.17	2.5%	\$8,294.47	2.25%	\$8,481.10	2.0%	\$8,650.72
TBS10	\$6,968.80	3.75%	\$7,230.13	3.5%	\$7,483.19	3.25%	\$7,726.39	3.0%	\$7,958.18	3.0%	\$8,196.93	3.0%	\$8,442.84	3.0%	\$8,696.12	2.5%	\$8,913.52	2.5%	\$9,136.36	2.25%	\$9,341.93	2.0%	\$9,528.77

BIWEEKLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
TBS1	\$ 1,347.43	3.75%	\$ 1,397.96	3.5%	\$ 1,446.88	3.25%	\$ 1,493.91	3.0%	\$ 1,538.73	3.0%	\$ 1,584.89	3.0%	\$ 1,632.43	3.0%	\$ 1,681.41	2.5%	\$ 1,723.44	2.5%	\$ 1,766.53	2.25%	\$ 1,806.28	2.0%	\$ 1,842.40
TBS2	\$ 1,484.19	3.75%	\$ 1,539.85	3.5%	\$ 1,593.74	3.25%	\$ 1,645.54	3.0%	\$ 1,694.91	3.0%	\$ 1,745.75	3.0%	\$ 1,798.13	3.0%	\$ 1,852.07	2.5%	\$ 1,898.37	2.5%	\$ 1,945.83	2.25%	\$ 1,989.61	2.0%	\$ 2,029.40
TBS3	\$ 1,634.84	3.75%	\$ 1,696.14	3.5%	\$ 1,755.51	3.25%	\$ 1,812.56	3.0%	\$ 1,866.94	3.0%	\$ 1,922.95	3.0%	\$ 1,980.64	3.0%	\$ 2,040.06	2.5%	\$ 2,091.06	2.5%	\$ 2,143.33	2.25%	\$ 2,191.56	2.0%	\$ 2,235.39
TBS4	\$ 1,800.77	3.75%	\$ 1,868.30	3.5%	\$ 1,933.69	3.25%	\$ 1,996.54	3.0%	\$ 2,056.43	3.0%	\$ 2,118.13	3.0%	\$ 2,181.67	3.0%	\$ 2,247.12	2.5%	\$ 2,303.30	2.5%	\$ 2,360.88	2.25%	\$ 2,414.00	2.0%	\$ 2,462.28
TBS5	\$ 1,983.55	3.75%	\$ 2,057.93	3.5%	\$ 2,129.96	3.25%	\$ 2,199.19	3.0%	\$ 2,265.16	3.0%	\$ 2,333.12	3.0%	\$ 2,403.11	3.0%	\$ 2,475.20	2.5%	\$ 2,537.08	2.5%	\$ 2,600.51	2.25%	\$ 2,659.02	2.0%	\$ 2,712.20
TBS6	\$ 2,184.88	3.75%	\$ 2,266.82	3.5%	\$ 2,346.15	3.25%	\$ 2,422.40	3.0%	\$ 2,495.08	3.0%	\$ 2,569.93	3.0%	\$ 2,647.03	3.0%	\$ 2,726.44	2.5%	\$ 2,794.60	2.5%	\$ 2,864.46	2.25%	\$ 2,928.91	2.0%	\$ 2,987.49
TBS7	\$ 2,406.65	3.75%	\$ 2,496.90	3.5%	\$ 2,584.29	3.25%	\$ 2,668.28	3.0%	\$ 2,748.33	3.0%	\$ 2,830.78	3.0%	\$ 2,915.70	3.0%	\$ 3,003.17	2.5%	\$ 3,078.25	2.5%	\$ 3,155.21	2.25%	\$ 3,226.20	2.0%	\$ 3,290.72
TBS8	\$ 2,650.92	3.75%	\$ 2,750.33	3.5%	\$ 2,846.59	3.25%	\$ 2,939.11	3.0%	\$ 3,027.28	3.0%	\$ 3,118.10	3.0%	\$ 3,211.64	3.0%	\$ 3,307.99	2.5%	\$ 3,390.69	2.5%	\$ 3,475.46	2.25%	\$ 3,553.66	2.0%	\$ 3,624.73
TBS9	\$ 2,919.99	3.75%	\$ 3,029.49	3.5%	\$ 3,135.52	3.25%	\$ 3,237.43	3.0%	\$ 3,334.55	3.0%	\$ 3,434.59	3.0%	\$ 3,537.62	3.0%	\$ 3,643.75	2.5%	\$ 3,734.85	2.5%	\$ 3,828.22	2.25%	\$ 3,914.35	2.0%	\$ 3,992.64
TBS10	\$ 3,216.37	3.75%	\$ 3,336.98	3.5%	\$ 3,453.78	3.25%	\$ 3,566.03	3.0%	\$ 3,673.01	3.0%	\$ 3,783.20	3.0%	\$ 3,896.69	3.0%	\$ 4,013.59	2.5%	\$ 4,113.93	2.5%	\$ 4,216.78	2.25%	\$ 4,311.66	2.0%	\$ 4,397.89

HOURLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
TBS1	\$ 16.84285	3.75%	\$ 17.47445	3.5%	\$ 18.08606	3.25%	\$ 18.67386	3.0%	\$ 19.23407	3.0%	\$ 19.81110	3.0%	\$ 20.40543	3.0%	\$ 21.01759	2.5%	\$ 21.54303	2.5%	\$ 22.08161	2.25%	\$ 22.57844	2.0%	\$ 23.03001
TBS2	\$ 18.55240	3.75%	\$ 19.24811	3.5%	\$ 19.92180	3.25%	\$ 20.56925	3.0%	\$ 21.18633	3.0%	\$ 21.82192	3.0%	\$ 22.47658	3.0%	\$ 23.15088	2.5%	\$ 23.72965	2.5%	\$ 24.32289	2.25%	\$ 24.87016	2.0%	\$ 25.36756
TBS3	\$ 20.43547	3.75%	\$ 21.20180	3.5%	\$ 21.94386	3.25%	\$ 22.65703	3.0%	\$ 23.33674	3.0%	\$ 24.03685	3.0%	\$ 24.75795	3.0%	\$ 25.50069	2.5%	\$ 26.13821	2.5%	\$ 26.79166	2.25%	\$ 27.39448	2.0%	\$ 27.94237
TBS4	\$ 22.50967	3.75%	\$ 23.35378	3.5%	\$ 24.17116	3.25%	\$ 24.95672	3.0%	\$ 25.70542	3.0%	\$ 26.47659	3.0%	\$ 27.27088	3.0%	\$ 28.08901	2.5%	\$ 28.79124	2.5%	\$ 29.51102	2.25%	\$ 30.17502	2.0%	\$ 30.77852
TBS5	\$ 24.79440	3.75%	\$ 25.72419	3.5%	\$ 26.62453	3.25%	\$ 27.48983	3.0%	\$ 28.31452	3.0%	\$ 29.16396	3.0%	\$ 30.03888	3.0%	\$ 30.94005	2.5%	\$ 31.71355	2.5%	\$ 32.50639	2.25%	\$ 33.23778	2.0%	\$ 33.90253
TBS6	\$ 27.31103	3.75%	\$ 28.33519	3.5%	\$ 29.32692	3.25%	\$ 30.28005	3.0%	\$ 31.18845	3.0%	\$ 32.12410	3.0%	\$ 33.08783	3.0%	\$ 34.08046	2.5%	\$ 34.93247	2.5%	\$ 35.80578	2.25%	\$ 36.61141	2.0%	\$ 37.34364
TBS7	\$ 30.08310	3.75%	\$ 31.21121	3.5%	\$ 32.30361	3.25%	\$ 33.35347	3.0%	\$ 34.35408	3.0%	\$ 35.38470	3.0%	\$ 36.44624	3.0%	\$ 37.53963	2.5%	\$ 38.47812	2.5%	\$ 39.44007	2.25%	\$ 40.32747	2.0%	\$ 41.13402
TBS8	\$ 33.13653	3.75%	\$ 34.37915	3.5%	\$ 35.58242	3.25%	\$ 36.73885	3.0%	\$ 37.84102	3.0%	\$ 38.97625	3.0%	\$ 40.14553	3.0%	\$ 41.34990	2.5%	\$ 42.38365	2.5%	\$ 43.44324	2.25%	\$ 44.42071	2.0%	\$ 45.30912
TBS9	\$ 36.49989	3.75%	\$ 37.86863	3.5%	\$ 39.19404	3.25%	\$ 40.46784	3.0%	\$ 41.68188	3.0%	\$ 42.93233	3.0%	\$ 44.22030	3.0%	\$ 45.54691	2.5%	\$ 46.68559	2.5%	\$ 47.85273	2.25%	\$ 48.92941	2.0%	\$ 49.90800
TBS10	\$ 40.20463	3.75%	\$ 41.71230	3.5%	\$ 43.17223	3.25%	\$ 44.57533	3.0%	\$ 45.91259	3.0%	\$ 47.28997	3.0%	\$ 48.70867	3.0%	\$ 50.16993	2.5%	\$ 51.42417	2.5%	\$ 52.70978	2.25%	\$ 53.89575	2.0%	\$ 54.97366

ANNUAL- ALL JOB FAMILIES																							
EXECUTIVE																							
	1		2		3		4		5		6		7		8		9		10		11		12
EX1	\$ 122,320	3.75%	\$ 126,907	3.5%	\$ 131,349	3.25%	\$ 135,618	3.0%	\$ 139,686	3.00%	\$ 143,877	3.0%	\$ 148,193	3.0%	\$ 152,639	2.5%	\$ 156,455	2.5%	\$ 160,366	2.25%	\$ 163,975	2.0%	\$ 167,254
EX2	\$ 170,197	3.75%	\$ 176,579	3.5%	\$ 182,759	3.25%	\$ 188,699	3.0%	\$ 194,360	3.00%	\$ 200,191	3.0%	\$ 206,197	3.0%	\$ 212,383	2.5%	\$ 217,692	2.5%	\$ 223,134	2.25%	\$ 228,155	2.0%	\$ 232,718
EX3	\$ 177,856	3.75%	\$ 184,525	3.5%	\$ 190,984	3.25%	\$ 197,191	3.0%	\$ 203,106	3.00%	\$ 209,199	3.0%	\$ 215,475	3.0%	\$ 221,940	2.5%	\$ 227,488	2.5%	\$ 233,175	2.25%	\$ 238,422	2.0%	\$ 243,190
EX4	\$ 188,972	3.75%	\$ 196,058	3.5%	\$ 202,920	3.25%	\$ 209,515	3.0%	\$ 215,800	3.00%	\$ 222,274	3.0%	\$ 228,943	3.0%	\$ 235,811	2.5%	\$ 241,706	2.5%	\$ 247,749	2.25%	\$ 253,323	2.0%	\$ 258,390

INFORMATION TECHNOLOGY																							
	1		2		3		4		5		6		7		8		9		10		11		12
INFT1	\$ 82,985	3.75%	\$ 86,097	3.5%	\$ 89,110	3.25%	\$ 92,006	3.0%	\$ 94,766	3.00%	\$ 97,609	3.0%	\$ 100,538	3.0%	\$ 103,554	2.5%	\$ 106,143	2.5%	\$ 108,796	2.25%	\$ 111,244	2.0%	\$ 113,469
INFT2	\$ 89,789	3.75%	\$ 93,157	3.5%	\$ 96,417	3.25%	\$ 99,551	3.0%	\$ 102,537	3.00%	\$ 105,613	3.0%	\$ 108,782	3.0%	\$ 112,045	2.5%	\$ 114,846	2.5%	\$ 117,717	2.25%	\$ 120,366	2.0%	\$ 122,773
INFT3	\$ 97,152	3.75%	\$ 100,795	3.5%	\$ 104,323	3.25%	\$ 107,714	3.0%	\$ 110,945	3.00%	\$ 114,274	3.0%	\$ 117,702	3.0%	\$ 121,233	2.5%	\$ 124,264	2.5%	\$ 127,370	2.25%	\$ 130,236	2.0%	\$ 132,841
INFT4	\$ 105,119	3.75%	\$ 109,061	3.5%	\$ 112,878	3.25%	\$ 116,546	3.0%	\$ 120,043	3.00%	\$ 123,644	3.0%	\$ 127,353	3.0%	\$ 131,174	2.5%	\$ 134,453	2.5%	\$ 137,815	2.25%	\$ 140,915	2.0%	\$ 143,734
INFT5	\$ 113,738	3.75%	\$ 118,004	3.5%	\$ 122,134	3.25%	\$ 126,103	3.0%	\$ 129,886	3.00%	\$ 133,783	3.0%	\$ 137,796	3.0%	\$ 141,930	2.5%	\$ 145,478	2.5%	\$ 149,115	2.25%	\$ 152,470	2.0%	\$ 155,520
INFT6	\$ 123,065	3.75%	\$ 127,680	3.5%	\$ 132,149	3.25%	\$ 136,444	3.0%	\$ 140,537	3.00%	\$ 144,753	3.0%	\$ 149,096	3.0%	\$ 153,568	2.5%	\$ 157,408	2.5%	\$ 161,343	2.25%	\$ 164,973	2.0%	\$ 168,272

