

## City Manager Report

February 3, 2026

### City Council Goals Status Report

A draft of the City Council Goals Status Report is attached (See Attachment 1). The intent is to include these goals with every City Manager Report, so Council has up-to-date information regarding the status of their identified goals.

### Deputy City Manager Department

#### DCM Olympics

The Deputy City Manager (DCM) Department enjoyed a rare, but much needed all team gathering at the Howelsen Ice Arena for food, fun, and curling thanks to the Dmitry Chase, Howelsen Ice Arena Supervisor, and his super team. Dubbed the first annual “DCM Olympics”, the event brought together staff across the diverse DCM functions – Clerks, Municipal Court, Facilities, IT, Programs and Grants, and Communications – to bring life to our “One City-Once Team” motto.



#### Campbell-CDOT Property

The Deputy City Manager and Assistant City Attorney are currently negotiating a contract to purchase the CDOT parcels adjacent to the Campbell Property while the team continues to work through the details of the Campbell Property purchase agreement, including due diligence items, title, survey, and appraisal. Staff look forward to working with City Council on the next steps to master plan an affordable, transit-oriented development on these properties once the City closes on the Campbell and CDOT parcels.

#### Communications

##### Connecting the Community to City Services and Civic Life

During the first three weeks of January, the Communications team focused on a core goal: helping residents easily find information, understand City services, and participate in community life.

[Website engagement remained strong](#), with more than 40,500 users generating 84,000 pageviews between January 1–20. The most visited pages reflect what matters most to residents in winter—Howelsen Hill Ski Area, transit routes, winter service updates, and recreation facilities—showing how residents rely on City channels for both daily needs and seasonal activities.

## Meeting the Community Online

Social media continues to be a key way the city reaches residents quickly and across a variety of platforms. During this period, the City's [Facebook content generated 236,000 views](#) and reached more than 56,000 people, while other municipal channels extended that reach even further:

- Steamboat Springs Police Department: 238,000
- Steamboat Springs Fire Rescue: 91,300
- Howelsen Hill: 63,700
- Steamboat Springs Transit: 54,200
- Additional reach through Parks & Recreation, Howelsen Ice Arena, and Haymaker

The most-viewed posts highlight a mix of events, public safety, transportation, and civic engagement, including MusicFest, housing meetings, winter driving safety, transit education, and community support efforts. This balance reflects an intentional approach to share both timely information and opportunities for residents to get involved.

On [Instagram, winter imagery and community moments resonated](#), with 14,200 views and 5,700 in reach, led by posts featuring snowfall in town and aerial views of Howelsen Hill.



## Supporting Transparency and Civic Engagement

Communications [produced 12 media releases in the first three weeks of January](#), covering topics such as sales tax information, housing discussions, public safety updates, recreation openings, civic programs, and opportunities to serve on boards and commissions. These releases help ensure residents receive clear, consistent information across multiple platforms.

The team also supported several ongoing initiatives and campaigns, including:

- Citywide recruiting efforts, highlighting opportunities in Transit, Police, Parks & Recreation, Public Works, and the City overall
- Winter marketing and advertising for Howelsen Hill and Tube Howelsen, alongside local, regional and national editorial outreach
- Public awareness campaigns for programs such as Ski Free Sunday, Outdoor Ice Rink, Coffee with Council, Civic Connections, and housing meetings

This work resulted in coverage, including national and regional media stories recognizing Howelsen Hill's role in winter sports culture and community access.

## Expanding Access Through Video and Meetings

The [City's YouTube channel](#) continues to serve as a public engagement tool, hosting live and archived meetings for City Council, Planning Commission, Parks & Recreation Commission, Historic Preservation, Board of Adjustment, Municipal Court, and Housing discussions.

In addition, new videos were produced to explain and document important initiatives, including the [Emerald Mountain Prescribed Burn](#), [Winter Burn Camp](#), and recruitment efforts for Steamboat Springs Transit.

## Keeping Information Accessible

Accessibility remains a priority in all communications.

Tip of the Month: Accessible PDFs should include searchable text, proper headings, and tags. Scanned documents often cannot be read by assistive technology, limiting access for some community members.

## **Information Technology**

### **Support**

Transitioned Facilities Team onto Zendesk platform creating cost savings from using Facility Dude. This helps us to align another service team onto a standard platform already used by IT & Procurement.

