BOARD OF TRUSTEES

441 3rd Street, Mead
Monday, October 09, 2023

AGENDA

I. 5:30 p.m.
MURA Special Meeting

II. 5:45 p.m.
Elevation 25 GID Special Meeting

III. 6:00 p.m. to 10:00 p.m.
REGULAR MEETING

In accordance with the Town's Remote Participation and Remote Meeting Policy adopted by the Board of Trustees on March 13, 2023 by Resolution No. 21-R-2023, remote participation will be allowed. The meeting link will be provided on the Town's website/designated posting place at least 24 hours prior to the meeting.

https://us02web.zoom.us/webinar/register/WN_irDH4x_ER1yZSo6clo_2Zg

1. Call to Order – Roll Call

Mayor Colleen Whitlow
Mayor Pro Tem Chris Cartwright
Trustee David Adams
Trustee Debra Brodhead
Trustee Trisha Harris
Trustee Chris Parr
Trustee Herman Schranz

2. Moment of Silence

3. Pledge of Allegiance to the Flag

4. Review and Approve Agenda

5. Staff Report: Town Manager Report

a. Manager Report

6. Informational Items

a. 2022 Audited Financial Statements

b. 2024 Proposed Budget Presentation

7. Proclamations

a. Fire Prevention Week October 8-14, 2023

8. Public Comment: *3 minute time limit. Comment is for any item whether it is on the agenda or not unless it is set for public hearing.*

9. Consent Agenda: *Consent Agenda items are considered to be routine and will be enacted by one motion and vote. There will be no separate discussion of Consent Agenda items unless a Board member so requests, in which case the item may be removed from the Consent Agenda and considered at the end of the Consent Agenda. Because the Consent Agenda includes Town payables (bills list/check register) and routinely includes contracts and other items involving the expenditure of Town funds, the town Clerk shall require a roll call vote on the Consent Agenda, as required by MMC Sec 2-2-190(a). Consent Agenda includes:*

a. Approval of Minutes - Regular Meeting September 25, 2023

b. September 2023 Aging Report

c. Check Register October 9, 2023

d. **Resolution No. 66-R-2023** – A Resolution of the Town of Mead, Colorado, Approving Updated Compensation Structure Guidelines for Employees

e. **Resolution No. 67-R-2023** – A Resolution of the Town of Mead, Colorado, Approving a Cooperation Agreement among the Town, the Mead Urban Renewal Authority and the Grand Meadow Metropolitan District

f. 2024 Health Insurance Renewal - CEBT

10. Public Hearing

a. **Public Hearing: Parking Regulations** (Continued from May 30, 2023)

i. **Ordinance No. 1037** – An Ordinance of the Town of Mead, Colorado, Amending Section 16-2-90 of the Mead Municipal Code Regarding Residential Parking Requirements

11. Public Comment: *3 minute time limit. Comment is for any item whether it is on the agenda or not, unless it is set for public hearing.*

12. Elected Official Reports

a. Town Trustees

b. Mayor Whitlow

13. Adjournment

In accordance with the Americans with Disabilities Act, persons who need accommodation in order to attend or participate in this meeting should contact the Town Clerk's Office at 970-805-4182 within 48 hours prior to the meeting in order to request such assistance.

MEAD URBAN RENEWAL AUTHORITY

441 3rd Street, Mead
Monday, October 09, 2023

AGENDA

5:30 PM
SPECIAL MEETING

In accordance with the Authority's Remote Participation and Remote Meeting Policy adopted on June 12, 2023 by Resolution No. 01-URA-2023, remote participation will be allowed. The meeting link will be provided on the Town's website/designated posting place at least 24 hours prior to the meeting.

1. **Call to Order - Roll Call**
   Chair Collen Whitlow
   Commissioner David Adams
   Commissioner Debra Brodhead
   Commissioner Chris Cartwright
   Commissioner Trisha Harris
   Commissioner Chris Parr
   Commissioner Herman Schranz
   Representative Commissioner Sarah Hurianek
   Representative Commissioner Scott James
   Representative Commissioner Laura McConnell

2. **Pledge of Allegiance to the Flag**

3. **Review and Approve Agenda**

4. **Information Items**
   a. 2022 Audited Financial Statements
   b. 2024 Proposed Budget Presentation

5. **Public Comment:** *3 minute time limit. Comment is for any item whether it is on the agenda or not, unless it is set for public hearing.*

6. **Consent Agenda:** *Consent Agenda items are considered to be routine and will be enacted by one motion and vote. There will be no separate discussion of Consent Agenda items unless a Board member so requests, in which case the item may be removed from the Consent Agenda and considered at the end of the Consent Agenda. Because the Consent Agenda includes Town payables (bills list/check register) and routinely includes contracts and other items involving the expenditure of Town funds, the town Clerk shall require a roll call vote on the Consent Agenda, as required by MMC Sec 2-2-190(a). Consent Agenda includes:*
   a. Approval of Minutes Special Meeting September 11, 2023
   b. August 2023 Financials
   c. Check Register September 11, 2023 - October 9, 2023
   d. **Resolution No. 04-URA-2023 -** A Resolution Approving Cooperation Agreement Among the Town of Mead, Colorado, Mead Urban Renewal Authority, and Grand Meadow Metropolitan District

7. **Adjournment**

In accordance with the Americans with Disabilities Act, persons who need accommodation in order to attend or participate in this meeting should contact the Town Clerk's Office at 970-805-4182 within 48 hours prior to the meeting in order to request such assistance.

MEAD ELEVATION 25 GENERAL IMPROVEMENT DISTRICT

441 3rd Street, Mead
Monday, October 09, 2023

AGENDA

5:45 PM

SPECIAL MEETING

In accordance with the Town's Remote Participation and Remote Meeting Policy adopted by the Board of Trustees on March 13, 2023 by Resolution No. 22-R-2023, remote participation will be allowed. The meeting link will be provided on the Town's website/designated posting place at least 24 hours prior to the meeting.

1. **Call to Order - Roll Call**
   Chair Collen Whitlow
   Commissioner David Adams
   Commissioner Debra Brodhead
   Commissioner Chris Cartwright
   Commissioner Trisha Harris
   Commissioner Chris Parr
   Commissioner Herman Schranz
2. **Review and Approve Agenda**
3. **Information Item**
   a. 2024 Proposed Budget Presentation
4. **Public Comment:** *3 minute time limit. Comment is for any item whether it is on the agenda or not, unless it is set for public hearing.*
5. **Adjournment**

In accordance with the Americans with Disabilities Act, persons who need accommodation in order to attend or participate in this meeting should contact the Town Clerk's Office at 970-805-4182 within 48 hours prior to the meeting in order to request such assistance.

TO: Honorable Mayor and Trustees

FROM: Helen Migchelbrink, Town Manager

DATE: October 9, 2023

SUBJECT: Town Manager Report

- The 2023 Fall Clean-Up Days are scheduled for October 13, 8:00 a.m. - 4:00 p.m. and October 14, 8:00 a.m. - 12:00 p.m., west of Mead Ponds. Residents are encouraged to clean up their yards and bring any yard waste, tree limbs, and other unwanted items. Residents are allowed one load (1) of household trash and unlimited yard waste at no cost.
- Mead Municipal Court for October 19th has approximately 35 cases on the docket.
- The monthly Coffee with the Mayor was held on Saturday, October 7th, at 8:00 – 10:00 a.m. at Town Hall. Residents are encouraged to attend this monthly event to talk over any issues they may have with the Town.
- Staff will present the draft 2024 Town Budget and the 2024 Mead Urban Renewal Authority (MURA) and Mead Elevation 25 General Improvement District (GID) budgets at tonight's meetings. After further input from the respective boards, public hearings will be held on December 11, 2023, to consider adoption of these budgets.
- Mayor Whitlow and Trustee Brodhead attended the CML District 2 fall meeting in Loveland on Wednesday, September 27th. There was a strong turnout from several municipalities including Loveland, Estes Park, Fort Collins, Johnstown, Evans, Fort Lupton, Greenwood Village, Berthoud, Eaton, Platteville, Keenesburg, Kersey, and Severance. Prior to the meeting, two CML staff members stopped by our Town Hall to see our new board room and drop off cookies.
- In response to the discussion by the Board at the September 25th meeting, staff reached out to the General Manager at Little Thompson Water District to ask if she could send a staff member to a future Board of Trustees meeting to discuss water conservation and xeriscaping. She will work with the Town Clerk to schedule a time to meet with the Board.
- September starts the Migratory Waterfowl and Game Birds hunting seasons. The Town of Mead only issues hunting permits to properties that are in active agricultural production. Each year about five permits are issued. Weld County issues hunting permits for neighboring properties in unincorporated areas.
- The state legislature has referred two propositions to the voters for the November 7, 2023 election. Proposition HH was referred by SB 23-303 – Reduce Property Taxes and Voter-approved Revenue Change. Proposition II was referred by HB 23-1290 – Proposition EE Funding Retention Rate Reduction (cigarette, et al, tax revenue exceeded estimate). Further information can be found on the Secretary of State's website. Attached to this report is a summary of the HH initiative developed by DOLA (State Department of Local Affairs).
- The Mead Police Department held the first session of the Citizens Police Academy last Wednesday. Classes are conducted Wednesday evenings, Sept. 27-Nov. 1, 2023, from 6-8 p.m. at Mead Public Works Facility.
- The Town paving and street maintenance projects are continuing through early October. In addition, there are several development-related road projects in Mead. Current road closures due to construction can be found on the town's website: https://www.townofmead.org/engineering/page/street-maintenanceroad-closures.
- Key projects update:
  - 3rd and Welker Intersection – Real estate acquisition continues. Town review comments on the 100% construction plan were provided to consultant. Staff is awaiting CDOT comments on the

plan set. Staff corresponded with OmniTRAX regarding the Construction and Maintenance agreements for the crossing improvements.
    - Mead Community Center – The team is preparing responses to the comments from the Town Development Review team. Staff provided responses to questions from DOLA regarding the application for additional grant funding under the Energy Mineral Impact Assistance grant. Staff corresponded with OmniTRAX regarding the land lease agreement for use of railroad property for stormwater detention.
    - SH66 Pedestrian Crossing – Staff submitted a Federal DOT Reconnecting Communities grant application for $1,360,000 to supplement the project budget.
- YTD totals for new single family home permits:
    - 2023 YTD: 79 SF Permits, 96 Certificates of Occupancy
- Boards and Commissions
    - The October Planning Commission meeting has been cancelled, due to a lack of agenda items.
- Human Resources
    - The Town is advertising open positions using NeoGov recruiting platform: https://www.governmentjobs.com/careers/townofmead
    - Open full-time positions include Police Officer. Interviews were held last week.
    - Graves Consulting presented its draft recommendations on the compensation structure for 2024 at the September 25th Board of Trustees meeting. The report and structure are on tonight's agenda for approval.

Community Development

- Staff is working on a few, minor code amendments to be presented to the Board of Trustees sometime this autumn. These amendments address the following topics – setbacks for flatwork (paving), removal of FAR (floor area ratio) dimension requirements, and removal of the limitation to the quantity of chicken permit licenses in Mead.
- Several consultant firms have downloaded and reviewed the RFP for the Land Use Code Amendment. The proposals are due next week (October 13th). We will, hopefully, have many qualified submittals for review.
- The Library and Fire Districts are working with the Director and Marcus' team to establish a pre-development agreement and finalize their applications for the municipal facilities property in Liberty Ranch. We should see applications for platting and site planning sometime this autumn or winter.
- The new Mead Town Center owners have continued their work on demolition of damaged materials inside the building and are working to submit several new building permits. The owners plan to complete the sidewalk at the front of the building sometime in the next few weeks before winter.

Public Works and Engineering

- The asphalt paving/reconstruction project is complete in both North Creek and Hunter's Ridge and business park. Minor punch list items remain.
- Pedestrian crossing on WCR 7 and WCR 34.5 has been repaired.
- Survey was initiated for the CR 34 bridge design.
- A kick-off meeting was held with Wilson and CDOT regarding the 1601 process for the proposed I-25 and CR38 interchange.

Community Engagement

- Lunch and Bingo at the Merc was rescheduled due to a COVID outbreak among the older active adults. The new date is October 24th.
- Staff began planning for Christmas in the Park scheduled for December 2nd. The Parade of Lights registration form will open in November.

- The Town was invited to present the Community Center project to the Energy and Mineral Impact Assistance Committee on October 24th in Avon. The committee will review and consider the Town's grant application.
- Staff is working with Real Soccer Colorado to host a soccer camp during the 2024 spring break. The program would be free for all participants.

Police Department

- New officer Bustamante is progressing through field training. One police candidate has completed the background and is scheduled for the remaining testing in early October and another candidate has entered backgrounds.
- The Citizen's Academy is in full swing with 12 residents participating. Graduation is scheduled for Wednesday, November 1st from 7 to 8 p.m. at Town Hall. All board members are invited to the graduation.
- The Police Department Records Unit, Michelle Rae, received accolades for achieving NIBRS certification through CBI. This allows the submission of required statics automatically through the records management system.
- The monthly activity report is attached.

COLORADO
Department of Local Affairs
Division of Local Government

Pass or Fail? SB23-303 and Proposition HH: What Does My Local Government Need to Consider for 2024 Budget Year Planning?

Note: This document is for informational purposes only and should not be considered legal advice. Please consult with your local government attorney if possible to better understand how Proposition HH will affect your local government's budgeting process.

For local governments with property taxes, "Prop HH", a referred property tax measure created by legislation SB23-303, may impact the budget process for budget year 2024. Prop HH will be on the statewide general election ballot on November 7, 2023 - after local governments have developed and presented their 2024 budgets. Because the outcome of Prop HH and its associated impacts will be unknown until after November 7, 2023, local governments with property taxes should take steps now to plan for its potential passage.

If Prop HH passes, the following would change:

- Assessed values
- State backfill reimbursement amount for property tax revenue reductions as a result of SB22-238 and SB23-303
- Some budget deadlines
- A new statutory Inflation property tax limit with a new public meeting process

If Prop HH fails

If Prop HH fails, local governments will still have to plan for assessed value changes and a state backfill amount that is based on SB22-238, but there will be no change in budget deadlines and no new statutory Inflation property tax limit.

Frequently Asked Questions (FAQs)

Below are FAQs to give some additional context to these issues, as well as a list of questions that your local government may need to consider when preparing for the 2024 budget year.

- Planning for Prop HH
- Assessed Values and State Backfill Reimbursement Amounts
- Budget Deadlines
- New Statutory Inflation Property Tax Limit ("Truth in Taxation" Limit) with a New Public Meeting Process

Planning for Prop HH

Why would a local government need to plan for Prop HH before the 2023 fall general election?

- If approved, Prop HH decreases the assessed value of properties and affects the state backfill amount starting with the 2023 Property Tax Year (PTY). (The tax revenue for the 2023 PTY is collected in 2024.) In addition, budget deadlines would change and a new revenue limit would be imposed. Local governments should be prepared for these potential changes in assessed values, state backfill amounts for property tax revenue reductions as a result of SB22-238 and SB23-303, budget deadlines, and a new statutory Inflation property tax limit with a new public meeting process. During budget development, which takes place before the election on November 7, 2023, local governments may find it necessary to prepare budgets or certain line items for the two possible outcomes of Prop HH.

Assessed Values and State Backfill Reimbursement Amounts

How will local governments plan around assessed values and state backfill amounts that could change depending on the outcome of Prop HH?

- County Treasurers are required to provide the following estimates by September 15, 2023, to the Property Tax Administrator:
  - Total property tax revenue reduction estimate for 2023
    - Reductions from SB22-238
    - Combination of reductions from SB22-238 and SB23-303
  - Increase in assessed value estimate from 2022 property tax year
    - Reductions from SB22-238
    - Combination of reductions from SB22-238 and SB23-303
- County Treasurers will be collaborating with County Assessors to create the above estimates. The Department of Local Affairs has asked County Treasurers and Assessors to provide this estimate information to local governments for budgeting purposes as a courtesy. Local governments may want to reach out to their County Treasurers and Assessors for more information. With this estimate information, local governments can estimate their assessed values and state backfill amounts under the two possible Prop HH outcomes.

Are 2023 PTY state backfill reimbursements of lost local revenue from property tax reductions subject to TABOR limits?

- Because TABOR is locally enforced and TABOR compliance is a legal question, we recommend obtaining legal counsel with regard to TABOR compliance issues.

Budget Deadlines

What deadlines occur before the November 7, 2023, election?

- October 15, 2023, is the deadline for the budget officer to present the proposed 2024 budget to the governing body of the local government, with notice for a public budget hearing. C.R.S. §§ 29-1-105, 29-1-106(1). This deadline is not amended by Prop HH.

What budget and fiscal deadlines occur after November 7, 2023, that may require additional planning?

- If Prop HH fails, local government budgeting deadlines remain the same.
- If Prop HH passes, local government budgeting deadlines will generally be delayed, so local governments should be prepared to adjust their public meeting and budget process to accommodate these later deadlines that will be in place for one year only. If Prop HH passes, local governments will probably not be able to finalize their budgets until the Assessor certifies the final valuation by the adjusted deadline of December 29, 2023. The local government budgeting deadlines that would be changed include:
    - Assessor certifies final valuation of property to local governments. C.R.S. § 39-1-111(5). The current deadline is December 10, 2023. If approved, Prop HH pushes out this annual deadline to December 29, 2023 for PTY 2023 only. § 12 of SB23-303.
    - Certify the mill levy, after approval of the 2024 budget by the governing body of the local government. C.R.S. § 39-5-128(1). The current deadline is December 15, 2023. If approved, Prop HH pushes out this annual deadline to January 5, 2024 for PTY 2023 only. § 1 of SB23-303.
        - Approval of 2023 PTY mills by the governing body. C.R.S. § 39-1-111(1). The current deadline is December 22, 2023. If approved, Prop HH pushes out this annual deadline to January 12, 2024 for PTY 2023 only. § 12 of SB23-303.

- December 31, 2023: Deadline to adopt the 2024 budget, if no mill levy to certify. This deadline is not amended by Prop HH.

New Statutory Inflation Property Tax Limit ("Truth in Taxation" Limit) with a New Public Meeting Process

If Prop HH passes, will there be a new revenue limit with a new public meeting process that applies in 2023 for budget year 2024?

- Yes. If approved, Prop HH requires a governing body levying existing property taxes for PTY 2023 that generate revenue in 2024 above a new inflation property tax limit to:
  - Hold a public meeting, provide for public comment, and to adopt a resolution or ordinance to retain and spend all revenue from mills subject to the limit; or
  - Temporarily reduce mills subject to the limit or refund property tax revenue so that revenues are not retained and spent above inflationary growth.
  - Local governments will need to determine which mills are subject to the limit. "Any revenue from a mill levy that has been approved by voters… without limitation as to rate or amount… before, on, or after Nov. 7, 2023" is excluded from the limit. § 6 of SB23-303

If Prop HH passes, how do local governments calculate the new Inflation Property Tax Limit?

- If Prop HH passes, local governments will need to calculate the new inflation property tax limit based on a supplemental Certification of Valuation form that Assessors will send to local governments by the adjusted final certification deadline of December 29, 2023. There are some types of property tax revenues, such as mills pledged to debt or contractual obligations approved by voters, that are excluded from the new limit. The Division of Local Government will provide a technical assistance resource to help local governments calculate the new Inflation property tax limit, but this resource should only be seen as a resource and methodology option only. The Division does not have a role in administering the new Inflation property tax limit. Local governments should consult legal counsel and may determine that a different methodology to calculate the Inflation property tax limit is more appropriate. Local governments should consider planning to hold a public meeting (possibly in conjunction with the regular budget hearing) to address the Inflation property tax limit.

- Notes:
    - Local governments will need to calculate this revenue growth limit themselves.
    - This process does not apply to school districts and home rule local governments.
    - The statewide local government associations may have more general information and training on this topic. See some discussion of issues below.

Issues to consider for 2024 budget development

Executive Engagement

- Have the top decision makers, including both elected/appointed officials and staff, started to engage on this topic?

Budget Planning Before October

- If approved, would Prop HH require adjustments in the 2024 base budget/maintenance-level budget? Would Prop HH require adjustments in the 2024 expansion budget planning?

- Are property taxes a significant source of revenue for your local government? If so, have you considered how the two possible outcomes of Prop HH could impact your draft budget?
- Have you sought any necessary analysis or advice on how to meet statutory deadlines to accommodate Prop HH planning impacts for budget year 2024, or to comply with additional budget or public meeting processes adopted by your local government?
- Are you scheduling a sufficient number of additional budget meetings/hearings and any necessary public meetings and comments for the Inflation Property Tax Limit ("Truth in Taxation")?

Information, Estimates, and Analysis/Advice

- Revenue estimates – current law versus Prop HH: Are you reaching out to your County Assessor and County Treasurer colleagues for more information regarding the Prop HH estimates due September 15? How can your local government get the revenue estimates on which to base the 2024 budget under current law and under Prop HH (if passed)?
- State backfill reimbursement estimates – current law versus Prop HH: Does your budget planning for 2024 consider the difference in reimbursements from SB22-238 and SB23-303/Prop HH?
- TABOR implications of state reimbursements: Are you seeking any necessary analysis or advice on whether reimbursements under SB22-238 or SB23-303/Prop HH would exceed your local government's TABOR limit and also whether your local government has voter approval to retain and spend state reimbursements above this limit?
- Inflation property tax limit ("Truth in Taxation"): The Division of Local Government is working on a resource to help calculate your local government's Inflation property tax limit. The information needed to

calculate the Inflation property tax limit will be provided in the final Certification of Valuation by the Assessor.

- Are you preparing to make these calculations and follow the process in November or December if your 2024 budget requires action to exceed the limit and retain and spend revenues collected?
- Are you seeking any necessary analysis or advice on which mills may be subject to the Inflation property tax limit?

Mead Police Department

Monthly Activity - September 2023

OFFICER CONTACTS:

Action Taken / Outcome

TYPE	VALUE	
Warning	59	52.68%
Citation	31	27.68%
No Action	14	12.50%
Arrest	8	7.14%

ARRESTS: 10

Case Number	Arrest Date/Time	Location	Charge
23ML00608	09/27/2023 07:14:00 PM	[redacted] HIGHWAY 66	16-19-103 FOJ WANTED BY OTHER AGENCY FELONY
23ML00607	09/27/2023 04:00:00 PM	[redacted] S VALLEY DR	16-19-103 FOJ WANTED BY OTHER AGENCY FELONY
23ML00596	09/22/2023 01:09:00 PM	[redacted] WCR 7	Simple Assault NIBRS Reporting Only
23ML00562	09/15/2023 09:30:00 AM	[redacted] WCR 7	10-12-80 TOBACCO USE BY MINORS
23ML00588	09/15/2023 09:30:00 AM	[redacted] WCR 7	10-15-60(a) TOBACCO USE BY MINORS
23ML00586	09/14/2023 05:02:00 PM	[redacted] HILLTOP RD	16-19-103 FOJ WANTED BY OTHER AGENCY FELONY
23ML00584	09/13/2023 01:35:00 AM	HIGHWAY 66 / WCR 5.5	16-19-103 FOJ WANTED BY OTHER AGENCY MISDEMEANOR
23ML00583	09/12/2023 12:11:00 PM	[redacted] WCR 7	18-13-122(3)(b),4(a) MARIJUANA-UNDER21-POSSESS/CONSUMP
23ML00572	09/08/2023 09:34:00 PM	[redacted] WCR 7	10-9-20 DISRUPTING LAWFUL ASSEMBLY
23ML00567	09/03/2023 05:14:00 PM	MEAD ST / HIGHWAY 66	16-19-103 FOJ WANTED BY OTHER AGENCY MISDEMEANOR

STAFFING:

Sergeants Ellis (Blue Side), Holmen (Red Side), and Officers Cramblet, Hansen, Lima, Palmer, Patton, Rollins, and Synn are working patrol.