LABOR, TRADES, CRAFTS AND UTILITIES																							
	1		2		3		4		5		6		7		8		9		10		11		12
LTCU1	\$ 33,058	3.75%	\$ 34,298	3.5%	\$ 35,498	3.25%	\$ 36,652	3.0%	\$ 37,752	3.00%	\$ 38,884	3.0%	\$ 40,051	3.0%	\$ 41,252	2.5%	\$ 42,284	2.5%	\$ 43,341	2.25%	\$ 44,316	2.0%	\$ 45,202
LTCU2	\$ 36,444	3.75%	\$ 37,810	3.5%	\$ 39,134	3.25%	\$ 40,405	3.0%	\$ 41,618	3.00%	\$ 42,866	3.0%	\$ 44,152	3.0%	\$ 45,477	2.5%	\$ 46,613	2.5%	\$ 47,779	2.25%	\$ 48,854	2.0%	\$ 49,831
LTCU3	\$ 40,175	3.75%	\$ 41,682	3.5%	\$ 43,141	3.25%	\$ 44,543	3.0%	\$ 45,879	3.00%	\$ 47,256	3.0%	\$ 48,673	3.0%	\$ 50,133	2.5%	\$ 51,387	2.5%	\$ 52,671	2.25%	\$ 53,856	2.0%	\$ 54,934
LTCU4	\$ 44,289	3.75%	\$ 45,950	3.5%	\$ 47,558	3.25%	\$ 49,104	3.0%	\$ 50,577	3.00%	\$ 52,094	3.0%	\$ 53,657	3.0%	\$ 55,267	2.5%	\$ 56,649	2.5%	\$ 58,065	2.25%	\$ 59,371	2.0%	\$ 60,559
LTCU5	\$ 48,825	3.75%	\$ 50,655	3.5%	\$ 52,428	3.25%	\$ 54,132	3.0%	\$ 55,756	3.00%	\$ 57,429	3.0%	\$ 59,152	3.0%	\$ 60,926	2.5%	\$ 62,450	2.5%	\$ 64,011	2.25%	\$ 65,451	2.0%	\$ 66,760
LTCU6	\$ 53,824	3.75%	\$ 55,843	3.5%	\$ 57,797	3.25%	\$ 59,675	3.0%	\$ 61,466	3.00%	\$ 63,310	3.0%	\$ 65,209	3.0%	\$ 67,165	2.5%	\$ 68,844	2.5%	\$ 70,565	2.25%	\$ 72,153	2.0%	\$ 73,596
LTCU7	\$ 59,336	3.75%	\$ 61,561	3.5%	\$ 63,715	3.25%	\$ 65,786	3.0%	\$ 67,760	3.00%	\$ 69,793	3.0%	\$ 71,886	3.0%	\$ 74,043	2.5%	\$ 75,894	2.5%	\$ 77,791	2.25%	\$ 79,542	2.0%	\$ 81,133
LTCU8	\$ 65,412	3.75%	\$ 67,865	3.5%	\$ 70,240	3.25%	\$ 72,523	3.0%	\$ 74,698	3.00%	\$ 76,939	3.0%	\$ 79,248	3.0%	\$ 81,625	2.5%	\$ 83,666	2.5%	\$ 85,757	2.25%	\$ 87,687	2.0%	\$ 89,440
LTCU9	\$ 72,110	3.75%	\$ 74,814	3.5%	\$ 77,432	3.25%	\$ 79,949	3.0%	\$ 82,348	3.00%	\$ 84,818	3.0%	\$ 87,362	3.0%	\$ 89,983	2.5%	\$ 92,233	2.5%	\$ 94,539	2.25%	\$ 96,666	2.0%	\$ 98,599

MANAGEMENT																							
	1		2		3		4		5		6		7		8		9		10		11		12
MGMT2	\$ 58,752	3.75%	\$ 60,955	3.5%	\$ 63,088	3.25%	\$ 65,139	3.0%	\$ 67,093	3.00%	\$ 69,106	3.0%	\$ 71,179	3.0%	\$ 73,314	2.5%	\$ 75,147	2.5%	\$ 77,026	2.25%	\$ 78,759	2.0%	\$ 80,334
MGMT3	\$ 64,780	3.75%	\$ 67,209	3.5%	\$ 69,561	3.25%	\$ 71,822	3.0%	\$ 73,977	3.00%	\$ 76,196	3.0%	\$ 78,482	3.0%	\$ 80,836	2.5%	\$ 82,857	2.5%	\$ 84,929	2.25%	\$ 86,840	2.0%	\$ 88,576
MGMT4	\$ 71,426	3.75%	\$ 74,105	3.5%	\$ 76,698	3.25%	\$ 79,191	3.0%	\$ 81,567	3.00%	\$ 84,014	3.0%	\$ 86,534	3.0%	\$ 89,130	2.5%	\$ 91,358	2.5%	\$ 93,642	2.25%	\$ 95,749	2.0%	\$ 97,664
MGMT5	\$ 80,583	3.75%	\$ 83,605	3.5%	\$ 86,531	3.25%	\$ 89,343	3.0%	\$ 92,024	3.00%	\$ 94,784	3.0%	\$ 97,628	3.0%	\$ 100,557	2.5%	\$ 103,071	2.5%	\$ 105,647	2.25%	\$ 108,024	2.0%	\$ 110,185
MGMT6	\$ 88,851	3.75%	\$ 92,183	3.5%	\$ 95,409	3.25%	\$ 98,510	3.0%	\$ 101,465	3.00%	\$ 104,509	3.0%	\$ 107,644	3.0%	\$ 110,874	2.5%	\$ 113,646	2.5%	\$ 116,487	2.25%	\$ 119,108	2.0%	\$ 121,490
MGMT7	\$ 97,967	3.75%	\$ 101,641	3.5%	\$ 105,198	3.25%	\$ 108,617	3.0%	\$ 111,876	3.00%	\$ 115,232	3.0%	\$ 118,689	3.0%	\$ 122,249	2.5%	\$ 125,306	2.5%	\$ 128,438	2.25%	\$ 131,328	2.0%	\$ 133,955
MGMT8	\$ 108,018	3.75%	\$ 112,069	3.5%	\$ 115,991	3.25%	\$ 119,761	3.0%	\$ 123,354	3.00%	\$ 127,055	3.0%	\$ 130,866	3.0%	\$ 134,792	2.5%	\$ 138,162	2.5%	\$ 141,616	2.25%	\$ 144,802	2.0%	\$ 147,698
MGMT9	\$ 116,390	3.75%	\$ 120,754	3.5%	\$ 124,981	3.25%	\$ 129,043	3.0%	\$ 132,914	3.00%	\$ 136,901	3.0%	\$ 141,008	3.0%	\$ 145,239	2.5%	\$ 148,870	2.5%	\$ 152,591	2.25%	\$ 156,025	2.0%	\$ 159,145
MGMT10	\$ 128,331	3.75%	\$ 133,144	3.5%	\$ 137,804	3.25%	\$ 142,282	3.0%	\$ 146,551	3.00%	\$ 150,947	3.0%	\$ 155,476	3.0%	\$ 160,140	2.5%	\$ 164,144	2.5%	\$ 168,247	2.25%	\$ 172,033	2.0%	\$ 175,473
MGMT11	\$ 136,031	3.75%	\$ 141,132	3.5%	\$ 146,072	3.25%	\$ 150,819	3.0%	\$ 155,344	3.00%	\$ 160,004	3.0%	\$ 164,804	3.0%	\$ 169,749	2.5%	\$ 173,992	2.5%	\$ 178,342	2.25%	\$ 182,355	2.0%	\$ 186,002
MGMT12	\$ 144,193	3.75%	\$ 149,600	3.5%	\$ 154,836	3.25%	\$ 159,869	3.0%	\$ 164,665	3.00%	\$ 169,604	3.0%	\$ 174,693	3.0%	\$ 179,933	2.5%	\$ 184,432	2.5%	\$ 189,043	2.25%	\$ 193,296	2.0%	\$ 197,162
MGMT13	\$ 151,403	3.75%	\$ 157,080	3.5%	\$ 162,578	3.25%	\$ 167,862	3.0%	\$ 172,898	3.00%	\$ 178,085	3.0%	\$ 183,427	3.0%	\$ 188,930	2.5%	\$ 193,653	2.5%	\$ 198,495	2.25%	\$ 202,961	2.0%	\$ 207,020

POLICE SWORN																							
	1		2		3		4		5														
PD1	\$ 85,781	7.25%	\$ 92,000	7.25%	\$ 98,670	7.25%	\$ 105,824	7.25%	\$ 113,496														
PDM	\$ 118,603																						
PD2	\$ 129,764	3.00%	\$ 133,657	3.0%	\$ 137,667	2.25%	\$ 140,764																
PD4	\$ 154,841	3.00%	\$ 159,486	3.0%	\$ 170,875	2.25%	\$ 174,720																
PD5	\$ 192,926	2.25%	\$ 197,267																				
PR	\$ 79,722																						

ANNUAL- ALL JOB FAMILIES

PROFESSIONAL

	1		2		3		4		5		6		7		8		9		10		11		12
PROF3	\$ 54,517	3.75%	\$ 56,561	3.5%	\$ 58,541	3.25%	\$ 60,443	3.0%	\$ 62,257	3.00%	\$ 64,124	3.0%	\$ 66,048	3.0%	\$ 68,030	2.5%	\$ 69,730	2.5%	\$ 71,474	2.25%	\$ 73,082	2.0%	\$ 74,543
PROF4	\$ 60,241	3.75%	\$ 62,500	3.5%	\$ 64,688	3.25%	\$ 66,790	3.0%	\$ 68,794	3.00%	\$ 70,857	3.0%	\$ 72,983	3.0%	\$ 75,173	2.5%	\$ 77,052	2.5%	\$ 78,978	2.25%	\$ 80,755	2.0%	\$ 82,370
PROF5	\$ 66,566	3.75%	\$ 69,063	3.5%	\$ 71,480	3.25%	\$ 73,803	3.0%	\$ 76,017	3.00%	\$ 78,297	3.0%	\$ 80,646	3.0%	\$ 83,066	2.5%	\$ 85,142	2.5%	\$ 87,271	2.25%	\$ 89,235	2.0%	\$ 91,019
PROF6	\$ 73,556	3.75%	\$ 76,314	3.5%	\$ 78,985	3.25%	\$ 81,552	3.0%	\$ 83,999	3.00%	\$ 86,519	3.0%	\$ 89,114	3.0%	\$ 91,788	2.5%	\$ 94,082	2.5%	\$ 96,434	2.25%	\$ 98,604	2.0%	\$ 100,576
PROF7	\$ 81,279	3.75%	\$ 84,327	3.5%	\$ 87,279	3.25%	\$ 90,115	3.0%	\$ 92,819	3.00%	\$ 95,603	3.0%	\$ 98,471	3.0%	\$ 101,425	2.5%	\$ 103,961	2.5%	\$ 106,560	2.25%	\$ 108,958	2.0%	\$ 111,137
PROF8	\$ 89,814	3.75%	\$ 93,182	3.5%	\$ 96,443	3.25%	\$ 99,577	3.0%	\$ 102,565	3.00%	\$ 105,642	3.0%	\$ 108,811	3.0%	\$ 112,075	2.5%	\$ 114,877	2.5%	\$ 117,749	2.25%	\$ 120,398	2.0%	\$ 122,806
PROF9	\$ 99,244	3.75%	\$ 102,966	3.5%	\$ 106,569	3.25%	\$ 110,033	3.0%	\$ 113,334	3.00%	\$ 116,734	3.0%	\$ 120,236	3.0%	\$ 123,843	2.5%	\$ 126,939	2.5%	\$ 130,113	2.25%	\$ 133,040	2.0%	\$ 135,701
PROF10	\$ 109,665	3.75%	\$ 113,777	3.5%	\$ 117,759	3.25%	\$ 121,586	3.0%	\$ 125,234	3.00%	\$ 128,991	3.0%	\$ 132,861	3.0%	\$ 136,846	2.5%	\$ 140,268	2.5%	\$ 143,774	2.25%	\$ 147,009	2.0%	\$ 149,949
PROF11	\$ 121,179	3.75%	\$ 125,724	3.5%	\$ 130,124	3.25%	\$ 134,353	3.0%	\$ 138,383	3.00%	\$ 142,535	3.0%	\$ 146,811	3.0%	\$ 151,215	2.5%	\$ 154,996	2.5%	\$ 158,871	2.25%	\$ 162,445	2.0%	\$ 165,694

TECHNICAL AND BUSINESS SUPPORT

	1		2		3		4		5		6		7		8		9		10		11		12
TBS1	\$ 35,033	3.75%	\$ 36,347	3.5%	\$ 37,619	3.25%	\$ 38,842	3.0%	\$ 40,007	3.00%	\$ 41,207	3.0%	\$ 42,443	3.0%	\$ 43,717	2.5%	\$ 44,810	2.5%	\$ 45,930	2.25%	\$ 46,963	2.0%	\$ 47,902
TBS2	\$ 38,589	3.75%	\$ 40,036	3.5%	\$ 41,437	3.25%	\$ 42,784	3.0%	\$ 44,068	3.00%	\$ 45,390	3.0%	\$ 46,751	3.0%	\$ 48,154	2.5%	\$ 49,358	2.5%	\$ 50,592	2.25%	\$ 51,730	2.0%	\$ 52,765
TBS3	\$ 42,506	3.75%	\$ 44,100	3.5%	\$ 45,643	3.25%	\$ 47,127	3.0%	\$ 48,540	3.00%	\$ 49,997	3.0%	\$ 51,497	3.0%	\$ 53,041	2.5%	\$ 54,367	2.5%	\$ 55,727	2.25%	\$ 56,981	2.0%	\$ 58,120
TBS4	\$ 46,820	3.75%	\$ 48,576	3.5%	\$ 50,276	3.25%	\$ 51,910	3.0%	\$ 53,467	3.00%	\$ 55,071	3.0%	\$ 56,723	3.0%	\$ 58,425	2.5%	\$ 59,886	2.5%	\$ 61,383	2.25%	\$ 62,764	2.0%	\$ 64,019
TBS5	\$ 51,572	3.75%	\$ 53,506	3.5%	\$ 55,379	3.25%	\$ 57,179	3.0%	\$ 58,894	3.00%	\$ 60,661	3.0%	\$ 62,481	3.0%	\$ 64,355	2.5%	\$ 65,964	2.5%	\$ 67,613	2.25%	\$ 69,135	2.0%	\$ 70,517
TBS6	\$ 56,807	3.75%	\$ 58,937	3.5%	\$ 61,000	3.25%	\$ 62,982	3.0%	\$ 64,872	3.00%	\$ 66,818	3.0%	\$ 68,823	3.0%	\$ 70,887	2.5%	\$ 72,660	2.5%	\$ 74,476	2.25%	\$ 76,152	2.0%	\$ 77,675
TBS7	\$ 62,573	3.75%	\$ 64,919	3.5%	\$ 67,191	3.25%	\$ 69,375	3.0%	\$ 71,456	3.00%	\$ 73,600	3.0%	\$ 75,808	3.0%	\$ 78,082	2.5%	\$ 80,034	2.5%	\$ 82,035	2.25%	\$ 83,881	2.0%	\$ 85,559
TBS8	\$ 68,924	3.75%	\$ 71,509	3.5%	\$ 74,011	3.25%	\$ 76,417	3.0%	\$ 78,709	3.00%	\$ 81,071	3.0%	\$ 83,503	3.0%	\$ 86,008	2.5%	\$ 88,158	2.5%	\$ 90,362	2.25%	\$ 92,395	2.0%	\$ 94,243
TBS9	\$ 75,920	3.75%	\$ 78,767	3.5%	\$ 81,524	3.25%	\$ 84,173	3.0%	\$ 86,698	3.00%	\$ 89,299	3.0%	\$ 91,978	3.0%	\$ 94,738	2.5%	\$ 97,106	2.5%	\$ 99,534	2.25%	\$ 101,773	2.0%	\$ 103,809
TBS10	\$ 83,626	3.75%	\$ 86,762	3.5%	\$ 89,798	3.25%	\$ 92,717	3.0%	\$ 95,498	3.00%	\$ 98,363	3.0%	\$ 101,314	3.0%	\$ 104,353	2.5%	\$ 106,962	2.5%	\$ 109,636	2.25%	\$ 112,103	2.0%	\$ 114,345