Upgraded Water Technicians & Water Engineer (8 devices) to all new iPads (existing ones were over 6 years old) to ensure connectivity and reliability in performing their field operations.

### **Engineering**

Moved new file servers into production and decommissioned the old end of life servers.

### **Applications**

Kudos to the City's new Applications Analyst, Eli White, for rapid onboarding and immediately contributing by resolving multiple Workday integration issues and implementing necessary changes.

Developed a draft Project Charter template to standardize and improve the project initiation and planning process for City project managers.

Kicked off the intranet initiative, laying the groundwork for improved internal communication and resource accessibility.

### **GIS**

Updated Community Plan maps (UGB layer reverted, improved styling and legibility).

Delivered Evacuation Zone Mapping: maps, population counts, and route edits with Fire Chief input.

## **Facilities**

### **2026 Projects**

The Facilities Project Management and Operations teams have officially launched the 2026 project season. This year, the team is overseeing and executing 48 planned maintenance projects across 28 buildings. In addition, we are managing 18 Capital Improvement projects, which include new building designs to meet staff operational space needs, deferred maintenance initiatives, and major decarbonization efforts aimed at advancing sustainability goals.

### **Parks & Recreation Remodel**

An internal remodel of the office spaces above the garage bays at the Parks & Recreation shop is underway. Framing and electrical rough in is complete, and the project is on track for completion by Spring 2026.

### **Did You Know?**

The Facilities Division maintains 10 Historic properties. These include Carver Power Plant, Elkins House, The Depot, Legacy Ranch, Butterfly Building (Land Trust), Howelsen Hill, More Barn, Community House at Little Toots, Mesa School House and the Rehder Building.

### **December Charging by the numbers:**

689 charging sessions at City-owned EV charging stations. (237 more than 2024)

\$1838 in gross revenue from EV charging fees.

## **Programs and Grants**

### **Grant Seeking and Community Support**

Since the last report the City of Steamboat Springs submitted the following grant requests:

Fire Ambulance and Paramedic Backfill – CDPHE EMTS Grant Program

Bobolink Species Habitat Protection at Legacy Ranch – YVCF WHILD Fund

The City received award of the following grant requests:

Transit Operating – FTA: 5311 - \$504,180

Crowdstrike Cybersecurity Licenses – Colorado DHSEM – SLCGP - \$21,000

The City of Steamboat Springs provided letters of support to the following organizations:

CDOT: National Railroad Partnership Program - SAFER Travel Project – Rockfall Mitigation, Hazmat Safety and Grade Crossing Improvements on the Western Slope.

### **Waste Diversion, Recycling (CAP)**

Hauler Reporting: Staff are currently monitoring the quarterly tonnage data from the 4<sup>th</sup> quarter of 2025, which is due at the end of January, and the renewing of annual hauler licenses.

Community Outreach and Engagement: Staff has contracted with Western Resilience Center to provide support with waste diversion outreach and education for 2026, which will include support with recycling education, yard waste drop-off events, community engagement and tabling at events, organics diversion, and sector specific focus groups (restaurants, builders, automotive) to assist them with diversion opportunities with their very specific waste streams.

Engagement with State Organizations: The latest Extended Producer Responsibility (EPR) Program Advisory Board meeting was held on [January 14, 2026](#).

**Construction and Demolition (C&D) Studies:** Staff worked with a consultant on two C&D studies – [C&D Diversion Feasibility Study](#) and [C&D Diversion Market Analysis](#). The first study hosted a general contractor open house, generated a disposal assessment survey for general contractors, led a 3-month waste diversion mini-pilot at four active construction sites, and provided potential C&D material diversion solutions that are currently feasible for the City, general contractors, and material haulers. The second study identified the top C&D materials generated based on City permitting data from January 2023 to May 2025, in combination with building sector material industry insights and two case studies at local construction sites. The analysis also conducted a 200-mile and 100-mile radius search to identify potential disposal sites for additional C&D materials generated within the City.

### **Special Projects**

City 101: The second session of City 101 took place January 7<sup>th</sup> at the Howelsen Ice Arena – participants heard from the Planning Department and Parks & Recreation Winter Operations and participated in hands on activities at the Ice Arena and Howelsen Hill. The next session will be January 28<sup>th</sup> with the Police and Finance Departments.