Officers Barker and Salazar are assigned to Mead Schools as SROs.

Officer Bustamante joined the department on June 28th and is in field training.

Administrative Technician Madison McCullough and Michelle Rae in Administration, Records, and Evidence.

TRAINING:

All officers attended the following training.

- Emergency Driving
- Defensive Tactics

NOTABLE CALLS FOR SERVICE:

Crash – [redacted] Kerry St – 23ML00564 – 09/01/2023

Stolen Vehicle – [redacted] E I25 Frontage Road – 23ML00565 – 09/01/2023

Crash – Highway 66 / WCR 9.5 – 23ML00566 – 09/01/2023

Traffic Stop – Mead St / Highway 66 – 23ML00567 – 09/03/2023

Stolen Vehicle – [redacted] Mead St – 23ML00568 – 09/06/2023

Stolen Vehicle – [redacted] Grand View Cir – 23ML00569 – 09/07/2023

Property – [redacted] Welker Ave – 23ML00570 – 09/07/2023

Crash – E I25 Frontage Road / Pacific Cir – 23ML00571 – 09/07/2023

Code Violation – [redacted] WCR 7 – 23ML00572 – 09/08/2023

Suspicious – [redacted] Hughes Dr – 23ML00574 – 09/09/2023

Code Violation – [redacted] WCR 7 – 23ML00575 – 09/09/2023

Stolen Vehicle – [redacted] Highway 66 – 23ML00577 – 09/10/2023

Traffic Complaint – [redacted] Wrangler Way – 23ML00578 – 09/10/2023

Stolen Vehicle – [redacted] E I25 Frontage Road – 23ML00579 – 09/11/2023

Theft – [redacted] Elevation Dr – 23ML00580 - 09/11/202

Vandalism – [redacted] Bridle Dr – 23ML00581 – 09/11/2023

Code Violation – [redacted] WCR 7 – 23ML00582 – 09/12/2023

Drug Related Activity – [redacted] WCR 7 – 23ML00583 – 09/12/2023

Traffic Stop – Highway 66 / WCR 5.5 – 23ML00584 – 09/13/2023

Harass – [redacted] Welker Ave – 23ML00585 – 09/14/2023

Subject With a Warrant – [redacted] Hilltop Rd – 23ML00586 – 09/14/2023

Code Violation – [redacted] WCR 7 – 23ML00587 – 09/15/2023

Code Violation – [redacted] WCR 7 – 23ML00588 – 09/15/2023

Crash – Foster Ridge Dr / Highway 66 – 23ML00589 – 09/18/2023

Crash – Hwy 66 / WCR 11 – 23ML00590 – 09/18/2023

Trespass – [redacted] Longhorn Dr – 23ML00591 – 09/18/2023

Suspicious – [redacted] 3rd St – 23ML00592 – 09/19/2023

Crash – WCR 9.5 / WCR 28 – 23ML00593 – 09/20/2023

Harass – [redacted] WCR 7 – 23ML00594 – 09/21/2023

Crash – WCR 28 / WCR 9.5 – 23ML00595 – 09/21/2023

Disturbance – [redacted] WCR 7 – 23ML00596 – 09/22/2023

Crash – Hwy 66 / I25 Exit 243 Ramp South – 23ML00597 – 09/22/2023

Disturbance – [redacted] Pacific Cir – 23ML00598 – 09/24/2023

Suspicious – MM 245 I25 NB – 23ML00599 – 09/24/2023

Theft – Hwy 66 / I25 Exit 243 Ramp South – 23ML00600 – 09/24/2023

Disturbance – [redacted] Eagle Ave – 23ML00601 – 09/24/2023

ROV In-Progress – [redacted] Highway 66 – 23ML00602 – 09/24/2023

Crash – [redacted] Deere Ct – 23ML00603 – 09/25/2023

Harass – [redacted] Welker Ave – 23ML00604 – 09/26/2023

Crash – Hwy 66 / Colorado Blvd – 23ML00605 – 09/26/2023

Suspicious – Limestone Ave / Marble Dr – 23ML00606 – 09/26/2023

Subject With a Warrant – [redacted] S Valley Dr – 23ML00607 – 09/27/2023

Subject With a Warrant – [redacted] Highway 66 – 23ML00608 – 09/27/2023

Crash – Highway 66 - / Mead St – 23ML00609 – 09/27/2023

Crash – Margil Rd / WCR 38 – 23ML00610 – 09/28/2023

Crash – MM 46 Hwy 66 – 23ML00611 – 09/28/202

Shots Fired – [redacted] Highland Dr – 23ML00612 – 09/29/2023

Property – [redacted] 5th St – 23ML00613 – 09/30/2023

TOWN OF MEAD, COLORADO

FINANCIAL STATEMENTS AND SUPPLEMENTARY INFORMATION

YEAR ENDED DECEMBER 31, 2022

CPAs | CONSULTANTS | WEALTH ADVISORS

CLAconnect.c

TOWN OF MEAD, COLORADO
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YEAR ENDED DECEMBER 31, 2022

CliftonLarsonAllen LLP
CLAconnect.com

INDEPENDENT AUDITORS' REPORT

Honorable Mayor and Members of the Town Board
Town of Mead
Mead, Colorado

Report on the Audit of the Financial Statements

Opinions

We have audited the accompanying financial statements of the governmental activities, the business-type activities, each major fund, and the aggregate remaining fund information of the Town of Mead, Colorado (the Town), as of and for the year ended December 31, 2022, and the related notes to the financial statements, which collectively comprise the Town's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, the business-type activities, each major fund, and the aggregate remaining fund information of the Town, as of December 31, 2022, and the respective changes in financial position, and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Town and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Emphasis of Matter

As discussed in Note 1 to the financial statements, effective January 1, 2022, the Town adopted new accounting guidance for leases. The guidance requires lessees to recognize a right-to-use lease asset and corresponding lease liability and lessors to recognize a lease receivable and corresponding deferred inflow of resources for all lease terms greater than twelve months. Our opinions are not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Town's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Town's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Town's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Honorable Mayor and Members of the Town Board
Town of Mead, Colorado

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and the required supplementary information listed in the table of contents be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the Town's basic financial statements. The combining and individual nonmajor fund financial statements and schedules are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with GAAS. In our opinion, the combining and individual nonmajor fund financial statements and schedules are fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Information

Management is responsible for the other information included in the annual report. The other information comprises the Local Highway Finance Report but does not include the basic financial statements and our auditors' report thereon. Our opinions on the basic financial statements do not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

CliftonLarsonAllen LLP

CliftonLarsonAllen LLP

Broomfield, Colorado
September 21, 2023

This discussion and analysis of the financial performance of the Town of Mead, Colorado (Town) provides an overview of the Town's financial activities for the fiscal year ended December 31, 2022. Please read it in conjunction with the financial statements.

FINANCIAL HIGHLIGHTS

- The Net Position of the Town increased by $10,065,390 (23.4%) during 2022.
- At December 31, 2022, the Town's governmental funds reported combined ending fund balances of $25,812,816. This marked an increase of $4,018,237 (18.4%) from the prior year's ending governmental fund balances due primarily to increases in the General Fund, Street Improvement Fund, Transportation Fund, and Capital Improvement Fund.
- The Town's Sewer Fund's net position increased by $1,180,222 (23.6%) during 2022 primarily due to an increase in plant investment fees.

USING THIS ANNUAL REPORT

This discussion and analysis is intended to serve as an introduction to the Town of Mead's basic financial statements. The Town's basic financial statements are comprised of three components: 1) government-wide financial statements, 2) fund financial statements, and 3) notes to the financial statements. This report also contains other supplementary information in addition to the basic financial statements themselves.

Government-wide financial statements

The government-wide financial statements are designed to provide readers with a broad overview of the Town's finances, in a manner similar to a private-sector business.

The *Statement of Net Position* presents information on all the Town's assets and liabilities and deferred inflows and outflows of resources, with the difference reported as *net position*. Over time, increases or decreases in net position may serve as useful indicators of whether the financial position of the Town is improving or deteriorating.

The *Statement of Activities* presents information showing how the Town's net position changed during the most recent fiscal year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, *regardless of the timing of related cash flows*. Thus, revenues and expenses are reported in this statement for some items that will only result in cash flows in future fiscal periods (e.g., uncollected taxes and earned but unused employee leave).

Both of the government-wide financial statements distinguish functions of the Town of Mead that are principally supported by taxes and intergovernmental revenues (governmental activities) from other functions that are intended to recover all or a significant portion of their costs through user fees and charges (business-type activities). The governmental activities of the Town include general government, public safety (police), public works, and parks and recreation. The business-type activities of the Town include sewage collection and treatment operations.

Fund financial statements
A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. The Town of Mead, like other state and local governments, uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements. All the funds of the Town can be divided into two categories: Governmental Funds and Proprietary Funds.

Governmental Funds – Most of the Town's basic services are reported in governmental funds that focus on how money flows into and out of those funds. The unrestricted balances left at year-end are available for spending in future years. These funds are reported using the modified accrual accounting method that measures cash and all other financial assets that can readily be converted to cash. The governmental fund statements provide detailed short-term views of cash, operations, and basic services provided. Governmental fund statements show the reader whether there are more or fewer financial resources available at the end of a fiscal year that can be spent in the near future to finance government programs and objectives.

Because the focus of governmental funds is narrower than that of the government-wide financial statements, it is useful to compare the information presented for governmental funds with similar information presented for governmental activities in the government-wide financial statements. By doing so, readers may better understand the long-term impact of the government's near-term financing decisions. Both the governmental fund *Balance Sheet* and the *Reconciliation of the Statement of Revenues, Expenditures and Changes in Fund Balances of Governmental Funds to the Statement of Activities* provide reconciliations to facilitate this comparison between governmental funds and governmental activities.

The Town of Mead maintains eleven individual governmental funds. Information for these funds is presented by fund name in the *Governmental Fund Balance Sheet* and the *Governmental Fund Statement of Revenues, Expenditures, and Changes in Fund Balances* for five of the twelve governmental funds that meet the criteria to be designated as major funds (General Fund, Municipal Facilities Fund, Transportation Fund, Street Improvement Fund, and MURA Fund). The other governmental funds (Capital Improvement Fund, Conservation Trust Fund, Art in Public Places, and four Impact Fee Funds for Downtown Revitalization, Storm Drainage, Parks & Open Space, and Police Impact) are shown in a column titled "Nonmajor Governmental Funds." Individual fund data for these nonmajor governmental funds are provided in the back of this report following the "Notes to Financial Statements."

Proprietary Fund – The Town's sewer utility is reported in a proprietary fund; it focuses on overall economic position rather than year-end fund balances. An enterprise fund is the type of proprietary fund used to account for the Town's Sewer Fund. Enterprise funds report the same functions presented as business-type activities in the government-wide financial statements, but in a bit more detail.

Notes to the Financial Statements
The notes provide additional information that is essential to a full understanding of the data provided in the government-wide and fund financial statements. The notes to the financial statements can be found immediately after the basic financial statements.

Other information
Budgetary comparison statements or schedules for all funds with budgeted expenditures/expenses are included following the "Notes to Financial Statements" to demonstrate each fund's compliance with adopted budgets and appropriations. For the year ended December 31, 2022, all funds had budgeted expenditures/expenses.

GOVERNMENT-WIDE FINANCIAL ANALYSIS

As noted earlier, net position may serve over time as a useful indicator of a government's financial position. In the case of the Town of Mead, assets and deferred outflows of resources exceeded liabilities and deferred inflows of resources by $53,156,748 at the close of 2022. As shown below, the Town's financial position improved by $10,065,390 (23.4%) during 2022.

Town of Mead's Net Position

	Governmental Activities		Business-Type Activities		Totals	
	2022	2021	2022	2021	2022	2021
Current and Other Assets	$ 35,190,614	$ 28,983,522	$ 1,726,310	$ 1,284,372	$ 36,916,924	$ 30,267,894
Capital Assets, Net	21,493,251	16,582,462	6,059,457	5,378,002	27,552,708	21,960,464
Total Assets	56,683,865	45,565,984	7,785,767	6,662,374	64,469,632	52,228,358
Deferred Outflows of Resources	316,133	285,297	-	-	316,133	285,297
Current Liabilities	4,189,810	3,353,707	66,791	44,943	4,256,601	3,398,650
Noncurrent Liabilities	674,954	454,018	1,532,139	1,610,816	2,207,093	2,064,834
Total Liabilities	4,864,764	3,807,725	1,598,930	1,655,759	6,463,694	5,463,484
Deferred Inflows of Resources	5,165,323	3,958,813	-	-	5,165,323	3,958,813
Net Position:						
Net Investment in Capital Assets	20,692,184	15,861,458	4,538,268	3,776,256	25,230,452	19,637,714
Restricted	13,429,874	11,260,869	175,559	151,444	13,605,433	11,412,313
Unrestricted	12,847,853	10,962,416	1,473,010	1,078,915	14,320,863	12,041,331
Total Net Position	$ 46,969,911	$ 38,084,743	$ 6,186,837	$ 5,006,615	$ 53,156,748	$ 43,091,358

47.5% of the Town's total net position at December 31, 2022 is represented by its investment in capital assets (e.g. land, infrastructure, buildings, machinery, and equipment). The Town uses these capital assets to provide services to residents and businesses; consequently, these assets are not available for future spending.

Approximately 25.6% ($13,605,433) of the Town's total net position at the end of 2022 represents resources that are subject to external restrictions on how they may be used. They are net position restrictions of impact fees collected for future capital needs ($12,808,746), an operations and maintenance reserve for the sewer fund ($175,559), conservation trust fund revenues for parks and certain recreation purposes ($36,128), and $585,000 for emergencies.

The remaining amount of the Town's total net position at the end of 2022 ($14,320,863) represents 26.9% of total net position and may be used to meet the Town's other ongoing obligations to residents and creditors.

The following chart displays the changes in net position experienced by the Town over the last two fiscal years. An analysis of these changes follows for both its Governmental and Business-type Activities.

Town of Mead's Changes in Net Position

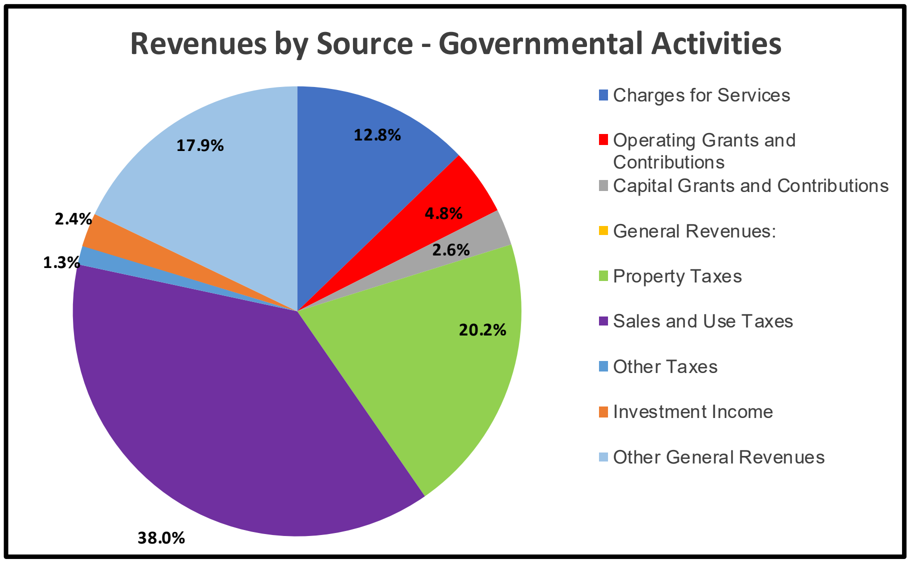
	Governmental Activities		Business-Type Activities		Totals	
	2022	2021	2022	2021	2022	2021
Program Revenues:						
Charges for Services	$ 2,382,151	$ 2,546,089	$ 922,408	$ 833,165	$ 3,304,559	$ 3,379,254
Operating Grants and Contributions	887,889	682,270	-	-	887,889	682,270
Capital Grants and Contributions	489,047	58,750	1,266,628	284,701	1,755,675	343,451
General Revenues:						
Property Taxes	3,751,396	3,429,903	-	-	3,751,396	3,429,903
Sales and Use Taxes	7,066,788	4,138,571	-	-	7,066,788	4,138,571
Other Taxes	250,030	207,560	-	-	250,030	207,560
Investment Income	447,075	12,587	25,798	433	472,873	13,020
Other General Revenues	3,331,311	4,674,561	-	-	3,331,311	4,674,561
Total Revenues	18,605,687	15,750,291	2,214,834	1,118,299	20,820,521	16,868,590
Program Expenses:						
General Government	3,153,471	3,023,756	-	-	3,153,471	3,023,756
Community Development	864,505	985,641	-	-	864,505	985,641
Public Safety	1,855,968	1,613,247	-	-	1,855,968	1,613,247
Public Works	2,820,984	1,437,601	-	-	2,820,984	1,437,601
Parks and Recreation	1,109,879	780,884	-	-	1,109,879	780,884
Sewer Utility	-	-	934,612	849,529	934,612	849,529
Interest on Long-Term Debt	15,712	5,784	-	-	15,712	5,784
Total Expenses	9,820,519	7,846,913	934,612	849,529	10,755,131	8,696,442
Transfers	100,000	125,000	(100,000)	(125,000)	-	-
Increase in Net Position	8,885,168	8,028,378	1,180,222	143,770	10,065,390	8,172,148
Net Position - Beginning	38,084,743	30,056,365	5,006,615	4,862,845	43,091,358	34,919,210
Net Position - Ending	$ 46,969,911	$ 38,084,743	$ 6,186,837	$ 5,006,615	$ 53,156,748	$ 43,091,358

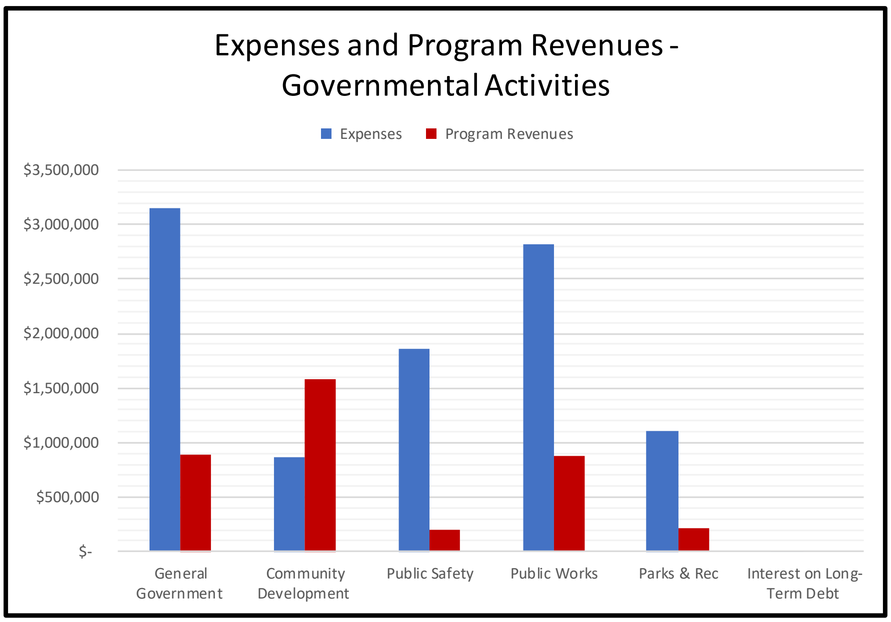
Governmental Activities

The Town's Governmental Activities increased in net position by $10,065,390 (23.4%) in 2022. Key elements of this increase are as follows:

- Sales and use taxes increased by $2,928,217 due to the additional 1% sales and use tax approved by voters in November 2021 that established the Street Improvement Fund, and due to a 12% increase in taxable sales over 2021.

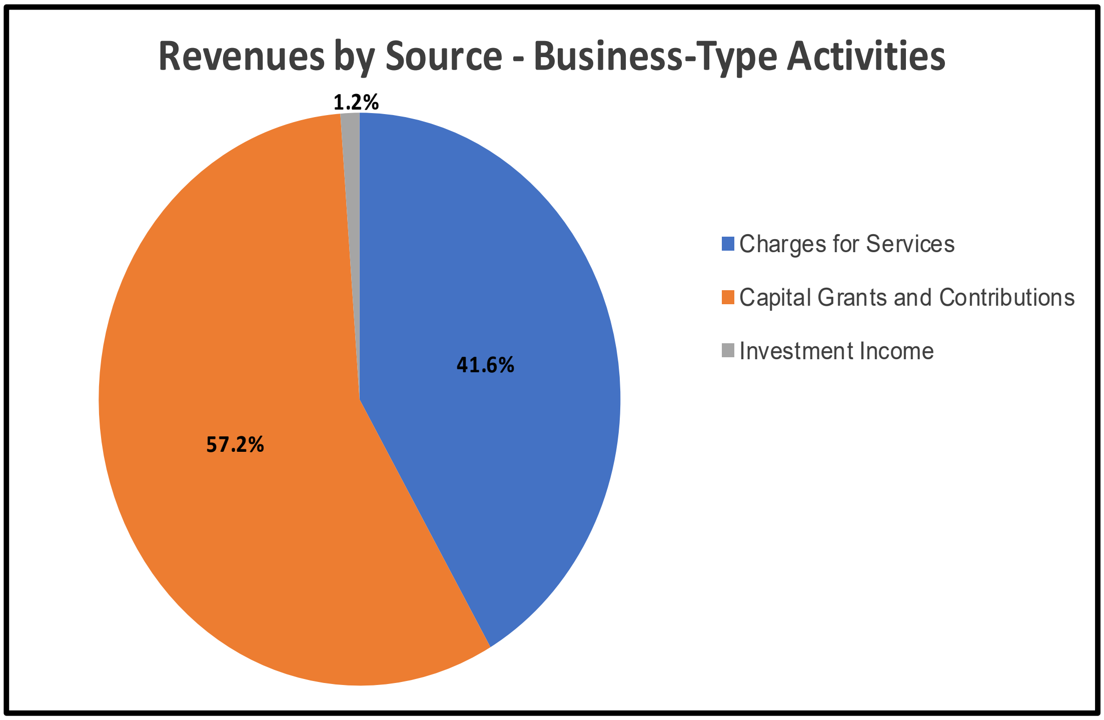
The following two charts illustrate the Governmental Activities revenues and expenses. As in most municipalities, the expenses of governmental activities are not fully supported through program revenues but are largely financed through taxes.