MONTHLY- ALL JOB FAMILIES																																			
EXECUTIVE																																			
	1		2		3		4		5		6		7		8		9		10		11		12												
EX1	\$	10,193.35	3.75%	\$	10,575.60	3.5%	\$	10,945.75	3.25%	\$	11,301.49	3.0%	\$	11,640.53	3.0%	\$	11,989.75	3.0%	\$	12,349.44	3.0%	\$	12,719.92	2.5%	\$	13,037.92	2.5%	\$	13,363.87	2.25%	\$	13,664.56	2.0%	\$	13,937.85
EX2	\$	14,183.07	3.75%	\$	14,714.93	3.5%	\$	15,229.95	3.25%	\$	15,724.93	3.0%	\$	16,196.68	3.0%	\$	16,682.58	3.0%	\$	17,183.05	3.0%	\$	17,698.54	2.5%	\$	18,141.01	2.5%	\$	18,594.53	2.25%	\$	19,012.91	2.0%	\$	19,393.17
EX3	\$	14,821.30	3.75%	\$	15,377.10	3.5%	\$	15,915.30	3.25%	\$	16,432.55	3.0%	\$	16,925.53	3.0%	\$	17,433.29	3.0%	\$	17,956.29	3.0%	\$	18,494.98	2.5%	\$	18,957.35	2.5%	\$	19,431.29	2.25%	\$	19,868.49	2.0%	\$	20,265.86
EX4	\$	15,747.64	3.75%	\$	16,338.17	3.5%	\$	16,910.01	3.25%	\$	17,459.58	3.0%	\$	17,983.37	3.0%	\$	18,522.87	3.0%	\$	19,078.56	3.0%	\$	19,650.91	2.5%	\$	20,142.19	2.5%	\$	20,645.74	2.25%	\$	21,110.27	2.0%	\$	21,532.48

INFORMATION TECHNOLOGY																							
	1		2		3		4		5		6		7		8		9		10		11		12
INFT1	\$6,915.39	3.75%	\$7,174.72	3.5%	\$7,425.84	3.25%	\$7,667.17	3.0%	\$7,897.19	3.0%	\$8,134.11	3.0%	\$8,378.13	3.0%	\$8,629.47	2.5%	\$8,845.21	2.5%	\$9,066.34	2.25%	\$9,270.33	2.0%	\$9,455.74
INFT2	\$7,482.45	3.75%	\$7,763.05	3.5%	\$8,034.75	3.25%	\$8,295.88	3.0%	\$8,544.76	3.0%	\$8,801.10	3.0%	\$9,065.14	3.0%	\$9,337.09	2.5%	\$9,570.52	2.5%	\$9,809.78	2.25%	\$10,030.50	2.0%	\$10,231.11
INFT3	\$8,096.02	3.75%	\$8,399.62	3.5%	\$8,693.60	3.25%	\$8,976.15	3.0%	\$9,245.43	3.0%	\$9,522.79	3.0%	\$9,808.48	3.0%	\$10,102.73	2.5%	\$10,355.30	2.5%	\$10,614.18	2.25%	\$10,853.00	2.0%	\$11,070.06
INFT4	\$8,759.89	3.75%	\$9,088.39	3.5%	\$9,406.48	3.25%	\$9,712.19	3.0%	\$10,003.56	3.0%	\$10,303.66	3.0%	\$10,612.77	3.0%	\$10,931.15	2.5%	\$11,204.43	2.5%	\$11,484.54	2.25%	\$11,742.95	2.0%	\$11,977.81
INFT5	\$9,478.20	3.75%	\$9,833.63	3.5%	\$10,177.81	3.25%	\$10,508.59	3.0%	\$10,823.85	3.0%	\$11,148.56	3.0%	\$11,483.02	3.0%	\$11,827.51	2.5%	\$12,123.20	2.5%	\$12,426.28	2.25%	\$12,705.87	2.0%	\$12,959.99
INFT6	\$10,255.41	3.75%	\$10,639.99	3.5%	\$11,012.39	3.25%	\$11,370.29	3.0%	\$11,711.40	3.0%	\$12,062.74	3.0%	\$12,424.63	3.0%	\$12,797.37	2.5%	\$13,117.30	2.5%	\$13,445.23	2.25%	\$13,747.75	2.0%	\$14,022.70

LABOR, TRADES, CRAFTS AND UTILITIES																							
	1		2		3		4		5		6		7		8		9		10		11		12
LTCU1	\$2,754.86	3.75%	\$2,858.17	3.5%	\$2,958.21	3.25%	\$3,054.35	3.0%	\$3,145.98	3.0%	\$3,240.36	3.0%	\$3,337.57	3.0%	\$3,437.69	2.5%	\$3,523.64	2.5%	\$3,611.73	2.25%	\$3,692.99	2.0%	\$3,766.85
LTCU2	\$3,036.96	3.75%	\$3,150.85	3.5%	\$3,261.13	3.25%	\$3,367.11	3.0%	\$3,468.13	3.0%	\$3,572.17	3.0%	\$3,679.33	3.0%	\$3,789.71	2.5%	\$3,884.46	2.5%	\$3,981.57	2.25%	\$4,071.15	2.0%	\$4,152.58
LTCU3	\$3,347.94	3.75%	\$3,473.49	3.5%	\$3,595.06	3.25%	\$3,711.90	3.0%	\$3,823.26	3.0%	\$3,937.96	3.0%	\$4,056.10	3.0%	\$4,177.78	2.5%	\$4,282.23	2.5%	\$4,389.28	2.25%	\$4,488.04	2.0%	\$4,577.80
LTCU4	\$3,690.77	3.75%	\$3,829.18	3.5%	\$3,963.20	3.25%	\$4,092.00	3.0%	\$4,214.76	3.0%	\$4,341.21	3.0%	\$4,471.44	3.0%	\$4,605.59	2.5%	\$4,720.73	2.5%	\$4,838.74	2.25%	\$4,947.62	2.0%	\$5,046.57
LTCU5	\$4,068.71	3.75%	\$4,221.29	3.5%	\$4,369.03	3.25%	\$4,511.02	3.0%	\$4,646.36	3.0%	\$4,785.75	3.0%	\$4,929.32	3.0%	\$5,077.20	2.5%	\$5,204.13	2.5%	\$5,334.23	2.25%	\$5,454.25	2.0%	\$5,563.34
LTCU6	\$4,485.35	3.75%	\$4,653.55	3.5%	\$4,816.42	3.25%	\$4,972.95	3.0%	\$5,122.14	3.0%	\$5,275.81	3.0%	\$5,434.08	3.0%	\$5,597.10	2.5%	\$5,737.03	2.5%	\$5,880.46	2.25%	\$6,012.77	2.0%	\$6,133.02
LTCU7	\$4,944.64	3.75%	\$5,130.07	3.5%	\$5,309.62	3.25%	\$5,482.18	3.0%	\$5,646.65	3.0%	\$5,816.05	3.0%	\$5,990.53	3.0%	\$6,170.25	2.5%	\$6,324.50	2.5%	\$6,482.61	2.25%	\$6,628.47	2.0%	\$6,761.04
LTCU8	\$5,450.98	3.75%	\$5,655.39	3.5%	\$5,853.33	3.25%	\$6,043.56	3.0%	\$6,224.87	3.0%	\$6,411.61	3.0%	\$6,603.96	3.0%	\$6,802.08	2.5%	\$6,972.13	2.5%	\$7,146.43	2.25%	\$7,307.23	2.0%	\$7,453.37
LTCU9	\$6,009.16	3.75%	\$6,234.50	3.5%	\$6,452.71	3.25%	\$6,662.42	3.0%	\$6,862.29	3.0%	\$7,068.16	3.0%	\$7,280.21	3.0%	\$7,498.61	2.5%	\$7,686.08	2.5%	\$7,878.23	2.25%	\$8,055.49	2.0%	\$8,216.60

MANAGEMENT																							
	1		2		3		4		5		6		7		8		9		10		11		12
MGMT2	\$4,895.99	3.75%	\$5,079.58	3.5%	\$5,257.37	3.25%	\$5,428.23	3.0%	\$5,591.08	3.0%	\$5,758.81	3.0%	\$5,931.58	3.0%	\$6,109.53	2.5%	\$6,262.26	2.5%	\$6,418.82	2.25%	\$6,563.24	2.0%	\$6,694.51
MGMT3	\$5,398.31	3.75%	\$5,600.75	3.5%	\$5,796.78	3.25%	\$5,985.17	3.0%	\$6,164.73	3.0%	\$6,349.67	3.0%	\$6,540.16	3.0%	\$6,736.36	2.5%	\$6,904.77	2.5%	\$7,077.39	2.25%	\$7,236.63	2.0%	\$7,381.37
MGMT4	\$5,952.18	3.75%	\$6,175.39	3.5%	\$6,391.53	3.25%	\$6,599.25	3.0%	\$6,797.23	3.0%	\$7,001.14	3.0%	\$7,211.18	3.0%	\$7,427.51	2.5%	\$7,613.20	2.5%	\$7,803.53	2.25%	\$7,979.11	2.0%	\$8,138.69
MGMT5	\$6,715.25	3.75%	\$6,967.07	3.5%	\$7,210.92	3.25%	\$7,445.27	3.0%	\$7,668.63	3.0%	\$7,898.69	3.0%	\$8,135.65	3.0%	\$8,379.72	2.5%	\$8,589.21	2.5%	\$8,803.95	2.25%	\$9,002.03	2.0%	\$9,182.07
MGMT6	\$7,404.23	3.75%	\$7,681.89	3.5%	\$7,950.76	3.25%	\$8,209.16	3.0%	\$8,455.43	3.0%	\$8,709.10	3.0%	\$8,970.37	3.0%	\$9,239.48	2.5%	\$9,470.47	2.5%	\$9,707.23	2.25%	\$9,925.64	2.0%	\$10,124.16
MGMT7	\$8,163.91	3.75%	\$8,470.06	3.5%	\$8,766.51	3.25%	\$9,051.42	3.0%	\$9,322.96	3.0%	\$9,602.65	3.0%	\$9,890.73	3.0%	\$10,187.45	2.5%	\$10,442.14	2.5%	\$10,703.19	2.25%	\$10,944.01	2.0%	\$11,162.89
MGMT8	\$9,001.53	3.75%	\$9,339.08	3.5%	\$9,665.95	3.25%	\$9,980.09	3.0%	\$10,279.50	3.0%	\$10,587.88	3.0%	\$10,905.52	3.0%	\$11,232.68	2.5%	\$11,513.50	2.5%	\$11,801.34	2.25%	\$12,066.87	2.0%	\$12,308.21
MGMT9	\$9,699.14	3.75%	\$10,062.86	3.5%	\$10,415.06	3.25%	\$10,753.55	3.0%	\$11,076.16	3.0%	\$11,408.44	3.0%	\$11,750.70	3.0%	\$12,103.22	2.5%	\$12,405.80	2.5%	\$12,715.94	2.25%	\$13,002.05	2.0%	\$13,262.09
MGMT10	\$10,694.28	3.75%	\$11,095.31	3.5%	\$11,483.65	3.25%	\$11,856.87	3.0%	\$12,212.57	3.0%	\$12,578.95	3.0%	\$12,956.32	3.0%	\$13,345.01	2.5%	\$13,678.63	2.5%	\$14,020.60	2.25%	\$14,336.06	2.0%	\$14,622.78
MGMT11	\$11,335.93	3.75%	\$11,761.03	3.5%	\$12,172.67	3.25%	\$12,568.28	3.0%	\$12,945.33	3.0%	\$13,333.69	3.0%	\$13,733.70	3.0%	\$14,145.71	2.5%	\$14,499.35	2.5%	\$14,861.83	2.25%	\$15,196.23	2.0%	\$15,500.15
MGMT12	\$12,016.09	3.75%	\$12,466.69	3.5%	\$12,903.03	3.25%	\$13,322.38	3.0%	\$13,722.05	3.0%	\$14,133.71	3.0%	\$14,557.72	3.0%	\$14,994.45	2.5%	\$15,369.31	2.5%	\$15,753.54	2.25%	\$16,108.00	2.0%	\$16,430.16
MGMT13	\$12,616.89	3.75%	\$13,090.03	3.5%	\$13,548.18	3.25%	\$13,988.49	3.0%	\$14,408.15	3.0%	\$14,840.39	3.0%	\$15,285.61	3.0%	\$15,744.17	2.5%	\$16,137.78	2.5%	\$16,541.22	2.25%	\$16,913.40	2.0%	\$17,251.67