## **Finance**

### **Budget**

The Budget Division successfully published the 2026 Budget Book. The interactive version is available online through the Financial Services Department on the City of Steamboat Springs website. Please note that OpenGov, the City's financial transparency portal, will be temporarily unavailable while we complete the conversion of the Chart of Accounts for Workday integration. Our goal is to have OpenGov back online by June 2026, just in time for preparations for the 2027 budget cycle.

### **Tax**

The Tax division and City team would like to welcome Andy Robeson to the team as our new Sales Tax Technician. After several months of being short staffed, the tax team is excited and relieved to have Andy on board.

Year-to-date sales tax collections through November are up 3.06% compared to the same period in 2024. While unfavorable snow conditions may have contributed to decreases in sporting goods sales and lodging, strong performance in construction and miscellaneous retail sales continue to support overall revenue. A higher portion of this increase is attributable to the Steamboat Springs Redevelopment Authority Area which helps fund the SSRA fund and cannot be used for General Fund services. After reallocation of the SSRA portion, the General Fund sales tax is up by about 2%. The City budgeted for a 3 ½ % increase for 2025 General Fund sales tax; therefore, we will likely not meet the projected sales tax revenue budget. There are expenditure savings that will offset the unmet revenue budget, and the City will likely return funds to reserves for 2025.

## **Procurement & Contracting**

The Procurement Team is preparing for another high-volume year in 2026 and continues to develop strategies to increase efficiency, strengthen compliance, and ensure the City is always protected under formal contracts. A key priority for the team is supporting local businesses whenever possible. Through ongoing education and reminders about our Local Preference Policy, we're proud to report that over 40% of contracts in 2025 were awarded to local vendors—well above the industry benchmark of 20–30% for comparable municipalities.

### **Bids & RFPs Currently Open**

- Howelsen Hill Tow House Addition-Facilities-Closed 2/10/26
- Emerald Park Playground Improvements & Site Work-Parks & Rec-Closes 1/29/26
- Bids & RFPs Closed
- Emerald Park Playground Improvements Site Work-Parks & Rec-Closes 1/29/26
- Steamboat Springs Passenger Rail Station Site Study-Planning-Closed 1/16/26
- HVAC Design Build Contracting Services-Facilities-Closed 1/20/26
- Structural Upgrades-Howelsen Ice Rink Header Trench Refurbishments-Facilities-Closed 1/14/26

## **Accounting**

- Successfully issued W2s to over 550 current and prior employees in the new system, including introducing the new OBBBA tip reporting requirements.
- Working on issuing 1099s in the new system.
- Added definitions of all spend categories in Workday and the team is reviewing every invoice to ensure that spend categories are being used in accordance with these definitions and consistent across the organization.
- The Accounting team is working on the planning PBC (Prepared by Client) recently received from our audit firm, Eide Bailly.

## **Workday Project**

The City's Workday support model has transitioned from a consultant-led approach to a hybrid internal support structure. This model now includes a Workday Administrator Lead, IT Applications, IT Support,

Functional Leads, Workday Community, and Strada AMS (Application Management Services). A hybrid internal plus AMS model is standard practice for organizations of our size and complexity.

As part of this approach, the city will make extensive use of Workday Community, which Workday encourages customers to use as a primary knowledge and collaboration resource. Workday Community allows organizations to:

- Access official guidance, updates, and release information directly from Workday
- Resolve questions more quickly, reducing delays
- Find how-to instructions, policies, and best practices
- Learn from other organizations facing similar challenges
- Prepare for upcoming system changes
- There are 2 major releases each year that must be actively managed
- Allow formal support to remain focused on true break, fix issues

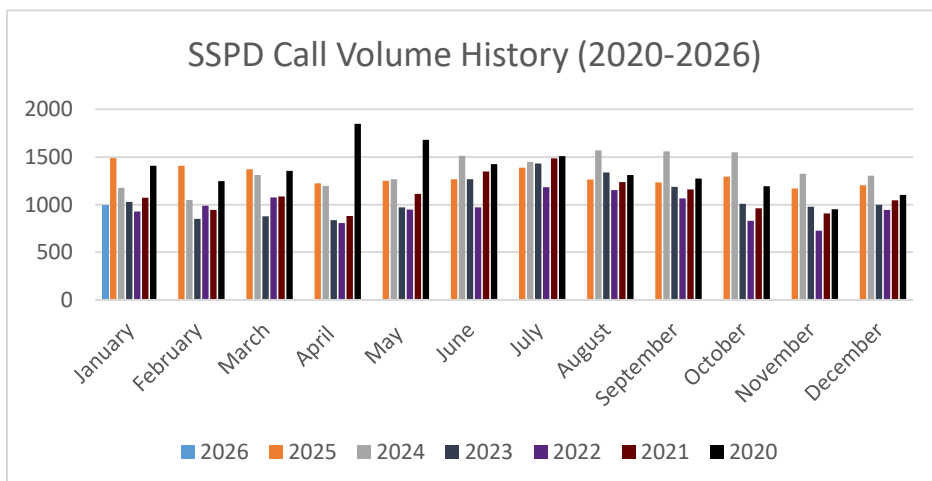
By leveraging Workday Community, City staff can resolve issues more efficiently, adopt proven best practices, and keep systems current, reducing operational risk, improving service delivery, and ultimately saving taxpayer dollars.