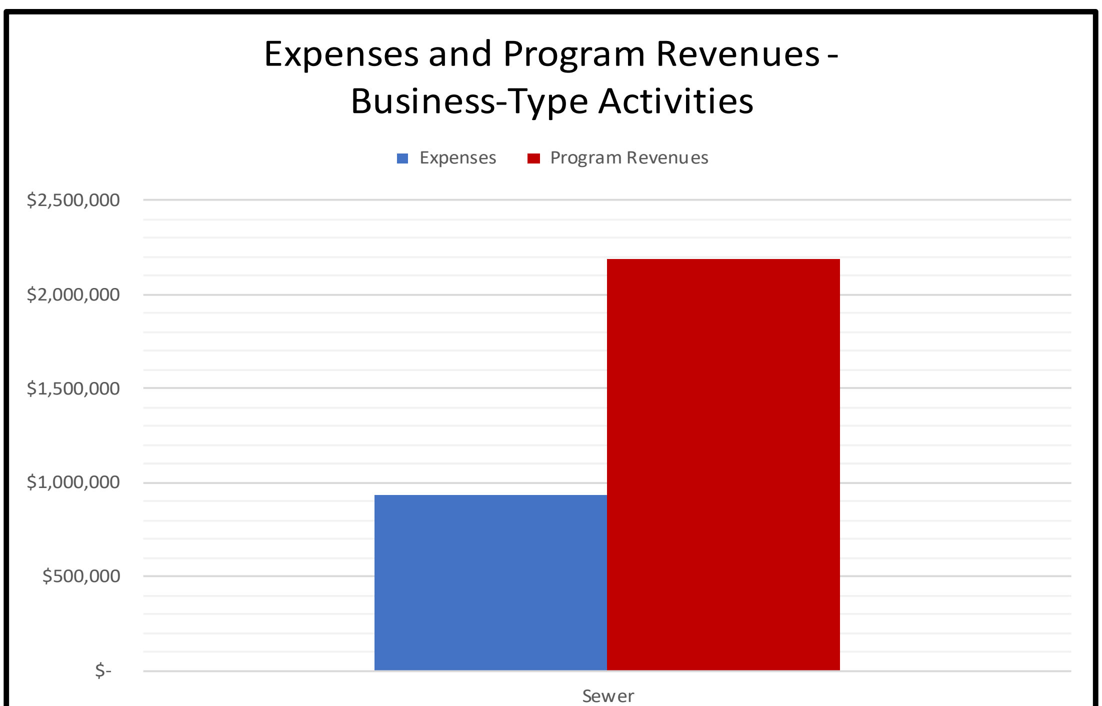

Revenues by Source - Governmental Activities
12.8%
4.8%
2.6%
20.2%
38.0%
1.3%
2.4%
17.9%
Charges for Services
Operating Grants and Contributions
Capital Grants and Contributions
General Revenues:
Property Taxes
Sales and Use Taxes
Other Taxes
Investment Income
Other General Revenues


Expenses and Program Revenues - Governmental Activities
Expenses
Program Revenues
$3,500,000
$3,000,000
$2,500,000
$2,000,000
$1,500,000
$1,000,000
$500,000
$-
General Government
Community Development
Public Safety
Public Works
Parks & Rec
Interest on Long-Term Debt

Business-type Activities
Business-type Activities increased in net position by $1,180,222 (23.6%) during 2022. Operating revenues exceeded operating expenses in the Sewer Fund by $36,277.

The following two charts illustrate the Business-type Activities revenues and expenses for 2022.

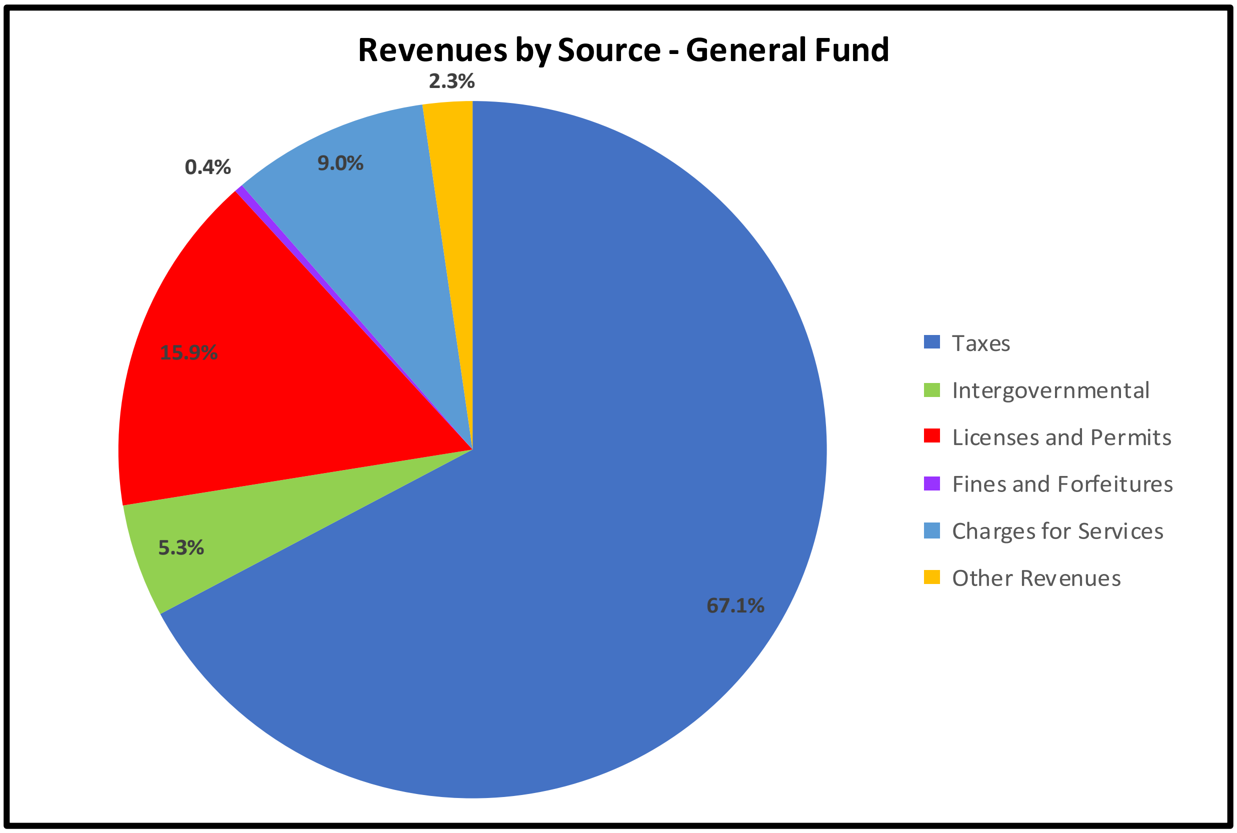


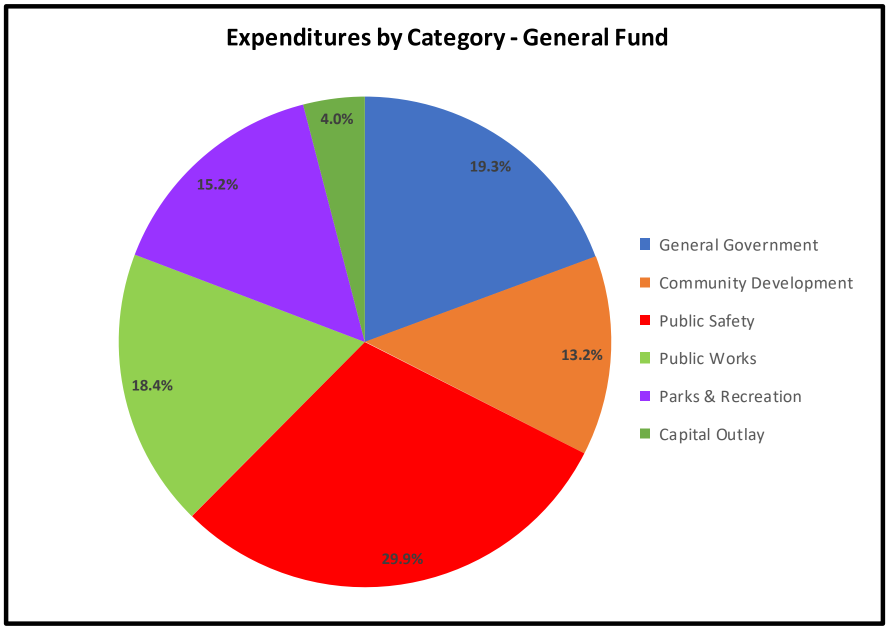


THE TOWN'S FUNDS

As noted earlier, the Town of Mead uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements. The Governmental Funds utilize the modified accrual basis of accounting, and the balances of the spendable resources (unrestricted fund balance) in each fund are shown at year end. At December 31, 2022 the Town's five major Governmental funds reported combined ending fund balances of $20,490,057. These funds are discussed below.

General Fund. The General Fund is the chief operating fund of the Town of Mead. It accounts for all the general services provided by the Town. At the end of 2022, the fund balance of the General Fund totaled $6,562,354. This was a $80,738 (1.2%) increase from 2021 primarily due to an increase in taxes. The following two tables illustrate General Fund revenues and expenditures during 2022.





Mead Urban Renewal Authority (MURA) Fund. This fund is utilized to account for the property tax increment received from the taxing jurisdictions within the Authority boundaries and the capital projects and/or development expenses it incurs to stimulate urban renewal. Much of its revenue is shared with overlapping jurisdictions. Fund expenditures exceeded fund revenues by $427,103 in 2022.

Municipal Facilities Fund. The Municipal Facilities Fund is utilized to accumulate Impact Fees paid by new development for capital improvements and equipment necessitated by growth. During 2022, the Fund also received a transfer from the Sewer Fund of $100,000. Expenditures were made for the purchase of land, construction on the Public Works Facility and the Mead Community Center, and other public works improvements.

Transportation Fund. The Transportation Fund is utilized to accumulate Impact Fees paid by new development for transportation infrastructure improvements necessitated by growth. During 2022, the Fund also received transfers from the Storm Drainage Fund and Mead Urban Renewal Authority Fund of $85,639 and $1,250,000 respectively. Expenditures were made for construction of improvements to/extension of 3rd Street & its trail and the North Creek wing wall, and engineering design for improvements to the 3rd St. and Welker intersection.

Street Improvement Fund. The Street Improvement Fund is utilized to account for sales and use tax used for maintaining and improving roadways in the Town. During 2022, the Fund also received a transfer from the General Fund of $375,000. Expenditures were made for Public Works repairs and maintenance.

Sewer Fund. At December 31, 2022 the net position of the Sewer Fund was $6,186,837. This was an increase of $1,180,222 (23.6%) over 2021. The net operating income was $36,277, and debt service payments of $130,155 were made during the year.

CAPITAL ASSETS AND DEBT ADMINISTRATION

Capital Assets. At December 31, 2022 the Town had invested in a range of capital assets including land, buildings and improvements, vehicles, office equipment, right-to-use lease assets, sewer system lines and treatment plants, infrastructure, and park equipment. Note 3 of these financial statements provides a summary of changes in capital assets during the year. In 2022, the Town completed the new Public Works Facility, purchased a vacant lot on Main Street for future municipal use, made security and other improvements at Town Hall and the Police station, completed improvements at Highland Lake, purchased park maintenance equipment, completed street, trail, and Wayfinding improvements around town, continued the 3rd & Welker intersection improvement design, and completed storm drainage improvements on North Street.

Debt Administration. The Town's long-term debt primarily consists of a loan, financed purchases, and leases payable. Compensated absences are also recorded. At the end of 2022, the governmental activities had a balance of $82,637 owed on a 2020 financed purchase for a dump truck, $122,107 owed on a 2021 financed purchase for a dump truck, and $247,645 for leases payable. See Note 4 for more detailed information.

In business-type activities at December 31, 2022, the Town had a balance of $1,471,196 owed on its 2007 loan from the Colorado Water Resources & Power Development Authority. This debt was incurred to finance a wastewater treatment system project. See Note 4 for more detailed information.

GENERAL FUND BUDGETARY HIGHLIGHTS

The 2022 adopted budget was considered a balanced budget with estimated revenues of $9,298,691 and estimated expenditures of $9,298,691. Actual results for 2022 in the General Fund was a surplus of $80,738. Revenues exceeded budget in taxes, charges for services, and investment income. Fiscal year 2022 budgeted current expenditures for the General Fund totaled $9,298,691, while actual current expenditures, including transfers out, totaled $9,298,691. For general government, budgeted expenditures totaled $4,028,565, while actual general government expenditures totaled $1,267,706.

ECONOMIC FACTORS AND NEXT YEAR'S BUDGETS AND RATES

Continued measurable growth in the residential and commercial sectors of Mead's economy is occurring. The 2023 Budget anticipates continued improvement in the General Fund and Impact Fund balances due to such growth.

Federal spending, unemployment insurance policies, restrictions on domestic energy production, and considerable expansion of the monetary supply is causing significant inflation throughout all sectors of the economy. The full economic impact of these state- and federal-imposed policies and restrictions on the Town's 2023 and future budgets has yet to be determined.

REQUESTS FOR INFORMATION

This financial report is designed to provide the Town of Mead's residents, taxpayers, customers, investors, and creditors with a general overview of the Town's finances and to show the Town's accountability for the funds it receives and assets it maintains. If you have questions about this report, or should you desire additional financial information, contact the Town's management at Town of Mead, 441 Third Street, P.O. Box 626, Mead, CO 80542 or call Town Hall at (970) 535-4477.

BASIC FINANCIAL STATEMENTS

TOWN OF MEAD, COLORADO
STATEMENT OF NET POSITION
DECEMBER 31, 2022

	Primary Government		
	Governmental Activities	Business-Type Activities	Total
ASSETS			
Cash and Investments	$ 28,548,651	$ 1,633,727	$ 30,182,378
Accounts Receivable	1,410,704	90,164	1,500,868
Property Taxes Receivable	4,656,167	-	4,656,167
Deposits	1,500	-	1,500
Prepaid Expenses	47,418	2,419	49,837
Net Pension Asset	526,174	-	526,174
Capital Assets, Not Being Depreciated	3,995,366	336,939	4,332,305
Capital Assets, Net of Accumulated Depreciation/Amortization	17,497,885	5,722,518	23,220,403
Total Assets	56,683,865	7,785,767	64,469,632
DEFERRED OUTFLOWS OF RESOURCES			
Pension Related Amounts	316,133	-	316,133
LIABILITIES			
Accounts Payable	906,927	39,652	946,579
Accrued Interest Payable	-	21,393	21,393
Accrued Salaries	112,865	5,746	118,611
Deposits	2,007,187	-	2,007,187
Unearned Revenue	1,162,831	-	1,162,831
Noncurrent Liabilities:			
Due Within One Year	157,686	84,355	242,041
Due in More Than One Year	517,268	1,447,784	1,965,052
Total Liabilities	4,864,764	1,598,930	6,463,694
DEFERRED INFLOWS OF RESOURCES			
Property Taxes	4,656,167	-	4,656,167
Pension Related Amounts	509,156	-	509,156
Total Deferred Inflows of Resources	5,165,323	-	5,165,323
NET POSITION			
Net Investment in Capital Assets	20,692,184	4,538,268	25,230,452
Restricted for:			
Emergencies	585,000	-	585,000
Conservation Trust	36,128	-	36,128
Municipal Facilities	2,394,772	-	2,394,772
Transportation	6,403,668	-	6,403,668
Street Improvements	2,028,978	-	2,028,978
Parks and Open Space	1,730,660	-	1,730,660
Police Impact	250,668	-	250,668
Operations and Maintenance	-	175,559	175,559
Unrestricted	12,847,853	1,473,010	14,320,863
Total Net Position	$ 46,969,911	$ 6,186,837	$ 53,156,748

See accompanying Notes to Financial Statements.

TOWN OF MEAD, COLORADO
STATEMENT OF ACTIVITIES
YEAR ENDED DECEMBER 31, 2022

		Program Revenues			Net (Expense) Revenue and Change in Net Position		
			Operating	Capital	Primary Government		
		Charges for	Grants and	Grants and	Governmental	Business-Type	
	Expenses	Services	Contributions	Contributions	Activities	Activities	Total
FUNCTIONS/PROGRAMS							
Primary Government:							
Governmental Activities:							
General Government	$ 3,153,471	$ 483,770	$ 411,039	$ -	$ (2,258,662)	$ -	$ (2,258,662)
Community Development	864,505	1,581,806	-	-	717,301	-	717,301
Public Safety	1,855,968	198,858	-	-	(1,657,110)	-	(1,657,110)
Public Works	2,820,984	63,872	410,227	399,422	(1,947,463)	-	(1,947,463)
Parks and Recreation	1,109,879	53,845	66,623	89,625	(899,786)	-	(899,786)
Interest on Long-Term Debt	15,712	-	-	-	(15,712)	-	(15,712)
Total Governmental Activities	9,820,519	2,382,151	887,889	489,047	(6,061,432)	-	(6,061,432)
Business-Type Activities:							
Sewer	934,612	922,408	-	1,266,628	-	1,254,424	1,254,424
Total Business-Type Activities	934,612	922,408	-	1,266,628	-	1,254,424	1,254,424
Total Primary Government	$ 10,755,131	$ 3,304,559	$ 887,889	$ 1,755,675	(6,061,432)	1,254,424	(4,807,008)
GENERAL REVENUES							
Property Taxes					3,662,829	-	3,662,829
Specific Ownership Taxes					88,567	-	88,567
Sales and Use Taxes					7,066,788	-	7,066,788
Franchise Fees					250,030	-	250,030
Impact Fees					3,300,665	-	3,300,665
Investment Income					447,075	25,798	472,873
Miscellaneous					22,451	-	22,451
Gain on Sale of Capital Assets					8,195	-	8,195
Transfers					100,000	(100,000)	-
Total General Revenues					14,946,600	(74,202)	14,872,398
CHANGE IN NET POSITION					8,885,168	1,180,222	10,065,390
Net Position - Beginning of Year					38,084,743	5,006,615	43,091,358
NET POSITION - END OF YEAR					$ 46,969,911	$ 6,186,837	$ 53,156,748

See accompanying Notes to Financial Statements.

TOWN OF MEAD, COLORADO
BALANCE SHEET
GOVERNMENTAL FUNDS
DECEMBER 31, 2022

	General	Mead Urban Renewal Authority	Municipal Facilities	Transportation	Street Improvement	Nonmajor Governmental Funds	Total
ASSETS							
Cash and Investments	$ 9,080,345	$ 3,106,090	$ 2,657,210	$ 6,652,949	$ 1,712,420	$ 5,339,637	$ 28,548,651
Property Taxes Receivable	1,614,049	3,042,118	-	-	-	-	4,656,167
Prepaid Expenditures	37,766	842	-	-	8,810	-	47,418
Accounts Receivable	1,026,560	219	38,347	-	345,578	-	1,410,704
Deposits	1,500	-	-	-	-	-	1,500
Total Assets	$ 11,760,220	$ 6,149,269	$ 2,695,557	$ 6,652,949	$ 2,066,808	$ 5,339,637	$ 34,664,440
LIABILITIES, DEFERRED INFLOWS OF RESOURCES, AND FUND BALANCES							
LIABILITIES							
Accounts Payable	$ 301,506	$ 9,457	$ 300,785	$ 249,281	$ 29,020	$ 16,878	$ 906,927
Accrued Salaries	106,646	6,219	-	-	-	-	112,865
Deposits	2,007,187	-	-	-	-	-	2,007,187
Unearned Revenue	1,162,831	-	-	-	-	-	1,162,831
Total Liabilities	3,578,170	15,676	300,785	249,281	29,020	16,878	4,189,810
DEFERRED INFLOWS OF RESOURCES							
Property Taxes	1,614,049	3,042,118	-	-	-	-	4,656,167
Unavailable Revenue	5,647	-	-	-	-	-	5,647
Total Deferred Inflows of Resources	1,619,696	3,042,118	-	-	-	-	4,661,814
FUND BALANCES							
Nonspendable	37,766	842	-	-	8,810	-	47,418
Restricted for:							
Emergencies	585,000	-	-	-	-	-	585,000
Conservation Trust	-	-	-	-	-	36,128	36,128
Municipal Facilities	-	-	2,394,772	-	-	-	2,394,772
Transportation	-	-	-	6,403,668	-	-	6,403,668
Street Improvements	-	-	-	-	2,028,978	-	2,028,978
Parks and Open Space	-	-	-	-	-	1,730,660	1,730,660
Police Impact	-	-	-	-	-	250,668	250,668
Assigned to:							
Urban Renewal Projects	-	3,090,633	-	-	-	-	3,090,633
Future Projects	-	-	-	-	-	3,305,303	3,305,303
Unassigned	5,939,588	-	-	-	-	-	5,939,588
Total Fund Balances	6,562,354	3,091,475	2,394,772	6,403,668	2,037,788	5,322,759	25,812,816
Total Liabilities, Deferred Inflows of Resources, and Fund Balances	$ 11,760,220	$ 6,149,269	$ 2,695,557	$ 6,652,949	$ 2,066,808	$ 5,339,637	$ 34,664,440

See accompanying Notes to Financial Statements.

TOWN OF MEAD, COLORADO
RECONCILIATION OF THE BALANCE SHEET OF GOVERNMENTAL FUNDS TO THE STATEMENT OF NET POSITION
DECEMBER 31, 2022

Total Fund Balances for Governmental Funds		$ 25,812,816
Total net position reported for governmental activities in the statement of net position is different because:		
Capital assets used in governmental activities are not current financial resources and, therefore, are not reported in the governmental funds.		
Capital Assets, Not Being Depreciated	$ 3,995,366	
Capital Assets, Being Depreciated	24,014,846	
Less Accumulated Depreciation	(6,516,961)	21,493,251
Certain revenues not available to pay liabilities of the current period are deferred in the governmental funds as unavailable revenue.		5,647
Certain long-term pension related costs and adjustments are not available to pay or are payable currently and are therefore not reported in the funds.		
Net Pension Asset	526,174	
Deferred Outflows of Resources Related to Pensions	316,133	
Deferred Inflows of Resources Related to Pensions	(509,156)	333,151
Long-term liabilities are not reported in governmental funds.		
Financed Purchases	(204,744)	
Leases Payable	(247,645)	
Accrued Compensated Absences	(222,565)	(674,954)
Total Net Position of Governmental Activities		$ 46,969,911

See accompanying Notes to Financial Statements.

TOWN OF MEAD, COLORADO
STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES
GOVERNMENTAL FUNDS
YEAR ENDED DECEMBER 31, 2022

	General	Mead Urban Renewal Authority	Municipal Facilities	Transportation	Street Improvement	Nonmajor Governmental Funds	Total
REVENUES							
Taxes	$ 6,296,607	$ 2,416,249	$ -	$ -	$ 2,355,358	$ -	$ 11,068,214
Impact Fees	-	-	929,894	1,947,061	-	423,710	3,300,665
Intergovernmental	492,300	-	-	86,796	242,063	61,083	882,242
Licenses and Permits	1,486,408	-	-	-	-	-	1,486,408
Fines and Forfeitures	37,238	-	-	-	-	-	37,238
Charges for Services	846,109	12,396	-	-	-	-	858,505
Capital Contributions	-	-	389,822	9,600	-	89,625	489,047
Investment Income	190,121	58,551	51,689	98,613	-	48,101	447,075
Miscellaneous	22,451	-	-	-	-	-	22,451
Total Revenues	9,371,234	2,487,196	1,371,405	2,142,070	2,597,421	622,519	18,591,845
EXPENDITURES							
Current:							
General Government	1,267,706	1,637,066	-	-	-	-	2,904,772
Community Development	864,505	-	-	-	-	-	864,505
Public Safety	1,960,845	-	-	-	-	489	1,961,334
Public Works	1,204,690	-	133,234	7,726	934,633	421	2,280,704
Parks and Recreation	995,001	-	-	-	-	-	995,001
Capital Outlay	265,474	27,233	4,336,277	471,564	-	671,218	5,771,766
Debt Service:							
Principal	-	-	119,678	-	-	22,629	142,307
Interest	-	-	13,977	-	-	1,735	15,712
Total Expenditures	6,558,221	1,664,299	4,603,166	479,290	934,633	696,492	14,936,101
EXCESS OF REVENUES OVER (UNDER) EXPENDITURES	2,813,013	822,897	(3,231,761)	1,662,780	1,662,788	(73,973)	3,655,744
OTHER FINANCING SOURCES (USES)							
Transfers In	-	-	100,000	1,335,639	375,000	2,365,470	4,176,109
Transfers Out	(2,740,470)	(1,250,000)	-	-	-	(85,639)	(4,076,109)
Sale of Capital Assets	8,195	-	-	-	-	-	8,195
Leases	-	-	213,337	-	-	40,961	254,298
Total Other Financing Sources (Uses)	(2,732,275)	(1,250,000)	313,337	1,335,639	375,000	2,320,792	362,493
NET CHANGE IN FUND BALANCES	80,738	(427,103)	(2,918,424)	2,998,419	2,037,788	2,246,819	4,018,237
Fund Balances - Beginning of Year	6,481,616	3,518,578	5,313,196	3,405,249	-	3,075,940	21,794,579
FUND BALANCES - END OF YEAR	$ 6,562,354	$ 3,091,475	$ 2,394,772	$ 6,403,668	$ 2,037,788	$ 5,322,759	$ 25,812,816

See accompanying Notes to Financial Statements.