POLICE SWORN																						
	1		2		3		4		5													
PD1	\$7,148.43	7.25%	\$7,666.69	7.25%	\$8,222.52	7.25%	\$8,818.66	7.25%	\$9,458.01													
PDM	\$9,883.62																					
PD2	\$10,813.67	3.00%	\$11,138.08	3.0%	\$11,472.22	2.25%	\$11,730.35															
PD4	\$12,903.38	3.00%	\$13,290.48	3.0%	\$14,239.60	2.25%	\$14,559.99															
PD5	\$16,077.14	2.25%	\$16,438.88																			
PR	\$6,643.52																					

MONTHLY- ALL JOB FAMILIES																							
PROFESSIONAL																							
	1		2		3		4		5		6		7		8		9		10		11		12
PROF3	\$4,543.07	3.75%	\$4,713.43	3.5%	\$4,878.40	3.25%	\$5,036.95	3.0%	\$5,188.06	3.0%	\$5,343.70	3.0%	\$5,504.01	3.0%	\$5,669.13	2.5%	\$5,810.86	2.5%	\$5,956.13	2.25%	\$6,090.14	2.0%	\$6,211.95
PROF4	\$5,020.09	3.75%	\$5,208.34	3.5%	\$5,390.63	3.25%	\$5,565.83	3.0%	\$5,732.80	3.0%	\$5,904.79	3.0%	\$6,081.93	3.0%	\$6,264.39	2.5%	\$6,421.00	2.5%	\$6,581.52	2.25%	\$6,729.61	2.0%	\$6,864.20
PROF5	\$5,547.20	3.75%	\$5,755.22	3.5%	\$5,956.65	3.25%	\$6,150.24	3.0%	\$6,334.75	3.0%	\$6,524.79	3.0%	\$6,720.53	3.0%	\$6,922.15	2.5%	\$7,095.20	2.5%	\$7,272.58	2.25%	\$7,436.22	2.0%	\$7,584.94
PROF6	\$6,129.65	3.75%	\$6,359.52	3.5%	\$6,582.10	3.25%	\$6,796.02	3.0%	\$6,999.90	3.0%	\$7,209.89	3.0%	\$7,426.19	3.0%	\$7,648.98	2.5%	\$7,840.20	2.5%	\$8,036.21	2.25%	\$8,217.02	2.0%	\$8,381.36
PROF7	\$6,773.27	3.75%	\$7,027.26	3.5%	\$7,273.22	3.25%	\$7,509.60	3.0%	\$7,734.89	3.0%	\$7,966.93	3.0%	\$8,205.94	3.0%	\$8,452.12	2.5%	\$8,663.42	2.5%	\$8,880.01	2.25%	\$9,079.81	2.0%	\$9,261.40
PROF8	\$7,484.46	3.75%	\$7,765.13	3.5%	\$8,036.91	3.25%	\$8,298.11	3.0%	\$8,547.05	3.0%	\$8,803.46	3.0%	\$9,067.56	3.0%	\$9,339.59	2.5%	\$9,573.08	2.5%	\$9,812.41	2.25%	\$10,033.19	2.0%	\$10,233.85
PROF9	\$8,270.33	3.75%	\$8,580.47	3.5%	\$8,880.78	3.25%	\$9,169.41	3.0%	\$9,444.49	3.0%	\$9,727.82	3.0%	\$10,019.66	3.0%	\$10,320.25	2.5%	\$10,578.25	2.5%	\$10,842.71	2.25%	\$11,086.67	2.0%	\$11,308.41
PROF10	\$9,138.71	3.75%	\$9,481.41	3.5%	\$9,813.26	3.25%	\$10,132.20	3.0%	\$10,436.16	3.0%	\$10,749.25	3.0%	\$11,071.72	3.0%	\$11,403.87	2.5%	\$11,688.97	2.5%	\$11,981.20	2.25%	\$12,250.77	2.0%	\$12,495.79
PROF11	\$10,098.28	3.75%	\$10,476.96	3.5%	\$10,843.66	3.25%	\$11,196.08	3.0%	\$11,531.96	3.0%	\$11,877.92	3.0%	\$12,234.25	3.0%	\$12,601.28	2.5%	\$12,916.31	2.5%	\$13,239.22	2.25%	\$13,537.10	2.0%	\$13,807.85
TECHNICAL AND BUSINESS SUPPORT																							
	1		2		3		4		5		6		7		8		9		10		11		12
TBS1	\$2,919.43	3.75%	\$3,028.91	3.5%	\$3,134.92	3.25%	\$3,236.80	3.0%	\$3,333.91	3.0%	\$3,433.92	3.0%	\$3,536.94	3.0%	\$3,643.05	2.5%	\$3,734.13	2.5%	\$3,827.48	2.25%	\$3,913.60	2.0%	\$3,991.87
TBS2	\$3,215.75	3.75%	\$3,336.34	3.5%	\$3,453.11	3.25%	\$3,565.34	3.0%	\$3,672.30	3.0%	\$3,782.47	3.0%	\$3,895.94	3.0%	\$4,012.82	2.5%	\$4,113.14	2.5%	\$4,215.97	2.25%	\$4,310.83	2.0%	\$4,397.04
TBS3	\$3,542.15	3.75%	\$3,674.98	3.5%	\$3,803.60	3.25%	\$3,927.22	3.0%	\$4,045.04	3.0%	\$4,166.39	3.0%	\$4,291.38	3.0%	\$4,420.12	2.5%	\$4,530.62	2.5%	\$4,643.89	2.25%	\$4,748.38	2.0%	\$4,843.34
TBS4	\$3,901.68	3.75%	\$4,047.99	3.5%	\$4,189.67	3.25%	\$4,325.83	3.0%	\$4,455.61	3.0%	\$4,589.28	3.0%	\$4,726.95	3.0%	\$4,868.76	2.5%	\$4,990.48	2.5%	\$5,115.24	2.25%	\$5,230.34	2.0%	\$5,334.94
TBS5	\$4,297.70	3.75%	\$4,458.86	3.5%	\$4,614.92	3.25%	\$4,764.90	3.0%	\$4,907.85	3.0%	\$5,055.09	3.0%	\$5,206.74	3.0%	\$5,362.94	2.5%	\$5,497.01	2.5%	\$5,634.44	2.25%	\$5,761.22	2.0%	\$5,876.44
TBS6	\$4,733.91	3.75%	\$4,911.43	3.5%	\$5,083.33	3.25%	\$5,248.54	3.0%	\$5,406.00	3.0%	\$5,568.18	3.0%	\$5,735.22	3.0%	\$5,907.28	2.5%	\$6,054.96	2.5%	\$6,206.34	2.25%	\$6,345.98	2.0%	\$6,472.90
TBS7	\$5,214.40	3.75%	\$5,409.94	3.5%	\$5,599.29	3.25%	\$5,781.27	3.0%	\$5,954.71	3.0%	\$6,133.35	3.0%	\$6,317.35	3.0%	\$6,506.87	2.5%	\$6,669.54	2.5%	\$6,836.28	2.25%	\$6,990.10	2.0%	\$7,129.90
TBS8	\$5,743.67	3.75%	\$5,959.05	3.5%	\$6,167.62	3.25%	\$6,368.07	3.0%	\$6,559.11	3.0%	\$6,755.88	3.0%	\$6,958.56	3.0%	\$7,167.32	2.5%	\$7,346.50	2.5%	\$7,530.16	2.25%	\$7,699.59	2.0%	\$7,853.58
TBS9	\$6,326.65	3.75%	\$6,563.90	3.5%	\$6,793.63	3.25%	\$7,014.43	3.0%	\$7,224.86	3.0%	\$7,441.60	3.0%	\$7,664.85	3.0%	\$7,894.80	2.5%	\$8,092.17	2.5%	\$8,294.47	2.25%	\$8,481.10	2.0%	\$8,650.72
TBS10	\$6,968.80	3.75%	\$7,230.13	3.5%	\$7,483.19	3.25%	\$7,726.39	3.0%	\$7,958.18	3.0%	\$8,196.93	3.0%	\$8,442.84	3.0%	\$8,696.12	2.5%	\$8,913.52	2.5%	\$9,136.36	2.25%	\$9,341.93	2.0%	\$9,528.77

BIWEEKLY - ALL JOB FAMILIES**EXECUTIVE**

	1		2		3		4		5		6		7		8		9		10		11		12
EX1	\$ 4,704.63	3.75%	\$ 4,881.05	3.5%	\$ 5,051.89	3.25%	\$ 5,216.07	3.0%	\$ 5,372.55	3.00%	\$ 5,533.73	3.0%	\$ 5,699.74	3.0%	\$ 5,870.73	2.5%	\$ 6,017.50	2.5%	\$ 6,167.94	2.25%	\$ 6,306.72	2.0%	\$ 6,432.85
EX2	\$ 6,546.03	3.75%	\$ 6,791.51	3.5%	\$ 7,029.21	3.25%	\$ 7,257.66	3.0%	\$ 7,475.39	3.00%	\$ 7,699.65	3.0%	\$ 7,930.64	3.0%	\$ 8,168.56	2.5%	\$ 8,372.77	2.5%	\$ 8,582.09	2.25%	\$ 8,775.19	2.0%	\$ 8,950.69
EX3	\$ 6,840.60	3.75%	\$ 7,097.12	3.5%	\$ 7,345.52	3.25%	\$ 7,584.25	3.0%	\$ 7,811.78	3.00%	\$ 8,046.13	3.0%	\$ 8,287.52	3.0%	\$ 8,536.14	2.5%	\$ 8,749.55	2.5%	\$ 8,968.29	2.25%	\$ 9,170.07	2.0%	\$ 9,353.47
EX4	\$ 7,268.14	3.75%	\$ 7,540.69	3.5%	\$ 7,804.62	3.25%	\$ 8,058.27	3.0%	\$ 8,300.02	3.00%	\$ 8,549.02	3.0%	\$ 8,805.49	3.0%	\$ 9,069.65	2.5%	\$ 9,296.39	2.5%	\$ 9,528.80	2.25%	\$ 9,743.20	2.0%	\$ 9,938.07

INFORMATION TECHNOLOGY

	1		2		3		4		5		6		7		8		9		10		11		12
INFT1	\$ 3,191.72	3.75%	\$ 3,311.41	3.5%	\$ 3,427.31	3.25%	\$ 3,538.70	3.0%	\$ 3,644.86	3.00%	\$ 3,754.20	3.0%	\$ 3,866.83	3.0%	\$ 3,982.83	2.5%	\$ 4,082.40	2.5%	\$ 4,184.46	2.25%	\$ 4,278.61	2.0%	\$ 4,364.19
INFT2	\$ 3,453.44	3.75%	\$ 3,582.94	3.5%	\$ 3,708.35	3.25%	\$ 3,828.87	3.0%	\$ 3,943.74	3.00%	\$ 4,062.05	3.0%	\$ 4,183.91	3.0%	\$ 4,309.43	2.5%	\$ 4,417.16	2.5%	\$ 4,527.59	2.25%	\$ 4,629.46	2.0%	\$ 4,722.05
INFT3	\$ 3,736.62	3.75%	\$ 3,876.75	3.5%	\$ 4,012.43	3.25%	\$ 4,142.84	3.0%	\$ 4,267.12	3.00%	\$ 4,395.14	3.0%	\$ 4,526.99	3.0%	\$ 4,662.80	2.5%	\$ 4,779.37	2.5%	\$ 4,898.85	2.25%	\$ 5,009.08	2.0%	\$ 5,109.26
INFT4	\$ 4,043.03	3.75%	\$ 4,194.64	3.5%	\$ 4,341.45	3.25%	\$ 4,482.55	3.0%	\$ 4,617.03	3.00%	\$ 4,755.54	3.0%	\$ 4,898.20	3.0%	\$ 5,045.15	2.5%	\$ 5,171.28	2.5%	\$ 5,300.56	2.25%	\$ 5,419.82	2.0%	\$ 5,528.22
INFT5	\$ 4,374.55	3.75%	\$ 4,538.60	3.5%	\$ 4,697.45	3.25%	\$ 4,850.12	3.0%	\$ 4,995.62	3.00%	\$ 5,145.49	3.0%	\$ 5,299.85	3.0%	\$ 5,458.85	2.5%	\$ 5,595.32	2.5%	\$ 5,735.20	2.25%	\$ 5,864.25	2.0%	\$ 5,981.53
INFT6	\$ 4,733.27	3.75%	\$ 4,910.76	3.5%	\$ 5,082.64	3.25%	\$ 5,247.83	3.0%	\$ 5,405.26	3.00%	\$ 5,567.42	3.0%	\$ 5,734.44	3.0%	\$ 5,906.48	2.5%	\$ 6,054.14	2.5%	\$ 6,205.49	2.25%	\$ 6,345.12	2.0%	\$ 6,472.02