## Human Resources

The HR & Risk team is working on preparing the organization for 2026 goal setting, continued performance management training on SMART goals, and development plans to ensure effective career planning conversations. In that vein, the team recently had the opportunity to source and provide a professional development opportunity to the Planning and Public Works Development Review Team members. We are also on the front end of compensation survey season, so we are working on providing our data to respond to various independent surveys for robust benchmarking survey data, which allows us to stay competitive in our Total Rewards program. On a more ongoing basis, the team continues to actively recruit for open positions and support the rest of the organization in continued adoption and utilization of Workday.

## Police Department

The below graph shows year over year volume for 2020-2026 (January 2026 statistic is current through January 25<sup>th</sup>).



## **Operations**

SSPD and the All Crimes Enforcement Team (ACET) wrapped up two significant drug investigations, both of them stemming from 2025 fentanyl overdoses. These were extremely difficult and time-consuming investigations. Last week, ACET made final arrests after coordinating with law enforcement partners in Avon, Summit County and Stanislaus County Sheriff's Office in California. SSPD remains committed to providing the families of overdose victims justice and to reducing the impact of the fentanyl crisis on our community.

Our patrol operations remain steady, with an ongoing focus on traffic and DUI enforcement. SSPD ended 2025 with 220 DUI arrests, the highest number in the last five years. This is a direct result of our officers' commitment to training and to keeping our community safe.

Our community service officers have seen a significant uptick in dog off leash issues in the area of a community trail, with a recent incident involving several community members bit by a dog at large. SSPD is working with Parks and Rec to dig deeper and to explore root causes. More to come.

## **Training**

We are very grateful for our collaborative partnership with the Mesa Police Department for advanced tactics training for four SSPD officers to attend the Violent Offender Unit School. Officer Will Kitzman and Sergeant Evan Noble attended an Armorer course, Officer Cody Owens attended an SFST refresher course for roadside sobriety tests, and Officer Axel Rios attended a Forensic Interviewing course. In an ongoing effort to bring instructor-level expertise to our line level folks, Officer Kitzman and Officer Alpers attended a course for firearms instruction. January is our month for annual Taser training, where all officers become re-certified, allowing our department to have access to and training for this less lethal alternative. We also conducted DUI refresher training for our officers. We continue with Department Orientation Training for our new Community Service Officers, Kyle Reynolds and Zac Boone.

## **Personnel**

Last week we celebrated another successful year at the Police Department with our annual awards ceremony. Congratulations to Lisa Eifling for Officer of the Year, Mikey Buccino for Leader of the Year, Jennifer Good and Wyn Scherar for Professional Staff of the Year, and Cassandra Baca for Citizen of the Year award. This annual event showcases our personnel and their commitment to serving this community.

## **Community Engagement**

Our School Resource Officer Lisa Eifling and other officers presented to the Steamboat Springs High School AP English Language and Composition class about the criminal justice system, accountability, evidence collection, and case law. The students are currently reading a memoir called "Just Mercy" by Bryan Stevenson which focuses on Stevenson's efforts to overturn a wrongful conviction of Walter McMillian.

We presented to the 5th grade at Soda Creek Elementary discussing laws, alcohol, marijuana, and vaping.

## **Fire Department**

### **Notable Events**

The department was excited to host a hiring process in December for three new Firefighter/EMT positions. With more than 60 applicants the process was very competitive resulting in 14 candidates convening at the fire station for two days of testing each participant had to complete a physical ability test, a written firefighter entry exam, and oral interviews.