TOWN OF MEAD, COLORADO
RECONCILIATION OF THE STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES OF GOVERNMENTAL FUNDS TO THE STATEMENT OF ACTIVITIES
YEAR ENDED DECEMBER 31, 2022

Net Change in Fund Balances - Total Governmental Funds		$ 4,018,237
Amounts reported for governmental activities in the statement of activities are different because:		
Capital outlays to purchase or construct capital assets are reported in governmental funds as expenditures. However, for governmental activities those costs are capitalized in the statement of net position and are allocated over their estimated useful lives as annual depreciation expense in the statement of activities.		
Capital Outlays	$ 5,771,766	
Depreciation Expense	(918,874)	4,852,892
Some expenses reported in the statement of activities do not require the use of current financial resources and, therefore, are not reported as expenditures in governmental funds.		
Change in Net Pension Asset	354,210	
Change in Deferred Outflows of Resources Related to Pensions	30,836	
Change in Deferred Inflows of Resources Related to Pensions	(213,615)	171,431
Revenues in the statement of activities that do not provide current financial resources are not reported as revenue in the fund financial statements.		5,647
Debt proceeds provide current financial resources to governmental funds but issuing debt increases long-term liabilities in the statement of net position:		
Lease Proceeds		(254,298)
Repayments of long-term liabilities are expenditures in governmental funds, but they reduce long-term liabilities in the statement of net position and do not affect the statement of activities.		
Principal Payments on Financed Purchases		77,757
Principal Payments on Leases		64,550
Change in Accrued Compensated Absences		(51,048)
Change in Net Position of Governmental Activities		$ 8,885,168

See accompanying Notes to Financial Statements.

TOWN OF MEAD, COLORADO
STATEMENT OF NET POSITION
PROPRIETARY FUND
DECEMBER 31, 2022

	Sewer
ASSETS	
Current Assets:	
Cash and Investments	$ 1,633,727
Receivables:	
Utility	90,164
Prepaid Expenses	2,419
Total Current Assets	1,726,310
Noncurrent Assets:	
Capital Assets, Not Being Depreciated	336,939
Capital Assets, Net of Accumulated Depreciation	5,722,518
Total Noncurrent Assets	6,059,457
Total Assets	$ 7,785,767
LIABILITIES	
Current Liabilities:	
Accounts Payable	39,652
Accrued Salaries and Benefits	5,746
Accrued Interest Payable	21,393
Compensated Absences, Current Portion	1,095
Notes Payable, Current Portion	83,260
Total Current Liabilities	151,146
Noncurrent Liabilities:	
Compensated Absences	9,855
Notes Payable	1,437,929
Total Noncurrent Liabilities	1,447,784
Total Liabilities	1,598,930
NET POSITION	
Net Investment in Capital Assets	4,538,268
Restricted for Operations and Maintenance	175,559
Unrestricted	1,473,010
Total Net Position	$ 6,186,837

See accompanying Notes to Financial Statements.

TOWN OF MEAD, COLORADO
STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION
PROPRIETARY FUND
YEAR ENDED DECEMBER 31, 2022

	Sewer
OPERATING REVENUES	
Charges for Services	$ 905,554
Miscellaneous	16,854
Total Operating Revenues	922,408
OPERATING EXPENSES	
Operations	304,798
Administration	272,572
Depreciation	308,761
Total Operating Expenses	886,131
OPERATING INCOME	36,277
NONOPERATING REVENUES (EXPENSES)	
Investment Income	25,798
Interest Expense	(48,481)
Total Nonoperating Revenues (Expenses)	(22,683)
LOSS BEFORE CONTRIBUTED CAPITAL AND TRANSFERS	13,594
CONTRIBUTED CAPITAL	
Plant Investment Fees	1,266,628
TRANSFERS OUT	(100,000)
CHANGE IN NET POSITION	1,180,222
Net Position - Beginning of Year	5,006,615
NET POSITION - END OF YEAR	$ 6,186,837

See accompanying Notes to Financial Statements.

TOWN OF MEAD, COLORADO
STATEMENT OF CASH FLOWS
PROPRIETARY FUND
YEAR ENDED DECEMBER 31, 2022

	Sewer
CASH FLOWS FROM OPERATING ACTIVITIES	
Cash Received from Customers	$ 919,418
Cash Paid to Suppliers	(375,611)
Cash Paid to Employees	(178,884)
Net Cash Provided by Operating Activities	364,923
CASH FLOWS FROM INVESTING ACTIVITIES	
Interest Received	25,798
Net Cash Provided by Investing Activities	25,798
CASH FLOWS FROM CAPITAL AND RELATED FINANCING ACTIVITIES	
Cash Paid to Other Funds	(100,000)
Tap Fees Received	1,266,628
Acquisition and Construction of Capital Assets	(990,216)
Debt Principal Payments	(76,794)
Debt Interest Payments	(53,361)
Net Cash Provided by Capital and Related Financing Activities	46,257
NET CHANGE IN CASH AND CASH EQUIVALENTS	436,978
Cash and Cash Equivalents - Beginning of Year	1,196,749
CASH AND CASH EQUIVALENTS - END OF YEAR	$ 1,633,727
RECONCILIATION OF OPERATING INCOME TO NET CASH PROVIDED BY OPERATING ACTIVITIES	
Operating Income	$ 36,277
Adjustments to Reconcile Operating Income to Net Cash Provided by Operating Activities:	
Depreciation Expense	308,761
Changes in Operating Assets and Liabilities:	
Utility Receivable	(3,157)
Other Receivables	167
Prepaid Expenses	(1,970)
Accounts Payable	21,764
Accrued Salaries and Benefits	1,201
Compensated Absences	1,880
Net Cash Provided by Operating Activities	$ 364,923

See accompanying Notes to Financial Statements.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The basic financial statements of the Town of Mead, Colorado, (the Town), have been prepared in conformity with accounting principles generally accepted in the United States of America as applied to governmental entities. The Governmental Accounting Standards Board (GASB) is the accepted standard-setting body for establishing governmental accounting and financial reporting principles. The significant accounting principles and policies utilized by the Town are described below:

Reporting Entity

The financial reporting entity consists of the Town, organizations for which the Town is financially accountable, and organizations that raise and hold economic resources for the direct benefit of the Town. All funds, organizations, institutions, agencies, departments, and offices that are not legally separate are part of the Town. Legally separate organizations for which the Town is financially accountable are considered part of the reporting entity. Financial accountability exists if the Town appoints a voting majority of the organization's governing board and is able to impose its will on the organization, or if there is a potential for the organization to provide benefits to, or impose financial burdens on, the Town.

Based on the application of these criteria, there is one component unit over which the Town exercises significant influence which is the Town of Mead Urban Renewal Authority. Significant influence or accountability is based primarily on operational or financial relationships with the Town (as distinct from legal relationships). The component unit is reported as a fund of the Town and separate financial statements are not issued.

Government-Wide and Fund Financial Statements

The government-wide financial statements (i.e., the statement of net position and the statement of activities) report information on all activities of the Town and its component units. For the most part, the effect of interfund activity has been removed from these statements. Exceptions to this general rule are charges for interfund services that are reasonably equivalent to the services provided. Governmental activities, which normally are supported by taxes and intergovernmental revenues, are reported separately from business-type activities, which rely to a significant extent on fees and charges for support.

The statement of activities demonstrates the degree to which the direct expenses of the given function or segment are offset by program revenues. Direct expenses are those that are clearly identifiable with a specific function or segment. Program revenues include 1) charges to customers or applicants who purchase, use, or directly benefit from goods, services, or privileges provided by a given function or segment and 2) grants and contributions that are restricted to meeting the operational or capital requirements of a particular function or segment. Taxes and other items not properly included among program revenues are reported instead as general revenues. Internally dedicated resources are reported as general revenues rather than program revenues.

Separate financial statements are provided for governmental funds and the proprietary fund. Major individual funds are reported as separate columns in the fund financial statements.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Measurement Focus, Basis of Accounting, and Financial Statement Presentation

The government-wide and proprietary fund financial statements are reported using the economic resources measurement focus and the accrual basis of accounting. Revenues are recorded when earned and expenses are recorded when the liability is incurred, regardless of the timing of related cash flows. Property taxes are recognized as revenues in the year for which they are levied. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met.

Governmental fund financial statements are reported using the current financial resources measurement focus and the modified accrual basis of accounting. Revenues are recognized as soon as they are both measurable and available. Revenues are considered to be available when they are collected within the current year or soon enough thereafter to pay liabilities of the current year. For this purpose, the Town considers revenues to be available if they are collected within 60 days of the end of the current year. Taxes, intergovernmental revenues, billed accounts and interest associated with the current year are considered to be susceptible to accrual and so have been recognized as revenues of the current year. All other revenues are considered measurable and available only when cash is received by the Town.

Expenditures generally are recorded when a liability is incurred, as under accrual accounting. However, debt service expenditures, as well as expenditures related to compensated absences, are recorded only when payment is due.

Proprietary funds distinguish operating revenues and expenses from nonoperating items. Operating revenues and expenses generally result from providing services and producing and delivering goods in connection with a fund’s principal ongoing operations. Operating expenses for enterprise funds include the cost of sales and services, administrative expenses, and depreciation on capital assets. All revenues and expenses not meeting this definition are reported as nonoperating revenues and expenses.

When both restricted and unrestricted resources are available for a specific use, it is the Town’s practice to use restricted resources first, then unrestricted resources as they are needed.

In the fund financial statements, the Town reports the following major governmental funds:

The *General Fund* is the Town’s primary operating fund. It accounts for all financial resources of the Town, except those accounted for in another fund.

The *Mead Urban Renewal Authority Fund* accounts for operations of the Mead Urban Renewal Authority (MURA) component unit. The revenues are derived from specific taxes or other designated revenues that are legally restricted to expenditures for specific purposes.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Measurement Focus, Basis of Accounting, and Financial Statement Presentation (Continued)

The *Municipal Facilities Fund* is a special revenue fund to account for capital improvements and equipment needed due to increases in the Town's population and businesses and is primarily funded through impact fees and interfund transfers.

The *Transportation Fund* is a special revenue fund to account for street and road capital improvement projects needed due to increases in the Town's population and businesses and is primarily funded through impact fees, developer payments in lieu of construction, and interfund transfers.

The *Street Improvement Fund* is a special revenue fund to account for street maintenance and improvement projects and is primarily funded through sales and use taxes.

Additionally, the Town reports the following major proprietary fund:

The *Sewer Fund* was established to account for the acquisition, operation and maintenance of the Town's sewage treatment plant and infrastructure.

Assets, Liabilities, and Net Position/Fund Balance

Cash Equivalents

For purposes of the statement of cash flows, cash equivalents are defined as investments with original maturities of three months or less.

Receivables

All receivables are reported at their gross value and, where appropriate, are reduced by the estimated portion that is expected to be uncollectible.

Capital Assets

Capital assets, which include land, buildings, plant, infrastructure, equipment and right-to-use lease assets, are reported in the applicable governmental or business-type activities columns in the government-wide financial statements and the proprietary fund in the fund financial statements. Capital assets are defined by the Town as assets with an initial, individual cost of $5,000 or more and an estimated useful life in excess of one year. Such assets are recorded at historical cost or estimated historical cost if purchased or constructed. Donated capital assets are recorded at the acquisition value on the date of donation.

The costs of normal maintenance and repairs that do not add to the value of the asset or materially extend the life of the asset are not capitalized.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Assets, Liabilities, and Net Position/Fund Balance (Continued)

Capital assets are depreciated/amortized using the straight-line method over the following estimated useful lives.

Buildings	30 to 40 Years
Plant	40 Years
Sewer Main	20 to 25 Years
Machinery, Equipment and Vehicles	3 to 20 Years
Infrastructure	40 Years
Improvements	20 to 25 Years
Right-to-Use Lease Assets	Shorter of lease term or useful life

Deferred Outflows and Inflows of Resources

The Town has certain items related to its pension plan that qualify for reporting as a deferred outflow of resources and a deferred inflow of resources. See Note 7 for more information.

In addition, deferred inflows of resources include property taxes levied for a subsequent year.

Compensated Absences

Employees of the Town are allowed to accumulate unused paid time off (PTO) for up to 1.5 times their annual rate of accrual. Upon termination or resignation of employment from the Town, an employee will be compensated for all accrued PTO. Accumulated, unpaid PTO is accrued when earned in the government-wide and proprietary fund financial statements. A liability is reported in the governmental fund financial statements only when payment is due.

Long-Term Obligations

In the government-wide financial statements and the proprietary fund in the fund financial statements, long-term debt and other long-term obligations are reported as liabilities. Debt premiums and discounts are deferred and amortized over the life of the debt using the straight-line method, which approximates the effective interest rate method. In the governmental fund financial statements, the face amount of debt issued is reported as other financing sources. Premiums received on debt issuances are reported as other financing sources while discounts are reported as other financial uses.

Issuance costs, whether or not withheld from the debt proceeds, are reported as current expenses or expenditures.

Net Position/Fund Balance

In the government-wide and fund financial statements, net position and fund balance are restricted when constraints placed on the use of resources are externally imposed.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Assets, Liabilities, and Net Position/Fund Balance (Continued)

Net Position/Fund Balance (Continued)

The nonspendable fund balance category includes amounts that cannot be spent because they are not in spendable form or are legally or contractually required to be maintained intact. The "not in spendable form" criterion includes prepaid expenditures.

Governmental funds report committed fund balances when the Town formally commits resources for a specific purpose through passage of a resolution or approval of contractual agreements with third parties. No amounts were reported as committed at year-end.

Amounts in the assigned fund balance classification are intended to be used by the Town for specific purposes but do not meet the criteria to be classified as restricted or committed. In governmental funds, other than the General Fund, assigned fund balance represents the remaining amount that is not restricted or committed.

Unassigned fund balance is the residual classification for the General Fund and includes all spendable amounts not contained in the other classifications.

The Town Board is authorized to informally assign amounts to a specific purpose and has assigned this authority to the Town Manager or other designee. Such fund balance assignments are reported in the governmental fund financial statements.

The Town has not established a formal policy for its use of restricted and unrestricted fund balances. However, if both restricted and unrestricted fund balances are available for a specific purpose, the Town uses restricted fund balance first, followed by committed, assigned and unassigned balances.

Property Taxes

Property taxes attach as an enforceable lien on property on January 1, are levied the following December, and collected in the subsequent calendar year. Taxes are payable in full on April 30 or in two installments on February 28 and June 15. The County Treasurer's Office collects property taxes and remits to the Town on a monthly basis.

Adoption of New Accounting Standards

In June 2017, the GASB issued GASB Statement No. 87, *Leases.* This standard requires the recognition of certain lease assets and liabilities for leases that previously were classified as operating leases and as inflows of resources or outflows of resources recognized based on the payment provisions of the contract. It establishes a single model for lease accounting based on the foundational principal that leases are financings of the right to use an underlying asset. Under this standard, a lessee is required to recognize a lease liability and intangible right-to-use lease asset, and a lessor is required to recognize a lease receivable and deferred inflow of resources. The Town adopted the requirements of the guidance effective January 1, 2022 and has applied the provisions of this standard to the beginning of the period of adoption.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Leases

The Town determines if an arrangement is a lease at inception. For leasing arrangements where the Town is the lessee, leases are included in capital assets and noncurrent liabilities in the statement of net position.

Lease assets represent the Town's control of the right to use an underlying asset for the lease term, as specified in the contract, in an exchange or exchange-like transaction. Lease assets are recognized at the commencement date on the initial measurement of the lease liabilities, plus any payment made to the lessor at or before the commencement of the lease term and certain direct costs. Lease assets are amortized in a systematic and rational manner over the shorter of the lease term or the useful life of the underlying asset. Leased assets are defined by the Town as assets with an initial, individual cost of more than $5,000.

Lease liabilities represent the Town's obligation to make lease payments arising from the lease. Lease liabilities are recognized at the commencement date based on the present value of expected lease payments over the lease term, less any lease incentives. Interest expense is recognized ratably over the contract term. The lease term may include options to extend or terminate the lease when it is reasonably certain that the Town will exercise that option.

For individual lease contracts where information about the discount rate implicit in the lease is not included, the Town has elected to use the incremental borrowing rate to calculate the present value of expected lease payments.

NOTE 2 CASH AND INVESTMENTS

At December 31, 2022, cash and investments consisted of the following:

Petty Cash	$ 600
Cash Deposits	1,983,790
Investments	28,197,988
Total	$ 30,182,378

Cash and investments are reported in the financial statements as follows:

Cash and Investments	$ 30,182,378
Total	$ 30,182,378

NOTE 2 CASH AND INVESTMENTS (CONTINUED)

Deposits

The Colorado Public Deposit Protection Act (PDPA) requires all local government entities to deposit cash in eligible public depositories. Eligibility is determined by State regulations. Amounts on deposit in excess of federal insurance levels must be collateralized by eligible collateral as determined by the PDPA. The PDPA allows the financial institution to create a single collateral pool for all public funds held. The pool is to be maintained by another institution or held in trust for all uninsured public deposits as a group. The market value of the collateral must be at least equal to 102% of the uninsured deposits. As of December 31, 2022, balances in excess of federal insurance limits and covered by PDPA were $2,080,264.

Investments

The Town is required to comply with State statutes which specify investment instruments meeting defined rating, maturity, and concentration risk criteria in which local governments may invest, which include the following. State statutes do not address custodial risk.

- Obligations of the United States and certain U.S. Agency securities
- Certain international agency securities
- General obligation and revenue bonds of U.S. local government entities
- Bankers' acceptances of certain banks
- Commercial paper
- Local government investment pools
- Written repurchase agreements collateralized by certain authorized securities
- Certain money market funds
- Guaranteed investment contracts
- Certificates of deposits

The Town's investment policy limits its investments to those allowed by Colorado Revised Statute 24-75-601.1 as described above.

Interest Rate Risk

State statutes generally limit the maturity of investment securities to five years from the date of purchase unless the governing board authorizes the investment for a period in excess of five years.

Credit Risk

State statutes limit investments in money market funds to those that maintain a constant share price, with a maximum remaining maturity in accordance with the Securities and Exchange Commission's Rule 2a-7, and either have assets of one billion dollars or the highest rating issued by one or more nationally recognized statistical rating organizations. At December 31, 2022, the Town's investment of $10,794,975 in the Colorado Local Government Liquid Asset Trust (Colotrust) and $5,134,619 in the Colorado Statewide Investment Pool (CSIP) were rated AAAm by Standard and Poor's. At December 31, 2022, the Town's investment of $12,268,394 in the Colorado Surplus Asset Fund Trust (CSAFE) was rated AAAmmf by Fitch Ratings.

NOTE 2 CASH AND INVESTMENTS (CONTINUED)

Investments (Continued)

Concentration of Credit Risk

State statutes do not limit the amount the Town may invest in a single issuer of investment securities, except for corporate securities.

Local Government Investment Pools

At December 31, 2022, the Town had a total of $28,197,988 invested in Colotrust, CSAFE, and CSIP. The Town's investments in ColoTrust Plus and ColoTrust Prime are measured at net asset value, equal to $1.00 per share. The Town's investment in CSAFE CORE is measured at net asset value, equal to $2.00 per share. There are no unfunded commitments, the redemption frequency is daily, and there is no redemption notice period. The Town's investments in CSIP Liquid Portfolio is valued at amortized cost. Based on the valuation method, additional disclosures are not required under GASB Statement No. 72. The pools are an investment vehicle established for local government entities in Colorado to pool surplus funds. The Colorado Division of Securities administers and enforces the requirements of creating and operating the pools. The pools operate in conformity with the Securities and Exchange Commission's Rule 2a-7. Colotrust and CSIP are rated AAAm by Standard and Poor's. CSAFE is rated AAAmmf by Fitch Ratings. Investments of the pools are limited to those allowed by State statutes. A designated custodial bank provides safekeeping and depository services in connection with the direct investment and withdrawal functions. The custodian's internal records identify the investments owned by the participating governments.

NOTE 3 CAPITAL ASSETS

Capital asset governmental activity for the year ended December 31, 2022, is summarized below.

	Beginning of Year, Restated (1)	Additions	Deletions	End of Year
Governmental Activities:				
Capital Assets, Not Being Depreciated/ Amortized:				
Land	$ 2,658,885	$ 219,958	$ -	$ 2,878,843
Water Rights	73,095	-	-	73,095
Construction Progress	3,415,971	755,258	(3,127,801)	1,043,428
Total Capital Assets, Not Being Depreciated/Amortized	6,147,951	975,216	(3,127,801)	3,995,366
Capital Assets, Being Depreciated/Amortized:				
Buildings	4,026,553	4,548,147	-	8,574,700
Improvements	271,171	27,857	-	299,028
Equipment	963,571	322,927	-	1,286,498
Vehicles	1,363,141	-	(5,500)	1,357,641
Infrastructure	9,413,662	2,771,122	-	12,184,784
Right-to-Use Lease Assets	57,897	254,298	-	312,195
Total Capital Assets, Being Depreciated/Amortized	16,095,995	7,924,351	(5,500)	24,014,846
Less: Accumulated Depreciation/Amortized:				
Buildings	(733,600)	(247,959)	-	(981,559)
Improvements	(187,691)	(9,883)	-	(197,574)
Equipment	(728,843)	(47,667)	-	(776,510)
Vehicles	(567,611)	(149,088)	5,500	(711,199)
Infrastructure	(3,385,842)	(401,754)	-	(3,787,596)
Right-to-Use Lease Assets	-	(62,523)	-	(62,523)
Total Accumulated Depreciation/ Amortized	(5,603,587)	(918,874)	5,500	(6,516,961)
Total Capital Assets, Being Depreciated/Amortized, Net	10,492,408	7,005,477	-	17,497,885
Governmental Activities Capital Assets, Net	$ 16,640,359	$ 7,980,693	$ (3,127,801)	$ 21,493,251

(1) As a result of implementation of GASB Statement No. 87 (GASB 87), *Leases*, $57,897 in lease assets for leases of vehicles has been added to the beginning balance presented above. As the adjustment to the beginning balance for this asset is offset by an equal amount of lease liabilities, the Town did not report a restatement of beginning net position for the implementation of GASB 87.

NOTE 3 CAPITAL ASSETS (CONTINUED)

Depreciation/amortization expense was charged to programs of the Town as follows:

Governmental Activities:	
General Government	$ 197,651
Public Safety	66,065
Public Works	540,280
Parks and Recreation	114,878
Total	$ 918,874

Capital asset business-type activity for the year ended December 31, 2022, is summarized below.

	Beginning of Year	Additions	Deletions	End of Year
Business-Type Activities:				
Capital Assets, Not Being Depreciated:				
Land (Sewer)	$ 294,835	$ -	$ -	$ 294,835
Construction Progress	5,794	42,104	(5,794)	42,104
Total Capital Assets, Not Being Depreciated	300,629	42,104	(5,794)	336,939
Capital Assets, Being Depreciated:				
Buildings	281,751	-	-	281,751
Improvements	322,159	-	-	322,159
Sewer Mains	1,025,309	728,238	-	1,753,547
Treatment Plant	6,496,731	225,668	-	6,722,399
Equipment and Vehicles	179,757	-	-	179,757
Total Capital Assets, Being Depreciated	8,305,707	953,906	-	9,259,613
Less: Accumulated Depreciation	(3,228,334)	(308,761)	-	(3,537,095)
Total Capital Assets, Being Depreciated, Net	5,077,373	645,145	-	5,722,518
Business-Type Activities Capital Assets, Net	$ 5,378,002	$ 687,249	$ (5,794)	$ 6,059,457

NOTE 4 LONG-TERM DEBT

Governmental Activities

Following is a summary of long-term debt transactions of the governmental activities for the year ended December 31, 2022.