LABOR, TRADES, CRAFTS AND UTILITIES

	1		2		3		4		5		6		7		8		9		10		11		12
LTCU1	\$ 1,271.47	3.75%	\$ 1,319.16	3.5%	\$ 1,365.33	3.25%	\$ 1,409.70	3.0%	\$ 1,451.99	3.00%	\$ 1,495.55	3.0%	\$ 1,540.42	3.0%	\$ 1,586.63	2.5%	\$ 1,626.29	2.5%	\$ 1,666.95	2.25%	\$ 1,704.46	2.0%	\$ 1,738.55
LTCU2	\$ 1,401.67	3.75%	\$ 1,454.24	3.5%	\$ 1,505.13	3.25%	\$ 1,554.05	3.0%	\$ 1,600.67	3.00%	\$ 1,648.69	3.0%	\$ 1,698.15	3.0%	\$ 1,749.10	2.5%	\$ 1,792.83	2.5%	\$ 1,837.65	2.25%	\$ 1,878.99	2.0%	\$ 1,916.57
LTCU3	\$ 1,545.21	3.75%	\$ 1,603.15	3.5%	\$ 1,659.26	3.25%	\$ 1,713.19	3.0%	\$ 1,764.58	3.00%	\$ 1,817.52	3.0%	\$ 1,872.05	3.0%	\$ 1,928.21	2.5%	\$ 1,976.41	2.5%	\$ 2,025.82	2.25%	\$ 2,071.40	2.0%	\$ 2,112.83
LTCU4	\$ 1,703.43	3.75%	\$ 1,767.31	3.5%	\$ 1,829.17	3.25%	\$ 1,888.62	3.0%	\$ 1,945.28	3.00%	\$ 2,003.63	3.0%	\$ 2,063.74	3.0%	\$ 2,125.65	2.5%	\$ 2,178.80	2.5%	\$ 2,233.27	2.25%	\$ 2,283.51	2.0%	\$ 2,329.18
LTCU5	\$ 1,877.87	3.75%	\$ 1,948.29	3.5%	\$ 2,016.48	3.25%	\$ 2,082.01	3.0%	\$ 2,144.47	3.00%	\$ 2,208.81	3.0%	\$ 2,275.07	3.0%	\$ 2,343.32	2.5%	\$ 2,401.91	2.5%	\$ 2,461.95	2.25%	\$ 2,517.35	2.0%	\$ 2,567.69
LTCU6	\$ 2,070.16	3.75%	\$ 2,147.79	3.5%	\$ 2,222.96	3.25%	\$ 2,295.21	3.0%	\$ 2,364.07	3.00%	\$ 2,434.99	3.0%	\$ 2,508.04	3.0%	\$ 2,583.28	2.5%	\$ 2,647.86	2.5%	\$ 2,714.06	2.25%	\$ 2,775.12	2.0%	\$ 2,830.63
LTCU7	\$ 2,282.14	3.75%	\$ 2,367.72	3.5%	\$ 2,450.59	3.25%	\$ 2,530.24	3.0%	\$ 2,606.15	3.00%	\$ 2,684.33	3.0%	\$ 2,764.86	3.0%	\$ 2,847.81	2.5%	\$ 2,919.00	2.5%	\$ 2,991.98	2.25%	\$ 3,059.30	2.0%	\$ 3,120.48
LTCU8	\$ 2,515.84	3.75%	\$ 2,610.18	3.5%	\$ 2,701.54	3.25%	\$ 2,789.34	3.0%	\$ 2,873.02	3.00%	\$ 2,959.21	3.0%	\$ 3,047.98	3.0%	\$ 3,139.42	2.5%	\$ 3,217.91	2.5%	\$ 3,298.35	2.25%	\$ 3,372.57	2.0%	\$ 3,440.02
LTCU9	\$ 2,773.46	3.75%	\$ 2,877.46	3.5%	\$ 2,978.17	3.25%	\$ 3,074.96	3.0%	\$ 3,167.21	3.00%	\$ 3,262.23	3.0%	\$ 3,360.10	3.0%	\$ 3,460.90	2.5%	\$ 3,547.42	2.5%	\$ 3,636.11	2.25%	\$ 3,717.92	2.0%	\$ 3,792.28

MANAGEMENT

	1		2		3		4		5		6		7		8		9		10		11		12
MGMT2	\$ 2,259.69	3.75%	\$ 2,344.42	3.5%	\$ 2,426.48	3.25%	\$ 2,505.34	3.0%	\$ 2,580.50	3.00%	\$ 2,657.91	3.0%	\$ 2,737.65	3.0%	\$ 2,819.78	2.5%	\$ 2,890.28	2.5%	\$ 2,962.53	2.25%	\$ 3,029.19	2.0%	\$ 3,089.77
MGMT3	\$ 2,491.53	3.75%	\$ 2,584.96	3.5%	\$ 2,675.44	3.25%	\$ 2,762.39	3.0%	\$ 2,845.26	3.00%	\$ 2,930.62	3.0%	\$ 3,018.53	3.0%	\$ 3,109.09	2.5%	\$ 3,186.82	2.5%	\$ 3,266.49	2.25%	\$ 3,339.98	2.0%	\$ 3,406.78
MGMT4	\$ 2,747.16	3.75%	\$ 2,850.18	3.5%	\$ 2,949.94	3.25%	\$ 3,045.81	3.0%	\$ 3,137.18	3.00%	\$ 3,231.30	3.0%	\$ 3,328.24	3.0%	\$ 3,428.08	2.5%	\$ 3,513.79	2.5%	\$ 3,601.63	2.25%	\$ 3,682.67	2.0%	\$ 3,756.32
MGMT5	\$ 3,099.35	3.75%	\$ 3,215.57	3.5%	\$ 3,328.12	3.25%	\$ 3,436.28	3.0%	\$ 3,539.37	3.00%	\$ 3,645.55	3.0%	\$ 3,754.92	3.0%	\$ 3,867.56	2.5%	\$ 3,964.25	2.5%	\$ 4,063.36	2.25%	\$ 4,154.78	2.0%	\$ 4,237.88
MGMT6	\$ 3,417.34	3.75%	\$ 3,545.49	3.5%	\$ 3,669.58	3.25%	\$ 3,788.84	3.0%	\$ 3,902.51	3.00%	\$ 4,019.58	3.0%	\$ 4,140.17	3.0%	\$ 4,264.38	2.5%	\$ 4,370.99	2.5%	\$ 4,480.26	2.25%	\$ 4,581.07	2.0%	\$ 4,672.69
MGMT7	\$ 3,767.96	3.75%	\$ 3,909.26	3.5%	\$ 4,046.08	3.25%	\$ 4,177.58	3.0%	\$ 4,302.91	3.00%	\$ 4,431.99	3.0%	\$ 4,564.95	3.0%	\$ 4,701.90	2.5%	\$ 4,819.45	2.5%	\$ 4,939.93	2.25%	\$ 5,051.08	2.0%	\$ 5,152.10
MGMT8	\$ 4,154.55	3.75%	\$ 4,310.35	3.5%	\$ 4,461.21	3.25%	\$ 4,606.20	3.0%	\$ 4,744.38	3.00%	\$ 4,886.72	3.0%	\$ 5,033.32	3.0%	\$ 5,184.32	2.5%	\$ 5,313.92	2.5%	\$ 5,446.77	2.25%	\$ 5,569.32	2.0%	\$ 5,680.71
MGMT9	\$ 4,476.53	3.75%	\$ 4,644.40	3.5%	\$ 4,806.95	3.25%	\$ 4,963.18	3.0%	\$ 5,112.07	3.00%	\$ 5,265.44	3.0%	\$ 5,423.40	3.0%	\$ 5,586.10	2.5%	\$ 5,725.75	2.5%	\$ 5,868.90	2.25%	\$ 6,000.95	2.0%	\$ 6,120.97
MGMT10	\$ 4,935.82	3.75%	\$ 5,120.91	3.5%	\$ 5,300.15	3.25%	\$ 5,472.40	3.0%	\$ 5,636.57	3.00%	\$ 5,805.67	3.0%	\$ 5,979.84	3.0%	\$ 6,159.23	2.5%	\$ 6,313.22	2.5%	\$ 6,471.05	2.25%	\$ 6,616.64	2.0%	\$ 6,748.98
MGMT11	\$ 5,231.97	3.75%	\$ 5,428.17	3.5%	\$ 5,618.15	3.25%	\$ 5,800.74	3.0%	\$ 5,974.77	3.00%	\$ 6,154.01	3.0%	\$ 6,338.63	3.0%	\$ 6,528.79	2.5%	\$ 6,692.01	2.5%	\$ 6,859.31	2.25%	\$ 7,013.64	2.0%	\$ 7,153.92
MGMT12	\$ 5,545.89	3.75%	\$ 5,753.86	3.5%	\$ 5,955.24	3.25%	\$ 6,148.79	3.0%	\$ 6,333.25	3.00%	\$ 6,523.25	3.0%	\$ 6,718.95	3.0%	\$ 6,920.52	2.5%	\$ 7,093.53	2.5%	\$ 7,270.87	2.25%	\$ 7,434.46	2.0%	\$ 7,583.15
MGMT13	\$ 5,823.18	3.75%	\$ 6,041.55	3.5%	\$ 6,253.01	3.25%	\$ 6,456.23	3.0%	\$ 6,649.91	3.00%	\$ 6,849.41	3.0%	\$ 7,054.89	3.0%	\$ 7,266.54	2.5%	\$ 7,448.21	2.5%	\$ 7,634.41	2.25%	\$ 7,806.18	2.0%	\$ 7,962.31

POLICE SWORN

	1		2		3		4		5														
PD1	\$ 3,299.27	7.25%	\$ 3,538.47	7.25%	\$ 3,795.01	7.25%	\$ 4,070.15	7.25%	\$ 4,365.23														
PDM	\$ 4,561.67																						
PD2	\$ 4,990.92	3.00%	\$ 5,140.65	3.0%	\$ 5,294.87	2.25%	\$ 5,414.01																
PD4	\$ 5,955.41	3.00%	\$ 6,134.07	3.0%	\$ 6,572.12	2.25%	\$ 6,720.00																
PD5	\$ 7,420.22	2.25%	\$ 7,587.17																				
PR	\$ 3,066.24																						

BIWEEKLY - ALL JOB FAMILIES**PROFESSIONAL**

	1		2		3		4		5		6		7		8		9		10		11		12
PROF3	\$ 2,096.80	3.75%	\$ 2,175.43	3.5%	\$ 2,251.57	3.25%	\$ 2,324.75	3.0%	\$ 2,394.49	3.00%	\$ 2,466.32	3.0%	\$ 2,540.31	3.0%	\$ 2,616.52	2.5%	\$ 2,681.94	2.5%	\$ 2,748.98	2.25%	\$ 2,810.84	2.0%	\$ 2,867.05
PROF4	\$ 2,316.96	3.75%	\$ 2,403.85	3.5%	\$ 2,487.98	3.25%	\$ 2,568.84	3.0%	\$ 2,645.91	3.00%	\$ 2,725.29	3.0%	\$ 2,807.05	3.0%	\$ 2,891.26	2.5%	\$ 2,963.54	2.5%	\$ 3,037.63	2.25%	\$ 3,105.97	2.0%	\$ 3,168.09
PROF5	\$ 2,560.25	3.75%	\$ 2,656.25	3.5%	\$ 2,749.22	3.25%	\$ 2,838.57	3.0%	\$ 2,923.73	3.00%	\$ 3,011.44	3.0%	\$ 3,101.79	3.0%	\$ 3,194.84	2.5%	\$ 3,274.71	2.5%	\$ 3,356.58	2.25%	\$ 3,432.10	2.0%	\$ 3,500.74
PROF6	\$ 2,829.07	3.75%	\$ 2,935.16	3.5%	\$ 3,037.89	3.25%	\$ 3,136.62	3.0%	\$ 3,230.72	3.00%	\$ 3,327.64	3.0%	\$ 3,427.47	3.0%	\$ 3,530.30	2.5%	\$ 3,618.55	2.5%	\$ 3,709.02	2.25%	\$ 3,792.47	2.0%	\$ 3,868.32
PROF7	\$ 3,126.12	3.75%	\$ 3,243.35	3.5%	\$ 3,356.87	3.25%	\$ 3,465.97	3.0%	\$ 3,569.95	3.00%	\$ 3,677.05	3.0%	\$ 3,787.36	3.0%	\$ 3,900.98	2.5%	\$ 3,998.50	2.5%	\$ 4,098.47	2.25%	\$ 4,190.68	2.0%	\$ 4,274.49
PROF8	\$ 3,454.37	3.75%	\$ 3,583.90	3.5%	\$ 3,709.34	3.25%	\$ 3,829.90	3.0%	\$ 3,944.79	3.00%	\$ 4,063.14	3.0%	\$ 4,185.03	3.0%	\$ 4,310.58	2.5%	\$ 4,418.35	2.5%	\$ 4,528.80	2.25%	\$ 4,630.70	2.0%	\$ 4,723.32
PROF9	\$ 3,817.07	3.75%	\$ 3,960.21	3.5%	\$ 4,098.82	3.25%	\$ 4,232.03	3.0%	\$ 4,359.00	3.00%	\$ 4,489.77	3.0%	\$ 4,624.46	3.0%	\$ 4,763.19	2.5%	\$ 4,882.27	2.5%	\$ 5,004.33	2.25%	\$ 5,116.93	2.0%	\$ 5,219.26
PROF10	\$ 4,217.87	3.75%	\$ 4,376.04	3.5%	\$ 4,529.20	3.25%	\$ 4,676.40	3.0%	\$ 4,816.69	3.00%	\$ 4,961.19	3.0%	\$ 5,110.03	3.0%	\$ 5,263.33	2.5%	\$ 5,394.91	2.5%	\$ 5,529.78	2.25%	\$ 5,654.20	2.0%	\$ 5,767.29
PROF11	\$ 4,660.74	3.75%	\$ 4,835.52	3.5%	\$ 5,004.76	3.25%	\$ 5,167.42	3.0%	\$ 5,322.44	3.00%	\$ 5,482.12	3.0%	\$ 5,646.58	3.0%	\$ 5,815.98	2.5%	\$ 5,961.38	2.5%	\$ 6,110.41	2.25%	\$ 6,247.89	2.0%	\$ 6,372.85