SSFR is excited to announce that we have hired Michael Lackey, Chris Kelly, and Jay Howard as our latest Firefighter recruits! The three newest members of the department will start their training in January which will consist of an Ambulance Field Training program for 3 months and an intense Firefighter I Academy for 3 months. Congratulations!

SSFR participated with UC Health Trauma Review evening. The event reviews a series of pre-hospital calls that took place in the Yampa Valley over the last year. Physicians, Nurses, and EMT's that participated in the call, discuss the challenges associated with it, the outcome, and review items that could be improved upon.

### **Calls for Service Summary**

Calls for service in December 2025 came in just under December 2024 falling by 3% with a total of 264 calls. Looking back at the five-year call volume this reflects a 7.8% increase from five years ago. Year to date the calls for service in 2025 were flat with 2024 showing only a 0.3% increase and ending the year with 2876 calls. Concurrent call volume on the year ended up slightly lower than last year with a 4.8% decrease. However, looking at the concurrent calls from 2020 the 754 concurrent calls for service were a 54% increase.

### **Fire Prevention**

Fire Prevention activity which includes inspections, plan reviews and permits for fire sprinkler, fire alarm and tents to name a few was up 34.18% in December of 2025 as compared to December of 2024. Revenue for December of 2025 was down 21.7% compared to December of 2024. Year to date, activity was up 9.4% over YTD for December of 2024 and revenue is up 22.43% for the same time period.

The dry hydrant at the Milner Trailer Park was repaired by the park and tested and filled afterward by SSFR.

### **Fire Department Training**

Certification Renewal: In December, the following department members renewed their Colorado State certifications:

- FF/EMT Bryan Barry, EMT
- Lt. Devin Borvansky, Driver/Pumper
- Wildland Coordinator Leighton White, Officer I
- Deputy Chief Oakland, Officer II
- Fire Inspector Nick Kuchulis, FF II
- Paramedic Michael Hall, FF I, Haz-Mat Ops

**Fire Training:** Ice Rescue, Snow socks and Snow Chains,

**EMS Training:** ECG Interpretation, Basic Life Support (BLS)

**Obstetric Emergencies:** Paramedic Wernig is dedicated to ensuring the department is fully prepared for emergency situations involving pediatric patients. This commitment was inspired by a 911 call during which the crew delivered a 28-week newborn in the back of an ambulance—a baby who is now thriving at over six years old. Paramedic Wernig partnered with UC Health to bring OB nurses from the Front Range, ensuring that department members consistently meet and exceed the industry standard for OB care in EMS.

**Specialty Team:** The Training Division has been working with the senior officer staff to establish the department's first special operations team: the Technical Rope Team. Rope rescue is a perishable, high-risk discipline, and maintaining proficiency across low-, mid-, and steep-angle operations is challenging for the

entire department. While all members are still expected to remain proficient in low-angle rescue fundamentals, the Technical Rope Team will provide advanced capability and readiness for low-frequency, high-consequence rope rescue incidents, ensuring the department can safely and effectively serve the community when these calls occur.



## Public Education

SSFR and SSPD partnered with Main Street Steamboat and the City of Steamboat Springs to bring Santa to the Civic Plaza! SSFR opened the doors to Fire Station #1 to provide an open house with hot cider and donut holes to families that wanted to check out Fire and Police vehicles. The event was super fun and saw lots of people walk through.

SSFR and SSPD participated in another year of Battle of the Badges. Once again, the departments fought to see who could collect the most amount of food to donate to the Lift Up food program. The departments collected a total of 4,293 pounds of food and \$1344. It was a close event but ultimately SSPD squeaked out a win by collecting over 2407lbs. Congratulations SSPD!



## 2025 in Review

SSFR continued its strong position of providing CPR instruction for numerous government entities and nonprofits in our community teaching 25 classes of 15-20 students.

SSFR CPR instructors provided training to school district staff, numerous SSWSC coaches, and SSHS students who have constant contact with our community's youth.

During Fire Prevention Week SSFR staff visited all the Elementary Schools throughout the district providing training on Lithium-ion battery safety.

SSFR continues to provide a training ground for new EMT's, and High School students interested in the medical community.

Our community outreach continued with numerous station tours, car seat installations, educational opportunities, and direct involvement with Parades, Sport Team Send-offs, Halloween Stroll, Santas Workshop and Geldt Drop, Lift- up Food Drive, and the Community BBQ.

Overall SSFR personnel participated in close to 1000-man hours and 60 events throughout 2025.

End of Report