	Beginning of Year Restated (1)	Increases	Decreases	End of Year	Due within One Year
Governmental Activities:					
2021 Financed Purchase - Dump Truck	$ 160,394	$ -	$ (38,287)	$ 122,107	$ 39,470
2020 Financed Purchase - Dump Truck	122,107	-	(39,470)	82,637	40,690
Leases Payable	57,897	254,298	(64,550)	247,645	77,526
Compensated Absences	171,517	245,755	(194,707)	222,565	-
Total	$ 511,915	$ 500,053	$ (337,014)	$ 674,954	$ 157,686

(1) As a result of the implementation of GASB Statement No. 87 (GASB 87), *Leases,* $57,897 in lease liabilities for leases of vehicles was added to the long-term debt schedule above. As these lease liabilities are offset by an equal amount of lease assets, the Town does not report a restatement of beginning net position for the implementation of GASB 87.

Compensated absences are expected to be liquidated primarily with resources of the General Fund.

Governmental Activities (Continued)

In December 2020, the Town entered into a financed purchase agreement for financing the acquisition of a dump truck valued at $204,373. The agreement has an interest rate of 3.03% and requires annual payments of principal and interest through December 2024 of $43,243. The vehicle has an estimated useful life of fifteen years. During the year ended December 31, 2022, $13,625 was included in depreciation expense. The net book value of the asset is $177,124 as of December 31, 2022. It is the policy of the Town to make the payments under this agreement from the Municipal Facilities Fund.

In May 2021, the Town entered into a financed purchase agreement for financing the acquisition of a dump truck valued at $203,637. The agreement has an interest rate of 3.03% and requires annual payments of principal and interest through May 2025 of $43,243. The vehicle has an estimated useful life of fifteen years. During the year ended December 31, 2022, $13,576 was included in depreciation expense. The net book value of the asset is $183,273 as of December 31, 2022. It is the policy of the Town to make the payments under this agreement from the Municipal Facilities Fund.

NOTE 4 LONG-TERM DEBT (CONTINUED)

The future minimum lease payments of principal and interest as of December 31, 2022, are as follows:

	Financed Purchases - Dump Trucks	
Year Ending December 31,	Principal	Interest
2023	$ 80,160	$ 6,327
2024	82,637	3,850
2025	41,947	1,296
Totals	$ 204,744	$ 11,473

Business-Type Activities

Following are the changes to long-term debt of the business-type activities for the year ended December 31, 2022:

	Beginning of Year	Increases	Decreases	End of Year	Due within One Year
Business-Type Activities:					
Direct Borrowing:					
CWRPDA Note Payable	$ 1,547,990	$ -	$ (76,794)	$ 1,471,196	$ 79,497
CWRPDA Premium	53,756	-	(3,763)	49,993	3,763
Total Direct Borrowing	$ 1,601,746	$ -	$ (80,557)	$ 1,521,189	$ 83,260
Compensated Absences	9,070	1,880	-	10,950	1,095
Total	$ 1,610,816	$ 1,880	$ (80,557)	$ 1,532,139	$ 84,355

Note from Direct Borrowing

In May 2007, the Town entered into a loan agreement with the Colorado Water Resources and Power Development Authority (the Authority) for financing a wastewater treatment system project. This loan was restructured in April 2017 to extend the term an additional ten years. The loan has an interest rate of 3.49% and requires semi-annual payments of principal and interest of $65,077 through February 2037. The Town has recorded a premium associated with this loan that is being amortized over the loan period. This loan is repaid through the Sewer Fund. The loan requires an operations and maintenance reserve equal to three months of budgeted operations and maintenance expenses excluding depreciation not to exceed $1,250,000. At December 31, 2022, this amount has been recorded as restricted net position in the Sewer Fund. The Town has pledged all sewer revenues to the repayment of this debt. There are no unused lines of credit. In the event of default, the Authority shall have the right to take any action permitted or required pursuant to the Loan Agreement and to take whatever other action at law or in equity to collect amounts then due and thereafter become due.

NOTE 4 LONG-TERM DEBT (CONTINUED)

Business-Type Activities (Continued)

Note from Direct Borrowing (Continued)

Future debt service requirements are as follows:

Year Ending December 31,	Principal	Interest	Total
2023	$ 79,497	$ 50,657	$ 130,154
2024	82,296	47,858	130,154
2025	85,193	44,961	130,154
2026	88,192	41,962	130,154
2027	91,297	38,857	130,154
2028 to 2032	507,021	143,752	650,773
2033 to 2037	537,700	47,996	585,696
Total	$ 1,471,196	$ 416,043	$ 1,887,239

The 2007 Colorado Water Resources and Power Development Authority sewer loan agreement includes a rate maintenance coverage covenant that requires the Town to maintain a coverage ratio of Net Revenues equal to 110% of the maximum annual debt service of the loan when due and any parity debt coming due.

The computation of the rate maintenance is as follows:

Revenues:	
Operating Revenues	$ 922,408
System Improvement Fees	1,266,628
Investment Earnings	25,798
Total Revenues	2,214,834
Expenses:	
Operating Expenses	(886,131)
Less: Depreciation	308,761
Net Expenses	(577,370)
Net Revenues	1,637,464
Debt Services Requirements (Parity and Subordinate):	
2007 CWRPDA Note Payable	130,155
Required Coverage	110%
Debt Service Coverage Amount	143,171
Net Revenue Excess (Shortfall)	$ 1,494,293

NOTE 5 INTERFUND TRANSACTIONS

Interfund transfers during the year ended December 31, 2022, consisted of the following:

Transfers In	Transfers Out	Amount
Transportation Fund	Storm Drainage Fund	$ 85,639
Transportation Fund	Mead Urban Renewal Authority Fund	1,250,000
Municipal Facilities Fund	Sewer Fund	100,000
Street Improvement Fund	General Fund	375,000
Capital Improvement Fund	General Fund	2,365,470
Total		$ 4,176,109

Transfers In to the Transportation Fund from the Transportation Fund and Mead Urban Renewal Authority Fund were to assist with the 3rd Street Improvement project expenditures. Transfers In to the Municipal Facilities Fund from the Sewer Fund were to assist with the Public Works Facility expenditures. Transfers In to the Street Improvement Fund from the General Fund were related to the establishment of the Fund in 2022. Transfers in to the Capital Improvement Fund from the General Fund were to assist with future capital improvement projects.

NOTE 6 DEFERRED COMPENSATION PLAN

Under Resolution No. 30-R-2015, the Town established a 457 deferred compensation plan. Participation in the plan is at the employee's option and contributions are limited to the IRS maximum. Under the plan, the Town matches on a one-to-one percentage basis up to 5% of an employee's salary. During the year, employees deferred $118,479 including $19,873 of Roth contributions and the Town's match was $75,743.

NOTE 7 DEFINED BENEFIT PENSION PLAN

State Fire and Police Pension Plan (FPPA)

The Town contributes to the Statewide Defined Benefit Plan, a cost-sharing multiple-employer defined benefit pension plan administered by the Colorado Fire and Police Pension Association (FPPA). The Statewide Defined Benefit Plan (SWDB) provides retirement benefits for members and beneficiaries. Death and disability coverage is provided for members hired prior to January 1, 1997 through the Statewide Death and Disability Plan, which is also administered by the FPPA. This is a noncontributory plan. All full-time, paid police officers of the Town members of the Statewide Defined Benefit Plan and the Statewide Death and Disability Plan. Local revenue sources are responsible for funding of the Death and Disability benefits for firefighters hired on or after January 1, 1997.

Colorado statutes assign the authority to establish benefit provisions to the state legislature. FPPA issues a publicly available annual financial report that includes financial statements and required supplementary information for both the Statewide Defined Benefit Plan and the Statewide Death and Disability Plan. FPPA issues a publicly available comprehensive annual financial report that can be obtained on FPPA's website at http://www.fppaco.org.

NOTE 7 DEFINED BENEFIT PENSION PLAN (CONTINUED)

Description of Benefits

A member is eligible for a normal retirement pension once the member has completed twenty-five years of credited service and has attained the age of 55. Effective January 1, 2021, a member may also qualify for a normal retirement pension if the member's combined years of service and age equals at least 80, with a minimum age of 50 (Rule of 80).

The annual normal retirement benefit is 2 percent of the average of the member's highest three years' base salary for each year of credited service up to ten years, plus 2.5 percent for each year of service thereafter. The benefit earned prior to January 1, 2007 for members of affiliated Social Security employers will be reduced by the amount of Social Security income payable to the member annually. Effective January 1, 2007, members currently covered under Social Security will receive half the benefit when compared to the Statewide Defined Benefit Plan. Benefits paid to retired members are evaluated and may be re-determined every October 1. The amount of any increase is based on the Board's discretion and can range from 0 to the higher of 3 percent or the Consumer Price Index or the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W).

A member is eligible for an early retirement at age 50 with at least five years of credited service or after 30 years of service. The early retirement benefit equals the normal retirement benefit reduced on an actuarially equivalent basis. Upon termination, an employee may elect to have member contributions, along with 5 percent as interest, returned as a lump sum distribution. Alternatively, a member with at least five years of accredited service may leave contributions with the Plan and remain eligible for a retirement pension at age 55 equal to 2 percent of the member's average highest three years' base salary for each year of credited service up to ten years, plus 2.5 percent for each year of service thereafter.

Contributions

The Plan sets contribution rates at a level that enables all benefits to be fully funded at the retirement date of all members. Contribution rates for the SWDB plan are set by state statute. Employer contribution rates can only be amended by state statute. Member contribution rates can be amended by state statute or election of the membership. Effective January 1, 2021, contribution rates for employers and members may be increased equally by the FPPA Board of Directors upon approval through an election by both the employers and members.

Members of the SWDB plan and their employers are contributing at the rate of 12.0 percent and 9.0 percent, respectively, of base salary for a total contribution rate of 21.0 percent in 2022. In 2014, the members elected to increase the member contribution rate to the SWDB plan beginning in 2015. Member contribution rates are 12.0 percent of pensionable earnings for the foreseeable future. Employer contributions will increase 0.5 percent annually beginning in 2021 through 2030 to a total of 13.0 percent of pensionable earnings. Contributions to the SWDB plan from the Town were $90,426 for the year ended December 31, 2022.

NOTE 7 DEFINED BENEFIT PENSION PLAN (CONTINUED)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

At December 31, 2022, the Town reported an asset of $526,174 for its proportionate share of the net pension asset. The net pension asset was measured as of December 31, 2021, and the total pension asset used to calculate the net pension asset was determined by an actuarial valuation as of that date. The Town's proportion of the net pension asset was based on the Town's share of contributions to the pension plan relative to the contributions of all participating entities. At December 31, 2021, the Town's proportion was 0.09709 percent, which was an increase of 0.01788 percent from its proportion measured as of December 31, 2020.

For the year ended December 31, 2022, the Town recognized pension expense of $81,005. At December 31, 2022, the Town reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences Between Expected and Actual Experience	$ 150,671	$ 12,272
Changes of Assumptions and Other Inputs	75,036	-
Net Difference Between Projected and Actual Earnings on Plan Investments	-	352,145
Changes in Proportion	-	144,739
Contributions Subsequent to the Measurement Date	90,426	-
Total	$ 316,133	$ 509,156

$90,426 in total reported as deferred outflows of resources related to pension resulting from Town contributions subsequent to measurement date will be recognized as an addition to the net pension asset in the year ended December 31, 2023. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

Year Ending December 31,	Amount
2023	$ (69,226)
2024	(105,651)
2025	(68,816)
2026	(34,947)
2027	11,291
Thereafter	(16,100)
Total	$ (283,449)

NOTE 7 DEFINED BENEFIT PENSION PLAN (CONTINUED)

Actuarial Assumptions

The total pension liability in the December 31, 2021 actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement:

	Total Pension Liability	Actuarial Determined Contributions
Actuarial Valuation Date	January 1, 2022	January 1, 2021
Actuarial Method	Entry Age Normal	Entry Age Normal
Amortization Method	N/A	Level % of Payroll, Open
Amortization Period	N/A	30 Years
Long-term Investment Rate of Return*	7.0%	7.0%
Projected Salary Increases*	4.25 - 11.25%	4.25 - 11.25%
Cost of Living Adjustments (COLA)	0.0%	0.0%
*Includes Inflation at	2.5%	2.5%

For determining the total pension liability and actuarially determined contributions, the post-retirement mortality tables for non-disabled retirees uses the 2006 central rates from the RP-2014 Annuitant Mortality Tables projected to 2018 using the MP-2017 projection scales, and the projected prospectively using the ultimate rates of the scale for all years. The preretirement off-duty mortality tables are adjusted to 50% of the RP-2014 mortality tables for active employees. The on-duty mortality rate is 0.00015.

At least every five years the FPPA's Board of Directors, in accordance with best practices, reviews its economic and demographic actuarial assumptions. At its July 2018 meeting, the Board of Directors reviewed and approved recommended changes to the actuarial assumptions. The recommendations were made by the FPPA's actuaries, Gabriel, Roeder, Smith & Co., based upon their analysis of past experience and expectations of the future. The assumption changes were effective for actuarial valuations beginning January 1, 2019. The actuarial assumptions impact actuarial factors for benefit purposes such as purchases of service credit and other benefits where actuarial factors are used.

NOTE 7 DEFINED BENEFIT PENSION PLAN (CONTINUED)

Actuarial Assumptions (Continued)

The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighing the expected future real rates of return by the target asset allocation percentage and by adding expected inflation (assumed at 2.5 percent). Best estimates of arithmetic real rates of return for each major asset class included in the Fund's target asset allocation as of December 31, 2021 are summarized in the following table:

Asset Class	Target Allocation	Long-Term Expected Rate of Return
Global Equity	39.00 %	8.23 %
Equity Long/Short	8.00	6.87
Private markets	26.00	10.63
Fixed Income - Rates	10.00	4.01
Fixed Income - Credit	5.00	5.25
Absolute Return	10.00	5.60
Cash	2.00	2.32
Total	100.00 %	

Discount Rate

The discount rate used to measure the total pension liability was 7.00 percent. The projection of cash flows used to determine the discount rate assumed that contributions from participating employers will be made based on the actuarially determined rates based on the FPPA Board's funding policy, which establishes the contractually required rates under Colorado statutes. Based on those assumptions, the SWDB plan fiduciary net position was projected to be available to make all the projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the Town's Proportionate Share of the Net Pension Liability (Asset) to Changes in the Discount Rate

The following presents the Town's proportionate share of the net pension liability (asset) calculated using the discount rate of 7.00 percent, as well as what the Town's proportionate share of the net pension liability (asset) would be if it were calculated using a discount rate that is 1-percentage-point lower (6.00 percent) or 1-percentage-point higher (8.00 percent) than the current rate:

	One Percent Decrease (6.00%)	Current Discount Rate (7.00%)	One Percent Increase (8.00%)
Town's Proportionate Share of the Net Pension Liability (Asset)	$ (72,563)	$ (526,174)	$ (901,966)

NOTE 7 DEFINED BENEFIT PENSION PLAN (CONTINUED)

Pension Plan Fiduciary Net Position

Detailed information about the SWDB's fiduciary net position is available in FPPA's annual comprehensive financial report, which can be obtained at http://www.fppaco.org.

NOTE 8 NET INVESTMENT IN CAPITAL ASSETS

The Net Investment in Capital Assets amounts reported on the government-wide and business-type statement of net position as of December 31, 2022, consist of the following:

Net Investment in Capital Assets:	Governmental Activities	Business-Type Activities
Cost of Capital Assets	$ 28,010,212	$ 9,596,552
Less: Accumulated Depreciation/Amortization	(6,516,961)	(3,537,095)
Book Value	21,493,251	6,059,457
Capital Related Debt	(452,389)	(1,471,196)
Capital Related Payables	(348,678)	-
Debt Premium	-	(49,993)
Net Investment in Capital Assets	$ 20,692,184	$ 4,538,268

NOTE 9 OTHER POSTEMPLOYMENT BENEFITS

Plan Description

The Town contributes to the Statewide Death and Disability Plan, a cost-sharing multiple-employer defined benefit death and disability plan administered by the Fire & Police Pension Association of Colorado (FPPA). All full-time police officers are members of the plan. Contributions to the plan are used solely for the payment of death and disability benefits. Benefits are established by State statute and generally allow for benefits upon the death or disability of a plan member prior to retirement. FPPA issues a publicly available annual financial report that includes financial statements and required supplementary information for the plan. That report may be obtained by contacting FPPA as described previously.

Funding Policy

The contribution requirements are established by State statute. The Town Board determines the contribution split between members and the Town. For members hired on or after January 1, 1997, the Town contributed 2.8% of base salaries during the years ended December 31, 2022 and 2021. The Town's contributions to the plan for the years ended December 31, 2022 and 2021 were $32,673 and $23,509, respectively, equal to the required contributions.

NOTE 10 RISK MANAGEMENT

The Town is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. The Town purchases commercial insurance for its workers compensation claims.

Public Entity Risk Pool

For other risks of loss, the Town is involved with the Colorado Intergovernmental Risk Sharing Agency (CIRSA), a separate and independent governmental and legal entity formed by intergovernmental agreement by member municipalities pursuant to the provisions of 24-10-115.5, Colorado Revised Statutes (1982 Replacement Volume) and the Colorado Constitution, Article XIV, Section 18(2).

The purposes of CIRSA are to provide members defined liability and property coverages and to assist members in preventing and reducing losses and injuries to municipal property and to persons or property which might result in claims being made against members of CIRSA, their employees and officers.

It is the intent of the members of CIRSA to create an entity in perpetuity which will administer and use funds contributed by the members to defend and indemnify, in accordance with the bylaws, any member of CIRSA against stated liability of loss, to the limit of the financial resources of CIRSA. It is also the intent of the members to have CIRSA provide continuing stability and availability of needed coverages at reasonable costs. All income and assets of CIRSA shall be at all times dedicated to the exclusive benefit of its members. CIRSA is a separate legal entity and the Town does not approve budgets nor does it have the ability to significantly affect the operations of CIRSA.

NOTE 11 COMMITMENTS AND CONTINGENCIES

Claims and Judgments

The Town participates in a number of federal and state programs that are fully or partially funded by grants received from other governmental entities. Expenditures financed by grants are subject to audit by the appropriate grantor government. If expenditures are disallowed due to noncompliance with grant program regulations, the Town may be required to reimburse the grantor government. Management believes that additional disallowed expenditures, if any, based on subsequent audits will not have a material effect on the overall financial position of the Town.

TABOR Amendment

Colorado voters passed an amendment to the State Constitution, Article X, Section 20, which has several limitations, including revenue raising, spending abilities, and other specific requirements of state and local governments. On April 5, 1994, voters within the Town approved the collection, retention and expenditure of the full revenues generated by the Town in 1994 and subsequent years, notwithstanding the provisions of the Amendment.

NOTE 11 COMMITMENTS AND CONTINGENCIES (CONTINUED)

Colorado voters passed an amendment to the State Constitution, Article X, Section 20, which has several limitations, including revenue raising, spending abilities, and other specific requirements of state and local governments. On April 5, 1994, voters within the Town approved the collection, retention and expenditure of the full revenues generated by the Town in 1994 and subsequent years, notwithstanding the provisions of the Amendment.

The Town has established an emergency reserve, representing 3% of qualifying expenditures, as required by the Amendment. At December 31, 2022, the emergency reserve of $585,000 was reported as restricted fund balance in the General Fund.

REQUIRED SUPPLEMENTARY INFORMATION

TOWN OF MEAD, COLORADO
SCHEDULE OF PROPORTIONATE SHARE OF THE NET PENSION ASSET (LIABILITY) AND CONTRIBUTIONS
FPPA STATEWIDE DEFINED BENEFIT PLAN
YEAR ENDED DECEMBER 31, 2022

Fiscal Year	2022	2021	2020	2019	2018
Plan Measurement Date	December 31, 2021	December 31, 2020	December 31, 2019	December 31, 2018	December 31, 2017
Proportionate Share of the Net Pension Asset (Liability)					
Town's Proportion of the Net Pension Asset (Liability)	0.09709193%	0.07920886%	0.06352669%	0.03626892%	0.03490164%
Town's Proportionate Share of the Net Pension Asset (Liability)	$ 526,174	$ 171,963	$ 35,928	$ (45,854)	$ 50,212
Town's Covered Payroll	$ 780,216	$ 643,912	$ 494,759	$ 248,950	$ 164,885
Town's Proportionate Share of the Net Pension Asset (Liability) as a Percentage of its Covered Payroll	67.4%	26.7%	7.3%	(18.4%)	30.5%
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	116.2%	106.7%	101.9%	95.2%	106.3%

	2022	2021	2020	2019	2018
Town Contributions					
Statutorily Required Contribution	$ 90,426	$ 66,318	$ 51,513	$ 37,457	$ 19,436
Contribution in Relation to the Statutorily Required Contribution	90,426	66,318	51,513	37,457	19,436
Contribution Deficiency (Excess)	$ -	$ -	$ -	$ -	$ -
Covered Payroll	$ 1,006,248	$ 780,216	$ 643,912	$ 494,759	$ 248,950
Contributions as a Percentage of Covered Payroll	9.0%	8.5%	8.0%	7.6%	7.8%

This schedule is presented to show information for 10 years. Until information for the full 10-year period is available, information will be presented for the years it is available.