TECHNICAL AND BUSINESS SUPPORT

	1		2		3		4		5		6		7		8		9		10		11		12
TBS1	\$ 1,347.43	3.75%	\$ 1,397.96	3.5%	\$ 1,446.88	3.25%	\$ 1,493.91	3.0%	\$ 1,538.73	3.00%	\$ 1,584.89	3.0%	\$ 1,632.43	3.0%	\$ 1,681.41	2.5%	\$ 1,723.44	2.5%	\$ 1,766.53	2.25%	\$ 1,806.28	2.0%	\$ 1,842.40
TBS2	\$ 1,484.19	3.75%	\$ 1,539.85	3.5%	\$ 1,593.74	3.25%	\$ 1,645.54	3.0%	\$ 1,694.91	3.00%	\$ 1,745.75	3.0%	\$ 1,798.13	3.0%	\$ 1,852.07	2.5%	\$ 1,898.37	2.5%	\$ 1,945.83	2.25%	\$ 1,989.61	2.0%	\$ 2,029.40
TBS3	\$ 1,634.84	3.75%	\$ 1,696.14	3.5%	\$ 1,755.51	3.25%	\$ 1,812.56	3.0%	\$ 1,866.94	3.00%	\$ 1,922.95	3.0%	\$ 1,980.64	3.0%	\$ 2,040.06	2.5%	\$ 2,091.06	2.5%	\$ 2,143.33	2.25%	\$ 2,191.56	2.0%	\$ 2,235.39
TBS4	\$ 1,800.77	3.75%	\$ 1,868.30	3.5%	\$ 1,933.69	3.25%	\$ 1,996.54	3.0%	\$ 2,056.43	3.00%	\$ 2,118.13	3.0%	\$ 2,181.67	3.0%	\$ 2,247.12	2.5%	\$ 2,303.30	2.5%	\$ 2,360.88	2.25%	\$ 2,414.00	2.0%	\$ 2,462.28
TBS5	\$ 1,983.55	3.75%	\$ 2,057.93	3.5%	\$ 2,129.96	3.25%	\$ 2,199.19	3.0%	\$ 2,265.16	3.00%	\$ 2,333.12	3.0%	\$ 2,403.11	3.0%	\$ 2,475.20	2.5%	\$ 2,537.08	2.5%	\$ 2,600.51	2.25%	\$ 2,659.02	2.0%	\$ 2,712.20
TBS6	\$ 2,184.88	3.75%	\$ 2,266.82	3.5%	\$ 2,346.15	3.25%	\$ 2,422.40	3.0%	\$ 2,495.08	3.00%	\$ 2,569.93	3.0%	\$ 2,647.03	3.0%	\$ 2,726.44	2.5%	\$ 2,794.60	2.5%	\$ 2,864.46	2.25%	\$ 2,928.91	2.0%	\$ 2,987.49
TBS7	\$ 2,406.65	3.75%	\$ 2,496.90	3.5%	\$ 2,584.29	3.25%	\$ 2,668.28	3.0%	\$ 2,748.33	3.00%	\$ 2,830.78	3.0%	\$ 2,915.70	3.0%	\$ 3,003.17	2.5%	\$ 3,078.25	2.5%	\$ 3,155.21	2.25%	\$ 3,226.20	2.0%	\$ 3,290.72
TBS8	\$ 2,650.92	3.75%	\$ 2,750.33	3.5%	\$ 2,846.59	3.25%	\$ 2,939.11	3.0%	\$ 3,027.28	3.00%	\$ 3,118.10	3.0%	\$ 3,211.64	3.0%	\$ 3,307.99	2.5%	\$ 3,390.69	2.5%	\$ 3,475.46	2.25%	\$ 3,553.66	2.0%	\$ 3,624.73
TBS9	\$ 2,919.99	3.75%	\$ 3,029.49	3.5%	\$ 3,135.52	3.25%	\$ 3,237.43	3.0%	\$ 3,334.55	3.00%	\$ 3,434.59	3.0%	\$ 3,537.62	3.0%	\$ 3,643.75	2.5%	\$ 3,734.85	2.5%	\$ 3,828.22	2.25%	\$ 3,914.35	2.0%	\$ 3,992.64
TBS10	\$ 3,216.37	3.75%	\$ 3,336.98	3.5%	\$ 3,453.78	3.25%	\$ 3,566.03	3.0%	\$ 3,673.01	3.00%	\$ 3,783.20	3.0%	\$ 3,896.69	3.0%	\$ 4,013.59	2.5%	\$ 4,113.93	2.5%	\$ 4,216.78	2.25%	\$ 4,311.66	2.0%	\$ 4,397.89

HOURLY- ALL JOB FAMILIES																																				
EXECUTIVE																																				
	1			2			3			4			5			6			7			8			9			10			11			12		
EX1	\$	58.80781	3.75%	\$	61.01311	3.5%	\$	63.14856	3.25%	\$	65.20089	3.0%	\$	67.15692	3.00%	\$	69.17163	3.0%	\$	71.24678	3.0%	\$	73.38418	2.5%	\$	75.21878	2.5%	\$	77.09925	2.25%	\$	78.83399	2.0%	\$	80.41067	
EX2	\$	81.82538	3.75%	\$	84.89383	3.5%	\$	87.86512	3.25%	\$	90.72073	3.0%	\$	93.44236	3.00%	\$	96.24563	3.0%	\$	99.13300	3.0%	\$	102.10699	2.5%	\$	104.65966	2.5%	\$	107.27615	2.25%	\$	109.68987	2.0%	\$	111.88366	
EX3	\$	85.50752	3.75%	\$	88.71406	3.5%	\$	91.81905	3.25%	\$	94.80317	3.0%	\$	97.64726	3.00%	\$	100.57668	3.0%	\$	103.59398	3.0%	\$	106.70180	2.5%	\$	109.36934	2.5%	\$	112.10358	2.25%	\$	114.62591	2.0%	\$	116.91843	
EX4	\$	90.85174	3.75%	\$	94.25868	3.5%	\$	97.55774	3.25%	\$	100.72837	3.0%	\$	103.75022	3.00%	\$	106.86272	3.0%	\$	110.06860	3.0%	\$	113.37066	2.5%	\$	116.20493	2.5%	\$	119.11005	2.25%	\$	121.79003	2.0%	\$	124.22583	

INFORMATION TECHNOLOGY																																			
	1		2		3		4		5		6		7		8		9		10		11		12												
INF1	\$	39.89650	3.75%	\$	41.39261	3.5%	\$	42.84136	3.25%	\$	44.23370	3.0%	\$	45.56071	3.00%	\$	46.92753	3.0%	\$	48.33536	3.0%	\$	49.78542	2.5%	\$	51.03005	2.5%	\$	52.30581	2.25%	\$	53.48269	2.0%	\$	54.55234
INF2	\$	43.16801	3.75%	\$	44.78681	3.5%	\$	46.35435	3.25%	\$	47.86086	3.0%	\$	49.29669	3.00%	\$	50.77559	3.0%	\$	52.29886	3.0%	\$	53.86782	2.5%	\$	55.21452	2.5%	\$	56.59488	2.25%	\$	57.86827	2.0%	\$	59.02563
INF3	\$	46.70779	3.75%	\$	48.45933	3.5%	\$	50.15540	3.25%	\$	51.78545	3.0%	\$	53.33902	3.00%	\$	54.93919	3.0%	\$	56.58736	3.0%	\$	58.28499	2.5%	\$	59.74211	2.5%	\$	61.23566	2.25%	\$	62.61346	2.0%	\$	63.86573
INF4	\$	50.53782	3.75%	\$	52.43299	3.5%	\$	54.26815	3.25%	\$	56.03186	3.0%	\$	57.71282	3.00%	\$	59.44420	3.0%	\$	61.22753	3.0%	\$	63.06435	2.5%	\$	64.64096	2.5%	\$	66.25699	2.25%	\$	67.74777	2.0%	\$	69.10272
INF5	\$	54.68193	3.75%	\$	56.73250	3.5%	\$	58.71813	3.25%	\$	60.62647	3.0%	\$	62.44527	3.00%	\$	64.31863	3.0%	\$	66.24819	3.0%	\$	68.23563	2.5%	\$	69.94152	2.5%	\$	71.69006	2.25%	\$	73.30309	2.0%	\$	74.76915
INF6	\$	59.16584	3.75%	\$	61.38456	3.5%	\$	63.53302	3.25%	\$	65.59785	3.0%	\$	67.56578	3.00%	\$	69.59275	3.0%	\$	71.68054	3.0%	\$	73.83095	2.5%	\$	75.67673	2.5%	\$	77.56864	2.25%	\$	79.31394	2.0%	\$	80.90022

LABOR, TRADES, CRAFTS AND UTILITIES																																			
	1		2		3		4		5		6		7		8		9		10		11		12												
LTCU1	\$	15.89343	3.75%	\$	16.48944	3.5%	\$	17.06657	3.25%	\$	17.62123	3.0%	\$	18.14987	3.00%	\$	18.69436	3.0%	\$	19.25520	3.0%	\$	19.83285	2.5%	\$	20.32867	2.5%	\$	20.83689	2.25%	\$	21.30572	2.0%	\$	21.73183
LTCU2	\$	17.52092	3.75%	\$	18.17796	3.5%	\$	18.81418	3.25%	\$	19.42565	3.0%	\$	20.00842	3.00%	\$	20.60867	3.0%	\$	21.22693	3.0%	\$	21.86374	2.5%	\$	22.41033	2.5%	\$	22.97059	2.25%	\$	23.48743	2.0%	\$	23.95717
LTCU3	\$	19.31506	3.75%	\$	20.03938	3.5%	\$	20.74076	3.25%	\$	21.41483	3.0%	\$	22.05728	3.00%	\$	22.71900	3.0%	\$	23.40057	3.0%	\$	24.10258	2.5%	\$	24.70515	2.5%	\$	25.32278	2.25%	\$	25.89254	2.0%	\$	26.41039
LTCU4	\$	21.29293	3.75%	\$	22.09141	3.5%	\$	22.86461	3.25%	\$	23.60771	3.0%	\$	24.31594	3.00%	\$	25.04542	3.0%	\$	25.79678	3.0%	\$	26.57069	2.5%	\$	27.23495	2.5%	\$	27.91583	2.25%	\$	28.54393	2.0%	\$	29.11481
LTCU5	\$	23.47332	3.75%	\$	24.35357	3.5%	\$	25.20595	3.25%	\$	26.02514	3.0%	\$	26.80589	3.00%	\$	27.61007	3.0%	\$	28.43837	3.0%	\$	29.29152	2.5%	\$	30.02381	2.5%	\$	30.77441	2.25%	\$	31.46683	2.0%	\$	32.09617
LTCU6	\$	25.87699	3.75%	\$	26.84738	3.5%	\$	27.78704	3.25%	\$	28.69011	3.0%	\$	29.55082	3.00%	\$	30.43734	3.0%	\$	31.35046	3.0%	\$	32.29098	2.5%	\$	33.09825	2.5%	\$	33.92571	2.25%	\$	34.68904	2.0%	\$	35.38282
LTCU7	\$	28.52679	3.75%	\$	29.59655	3.5%	\$	30.63243	3.25%	\$	31.62798	3.0%	\$	32.57682	3.00%	\$	33.55413	3.0%	\$	34.56075	3.0%	\$	35.59757	2.5%	\$	36.48751	2.5%	\$	37.39970	2.25%	\$	38.24119	2.0%	\$	39.00602
LTCU8	\$	31.44794	3.75%	\$	32.62724	3.5%	\$	33.76919	3.25%	\$	34.86669	3.0%	\$	35.91269	3.00%	\$	36.99007	3.0%	\$	38.09977	3.0%	\$	39.24276	2.5%	\$	40.22383	2.5%	\$	41.22943	2.25%	\$	42.15709	2.0%	\$	43.00023
LTCU9	\$	34.66821	3.75%	\$	35.96826	3.5%	\$	37.22715	3.25%	\$	38.43704	3.0%	\$	39.59015	3.00%	\$	40.77785	3.0%	\$	42.00119	3.0%	\$	43.26122	2.5%	\$	44.34275	2.5%	\$	45.45132	2.25%	\$	46.47398	2.0%	\$	47.40346

	MANAGEMENT																																		
	1		2		3		4		5		6		7		8		9		10		11		12												
MGMT2	\$	28.24607	3.75%	\$	29.30530	3.5%	\$	30.33098	3.25%	\$	31.31674	3.0%	\$	32.25624	3.00%	\$	33.22393	3.0%	\$	34.22065	3.0%	\$	35.24727	2.5%	\$	36.12845	2.5%	\$	37.03166	2.25%	\$	37.86487	2.0%	\$	38.62217
MGMT3	\$	31.14412	3.75%	\$	32.31202	3.5%	\$	33.44294	3.25%	\$	34.52984	3.0%	\$	35.56573	3.00%	\$	36.63270	3.0%	\$	37.73169	3.0%	\$	38.86364	2.5%	\$	39.83523	2.5%	\$	40.83111	2.25%	\$	41.74981	2.0%	\$	42.58480
MGMT4	\$	34.33950	3.75%	\$	35.62723	3.5%	\$	36.87419	3.25%	\$	38.07260	3.0%	\$	39.21478	3.00%	\$	40.39122	3.0%	\$	41.60296	3.0%	\$	42.85105	2.5%	\$	43.92232	2.5%	\$	45.02038	2.25%	\$	46.03334	2.0%	\$	46.95400
MGMT5	\$	38.74183	3.75%	\$	40.19465	3.5%	\$	41.60146	3.25%	\$	42.95351	3.0%	\$	44.24211	3.00%	\$	45.56937	3.0%	\$	46.93646	3.0%	\$	48.34455	2.5%	\$	49.55316	2.5%	\$	50.79199	2.25%	\$	51.93481	2.0%	\$	52.97351
MGMT6	\$	42.71674	3.75%	\$	44.31862	3.5%	\$	45.86977	3.25%	\$	47.36054	3.0%	\$	48.78135	3.00%	\$	50.24479	3.0%	\$	51.75214	3.0%	\$	53.30470	2.5%	\$	54.63732	2.5%	\$	56.00325	2.25%	\$	57.26332	2.0%	\$	58.40859
MGMT7	\$	47.09948	3.75%	\$	48.86571	3.5%	\$	50.57601	3.25%	\$	52.21973	3.0%	\$	53.78632	3.00%	\$	55.39991	3.0%	\$	57.06191	3.0%	\$	58.77376	2.5%	\$	60.24311	2.5%	\$	61.74918	2.25%	\$	63.13854	2.0%	\$	64.40131
MGMT8	\$	51.93188	3.75%	\$	53.87933	3.5%	\$	55.76510	3.25%	\$	57.57747	3.0%	\$	59.30479	3.00%	\$	61.08394	3.0%	\$	62.91646	3.0%	\$	64.80395	2.5%	\$	66.42405	2.5%	\$	68.08465	2.25%	\$	69.61655	2.0%	\$	71.00889
MGMT9	\$	55.95660	3.75%	\$	58.05498	3.5%	\$	60.08690	3.25%	\$	62.03972	3.0%	\$	63.90092	3.00%	\$	65.81794	3.0%	\$	67.79248	3.0%	\$	69.82626	2.5%	\$	71.57191	2.5%	\$	73.36121	2.25%	\$	75.01184	2.0%	\$	76.51207
MGMT10	\$	61.69775	3.75%	\$	64.01142	3.5%	\$	66.25182	3.25%	\$	68.40500	3.0%	\$	70.45715	3.00%	\$	72.57086	3.0%	\$	74.74799	3.0%	\$	76.99043	2.5%	\$	78.91519	2.5%	\$	80.88807	2.25%	\$	82.70805	2.0%	\$	84.36221
MGMT11	\$	65.39962	3.75%	\$	67.85210	3.5%	\$	70.22693	3.25%	\$	72.50930	3.0%	\$	74.68458	3.00%	\$	76.92512	3.0%	\$	79.23287	3.0%	\$	81.60986	2.5%	\$	83.65010	2.5%	\$	85.74136	2.25%	\$	87.67054	2.0%	\$	89.42395
MGMT12	\$	69.32359	3.75%	\$	71.92323	3.5%	\$	74.44054	3.25%	\$	76.85986	3.0%	\$	79.16565	3.00%	\$	81.54062	3.0%	\$	83.98684	3.0%	\$	86.50645	2.5%	\$	88.66911	2.5%	\$	90.88584	2.25%	\$	92.93077	2.0%	\$	94.78938
MGMT13	\$	72.78977	3.75%	\$	75.51939	3.5%	\$	78.16257	3.25%	\$	80.70285	3.0%	\$	83.12394	3.00%	\$	85.61765	3.0%	\$	88.18618	3.0%	\$	90.83177	2.5%	\$	93.10256	2.5%	\$	95.43013	2.25%	\$	97.57731	2.0%	\$	99.52885

POLICE SWORN																					
	1		2		3		4		5												
PD1	\$ 41.24093	7.25%	\$ 44.23089	7.25%	\$ 47.43763	7.25%	\$ 50.87686	7.25%	\$ 54.56544												
PDM	\$ 57.02088																				
PD2	\$ 62.38655	3.00%	\$ 64.25814	3.0%	\$ 66.18589	2.25%	\$ 67.67507														
PD4	\$ 74.44257	3.00%	\$ 76.67585	3.0%	\$ 82.15154	2.25%	\$ 83.99995														
PD5	\$ 92.75274	2.25%	\$ 94.83968																		
PR	\$ 38.32800																				

HOURLY- ALL JOB FAMILIES																							
PROFESSIONAL																							
	1		2		3		4		5		6		7		8		9		10		11		12
PROF3	\$ 26.21000	3.75%	\$ 27.19287	3.5%	\$ 28.14462	3.25%	\$ 29.05932	3.0%	\$ 29.93110	3.00%	\$ 30.82904	3.0%	\$ 31.75391	3.0%	\$ 32.70653	2.5%	\$ 33.52419	2.5%	\$ 34.36229	2.25%	\$ 35.13544	2.0%	\$ 35.83815
PROF4	\$ 28.96205	3.75%	\$ 30.04812	3.5%	\$ 31.09981	3.25%	\$ 32.11055	3.0%	\$ 33.07387	3.00%	\$ 34.06609	3.0%	\$ 35.08807	3.0%	\$ 36.14071	2.5%	\$ 37.04423	2.5%	\$ 37.97033	2.25%	\$ 38.82467	2.0%	\$ 39.60116
PROF5	\$ 32.00306	3.75%	\$ 33.20318	3.5%	\$ 34.36529	3.25%	\$ 35.48216	3.0%	\$ 36.54663	3.00%	\$ 37.64302	3.0%	\$ 38.77232	3.0%	\$ 39.93548	2.5%	\$ 40.93387	2.5%	\$ 41.95722	2.25%	\$ 42.90126	2.0%	\$ 43.75928
PROF6	\$ 35.36338	3.75%	\$ 36.68951	3.5%	\$ 37.97364	3.25%	\$ 39.20779	3.0%	\$ 40.38402	3.00%	\$ 41.59554	3.0%	\$ 42.84341	3.0%	\$ 44.12871	2.5%	\$ 45.23193	2.5%	\$ 46.36273	2.25%	\$ 47.40589	2.0%	\$ 48.35401
PROF7	\$ 39.07654	3.75%	\$ 40.54191	3.5%	\$ 41.96088	3.25%	\$ 43.32461	3.0%	\$ 44.62434	3.00%	\$ 45.96307	3.0%	\$ 47.34197	3.0%	\$ 48.76223	2.5%	\$ 49.98128	2.5%	\$ 51.23081	2.25%	\$ 52.38351	2.0%	\$ 53.43118
PROF8	\$ 43.17958	3.75%	\$ 44.79881	3.5%	\$ 46.36677	3.25%	\$ 47.87369	3.0%	\$ 49.30990	3.00%	\$ 50.78920	3.0%	\$ 52.31287	3.0%	\$ 53.88226	2.5%	\$ 55.22932	2.5%	\$ 56.61005	2.25%	\$ 57.88377	2.0%	\$ 59.04145
PROF9	\$ 47.71343	3.75%	\$ 49.50269	3.5%	\$ 51.23528	3.25%	\$ 52.90043	3.0%	\$ 54.48744	3.00%	\$ 56.12206	3.0%	\$ 57.80572	3.0%	\$ 59.53990	2.5%	\$ 61.02839	2.5%	\$ 62.55410	2.25%	\$ 63.96157	2.0%	\$ 65.24080
PROF10	\$ 52.72334	3.75%	\$ 54.70047	3.5%	\$ 56.61498	3.25%	\$ 58.45497	3.0%	\$ 60.20862	3.00%	\$ 62.01488	3.0%	\$ 63.87533	3.0%	\$ 65.79159	2.5%	\$ 67.43638	2.5%	\$ 69.12228	2.25%	\$ 70.67754	2.0%	\$ 72.09109
PROF11	\$ 58.25929	3.75%	\$ 60.44402	3.5%	\$ 62.55956	3.25%	\$ 64.59274	3.0%	\$ 66.53053	3.00%	\$ 68.52644	3.0%	\$ 70.58223	3.0%	\$ 72.69970	2.5%	\$ 74.51719	2.5%	\$ 76.38012	2.25%	\$ 78.09868	2.0%	\$ 79.66065
TECHNICAL AND BUSINESS SUPPORT																							
	1		2		3		4		5		6		7		8		9		10		11		12
TBS1	\$ 16.84285	3.75%	\$ 17.47445	3.5%	\$ 18.08606	3.25%	\$ 18.67386	3.0%	\$ 19.23407	3.00%	\$ 19.81110	3.0%	\$ 20.40543	3.0%	\$ 21.01759	2.5%	\$ 21.54303	2.5%	\$ 22.08161	2.25%	\$ 22.57844	2.0%	\$ 23.03001
TBS2	\$ 18.55240	3.75%	\$ 19.24811	3.5%	\$ 19.92180	3.25%	\$ 20.56925	3.0%	\$ 21.18633	3.00%	\$ 21.82192	3.0%	\$ 22.47658	3.0%	\$ 23.15088	2.5%	\$ 23.72965	2.5%	\$ 24.32289	2.25%	\$ 24.87016	2.0%	\$ 25.36756
TBS3	\$ 20.43547	3.75%	\$ 21.20180	3.5%	\$ 21.94386	3.25%	\$ 22.65703	3.0%	\$ 23.33674	3.00%	\$ 24.03685	3.0%	\$ 24.75795	3.0%	\$ 25.50069	2.5%	\$ 26.13821	2.5%	\$ 26.79166	2.25%	\$ 27.39448	2.0%	\$ 27.94237
TBS4	\$ 22.50967	3.75%	\$ 23.35378	3.5%	\$ 24.17116	3.25%	\$ 24.95672	3.0%	\$ 25.70542	3.00%	\$ 26.47659	3.0%	\$ 27.27088	3.0%	\$ 28.08901	2.5%	\$ 28.79124	2.5%	\$ 29.51102	2.25%	\$ 30.17502	2.0%	\$ 30.77852
TBS5	\$ 24.79440	3.75%	\$ 25.72419	3.5%	\$ 26.62453	3.25%	\$ 27.48983	3.0%	\$ 28.31452	3.00%	\$ 29.16396	3.0%	\$ 30.03888	3.0%	\$ 30.94005	2.5%	\$ 31.71355	2.5%	\$ 32.50639	2.25%	\$ 33.23778	2.0%	\$ 33.90253
TBS6	\$ 27.31103	3.75%	\$ 28.33519	3.5%	\$ 29.32692	3.25%	\$ 30.28005	3.0%	\$ 31.18845	3.00%	\$ 32.12410	3.0%	\$ 33.08783	3.0%	\$ 34.08046	2.5%	\$ 34.93247	2.5%	\$ 35.80578	2.25%	\$ 36.61141	2.0%	\$ 37.34364
TBS7	\$ 30.08310	3.75%	\$ 31.21121	3.5%	\$ 32.30361	3.25%	\$ 33.35347	3.0%	\$ 34.35408	3.00%	\$ 35.38470	3.0%	\$ 36.44624	3.0%	\$ 37.53963	2.5%	\$ 38.47812	2.5%	\$ 39.44007	2.25%	\$ 40.32747	2.0%	\$ 41.13402
TBS8	\$ 33.13653	3.75%	\$ 34.37915	3.5%	\$ 35.58242	3.25%	\$ 36.73885	3.0%	\$ 37.84102	3.00%	\$ 38.97625	3.0%	\$ 40.14553	3.0%	\$ 41.34990	2.5%	\$ 42.38365	2.5%	\$ 43.44324	2.25%	\$ 44.42071	2.0%	\$ 45.30912
TBS9	\$ 36.49989	3.75%	\$ 37.86863	3.5%	\$ 39.19404	3.25%	\$ 40.46784	3.0%	\$ 41.68188	3.00%	\$ 42.93233	3.0%	\$ 44.22030	3.0%	\$ 45.54691	2.5%	\$ 46.68559	2.5%	\$ 47.85273	2.25%	\$ 48.92941	2.0%	\$ 49.90800
TBS10	\$ 40.20463	3.75%	\$ 41.71230	3.5%	\$ 43.17223	3.25%	\$ 44.57533	3.0%	\$ 45.91259	3.00%	\$ 47.28997	3.0%	\$ 48.70867	3.0%	\$ 50.16993	2.5%	\$ 51.42417	2.5%	\$ 52.70978	2.25%	\$ 53.89575	2.0%	\$ 54.97366



Human Resources

Reclassifications, Title Changes, and New FTES for 2025

Reclassifications - The following 21 positions are proposed for reclassification due to having significant changes in essential functions which result in a significant change to their market value and pay grade.

Worksystem/Department	Current Title	Grade	New Title	New Grade	Notes
Community and Economic Development	Senior Planner	PROF8	Principal Planner	MGMT8	New
Infrastructure/ Utilities	Electromechanical Technician	LTCU9	Utility System Technician Associate	LTCU7	Change in job duties and market
Organization Services Effectiveness/City Attorney's Office	Risk and Safety Manager	MGMT8	Insurance and Risk Program Director	MGMT9	Change in job duties
Organization Services Effectiveness/City Manager's Office	Homeless Project Manager	PROF8	Homelessness Program Manager	MGMT7	Change in job duties
Safety Community/Public Safety	Crime Analyst	PROF6	Police Division Coordinator	TBS7	Reorganization
Safety Community/Public Safety	Police Lieutenant	PD3	Police Commander	PD4	Reorganization
Safety Community/Public Safety	Police Lieutenant	PD3	Police Sergeant	PD2	Reorganization
Infrastructure/ Utilities	Customer Information Manager	MGMT8	Utilities Services Manager	MGMT7	Change in job duties
Vibrant Community and Neighborhoods	Parks Program Manager	MGMT5	Parks Program Manager	MGMT6	Change in job duties
Vibrant Community and Neighborhoods	Municipal Services Worker	LTCU3	Parks Worker II	LTCU5	Change in job duties
Vibrant Community and Neighborhoods	Special Events Coordinator	PROF6	Special Events and Public Arts Manager	PROF7	Change in job duties
Infrastructure/ Public Works	Senior Civil Designer	TBS9	Permitting and Administrative Manager	MGMT6	Reorganization/
Infrastructure/ Public Works	Administrative Specialist	TBS5	Civil CAD Drafter and Land Technician	TBS8	Reorganization / Change in job duties
Organization and Service Effectiveness/City Manager's Office	Engagement Coordinator	PROF5	Communications Manager	PROF7	Reorganization / Change in job duties
Organization and Service Effectiveness/Human Resources	HR Technician	TBS7	HRIS Systems Analyst	PROF6	Change in job duties
Organization and Service Effectiveness/IT	Application System Administrator	INFT3	Integration Developer	INFT4	Change in job duties