TOWN OF MEAD, COLORADO
BUDGETARY COMPARISON SCHEDULE
GENERAL FUND
YEAR ENDED DECEMBER 31, 2022

	Original and Final Budget	Actual	Variance
REVENUES			
Taxes:			
Property Taxes	$ 1,368,243	$ 1,246,580	$ (121,663)
Specific Ownership Taxes	70,000	88,567	18,567
Sales and Use Taxes	4,327,805	4,711,430	383,625
Franchise Fees	200,573	250,030	49,457
Other Taxes	4,000	-	(4,000)
Total Taxes	5,970,621	6,296,607	325,986
Intergovernmental:			
Highway Users	232,092	-	(232,092)
Cigarette Taxes	12,000	9,915	(2,085)
Road and Bridges Fees	80,000	81,368	1,368
Federal Grants	594,568	12,363	(582,205)
Mineral Lease	25,000	189,805	164,805
Other Intergovernmental	-	198,849	198,849
Total Intergovernmental	943,660	492,300	(451,360)
Licenses and Permits:			
Liquor Licenses	2,634	3,308	674
Building Permits	1,379,517	859,516	(520,001)
Business Licenses	30,000	10,500	(19,500)
Clerk/Motor Vehicle Fees	25,000	27,135	2,135
Animal Licenses	650	585	(65)
Other Licenses and Permits	394,859	585,364	190,505
Total Licenses and Permits	1,832,660	1,486,408	(346,252)
Fines and Forfeitures	47,100	37,238	(9,862)
Charges for Services:			
Recreation Fees	32,000	52,032	20,032
Other Charges for Services	45,000	794,077	749,077
Total Charges for Services	77,000	846,109	769,109
Investment Income	5,400	190,121	184,721
Other Revenues:			
Reimbursement and refunds	366,500	-	(366,500)
Donations	15,750	-	(15,750)
Other Miscellaneous Revenues	10,000	22,451	12,451
Total Other Revenues	392,250	22,451	(369,799)
Total Revenues	9,268,691	9,371,234	102,543

TOWN OF MEAD, COLORADO
BUDGETARY COMPARISON SCHEDULE (CONTINUED)
GENERAL FUND
YEAR ENDED DECEMBER 31, 2022

	Original and Final Budget	Actual	Variance with Final Budget
EXPENDITURES			
Current:			
General Government	$ 4,028,565	$ 1,267,706	$ 2,760,859
Community Development	1,152,628	864,505	288,123
Public Safety	2,223,173	1,960,845	262,328
Public Works	671,163	1,204,690	(533,527)
Parks and Recreation	598,162	995,001	(396,839)
Total Current	8,673,691	6,292,747	2,380,944
Capital Outlay	250,000	265,474	(15,474)
Total Expenditures	8,923,691	6,558,221	2,365,470
EXCESS REVENUES OVER (UNDER) EXPENDITURES	345,000	2,813,013	2,468,013
OTHER FINANCING SOURCES (USES)			
Transfers Out	(375,000)	(2,740,470)	(2,365,470)
Sale of Capital Assets	30,000	8,195	(21,805)
NET CHANGE IN FUND BALANCE	-	80,738	80,738
Fund Balance - Beginning of Year	6,721,628	6,481,616	(240,012)
FUND BALANCE - END OF YEAR	$ 6,721,628	$ 6,562,354	$ (159,274)

TOWN OF MEAD, COLORADO
BUDGETARY COMPARISON SCHEDULE
MEAD URBAN RENEWAL AUTHORITY FUND
YEAR ENDED DECEMBER 31, 2022

	Original and Final Budget	Actual	Variance
REVENUES			
Property Taxes	$ 2,424,921	$ 2,416,249	$ (8,672)
Charges for Services	12,396	12,396	-
Investment Income	3,153	58,551	55,398
Total Revenues	2,440,470	2,487,196	46,726
EXPENDITURES			
General Government:			
Administration	2,734,932	1,637,066	1,097,866
Capital Outlay	33,333	27,233	6,100
Total Expenditures	2,768,265	1,664,299	1,103,966
EXCESS REVENUES OVER (UNDER) EXPENDITURES	(327,795)	822,897	(1,057,240)
OTHER FINANCING SOURCES (USES)			
Transfers Out	(1,250,000)	(1,250,000)	-
NET CHANGE IN FUND BALANCE	(1,577,795)	(427,103)	(1,057,240)
Fund Balance - Beginning of Year	3,500,426	3,518,578	18,152
FUND BALANCE - END OF YEAR	$ 1,922,631	$ 3,091,475	$ (1,039,088)

TOWN OF MEAD, COLORADO
BUDGETARY COMPARISON SCHEDULE
MUNICIPAL FACILITIES FUND
YEAR ENDED DECEMBER 31, 2022

	Original and Final Budget	Actual	Variance
REVENUES			
Impact Fees	$ 1,560,103	$ 929,894	$ (630,209)
Intergovernmental	350,000	-	(350,000)
Capital Contributions	-	389,822	389,822
Investment Income	2,269	51,689	49,420
Total Revenues	1,912,372	1,371,405	(540,967)
EXPENDITURES			
Public Works	195,047	133,234	61,813
Capital Outlay	6,020,249	4,336,277	1,683,972
Debt Service	86,486	133,655	(47,169)
Total Expenditures	6,301,782	4,603,166	1,698,616
EXCESS REVENUES OVER (UNDER) EXPENDITURES	(4,389,410)	(3,231,761)	(2,239,583)
OTHER FINANCING SOURCES (USES)			
Transfers In	100,000	100,000	-
Leases	-	213,337	213,337
Total Other Financing Sources (Uses)	100,000	313,337	213,337
NET CHANGE IN FUND BALANCE	(4,289,410)	(2,918,424)	(2,026,246)
Fund Balance - Beginning of Year	5,697,019	5,313,196	(383,823)
FUND BALANCE - END OF YEAR	$ 1,407,609	$ 2,394,772	$ (2,410,069)

TOWN OF MEAD, COLORADO
BUDGETARY COMPARISON SCHEDULE
TRANSPORTATION FUND
YEAR ENDED DECEMBER 31, 2022

	Original Budget	Final Budget	Actual	Variance
REVENUES				
Impact Fees	$ 2,682,344	$ 2,682,344	$ 1,947,061	$ (735,283)
Intergovernmental	620,000	620,000	86,796	(533,204)
Capital Contributions	-	-	9,600	9,600
Investment Income	2,000	2,000	98,613	96,613
Total Revenues	3,304,344	3,304,344	2,142,070	(1,162,274)
EXPENDITURES				
Public Works	30,000	30,000	7,726	22,274
Capital Outlay	5,825,000	5,825,000	471,564	5,353,436
Contingency Reserve	47,500	47,500	-	47,500
Total Expenditures	5,902,500	5,902,500	479,290	5,423,210
EXCESS REVENUES OVER (UNDER) EXPENDITURES	(2,598,156)	(2,598,156)	1,662,780	(6,585,484)
OTHER FINANCING SOURCES (USES)				
Transfers in	1,317,001	1,337,001	1,335,639	18,638
NET CHANGE IN FUND BALANCE	(1,281,155)	(1,261,155)	2,998,419	(6,566,846)
Fund Balance - Beginning of Year	3,456,076	3,456,076	3,405,249	(50,827)
FUND BALANCE - END OF YEAR	$ 2,174,921	$ 2,194,921	$ 6,403,668	$ (6,617,673)

TOWN OF MEAD, COLORADO
BUDGETARY COMPARISON SCHEDULE
STREET IMPROVEMENT FUND
YEAR ENDED DECEMBER 31, 2022

	Original and Final Budget	Actual	Variance
REVENUES			
Sales and Use Taxes	$ 2,228,438	$ 2,355,358	$ 126,920
Intergovernmental	-	242,063	242,063
Total Revenues	2,228,438	2,597,421	368,983
EXPENDITURES			
General Government:			
Public Works	2,603,438	934,633	1,668,805
Total Expenditures	2,603,438	934,633	1,668,805
EXCESS REVENUES OVER (UNDER) EXPENDITURES	(375,000)	1,662,788	(1,299,822)
OTHER FINANCING SOURCES (USES)			
Transfers In	375,000	375,000	-
NET CHANGE IN FUND BALANCE	-	2,037,788	(1,299,822)
Fund Balance - Beginning of Year	-	-	-
FUND BALANCE - END OF YEAR	$ -	$ 2,037,788	$ (1,299,822)

NOTE 1 STEWARDSHIP, COMPLIANCE, AND ACCOUNTABILITY

Budgets

Budgets are legally adopted for all funds of the Town. Budgets for the governmental funds are adopted on a basis consistent with accounting principles generally accepted in the United States of America (GAAP). Budgetary comparisons for the proprietary fund are presented on a non-GAAP budgetary basis, whereby capital outlay and debt principal are budgeted as expenditures.

The Town follows these procedures to establish the budgetary information reflected in the financial statements:

- Management submits to the Town Board a proposed budget for the fiscal year commencing the following January 1. The budget includes proposed expenditures and the means of financing them.
- Public hearings are conducted to obtain taxpayer comments.
- Prior to December 31, the budget is legally enacted through passage of a resolution.
- Management is authorized to transfer budgeted amounts between departments within any fund. However, any revisions that alter the total expenditures of any fund must be approved by the Town Board.
- All appropriations lapse at year end.

NOTE 2 SCHEDULE OF PROPORTIONATE SHARE OF THE NET PENSION ASSET AND CONTRIBUTIONS

The Fire & Police Pension Association of Colorado (FPPA) Statewide Defined Benefit Plan's net pension liability and associated amounts are measured annually on December 31, based on an actuarial valuation as of the previous December 31. The Town's contributions and related ratios represent cash contributions and any related accruals that coincide with the Town's fiscal year ending on December 31.

Changes in Assumptions and Other Inputs

For the year ended December 31, 2022, the total pension asset was determined by an actuarial valuation as of January 1, 2022. The following revised economic and demographic assumptions were effective as of December 31, 2017.

- Investment rate of return assumption of 7.00% per year, compounded annually. This assumption did not change from the prior year.
- Price inflation assumption of 2.5% per year. This assumption did not change from the prior year.
- Healthy and disabled mortality assumptions are based on the RP-2014 Mortality Tables.

SUPPLEMENTARY INFORMATION

TOWN OF MEAD, COLORADO
COMBINING BALANCE SHEET
NONMAJOR GOVERNMENTAL FUNDS
DECEMBER 31, 2022
(SEE INDEPENDENT AUDITORS' REPORT)

	Conservation Trust	Downtown Revitalization	Capital Improvement	Storm Drainage	Parks and Open Space	Art in Public Places	Police Impact	Total
ASSETS								
Cash and Investments	$ 36,128	$ -	$ 3,305,303	$ -	$ 1,747,538	$ -	$ 250,668	$ 5,339,637
Total Assets	$ 36,128	$ -	$ 3,305,303	$ -	$ 1,747,538	$ -	$ 250,668	$ 5,339,637
LIABILITIES AND FUND BALANCES								
LIABILITIES								
Accounts Payable	$ -	$ -	$ -	$ -	$ 16,878	$ -	$ -	$ 16,878
FUND BALANCES								
Restricted	36,128	-	-	-	1,730,660	-	250,668	2,017,456
Assigned to Future Projects	-	-	3,305,303	-	-	-	-	3,305,303
Total Fund Balances	36,128	-	3,305,303	-	1,730,660	-	250,668	5,322,759
Total Liabilities and Fund Balances	$ 36,128	$ -	$ 3,305,303	$ -	$ 1,747,538	$ -	$ 250,668	$ 5,339,637

TOWN OF MEAD, COLORADO
COMBINING STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES
NONMAJOR GOVERNMENTAL FUNDS
YEAR ENDED DECEMBER 31, 2022
(SEE INDEPENDENT AUDITORS' REPORT)

	Conservation Trust	Downtown Revitalization	Capital Improvement	Storm Drainage	Parks and Open Space	Art in Public Places	Police Impact	Total
REVENUES								
Impact Fees	$ -	$ -	$ -	$ -	$ 284,618	$ -	$ 139,092	$ 423,710
Intergovernmental	61,083	-	-	-	-	-	-	61,083
Capital Contributions	-	-	-	-	89,625	-	-	89,625
Investment Income	901	263	14,418	852	27,704	6	3,957	48,101
Total Revenues	61,984	263	14,418	852	401,947	6	143,049	622,519
EXPENDITURES								
Current:								
Public Safety	-	-	-	-	-	-	489	489
Public Works	-	421	-	-	-	-	-	421
Capital Outlay	90,179	31,975	-	26,085	475,911	6,107	40,961	671,218
Debt Service:								
Principal	-	-	-	-	-	-	22,629	22,629
Interest	-	-	-	-	-	-	1,735	1,735
Total Expenditures	90,179	32,396	-	26,085	475,911	6,107	65,814	696,492
EXCESS REVENUES OVER (UNDER) EXPENDITURES	(28,195)	(32,133)	14,418	(25,233)	(73,964)	(6,101)	77,235	(73,973)
OTHER FINANCING SOURCES (USES)								
Transfers In	-	-	2,365,470	-	-	-	-	2,365,470
Transfers Out	-	-	-	(85,639)	-	-	-	(85,639)
Lease Proceeds	-	-	-	-	-	-	40,961	40,961
Total Other Financing Sources (Uses)	-	-	2,365,470	(85,639)	-	-	40,961	2,320,792
NET CHANGE IN FUND BALANCE	(28,195)	(32,133)	2,379,888	(110,872)	(73,964)	(6,101)	118,196	2,246,819
Fund Balance - Beginning of Year	64,323	32,133	925,415	110,872	1,804,624	6,101	132,472	3,075,940
FUND BALANCE - END OF YEAR	$ 36,128	$ -	$ 3,305,303	$ -	$ 1,730,660	$ -	$ 250,668	$ 5,322,759

TOWN OF MEAD, COLORADO
BUDGETARY COMPARISON SCHEDULE
CONSERVATION TRUST FUND
YEAR ENDED DECEMBER 31, 2022
(SEE INDEPENDENT AUDITORS' REPORT)

	Original and Final Budget	Actual	Variance
REVENUES			
Intergovernmental	$ 60,000	$ 61,083	$ 1,083
Investment Income	20	901	881
Total Revenues	60,020	61,984	1,964
EXPENDITURES			
Capital Outlay	106,000	90,179	15,821
Total Expenditures	106,000	90,179	15,821
NET CHANGE IN FUND BALANCE	(45,980)	(28,195)	17,785
Fund Balance - Beginning of Year	46,031	64,323	18,292
FUND BALANCE - END OF YEAR	$ 51	$ 36,128	$ 36,077

TOWN OF MEAD, COLORADO
BUDGETARY COMPARISON SCHEDULE
DOWNTOWN REVITALIZATION FUND
YEAR ENDED DECEMBER 31, 2022
(SEE INDEPENDENT AUDITORS' REPORT)

	Original Budget	Final Budget	Actual	Variance with Final Budget
REVENUES				
Investment Income	$ -	$ -	$ 263	$ 263
EXPENDITURES				
General Government	8,652	8,652	-	8,652
Public Works	-	-	421	(421)
Capital Outlays	15,000	25,000	31,975	(16,975)
Total Expenditures	23,652	33,652	32,396	(8,744)
NET CHANGE IN FUND BALANCE	(23,652)	(33,652)	(32,133)	(8,481)
Fund Balance - Beginning of Year	23,652	23,652	32,133	8,481
FUND BALANCE - END OF YEAR	$ -	$ (10,000)	$ -	$ -

TOWN OF MEAD, COLORADO
BUDGETARY COMPARISON SCHEDULE
STORM DRAINAGE FUND
YEAR ENDED DECEMBER 31, 2022
(SEE INDEPENDENT AUDITORS' REPORT)

	Original Budget	Final Budget	Actual	Variance with Final Budget
REVENUES				
Investment Income	$ 150	$ 150	$ 852	$ 702
Total Revenues	150		852	702
EXPENDITURES				
Capital Outlay	25,000	25,000	26,085	(1,085)
Total Expenditures	25,000	25,000	26,085	(1,085)
EXCESS REVENUES OVER (UNDER) EXPENDITURES	(24,850)	(25,000)	(25,233)	1,787
OTHER FINANCING SOURCES (USES)				
Transfers Out	(67,001)	(87,001)	(85,639)	1,362
NET CHANGE IN FUND BALANCE	(91,851)	(112,001)	(110,872)	3,149
Fund Balance - Beginning of Year	91,851	91,851	110,872	19,021
FUND BALANCE - END OF YEAR	$ -	$ (20,150)	$ -	$ 22,170

TOWN OF MEAD, COLORADO
BUDGETARY COMPARISON SCHEDULE
PARKS AND OPEN SPACE FUND
YEAR ENDED DECEMBER 31, 2022
(SEE INDEPENDENT AUDITORS' REPORT)

	Original and Final Budget	Actual	Variance
REVENUES			
Impact Fees	$ 744,077	$ 284,618	$ (459,459)
Capital Contributions	-	89,625	89,625
Investment Income	1,200	27,704	26,504
Total Revenues	745,277	401,947	(343,330)
EXPENDITURES			
Capital Outlay	786,333	475,911	310,422
Total Expenditures	786,333	475,911	310,422
NET CHANGE IN FUND BALANCE	(41,056)	(73,964)	(32,908)
Fund Balance - Beginning of Year	2,079,133	1,804,624	(274,509)
FUND BALANCE - END OF YEAR	$ 2,038,077	$ 1,730,660	$ (307,417)

TOWN OF MEAD, COLORADO
BUDGETARY COMPARISON SCHEDULE
CAPITAL IMPROVEMENT FUND
YEAR ENDED DECEMBER 31, 2022
(SEE INDEPENDENT AUDITORS' REPORT)

	Original and Final Budget	Actual	Variance
REVENUES			
Investment Income	$ 3,500	$ 14,418	$ 10,918
Total Revenues	3,500	14,418	10,918
Expenditures			
Public Works	-	-	-
Capital Outlay	-	-	-
Contingency Reserve	-	-	-
Total Expenditures	-	-	-
Excess Revenues Over (Under) Expenditures	3,500	14,418	10,918
Other Financing Sources (Uses)			
Transfers In	-	2,365,470	2,365,470
NET CHANGE IN FUND BALANCE	3,500	2,379,888	2,376,388
Fund Balance - Beginning of Year	926,011	925,415	(596)
FUND BALANCE - END OF YEAR	$ 929,511	$ 3,305,303	$ 2,375,792

TOWN OF MEAD, COLORADO
BUDGETARY COMPARISON SCHEDULE
ART IN PUBLIC PLACES FUND
YEAR ENDED DECEMBER 31, 2022
(SEE INDEPENDENT AUDITORS' REPORT)

	Original and Final Budget	Actual	Variance
REVENUES			
Investment Income	$ 6	$ 6	$ -
EXPENDITURES			
Capital Outlay	6,107	6,107	-
Total Expenditures	6,107	6,107	-
NET CHANGE IN FUND BALANCE	(6,101)	(6,101)	-
Fund Balance - Beginning of Year	6,101	6,101	-
FUND BALANCE - END OF YEAR	$ -	$ -	$ -

TOWN OF MEAD, COLORADO
BUDGETARY COMPARISON SCHEDULE
POLICE IMPACT FUND
YEAR ENDED DECEMBER 31, 2022
(SEE INDEPENDENT AUDITORS' REPORT)

	Original and Final Budget	Actual	Variance
REVENUES			
Impact Fees	$ 196,101	$ 139,092	$ (57,009)
Investment Income	25	3,957	3,932
Total Revenues	196,126	143,049	(53,077)
EXPENDITURES			
Public Safety	41,120	489	40,631
Capital Outlay	209,725	40,961	168,764
Debt Service	-	24,364	(24,364)
Total Expenditures	250,845	65,814	185,031
EXCESS REVENUES OVER (UNDER) EXPENDITURES	(54,719)	77,235	(238,108)
OTHER FINANCING SOURCES (USES)			
Lease Proceeds	-	40,961	40,961
NET CHANGE IN FUND BALANCE	(54,719)	118,196	(197,147)
Fund Balance - Beginning of Year	185,544	132,472	(53,072)
FUND BALANCE - END OF YEAR	$ 130,825	$ 250,668	$ (250,219)

TOWN OF MEAD, COLORADO
BUDGETARY COMPARISON SCHEDULE
SEWER FUND
YEAR ENDED DECEMBER 31, 2022
(SEE INDEPENDENT AUDITORS' REPORT)

	Original Budget	Final Budget	Actual	Variance with Final Budget
OPERATING REVENUES				
Charges for Services	$ 888,667	$ 1,429,215	$ 905,554	$ (523,661)
Miscellaneous	19,092	19,092	16,854	(2,238)
Total Operating Revenues	907,759	1,448,307	922,408	(525,899)
EXPENDITURES				
Operations	408,100	408,100	304,798	103,302
Administration	294,137	294,137	272,572	21,565
Capital Outlay	625,000	1,166,073	990,216	175,857
Total Expenditures	1,327,237	1,868,310	1,567,586	300,724
NET OPERATING INCOME	(419,478)	(420,003)	(645,178)	(225,175)
NONOPERATING REVENUES (EXPENSES)				
Interest Income	1,000	1,000	25,798	24,798
Debt Service	(130,155)	(130,155)	(130,155)	-
Total Nonoperating Revenues (Expenses)	(129,155)	(129,155)	(104,357)	24,798
NET INCOME (LOSS) BEFORE CONTRIBUTED CAPITAL	(548,633)	(549,158)	(749,535)	(200,377)
CONTRIBUTED CAPITAL				
Plant Investment Fees	480,745	480,745	1,266,628	785,883
TRANSFERS OUT	(100,000)	(100,000)	(100,000)	-
CHANGE IN NET POSITION - BUDGETARY BASIS	$ (167,888)	$ (168,413)	417,093	$ 585,506
RECONCILIATION TO GAAP BASIS				
Capital Outlay			990,216	
Debt Service Principal			76,794	
Bond Premium Amortization			3,763	
Change in Accrued Interest			1,117	
Depreciation			(308,761)	
CHANGE IN NET POSITION - GAAP BASIS			$ 1,180,222	

COMPLIANCE SECTION

STATE COMPLIANCE

The public report burden for this information collection is estimated to average 380 hours annually.

Financial Planning 02/01
Form # 350-050-36

LOCAL HIGHWAY FINANCE REPORT		City or County: Town of Mead
		YEAR ENDING : December 2022
This Information From the Records of Town of Mead, Colorado	Prepared By: Phone:	Lorraine Trotter, Prof'l Mgmt Solutions 303-910-9197

I. DISPOSITION OF HIGHWAY-USER REVENUES AVAILABLE FOR LOCAL GOVERNMENT EXPENDITURE

ITEM	A. Local Motor-Fuel Taxes	B. Local Motor-Vehicle Taxes	C. Receipts from State Highway-User Taxes	D. Receipts from Federal Highway Administration
1. Total receipts available				
2. Minus amount used for collection expenses				
3. Minus amount used for nonhighway purposes				
4. Minus amount used for mass transit				
5. Remainder used for highway purposes				

II. RECEIPTS FOR ROAD AND STREET PURPOSES

ITEM	AMOUNT
A. Receipts from local sources:	
1. Local highway-user taxes	
a. Motor Fuel (from Item I.A.5.)	
b. Motor Vehicle (from Item I.B.5.)	
c. Total (a.+b.)	
2. General fund appropriations	0
3. Other local imposts (from page 2)	4,396,649
4. Miscellaneous local receipts (from page 2)	222,414
5. Transfers from toll facilities	
6. Proceeds of sale of bonds and notes:	
a. Bonds - Original Issues	
b. Bonds - Refunding Issues	
c. Notes	
d. Total (a. + b. + c.)	0
7. Total (1 through 6)	4,619,063
B. Private Contributions	
C. Receipts from State government (from page 2)	355,994
D. Receipts from Federal Government (from page 2)	0
E. Total receipts (A.7 + B + C + D)	4,975,057

III. DISBURSEMENTS FOR ROAD AND STREET PURPOSES

ITEM	AMOUNT
A. Local highway disbursements:	
1. Capital outlay (from page 2)	497,649
2. Maintenance:	1,287,762
3. Road and street services:	
a. Traffic control operations	318,003
b. Snow and ice removal	95,608
c. Other	
d. Total (a. through c.)	413,612
4. General administration & miscellaneous	58,999
5. Highway law enforcement and safety	1,004,136
6. Total (1 through 5)	3,262,158
B. Debt service on local obligations:	
1. Bonds:	
a. Interest & Costs of Issuance	
b. Redemption	
c. Total (a. + b.)	0
2. Notes:	
a. Interest	12,403
b. Redemption	107,102
c. Total (a. + b.)	119,504
3. Total (1.c + 2.c)	119,504
C. Payments to State for highways	
D. Payments to toll facilities	
E. Total disbursements (A.6 + B.3 + C + D)	3,381,662

IV. LOCAL HIGHWAY DEBT STATUS

(Show all entries at par)

	Opening Debt	Amount Issued	Redemptions	Closing Debt
A. Bonds (Total)				0
1. Bonds (Refunding Portion)				
B. Notes (Total)	282,501	149,336	107,102	324,735

V. LOCAL ROAD AND STREET FUND BALANCE

A. Beginning Balance	B. Total Receipts	C. Total Disbursements	D. Ending Balance	E. Reconciliation
0	4,975,057	3,381,662	1,593,395	0

Notes and Comments:

FORM FHWA-536 (Rev. 1-05) PREVIOUS EDITIONS OBSOLETE (Next Page)

LOCAL HIGHWAY FINANCE REPORT	STATE: Colorado
	YEAR ENDING (mm/yy): December 2022

II. RECEIPTS FOR ROAD AND STREET PURPOSES - DETAIL

ITEM	AMOUNT	ITEM	AMOUNT
A.3. Other local imposts:		**A.4. Miscellaneous local receipts:**	
a. Property Taxes and Assessments		a. Interest on investments	99,464
b. Other local imposts:		b. Traffic Fines & Penalities	31,982
1. Sales Taxes & Use Taxes	2,356,356	c. Parking Garage Fees	
2. Infrastructure & Impact Fees	1,947,061	d. Parking Meter Fees	
3. Liens		e. Sale of Surplus Property	
4. Licenses	4,665	f. Charges for Services	
5. Specific Ownership &/or Other	88,567	g. Other Mis Developer Contrib's in Lieu	9,600
6. Total (1. through 5.)	4,396,649	h. Other County Road & Bridge Tax	81,368
c. Total (a. + b.)	4,396,649	i. Total (a. through h.)	222,414
	(Carry forward to page 1)		(Carry forward to page 1)

ITEM	AMOUNT	ITEM	AMOUNT
C. Receipts from State Government		**D. Receipts from Federal Government**	
1. Highway-user taxes	242,063	1. FHWA (from Item I.D.5.)	
2. State general funds		2. Other Federal agencies:	
3. Other State funds:		a. Forest Service	
a. State bond proceeds		b. FEMA	
b. Project Match		c. HUD	
c. Motor Vehicle Registrations	27,135	d. Federal Transit Admin	
d. Other State of Colorado Grants	86,796	e. U.S. Corps of Engineers	
e. Other (Specify)		f. Other Federal	
f. Total (a. through e.)	113,931	g. Total (a. through f.)	0
4. Total (1. + 2. + 3.f)	355,994	3. Total (1. + 2.g)	
			(Carry forward to page 1)

III. DISBURSEMENTS FOR ROAD AND STREET PURPOSES - DETAIL

	ON NATIONAL HIGHWAY SYSTEM (a)	OFF NATIONAL HIGHWAY SYSTEM (b)	TOTAL (c)
A.1. Capital outlay:			
a. Right-Of-Way Costs			0
b. Engineering Costs			0
c. Construction:			
(1). New Facilities			0
(2). Capacity Improvements		313,293	313,293
(3). System Preservation			0
(4). System Enhancement & Operation		184,356	184,356
(5). Total Construction (1) + (2) + (3) + (4)	0	497,649	497,649
d. Total Capital Outlay (Lines 1.a. + 1.b. + 1.c.5)	0	497,649	497,649
			(Carry forward to page 1)

Notes and Comments:

CLA (CliftonLarsonAllen LLP) is a network member of CLA Global. See CLAglobal.com/disclaimer. Investment advisory services are offered through CliftonLarsonAllen Wealth Advisors, LLC, an SEC-registered investment advisor.