Human Resources

Reclassifications, continued

WorkSystem/Department	Current Title	Grade	New Title	New Grade	Notes
Organization and Service Effectiveness/IT	Security Operations Analyst	INFT5	Security Engineer	INFT6	Change in job duties
Organization and Service Effectiveness/Finance	Financial Systems Analyst	PROF7	Senior Financial Systems Analyst	PROF8	Change in job duties
Organization and Service Effectiveness/Finance	Revenue Technician	TBS5	Licensing Specialist	TBS6	Change in job duties
Infrastructure/Utilities	Stormwater Inspector I	TBS7	Stormwater Inspector	TBS8	Change in job duties
Infrastructure/Utilities	Stormwater Inspector	TBS8	Stormwater Inspector Foreman	TBS9	Reorg/Change in job duties

Job Title Changes 2025

The following jobs have had job title changes, but no changes to grades or pay

Worksystem/Department	Current Title	New Title
Infrastructure/Public Works	Mobility Planning and Innovation Manager	Transportation Planning Manager
Infrastructure/Public Works	Engineering Technician I	Engineering Permit Technician I
Infrastructure/Public Works	Engineering Technician II	Engineering Permit Technician II
Infrastructure/Public Works	Building Maintenance Lead	Building Maintenance Supervisor
Infrastructure/Utilities	Customer Information Manager	Utilities Services Manager
Infrastructure/Utilities	Customer Information Supervisor	Utilities Services Supervisor
Infrastructure/Utilities	Customer Information Specialist	Utilities Services Specialist
Infrastructure/Utilities	Senior Customer Information Specialist	Senior Utilities Services Specialist
Organization and Service Effectiveness/City Manager's Office	Administrative Specialist	Customer Experience Specialist
Organization and Service Effectiveness/City Manager's Office	Housing Navigator	Homelessness Resolution Case Manager
Organization and Service Effectiveness/City Manager's Office	Manager of Communications and Marketing	Communications Manager
Organization and Service Effectiveness/City Manager's Office	Manager of Communications	Communications Manager
Organization and Service Effectiveness/Finance	Accounts Payable Technician	Accounts Payable Specialist
Organization and Service Effectiveness/Finance	Accounts Receivable Technician	Accounts Receivable Specialist
Organization and Service Effectiveness/Information Technology	Specialty Application Manager	Specialty Applications Manager
Organization and Service Effectiveness/Information Technology	Technology Infrastructure & Operations Manager	IT Infrastructure and Operations Manager



Human Resources

Job Title Changes, Continued

Work System/Department	Current Title	New Title
Organization and Service Effectiveness/Information Technology	Technology & Project Services Manager	IT Business Applications and PMO Manager
Organization and Service Effectiveness/Information Technology	Software Developer	Senior ERP Administrator
Vibrant Community and Neighborhoods	Sous Chef / Kitchen Manager	Kitchen Manager
Vibrant Community and Neighborhoods	Manager of Golf Course Operations	Manager of Golf Course Maintenance and Operations
Vibrant Community and Neighborhoods	Golf Course Manager	Manager of Golf
Vibrant Community and Neighborhoods	Assistant Nature Center Director	Education Administrator

New FTEs

Work System/ Department	Job Title	FTE
Infrastructure/ Public Works	HVAC Technician	1
Infrastructure/ Utilities	Utility Foreman-Stormwater	1
Infrastructure/Utilities	Utility Supervisor-Stormwater	1
Safe Community/Judicial	Senior Probation Officer	Existing limited term FTE funded through the 10 year model.
Total positions added to pay plan		3



REPORT TO CITY COUNCIL PUBLIC HEARING

AGENDA ITEM
10.D.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: CB24-016, An Ordinance Certifying the City of Arvada Mill Levy for 2024 for the Board of County Commissioners for Jefferson and Adams Counties (Ordinance No. 4882) (Presenter: Bryan Archer, Director of Finance)

Report in Brief

Presenter: Bryan Archer, Director of Finance

The purpose of this ordinance is to certify the City's Mill Levy for the valuation year 2024. The 2025 proposed budget estimates that \$9,849,840 will be collected in 2025 based on a mill levy of 4.31 mills. There is no change in the mill levy from the previous year.

This mill levy will be used to assess all property within the City for taxes to be collected in 2025 for the valuation year of 2024.

The Arvada team recommends that the City Council approve CB24-016, An Ordinance Certifying the City Arvada Mill Levy for 2024 for the Board of County Commissioners for Jefferson and Adams Counties.

Financial Impact

The proposed 2025-2026 budget estimates that \$9,849,840 will be collected based on the proposed mill levy for 4.31 mills. This mill levy is part of the revenue sources that generate the estimated revenues for the General Fund in 2025.

Background

This action is associated with the adoption of the 2025 budget. Certification of the mill levy for the valuation year 2024 will enable the City to receive property tax in 2025.

Discussion

As described herein, the estimated property tax of \$9,849,840 for 2025 represents approximately 7.45% of the estimated General Fund revenue. Without the mill levy, the City would not be able to fund several critical services.

Public Contact

N/A

Commission Recommendation

N/A

Strategic Alignment

The ordinance supports the following Principle within the Organizational and Service Effectiveness Priority Area of the City Council Strategic Plan:

SUBJECT: CB24-016, An Ordinance Certifying the City of Arvada Mill Levy for 2024 for the Board of County Commissioners for Jefferson and Adams Counties (Ordinance No. 4882) (Presenter: Bryan Archer, Director of Finance)

PAGE: 2
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Provides a sustainable government that operates effectively and efficiently while identifying revenue requirements to sustain current service levels and achieve future requested levels of service.

Alternative Courses of Action

N/A

Recommendation for Action

The Arvada team recommends that the City Council approve CB24-016, An Ordinance Certifying the City or Arvada Mill Levy for 2024 for the Board of County Commissioners for Jefferson and Adams Counties.

Suggested Motion:

I move that CB24-016, An ordinance Certifying the City of Arvada Mill Levy for 2024 for the Board of County Commissioners for Jefferson and Adams Counties, be (approved on final reading, numbered 4882 and ordered published by title only) (rejected).

Prepared by:
Chris Koch, CCO Admin

Reviewed by:

Approved by:

Jenna Belec, Executive Assistant	9/25/2024
Bryan Archer, Director of Finance	9/26/2024
Gail Walker, Legal Specialist-Contracts	9/26/2024
Laura Hemler, Assistant City Attorney	9/26/2024
Rachel Morris, City Attorney	10/7/2024
Linda Haley, Acting City Manager	10/9/2024

Enclosure, exhibits & attachments required to support the report

COUNCIL BILL NO. 24-016
ORDINANCE NO. 4882

AN ORDINANCE CERTIFYING THE CITY OF ARVADA MILL LEVY FOR 2024 FOR THE
BOARD OF COUNTY COMMISSIONERS FOR JEFFERSON AND ADAMS COUNTIES

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. Pursuant to the provisions of C.R.S. 39-5-128(1), the City of Arvada does hereby certify the levy at 4.31 mills to be assessed against all property within the City of Arvada for taxes to be collected in 2025 for the valuation year of 2024.

Section 2. This Ordinance shall be effective five days after publication, following final passage.

INTRODUCED, READ, AND ORDERED PUBLISHED IN FULL this 7th day of October, 2024.

PASSED, ADOPTED AND APPROVED this 21st day of October, 2024.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

Publication Dates: October 10, 2024
 October 24, 2024



REPORT FROM CITY COUNCIL

AGENDA ITEM
12.A.

DATE: October 21, 2024

SUBJECT: Council Committee Reports

Report in Brief

City Council members are appointed to various committees and boards as set out on the attached listing. As meetings are held, individual council members will report back to the full City Council any relevant discussions and issues that occurred.

Prepared by:
Chris Koch, CCO Admin

Lauren Simpson	Arvada City Attorney Committee Arvada Municipal Court/Judicial Committee Arvada Urban Renewal Authority Arvada Visitors Center Committee *Metro Mayors' Caucus Urban Drainage and Flood Control District West Connect Coalition E-470 Authority (Alternate) Olde Town Business Improvement (BID) (Alternate)
Shawna Ambrose	Adams County Regional Economic Partnership (ACREP) Arvada Audit Committee Bond Oversight Committee Jefferson County R-1 Schools Coordinating Committee Arvada Visitors Center Committee (Alternate)
Sharon Davis	Apex Coordinating Committee Arvada Municipal Court/Judicial Committee Arvada Parks Advisory Committee CML Policy Committee Jefferson Economic Development Council (JDEC) Denver Regional Council of Governments (DRCOG) (Alternate) E-470 Authority (Alternate) Jeffco Transportation Action & Advisory Group (JEFFTAAG) (Alternate)

	Jefferson County Community Corrections Board and West Connect Coalition (Alternate)
Lisa Feret	Arvada Chamber of Commerce Government Affairs Committee Arvada Fire Protection District Coordinating Committee Denver Regional Council of Governments (DRCOG) Housing Advisory Committee Jeffco Transportation Action & Advisory Group (JEFFTAAG) Jefferson County Community Corrections Board Smart City Advisory Committee Adams County Regional Economic Partnership (ACREP) (Alternate)
Bob Fifer	Apex Coordinating Committee Arvada City Attorney Committee Arvada Fire Protection District Coordinating Committee Arvada Transportation Committee Jefferson County R-1 Schools Coordinating Committee Jefferson Parkway Public Highway Authority Smart City Advisory Committee Northwest Parkway Authority (Alternate)
John Marriott	Arvada Economic Development Association Board Bond Oversight Committee Olde Town Business Improvement (BID)
Randy Moorman	Arvada Audit Committee Arvada Center for the Arts and Humanities Arvada Sustainability Committee CML Policy Committee Jefferson Parkway Public Highway Authority The Rocky Flats Stewardship Council Northwest Parkway Authority (Alternate)

*asterisked committees are not appointed by Council



REPORT TO CITY COUNCIL

AGENDA ITEM
13.A.

TO: THE HONORABLE CITY COUNCIL

DATE: October 21, 2024

SUBJECT: Review of Future Workshops and Presentations

Report in Brief

The City Manager's Office maintains a list of upcoming workshops and presentations to be scheduled for City Council meetings. During City Manager Reports, at the end of City Council business meetings, Interim City Manager, Linda Haley, will review with City Council the tentative schedule and make any adjustments necessary.

Prepared by:
Chris Koch, CCO Admin

Reviewed by:

Approved by:

Rachel Morris, City Attorney 9/24/2024

Linda Haley, Acting City Manager 10/5/2024

Enclosure, exhibits & attachments required to support the report

2024/2025 CITY COUNCIL WORKSHOPS, STUDY SESSIONS, PRESENTATIONS AND RETREATS (TENTATIVE)

WORKSHOPS	Date	Lead
Parking Management Program - There are 11 managed parking zones in the City with one active enforcement area - Olde Town. The other zones are neighborhood permit parking near schools and parks. This workshop will provide background information on history of the City's parking operations and will present data on occupancy rates and enforcement trends for street parking and the parking garage in Olde Town. Analysis of paid parking will be discussed.	Oct 28	PW
Transportation System Plan The traffic team will present the outcomes of the Transportation System plan, including future development opportunities, transportation funding and financial strategies, and a capital improvement plan.	Oct 28	PW
Pavement Management The Pavement Management Team will provide a brief program overview, description of program improvements, an update on the current status of the street network, a look at the additional funding needed to make significant progress towards our goal of 70 PQI, and an open discussion on funding options seeking input and direction from council.	Nov 11	PW
Award Recommendations for the Human Services Grant Program	Nov 11	CED
Infrastructure Work System Annual Report - The Infrastructure Work System will share a status summary of progress towards City Council Strategic Results and 2024 metrics for work system services.	Dec 9	PW
2025 Workshops		
Updated ADA Transition Plan The draft plan will be updated in a comprehensive document that outlines strategies and actions to ensure accessibility for individuals with disabilities, addressing areas of improvement and accommodating their needs.	Jan 13	PW
	Mar 24	
	Apr 14	
	April 28	
	May 12	
	June 9	
	Jul 14	
	Jul 28	
	Aug 11	
	Aug 25	
	Sept 22	
	Oct 13	
	Oct 27	
	Dec 8	
PRESENTATIONS		
STUDY SESSIONS		
Homelessness Strategy	Dec 7 8-Noon	CMO
BID and Chamber funding	TBD	
City Expenditures	TBD (Nov or Dec)	Finance

WORKSHOP TBD's		
Stormwater 101	TBD	Utilities
Stormwater Master Plan	TBD	Utilities
New Water Tank @ Gross Reservoir (4th quarter)	TBD	CMO
Right of Way Acquisition	TBD	CED
Water Infrastructure for Fire Protection	TBD	Utilities
Smart Meters Update	TBD	Utilities
Capital Campaign Update and Strategy Discussion	TBD	CMO/Fin
Community Engagement	TBD	CMO
Fleet Electrification	TBD	Utilities
Pre-Sentencing/One Small Step	TBD	Courts
Financial Scenarios for Street Maintenance Deficit/Options for Increasing Maintenance Funds Engage City Council in a discussion around the current street maintenance needs and how the City might fund them. This will include revenue enhancements, future allocations and expenditure realignments.	TBD	PW/Fin/ CMO
Fiber Master Plan The Fiber Master Plan which is also called Arvada Fiber Optic Network (AFON), was first presented to City Council 4/10/2017. City Councils had set a strategic goal to build a fiber network to enable high speed/real-time connectivity to city facilities and assets in order to enhance city operations. This workshop is intended to brief City Council as to the progress of the AFON build out. Updates are intended to cover conduit installation progress, fiber installation progress, current co-locate opportunities, IGA member updates, and connections to current assets (city buildings, traffic, signals, utilities, radio, etc.).	TBD	PW
Problem Properties	TBD	P.D.
Activation of Historical Assets	TBD	VCN
Customer Service Philosophy	TBD	CMO
Ask Arvada Update	TBD	CMO
COUNCIL JOINT MEETINGS/DINNERS:		
Denver Water Board Apex Board AURA Board Arvada Center Board—Per Coop Agreement - Annually after October 1 of each year Jefferson Parkway Meeting with Jeffco and Broomfield Council Annual Retreat	February	