PROCLAMATION
Fire Prevention Week
October 8-14 2023

WHEREAS, Mead is committed to ensuring the safety and security of all those living in and visiting our community; and

WHEREAS, fire is a serious public safety concern both locally and nationally, and homes are the locations where people are at greatest risk from fire; and

WHEREAS, home fires killed more than 2,800 people in the United States in 2021, according to the National Fire Protection Association® (NFPA®), and fire departments in the United States responded to 338,000 home fires; and

WHEREAS, cooking is the leading cause of home fires in the United States and fire departments responded to more than 166,400 annually between 2016 and 2020; and

WHEREAS, residents that are responsive to public education measures are better able to take personal steps to increase their safety from fire, especially in their homes; and

WHEREAS, Mead first responders are dedicated to reducing the occurrence of home fires and home fire injuries through prevention and protection education; and

WHEREAS, the 2023 Fire Prevention Week theme, "Cooking safely starts with YOU. Pay attention to fire prevention," effectively serves to remind Mead residents to stay alert and use caution when cooking to reduce the risk of kitchen fires.

NOW, THEREFORE, I, Colleen Whitlow, Mayor of the Town of Mead do hereby proclaim October 8-14, 2023, as Fire Prevention Week, and I urge all the people of Mead to check their kitchens for fire hazards and use safe cooking practices during Fire Prevention Week 2023.

Given under my hand and Seal of the Town of Mead, Colorado, this 9th day of October 2023.

____

Colleen G. Whitlow
Mayor

MINUTES

I. 6:00 p.m. to 10:00 p.m.
REGULAR MEETING

In accordance with the Town's Remote Participation and Remote Meeting Policy adopted by the Board of Trustees on March 13, 2023 by Resolution No. 21-R-2023, remote participation was enabled for the meeting.

1. Call to Order – Roll Call

Mayor Colleen Whitlow called the Regular Meeting of the Board of Trustees to order at 6:00 p.m.

Present

Mayor Colleen Whitlow
Mayor Pro Tem Chris Cartwright
Trustee David Adams
Trustee Debra Brodhead
Trustee Trisha Harris
Trustee Chris Parr
Trustee Herman Schranz

Absent

None

Also present: Town Manager Helen Migchelbrink; Town Attorney Marcus McAskin; Administrative Services Director Mary Strutt; Police Chief Brent Newbanks; Community Development Director Jason Bradford; Public Information Officer / Community Engagement Director Lorelei Nelson; Deputy Town Engineer Robyn Brown. Attending via remote access: members of the public.

2. Moment of Silence

Mayor Whitlow requested the observance of a moment of silence for Butch Sekich, community member, business owner, developer and community advocate.

3. Pledge of Allegiance to the Flag

The assembly pledged allegiance to the flag.

4. Review and Approve Agenda

Motion was made by Trustee Adams, seconded by Trustee Schranz, to approve the agenda. Motion carried 7-0, on a roll call vote.

5. Staff Report: Town Manager Report

a. Town Manager Report

Town Manager Helen Migchelbrink discussed CML District Meeting; Police Citizens Academy; recent lockdown drill at Mead High School. Police Chief Brent Newbanks discussed the use of Flock cameras.

6. Informational Items

a. 2023 Compensation Study

Laurie Graves, Graves Consulting, discussed the results of the 2023 Compensation Study.

b. 2022 Audited Financial Statements

Sam Hellwege, CliftonLarsonAllen LLP, presented the draft 2022 Audited Financial Statements.

7. Proclamations

a. Community Planning Month October 2023

Motion was made by Mayor Pro Tem Cartwright, seconded by Trustee Parr, to approve the signing of a proclamation for Community Planning Month October 2023. Motion carried 7-0, on a roll call vote.

b. Cybersecurity Awareness Month October 2023

Motion was made by Trustee Adams, seconded by Trustee Schranz, to approve the signing of a proclamation for Cybersecurity Awareness Month October 2023. Motion carried 7-0, on a roll call vote.

8. Public Comment: *3 minute time limit. Comment is for any item whether it is on the agenda or not unless it is set for public hearing.*

There was no public comment at this time.

9. Consent Agenda: *Consent Agenda items are considered to be routine and will be enacted by one motion and vote. There will be no separate discussion of Consent Agenda items unless a Board member so requests, in which case the item may be removed from the Consent Agenda and considered at the end of the Consent Agenda. Because the Consent Agenda includes Town payables (bills list/check register) and routinely includes contracts and other items involving the expenditure of Town funds, the town Clerk shall require a roll call vote on the Consent Agenda, as required by MMC Sec 2-2-190(a). Consent Agenda includes:*

a. Approval of Minutes - Regular Meeting September 11, 2023

b. August 2023 Financials

c. Check Register September 25, 2023

d. **Resolution No. 61-R-2023** – A Resolution of the Town of Mead, Colorado, Approving an Agreement for Professional Services with Altitude Recreation, Inc. for Court Resurfacing and Striping

e. **Resolution No. 62-R-2023** – A Resolution of the Town of Mead, Colorado, Approving a Services Agreement with Smith Power Products, Inc.

f. **Resolution No. 63-R-2023** – A Resolution of the Town of Mead, Colorado, Approving an Amendment to the Intergovernmental Agreement Between the Town of Mead and the St. Vrain Valley School District RE-1J for a Joint School Resource Officer Program for the 2023-2024 School Year

Motion was made by Trustee Harris, seconded by Trustee Adams, to approve the consent agenda. Motion carried 7-0, on a roll call vote.

10. Public Hearing

a. **34 9.5 Metropolitan District Amendment of Service Plan**

Mayor Whitlow opened the public hearing at 6:54 p.m.

Town Attorney Marcus McAskin discussed the proposed amendment which included an increase to the maximum debt authorization, replacement of the capital and financial plans, and decrease in the aggregate mill levy.

Jennifer Ivey, Icenogle Seaver Pogue, presented on behalf of the applicant. Other applicant representatives were Adrian Gough, Andrea Sepulveda and Michael Lund.

There was no public comment.

The Board discussed anticipated time frame of construction, amount of contingency and banking reserve funding, and preferred phasing plan.

i. **Resolution No. 64-R-2023** – A Resolution of the Town of Mead, Colorado, Approving with Conditions the First Amendment to Service Plan for 34 9.5 Metropolitan District, and Authorizing Execution of the First Amendment to the Intergovernmental Agreement between the Town and the District

Motion was made by Trustee Adams, seconded by Trustee Parr, to adopt Resolution No. 64-R-2023 – A Resolution of the Town of Mead, Colorado, Approving with Conditions the First Amendment to Service Plan for 34 9.5 Metropolitan District, and Authorizing Execution of the First Amendment to the Intergovernmental Agreement between the Town and the District. Motion carried 7-0, on a roll call vote.

Mayor Whitlow closed the public hearing at 7:43 p.m.

11. New Business

a. **Resolution No. 65-R-2023** – A Resolution of the Town of Mead, Colorado, Approving a Sanitary Sewer and Stormwater Improvements Easement Agreement Establishing Terms and Conditions Associated with the Grant of an Easement Encumbering Town Property located at 242 Main Street

Motion was made by Trustee Parr, seconded by Mayor Pro Tem Cartwright, to adopt Resolution No. 65-R-2023 – A Resolution of the Town of Mead, Colorado, Approving a Sanitary Sewer and Stormwater Improvements Easement Agreement Establishing Terms and Conditions Associated with the Grant of an Easement Encumbering Town Property located at 242 Main Street. Motion carried 7-0, on a roll call vote.

12. Public Comment: *3 minute time limit. Comment is for any item whether it is on the agenda or not, unless it is set for public hearing.*

There was no public comment at this time.

13. Elected Official Reports

a. Town Trustees

i. Xeriscaping

The Board discussed xeriscaping, water conservation, commercial landscaping and landscaping of town property. The Board requested to continue this discussion with representatives of Little Thompson Water District.

b. Mayor Whitlow

Mayor Whitlow discussed the CML District meeting scheduled for September 27th.

14. Adjournment

Motion was made by Trustee Schranz, seconded by Mayor Pro Tem Cartwright, to adjourn the meeting. Motion carried 7-0, on a roll call vote.

The Regular Meeting of the Town of Mead Board of Trustees adjourned at approximately 8:11 p.m. on Monday, September 25, 2023.

____
Colleen G. Whitlow, Mayor

ATTEST:

____
Mary E. Strutt, MMC, Town Clerk

Report Criteria:
Aging by Date
Aged using Payment Date

Customer Number	Name	Balance	Future	Current	Over 30	Over 60	Over 90	Over 120	Over 150
1	St. Vrain Valley School District	157,036.59	157,036.59	-	-	-	-	-	-
45	Mead Development Group, Inc.	2,228.50-	-	984.00	-	-	-	130.00-	3,082.50-
214	Mead Towne Center	5,750.00	-	-	-	-	-	-	5,750.00
239	Gopher Gulch	1,360.00-	-	2,990.00	-	4,350.00-	-	-	-
256	Prosper Land & Development LLC	18,102.00	-	3,552.00	5,421.50	5,676.00	3,336.00	116.50	-
263	Eagle Development	16,217.50	-	13,357.50	2,756.25	103.75	-	-	-
270	Highland Development Services Inc	1,735.16	-	1,735.16	-	2,581.00-	-	-	2,581.00
277	Front Range Investment Holdings LLC	1,286.10	-	1,175.00	111.10	-	-	-	-
280	Benson Farms - MD	2,430.25-	-	-	-	-	-	-	2,430.25-
282	Agfinity, Inc	173.72	-	-	173.72	-	-	-	-
285	Boulder Scientific Company, LLC	2,360.00-	-	-	-	-	-	-	2,360.00-
287	Eagle Development LRMD	1,855.00-	-	-	-	-	-	-	1,855.00-
290	Forestar Real Estate Group	1,765.50-	-	1,537.00	-	3,302.50-	-	-	-
292	BREG Industrial Development	12,908.37	-	-	-	-	316.25	720.13	11,871.99
294	QuikTrip Corp	689.02	-	689.02	-	-	-	-	-
296	Silver Point Development	10,428.75	-	10,428.75	-	-	-	-	-
297	Meadow Ridge Development, Inc	4,420.20-	-	374.71	-	-	-	-	4,794.91-
298	Century Land Holdings LLC	11,010.00	500.00	10,510.00	-	-	-	-	-
299	Lizondo Futbol Academy LLC	182.30	-	-	51.00	-	131.30	-	-
301	BREG Industrial Devel. c/o Broe Real Es	262.60	-	-	262.60	-	-	-	-
305	Flatirons Inc	131.30	-	131.30	-	-	-	-	-
307	Tharaldson c/o Ventana Capital, Inc	332.04	-	200.74	131.30	-	-	-	-
320	Lorson South Land Corp c/o Landhuis C	2,133.99	-	-	-	-	-	-	2,133.99
321	Westside Investment Partners	15,022.42	-	375.72	1,709.50	3,104.00	7,672.30	2,160.90	-
322	FBVAM Investments LLC	532.25	-	-	204.00	328.25	-	-	-
323	Enyo Power Partners, LLC	4,387.36	-	996.11	3,391.25	-	-	-	-
325	Red Barn Metropolitan District	1,321.83-	-	-	881.22-	-	-	440.61-	-
326	AMK Properties LLC	300.47-	-	-	-	-	-	300.47-	-
328	Homerun Properties LLC	702.46	-	-	-	702.46	-	-	-
330	TCA Construction	958.24	736.09	222.15	-	-	-	-	-
331	Mountain Legacy LLC	3,005.77	-	-	722.66	-	535.30	1,656.91	90.90
332	Comcast of Colorado IX, LLC	5,269.67	4,269.67	750.00-	-	-	-	1,750.00	-
334	BUFFBRAKER, LLC / BAS 2020 LLC	2,232.61	-	2,232.61	-	-	-	-	-
335	34 9.5 Metropolitan District	756.25	-	756.25	-	-	-	-	-
336	Front Range Investment Holdings LLC	101,590.75	1,590.75	100,000.00	-	-	-	-	-
337	Welcome to Realty, LLC 401k PSP	5,000.00-	-	5,000.00-	-	-	-	-	-
	Grand Totals:	349,795.47	164,133.10	146,498.02	14,053.66	319.04-	11,991.15	5,533.36	7,905.22

Report Criteria:
Report type: GL detail

GL Period	Check Issue Date	Check Number	Payee	Invoice Number	Invoice GL Account	Description	Invoice Amount
09/23	09/28/2023	37253	B-Town Inc	37604	01-42-5216	Unit #9 - VIN 07144	904.98
Total 37253:							904.98
10/23	10/09/2023	37254	All Season CDL, LLC	8222023-3I	01-45-5330	CDL - JM & ZB	1,500.00
10/23	10/09/2023	37254	All Season CDL, LLC	8222023-3I	04-44-5330	CDL - JM & ZB	1,975.00
10/23	10/09/2023	37254	All Season CDL, LLC	8222023-3I	01-47-5330	CDL - JM & ZB	2,000.00
Total 37254:							5,475.00
10/23	10/09/2023	37255	Amazon Capital Services Inc	1HXW-4NJX-	01-47-5210	Operating Supplies	89.99
10/23	10/09/2023	37255	Amazon Capital Services Inc	1KLX-7MHF-	01-47-5210	Operating Supplies	60.87
10/23	10/09/2023	37255	Amazon Capital Services Inc	1LYF-F366-J	01-42-5200	supplies	27.44
10/23	10/09/2023	37255	Amazon Capital Services Inc	1X19-QW7Q-	01-47-5200	Office Supplies	46.04
Total 37255:							224.34
10/23	10/09/2023	37256	AMERICAN SOCIETY OF CIVIL	2024 RENE	01-40-5331	2024 Renewal	291.00
Total 37256:							291.00
10/23	10/09/2023	37257	Arborado, LLC	00001990	01-45-5371	Tree Maintenance	2,170.00
Total 37257:							2,170.00
10/23	10/09/2023	37258	Ausmus Law Firm PC	8402	01-48-5455	Municipal Prosecutor - October	1,000.00
Total 37258:							1,000.00
10/23	10/09/2023	37259	BK Tire	32573	01-42-5216	Tires - Unit 9	697.00
Total 37259:							697.00
10/23	10/09/2023	37260	Brian Smith	093023 - SMI	01-42-5330	Meals Reimbursement - IACP Training 1	307.00
10/23	10/09/2023	37260	Brian Smith	093023 - SMI	01-42-5350	Screening - DS on 10/3 - reimbursement	40.00
Total 37260:							347.00
10/23	10/09/2023	37261	BUCKEYE WELDING SUPPLY C	05084498	04-44-5369	Rental Cylinders	7.65
Total 37261:							7.65
10/23	10/09/2023	37262	COLORADO DEPT OF AGRICUL	5557	01-42-5255	Equipment	88.00
Total 37262:							88.00
10/23	10/09/2023	37263	Danelle Rivera	093023 - RIV	01-48-5330	Employee Reimbursements - Meals 9/29	17.00
Total 37263:							17.00
10/23	10/09/2023	37264	David Jay Thrower	10012023ME	01-48-5040	Municipal court judge - Sept	1,500.00

GL Period	Check Issue Date	Check Number	Payee	Invoice Number	Invoice GL Account	Description	Invoice Amount
Total 37264:							1,500.00
10/23	10/09/2023	37265	Denali Water Solutions LLc	INV528804	06-47-5231	Sludge Disposal	910.00
10/23	10/09/2023	37265	Denali Water Solutions LLc	INV599451	06-47-5231	Sludge Disposal	455.00
Total 37265:							1,365.00
10/23	10/09/2023	37266	Ditesco LLC	2023-528	09-51-5500	Community Center	2,035.00
10/23	10/09/2023	37266	Ditesco LLC	2023-568	09-50-5500	Courtroom Remodel	2,664.30
10/23	10/09/2023	37266	Ditesco LLC	2023-582	09-50-5511	PW Facility	949.00
Total 37266:							5,648.30
10/23	10/09/2023	37267	Firestone Ace Hardware	540302/2	01-47-5210	Fill up LP tank	17.99
Total 37267:							17.99
10/23	10/09/2023	37268	FRONT RANGE PORTABLE RES	11651	01-45-5210	Liberty Ranch Park	157.50
10/23	10/09/2023	37268	FRONT RANGE PORTABLE RES	11652	01-49-5261	Mead Community Day	1,080.00
Total 37268:							1,237.50
10/23	10/09/2023	37269	Garretson's Sports Center	11147	04-44-5203	Clothing	180.00
Total 37269:							180.00
10/23	10/09/2023	37270	Graves Consulting LLC	1276	01-40-5401	Market Update - final inv for 2023	4,627.00
Total 37270:							4,627.00
10/23	10/09/2023	37271	GREELEY LOCK AND KEY	0000024521	01-45-5215	Parks Re-key	3,417.13
Total 37271:							3,417.13
10/23	10/09/2023	37272	Imprints Fort Collins	OE32808	01-40-5203	Clothing - HM, MS, KH	643.78
Total 37272:							643.78
10/23	10/09/2023	37273	International Agents Inc	000880	01-42-5343	Monthly Training - August	1,350.00
Total 37273:							1,350.00
10/23	10/09/2023	37274	JVA INCORPORATED	114252	01-02-2615	Highlands Construction (256)	366.93
10/23	10/09/2023	37274	JVA INCORPORATED	114253	01-02-2615	Highlands Filing No 2 (256)	172.00
10/23	10/09/2023	37274	JVA INCORPORATED	114254	01-02-2615	Quiktrip Crossing Dev (294)	86.00
10/23	10/09/2023	37274	JVA INCORPORATED	114255	01-02-2615	34 & 9.5 Improvements	172.00
10/23	10/09/2023	37274	JVA INCORPORATED	114256	01-02-2615	Mead Place (45)	172.00
10/23	10/09/2023	37274	JVA INCORPORATED	114257	01-02-2615	Red Barn (298)	258.00
10/23	10/09/2023	37274	JVA INCORPORATED	114258	01-47-5405	TOM - General Engineering Services	2,761.40
10/23	10/09/2023	37274	JVA INCORPORATED	114289	06-40-5405	Sanitary Sewer Flow Metering	10,530.00
10/23	10/09/2023	37274	JVA INCORPORATED	114439	06-40-5405	TOM - Wastewater On-Call	1,224.00
10/23	10/09/2023	37274	JVA INCORPORATED	114441	06-47-5559	WWTF - Chem P	1,550.00
10/23	10/09/2023	37274	JVA INCORPORATED	114445	06-47-5557	WWTF - Interceptor MHs	1,879.79

GL Period	Check Issue Date	Check Number	Payee	Invoice Number	Invoice GL Account	Description	Invoice Amount
Total 37274:							19,172.12
10/23	10/09/2023	37275	Kaitlyn Newbanks	093023 - KN	01-49-5330	Mileage Reimbursement - Gillette, WY -	386.45
Total 37275:							386.45
10/23	10/09/2023	37276	KONICA MINOLTA BUSINESS S	289358062	01-40-5315	Copies	157.28
Total 37276:							157.28
10/23	10/09/2023	37277	LITTLE THOMPSON WATER DIS	1003301 9/2	01-47-5305	1341 WC 34	100.80
10/23	10/09/2023	37277	LITTLE THOMPSON WATER DIS	347002 9/20/	04-44-5305	1782 WC 32	31.98
10/23	10/09/2023	37277	LITTLE THOMPSON WATER DIS	607001 9/20/	06-47-5305	5423 WC 32	31.84
10/23	10/09/2023	37277	LITTLE THOMPSON WATER DIS	618801 9/20/	01-45-5305	150 Main St	34.49
10/23	10/09/2023	37277	LITTLE THOMPSON WATER DIS	619202 9/20/	01-45-5305	401 3rd St	31.84
10/23	10/09/2023	37277	LITTLE THOMPSON WATER DIS	620201 9/20/	01-45-5305	2700 WC 34.5	3,070.42
10/23	10/09/2023	37277	LITTLE THOMPSON WATER DIS	621801 9/20/	01-45-5305	190 1st St	1,358.30
10/23	10/09/2023	37277	LITTLE THOMPSON WATER DIS	622501 9/20/	01-45-5305	365 Welker	34.49
10/23	10/09/2023	37277	LITTLE THOMPSON WATER DIS	624409 9/20/	01-42-5305	201 Welker	31.86
10/23	10/09/2023	37277	LITTLE THOMPSON WATER DIS	650402 9/20	01-40-5305	242 Main St	31.84
10/23	10/09/2023	37277	LITTLE THOMPSON WATER DIS	657602 9/20/	06-47-5305	4504 E Welker	43.97
10/23	10/09/2023	37277	LITTLE THOMPSON WATER DIS	657701 9/20/	01-45-5305	156 Eagle	477.65
10/23	10/09/2023	37277	LITTLE THOMPSON WATER DIS	657801 9/20/	01-42-5305	537 Main Police	78.80
10/23	10/09/2023	37277	LITTLE THOMPSON WATER DIS	657901 9/20/	01-45-5305	16775 North Creek	890.55
10/23	10/09/2023	37277	LITTLE THOMPSON WATER DIS	658001 9/20/	01-45-5305	441 3rd St (6580)	1,663.92
10/23	10/09/2023	37277	LITTLE THOMPSON WATER DIS	658101 9/20/	01-45-5305	10 Fairburn	34.51
10/23	10/09/2023	37277	LITTLE THOMPSON WATER DIS	658201 9/20/	01-40-5305	441 3rd St	42.15
Total 37277:							7,989.41
10/23	10/09/2023	37278	LONGMONT FLORIST	00934675	01-40-5700	Funeral - Sekich	105.18
Total 37278:							105.18
10/23	10/09/2023	37279	MAC EQUIPMENT INC	452703	01-45-5216	Mowers R&M	69.12
Total 37279:							69.12
10/23	10/09/2023	37280	MAIN STREET MAT COMPANY	189257	01-40-5210	Mat svs	65.50
Total 37280:							65.50
10/23	10/09/2023	37281	Marisol Herman	093023 - HE	01-48-5330	employee reimbursements - Meals traini	17.00
10/23	10/09/2023	37281	Marisol Herman	093023 - HE	01-48-5330	employee reimbursements - parking for tr	12.00
Total 37281:							29.00
10/23	10/09/2023	37282	Martin Marietta Materials, Inc	40230139	04-44-5250	Asphalt Patching Project	392,119.54
10/23	10/09/2023	37282	Martin Marietta Materials, Inc	40230139	09-02-2005	Asphalt Patching Project - Retainage	19,605.98-
Total 37282:							372,513.56
10/23	10/09/2023	37283	MARY STRUTT	093023 - ST	01-40-5705	Q3 expenses - Mileage	279.03
10/23	10/09/2023	37283	MARY STRUTT	093023 - ST	01-41-5841	Q3 expenses - Coffee w Mayor - Jul	32.78
10/23	10/09/2023	37283	MARY STRUTT	093023 - ST	01-41-5841	Q3 expenses - Coffee w Mayor - Aug	32.78

GL Period	Check Issue Date	Check Number	Payee	Invoice Number	Invoice GL Account	Description	Invoice Amount
10/23	10/09/2023	37283	MARY STRUTT	093023 - ST	01-41-5841	Q3 expenses - Coffee w Mayor - Sept	32.78
	Total 37283:						377.37
10/23	10/09/2023	37284	Mercantile Exchange	100423 - ME	01-02-2308	Temp Use Deposit Refund - Rotary Club/	500.00
	Total 37284:						500.00
10/23	10/09/2023	37285	Michael Baker International	1191436	04-44-5369	Bridges - R&M - Aug	6,646.50
	Total 37285:						6,646.50
10/23	10/09/2023	37286	Minuteman Press	8806	01-40-5210	Business Cards - KB	44.53
10/23	10/09/2023	37286	Minuteman Press	8806	01-43-5202	Business Cards - KF	68.09
	Total 37286:						112.62
10/23	10/09/2023	37287	MJT Communications	13914	01-40-5201	Wireless Routers replacement - TH	860.00
	Total 37287:						860.00
10/23	10/09/2023	37288	Mountain Shadow Carriages LLC	20231202-4	01-49-5262	Christmas in the Park	950.00
	Total 37288:						950.00
10/23	10/09/2023	37289	Nectar HR	16236	01-49-5349	Wellness	35.00
	Total 37289:						35.00
10/23	10/09/2023	37290	OCCUPATIONAL HEALTH CENT	16805368	01-49-5075	Rec Aide - DM	61.50
	Total 37290:						61.50
10/23	10/09/2023	37291	One Way Inc	311651	01-47-5310	D13927G - 1341 County Road 34 Trash	77.18
10/23	10/09/2023	37291	One Way Inc	311784	01-47-5310	D13927H - 1341 County Rd 34 Recycle	102.61
10/23	10/09/2023	37291	One Way Inc	311837	01-42-5310	D13927A - 537 Main St Trash	77.18
10/23	10/09/2023	37291	One Way Inc	311838	01-42-5310	D13927B - 537 Main St Recycle	49.61
10/23	10/09/2023	37291	One Way Inc	311847	01-40-5310	D13927C - 441 Third St Trash	77.18
10/23	10/09/2023	37291	One Way Inc	311848	01-40-5310	D13927D - 441 Third St Recycle	49.61
10/23	10/09/2023	37291	One Way Inc	311854	06-47-5310	D13927E - 4504 Welker Trash	93.72
10/23	10/09/2023	37291	One Way Inc	311895	01-42-5310	D13927F - 201 Welker	26.44
	Total 37291:						553.53
10/23	10/09/2023	37292	Pattlen Enterprises Inc	1153750-00	01-45-5372	New Clocks - booster	375.22
10/23	10/09/2023	37292	Pattlen Enterprises Inc	1153878-00	01-45-5372	New Clocks	1,787.93
10/23	10/09/2023	37292	Pattlen Enterprises Inc	1913594-00	01-45-5216	Jackshaft for Aerator	187.42
	Total 37292:						2,350.57
10/23	10/09/2023	37293	Prairie Mountian Media	0000359525	01-49-5202	Published Notices - Acct #1121876 - Rec	250.00
10/23	10/09/2023	37293	Prairie Mountian Media	0000359525	01-41-5340	Published Notices - Acct #1051153 - TH	345.97
	Total 37293:						595.97
10/23	10/09/2023	37294	Precision Employment Consulting	093023	01-40-5401	HR - Admin	6,253.16

GL Period	Check Issue Date	Check Number	Payee	Invoice Number	Invoice GL Account	Description	Invoice Amount
10/23	10/09/2023	37294	Precision Employment Consulting	093023	06-40-5401	HR - Sewer	311.16
10/23	10/09/2023	37294	Precision Employment Consulting	093023	20-40-5401	HR - MURA	244.43
Total 37294:							6,808.75
10/23	10/09/2023	37295	RAMEY ENVIRONMENTAL COM	26346	06-47-5396	Raterink	735.00
10/23	10/09/2023	37295	RAMEY ENVIRONMENTAL COM	26384	06-47-5390	Wastewater svs - Sept	5,195.16
10/23	10/09/2023	37295	RAMEY ENVIRONMENTAL COM	26384	06-47-5215	Equipment	10.33
10/23	10/09/2023	37295	RAMEY ENVIRONMENTAL COM	26384	06-47-5391	Lab Services	482.88
10/23	10/09/2023	37295	RAMEY ENVIRONMENTAL COM	26384	06-47-5215	Facility Operator	622.86
Total 37295:							7,046.23
10/23	10/09/2023	37296	Saela Pest Control	10125761	01-47-5215	Pest Watch Svs (orig inv 92676 dated 7/	149.00
Total 37296:							149.00
10/23	10/09/2023	37297	Safety and Construction Supply	11498-IN	04-44-5252	High Vis/Delineators	330.88
10/23	10/09/2023	37297	Safety and Construction Supply	11570-IN	04-44-5252	Hardware	5,095.00
10/23	10/09/2023	37297	Safety and Construction Supply	11570-IN	04-44-5255	Safety Equipment	839.75
Total 37297:							6,265.63
10/23	10/09/2023	37298	STAPLES ADVANTAGE	8071812033	01-41-5841	3549026031 - supplies	29.75
10/23	10/09/2023	37298	STAPLES ADVANTAGE	8071812033	01-40-5200	3549026031 - Supplies	75.29
10/23	10/09/2023	37298	STAPLES ADVANTAGE	8071812033	01-41-5841	3549026032 - Supplies	35.14
10/23	10/09/2023	37298	STAPLES ADVANTAGE	8071812033	01-40-5200	3549026033 - supplies	38.20
10/23	10/09/2023	37298	STAPLES ADVANTAGE	8071812033	01-40-5200	3549026034 - supplies	314.41
10/23	10/09/2023	37298	STAPLES ADVANTAGE	8071812033	01-40-5210	3549026034 - supplies	38.37
10/23	10/09/2023	37298	STAPLES ADVANTAGE	8071812033	01-40-5210	3549026035 - supplies	29.94
10/23	10/09/2023	37298	STAPLES ADVANTAGE	8071812033	01-42-5210	3549026035 - supplies	6.00
Total 37298:							567.10
10/23	10/09/2023	37299	Stericylce Inc	8004917141	01-41-5700	Purge	250.00
Total 37299:							250.00
10/23	10/09/2023	37300	Sunbelt Rentals Inc	144328516-0	01-49-5261	Community Day	862.32
10/23	10/09/2023	37300	Sunbelt Rentals Inc	144336557-0	01-49-5261	Community Day	1,887.54
Total 37300:							2,749.86
10/23	10/09/2023	37301	Super Vacuum Manufacturing Co,	123882	01-42-5216	Graphics - SRO vehicles	785.00
10/23	10/09/2023	37301	Super Vacuum Manufacturing Co,	123882	01-02-2615	Graphics - SRO vehicles	785.00
Total 37301:							1,570.00
10/23	10/09/2023	37302	TDS	0006545 09-	01-40-5325	Internet	457.30
10/23	10/09/2023	37302	TDS	0014762 08-	01-42-5325	Internet	132.45
10/23	10/09/2023	37302	TDS	0014762 09-	01-42-5325	Internet	132.45
Total 37302:							722.20
10/23	10/09/2023	37303	THE HARTFORD-GROUP BENE	9247085160	01-40-5066	STD / LTD Insurance	221.52
10/23	10/09/2023	37303	THE HARTFORD-GROUP BENE	9247085160	01-41-5066	STD / LTD Insurance	10.14

GL Period	Check Issue Date	Check Number	Payee	Invoice Number	Invoice GL Account	Description	Invoice Amount
10/23	10/09/2023	37303	THE HARTFORD-GROUP BENE	9247085160	01-42-5066	STD / LTD Insurance	384.71
10/23	10/09/2023	37303	THE HARTFORD-GROUP BENE	9247085160	01-43-5066	STD / LTD Insurance	234.09
10/23	10/09/2023	37303	THE HARTFORD-GROUP BENE	9247085160	04-44-5066	STD / LTD Insurance	229.84
10/23	10/09/2023	37303	THE HARTFORD-GROUP BENE	9247085160	01-45-5066	STD / LTD Insurance	224.57
10/23	10/09/2023	37303	THE HARTFORD-GROUP BENE	9247085160	01-47-5066	STD / LTD Insurance	241.99
10/23	10/09/2023	37303	THE HARTFORD-GROUP BENE	9247085160	01-48-5066	STD / LTD Insurance	32.34
10/23	10/09/2023	37303	THE HARTFORD-GROUP BENE	9247085160	01-49-5066	STD / LTD Insurance	119.49
10/23	10/09/2023	37303	THE HARTFORD-GROUP BENE	9247085160	06-40-5066	STD / LTD Insurance	122.25
10/23	10/09/2023	37303	THE HARTFORD-GROUP BENE	9247085160	20-40-5066	STD / LTD Insurance	103.13
Total 37303:							1,924.07
10/23	10/09/2023	37304	TOWN OF MEAD	311.11 9.202	01-42-5305	201 Welker Sewer	44.39
10/23	10/09/2023	37304	TOWN OF MEAD	338.01 9.202	01-40-5305	Town Hall Sewer	58.60
10/23	10/09/2023	37304	TOWN OF MEAD	478.02 9.202	01-40-5305	242 Main St	48.84
10/23	10/09/2023	37304	TOWN OF MEAD	566.02 9.202	01-45-5305	Bean Plant Sewer (401 Third St)	48.84
10/23	10/09/2023	37304	TOWN OF MEAD	630.04 9.202	01-40-5305	505 3rd St Sewer	44.39
Total 37304:							245.06
10/23	10/09/2023	37305	TRACTOR SUPPLY CREDIT PLA	1350 - 09-15-	01-47-5210	9607316248	91.95
10/23	10/09/2023	37305	TRACTOR SUPPLY CREDIT PLA	1350 - 09-15-	01-45-5216	9607316248	57.98
10/23	10/09/2023	37305	TRACTOR SUPPLY CREDIT PLA	1350 - 09-15-	04-44-5363	9607316248	639.95
10/23	10/09/2023	37305	TRACTOR SUPPLY CREDIT PLA	1350 - 09-15-	01-47-5210	9607351920	31.98
10/23	10/09/2023	37305	TRACTOR SUPPLY CREDIT PLA	1350 - 09-15-	01-47-5210	9607334764	413.61
10/23	10/09/2023	37305	TRACTOR SUPPLY CREDIT PLA	1350 - 09-15-	04-44-5216	9607351920	379.99
10/23	10/09/2023	37305	TRACTOR SUPPLY CREDIT PLA	1350 - 09-15-	01-45-5363	9607351920	567.95
10/23	10/09/2023	37305	TRACTOR SUPPLY CREDIT PLA	1350 - 09-15-	01-45-5216	9607359915 - Torro Repair	186.73
Total 37305:							2,370.14
10/23	10/09/2023	37306	Tradesman Elevator	11121	01-40-5215	Elevator Maint - TH Sept	180.25
Total 37306:							180.25
10/23	10/09/2023	37307	TRAFFIC SIGNAL CONTROLS, I	7074	04-44-5252	CR 7 Ped Walk	47.50
Total 37307:							47.50
10/23	10/09/2023	37308	TRIDENT SECURITY SYSTEMS	33588	01-40-5399	Q4 Alarm Monitoring	105.00
10/23	10/09/2023	37308	TRIDENT SECURITY SYSTEMS	33588	01-42-5399	Q4 Alarm Monitoring	105.00
Total 37308:							210.00
10/23	10/09/2023	37309	UBEO Business Services	4252934	01-43-5201	Large Format Printer - Contract 9/25/202	1,210.00
Total 37309:							1,210.00
10/23	10/09/2023	37310	University Auto Parts, Inc	285064	04-44-5252	Ped Crosswalk (CR 34.5)	227.83
10/23	10/09/2023	37310	University Auto Parts, Inc	285068	04-44-5216	Fleet Maint	312.38
10/23	10/09/2023	37310	University Auto Parts, Inc	285115	04-44-5216	Rust inhibitor for trucks/equip	181.34
Total 37310:							721.55
10/23	10/09/2023	37311	VECCHI & ASSOCIATES LLC	3181	01-43-5410	Planning consultant	412.50
10/23	10/09/2023	37311	VECCHI & ASSOCIATES LLC	3181	01-43-5410	Special Projects - Renewable Energy	150.00

GL Period	Check Issue Date	Check Number	Payee	Invoice Number	Invoice GL Account	Description	Invoice Amount
10/23	10/09/2023	37311	VECCHI & ASSOCIATES LLC	3181-B	01-02-2615	Sugar Beet Solar (323)	4,217.50
Total 37311:							4,780.00
10/23	10/09/2023	37312	Veritone Inc	531215	01-01-1302	Contractual Services (12/9/23 - 12/9/24)	2,400.00
Total 37312:							2,400.00
10/23	10/09/2023	37313	Wilson & Company Inc	119680	14-40-5501	SRTS - 3rd Street Trail	8,051.88
10/23	10/09/2023	37313	Wilson & Company Inc	119682	01-02-2615	Proj 2210001903 - 1601 CR 38 Interchan	2,887.50
Total 37313:							10,939.38
10/23	10/09/2023	37314	Alderman Bernstein LLC	19242	01-02-2615	MTC Storm Sewer (337)	560.00
Total 37314:							560.00
10/23	10/06/2023	100623100	All Copy Products Inc	508831740	01-47-5315	Copier Lease & late fee - 08/10/23 - 09/1	93.87
10/23	10/06/2023	100623100	All Copy Products Inc	511207524	01-47-5315	Copier Lease & late fee - 09/10/23 - 10/1	86.05
Total 100623100:							179.92
10/23	10/06/2023	100623101	CEBT	INV 0060387	01-02-2310	Health Insurance	46,180.29
10/23	10/06/2023	100623101	CEBT	INV 0060387	06-02-2310	Health Insurance	1,885.74
10/23	10/06/2023	100623101	CEBT	INV 0060387	20-02-2310	Health Insurance	2,318.12
Total 100623101:							50,384.15
10/23	10/06/2023	100623102	CENTURY LINK	0831 09-25-2	01-40-5300	TH Fax	70.62
10/23	10/06/2023	100623102	CENTURY LINK	4770 09-25-2	01-42-5300	PD Fax	66.43
Total 100623102:							137.05
10/23	10/06/2023	100623103	Fusion Cloud Company	9755924	01-40-5300	Phone Bill	270.08
Total 100623103:							270.08
10/23	10/06/2023	100623104	UNITED POWER	61303 09-20-	01-45-5305	17029 CR 5 area light	10.25
10/23	10/06/2023	100623104	UNITED POWER	88601 09-20-	04-44-5305	Streetlights	2,736.65
10/23	10/06/2023	100623104	UNITED POWER	92015 - 09-2	01-42-5305	201 Welker	100.84
Total 100623104:							2,847.74
10/23	10/06/2023	100623105	XCEL ENERGY	845737939	01-40-5305	53-0012949706-8 - Aug/Sept 2023	52.57
10/23	10/06/2023	100623105	XCEL ENERGY	845744485	01-47-5305	53-0013365944-9 Aug/Sept 2023	79.57
10/23	10/06/2023	100623105	XCEL ENERGY	845774398	01-42-5305	53-0013609291-7 - Aug/Sept 2023	16.30
Total 100623105:							148.44
10/23	10/06/2023	100623106	Xpress Bill Pay	INV-XPR005	06-40-5701	Credit Trans - Sept	639.33
10/23	10/06/2023	100623106	Xpress Bill Pay	INV-XPR005	01-40-5701	Credit Trans - Sept	159.83
Total 100623106:							799.16
Grand Totals:							551,222.61

Summary by General Ledger Account Number

GL Account	Debit	Credit	Proof
01-01-1302	2,400.00	.00	2,400.00
01-02-2000	.00	115,757.92-	115,757.92-
01-02-2308	500.00	.00	500.00
01-02-2310	46,180.29	.00	46,180.29
01-02-2615	9,676.93	.00	9,676.93
01-40-5066	221.52	.00	221.52
01-40-5200	427.90	.00	427.90
01-40-5201	860.00	.00	860.00
01-40-5203	643.78	.00	643.78
01-40-5210	178.34	.00	178.34
01-40-5215	180.25	.00	180.25
01-40-5300	340.70	.00	340.70
01-40-5305	278.39	.00	278.39
01-40-5310	126.79	.00	126.79
01-40-5315	157.28	.00	157.28
01-40-5325	457.30	.00	457.30
01-40-5331	291.00	.00	291.00
01-40-5399	105.00	.00	105.00
01-40-5401	10,880.16	.00	10,880.16
01-40-5700	105.18	.00	105.18
01-40-5701	159.83	.00	159.83
01-40-5705	279.03	.00	279.03
01-41-5066	10.14	.00	10.14
01-41-5340	345.97	.00	345.97
01-41-5700	250.00	.00	250.00
01-41-5841	163.23	.00	163.23
01-42-5066	384.71	.00	384.71
01-42-5200	27.44	.00	27.44
01-42-5210	6.00	.00	6.00
01-42-5216	2,386.98	.00	2,386.98
01-42-5255	88.00	.00	88.00
01-42-5300	66.43	.00	66.43
01-42-5305	272.19	.00	272.19
01-42-5310	153.23	.00	153.23
01-42-5325	264.90	.00	264.90
01-42-5330	307.00	.00	307.00
01-42-5343	1,350.00	.00	1,350.00
01-42-5350	40.00	.00	40.00
01-42-5399	105.00	.00	105.00
01-43-5066	234.09	.00	234.09
01-43-5201	1,210.00	.00	1,210.00
01-43-5202	68.09	.00	68.09
01-43-5410	562.50	.00	562.50
01-45-5066	224.57	.00	224.57
01-45-5210	157.50	.00	157.50
01-45-5215	3,417.13	.00	3,417.13
01-45-5216	501.25	.00	501.25
01-45-5305	7,655.26	.00	7,655.26
01-45-5330	1,500.00	.00	1,500.00
01-45-5363	567.95	.00	567.95
01-45-5371	2,170.00	.00	2,170.00
01-45-5372	2,163.15	.00	2,163.15
01-47-5066	241.99	.00	241.99
01-47-5200	46.04	.00	46.04
01-47-5210	706.39	.00	706.39
01-47-5215	149.00	.00	149.00

GL Account	Debit	Credit	Proof
01-47-5305	180.37	.00	180.37
01-47-5310	179.79	.00	179.79
01-47-5315	179.92	.00	179.92
01-47-5330	2,000.00	.00	2,000.00
01-47-5405	2,761.40	.00	2,761.40
01-48-5040	1,500.00	.00	1,500.00
01-48-5066	32.34	.00	32.34
01-48-5330	46.00	.00	46.00
01-48-5455	1,000.00	.00	1,000.00
01-49-5066	119.49	.00	119.49
01-49-5075	61.50	.00	61.50
01-49-5202	250.00	.00	250.00
01-49-5261	3,829.86	.00	3,829.86
01-49-5262	950.00	.00	950.00
01-49-5330	386.45	.00	386.45
01-49-5349	35.00	.00	35.00
04-02-2000	.00	411,981.78-	411,981.78-
04-44-5066	229.84	.00	229.84
04-44-5203	180.00	.00	180.00
04-44-5216	873.71	.00	873.71
04-44-5250	392,119.54	.00	392,119.54
04-44-5252	5,701.21	.00	5,701.21
04-44-5255	839.75	.00	839.75
04-44-5305	2,768.63	.00	2,768.63
04-44-5330	1,975.00	.00	1,975.00
04-44-5363	639.95	.00	639.95
04-44-5369	6,654.15	.00	6,654.15
06-02-2000	.00	26,723.03-	26,723.03-
06-02-2310	1,885.74	.00	1,885.74
06-40-5066	122.25	.00	122.25
06-40-5401	311.16	.00	311.16
06-40-5405	11,754.00	.00	11,754.00
06-40-5701	639.33	.00	639.33
06-47-5215	633.19	.00	633.19
06-47-5231	1,365.00	.00	1,365.00
06-47-5305	75.81	.00	75.81
06-47-5310	93.72	.00	93.72
06-47-5390	5,195.16	.00	5,195.16
06-47-5391	482.88	.00	482.88
06-47-5396	735.00	.00	735.00
06-47-5557	1,879.79	.00	1,879.79
06-47-5559	1,550.00	.00	1,550.00
09-02-2000	19,605.98	5,648.30-	13,957.68
09-02-2005	.00	19,605.98-	19,605.98-
09-50-5500	2,664.30	.00	2,664.30
09-50-5511	949.00	.00	949.00
09-51-5500	2,035.00	.00	2,035.00
14-02-2000	.00	8,051.88-	8,051.88-
14-40-5501	8,051.88	.00	8,051.88
20-02-2000	.00	2,665.68-	2,665.68-
20-02-2310	2,318.12	.00	2,318.12
20-40-5066	103.13	.00	103.13
20-40-5401	244.43	.00	244.43
Grand Totals:	590,434.57	590,434.57-	.00

Report Criteria:
Report type: GL detail

M = Manual Check, V = Void Check

Agenda Item Summary

MEETING DATE: October 9, 2023

SUBJECT: **Resolution No. 66-R-2023** – A Resolution of the Town of Mead, Colorado, Approving Updated Compensation Structure Guidelines for Employees

PRESENTED BY: Helen Migchelbrink, Town Manager

SUMMARY

The Town of Mead continues to strive to recruit and retain top talent that will best support the Town's mission. In order to stay competitive in the employment market, regular assessments of the Town's compensation strategy and structure are completed. Since 2021, the town has contracted for annual compensation assessments based on changes in market rates.

Laurie Graves, Graves Consulting, LLC has been retained each of the last two years to review the Town's compensation structure and prepare a market analysis of salaries and benefits provided for Town employees. Graves Consulting submitted the 2023 Compensation Study and presented the resulting Report (the "Report") to the Board of Trustees on September 25, 2023. As part of the study, salary data was compiled from Denver/Boulder and Northern Colorado communities to provide a statistically valid market analysis. The Report recommends no structural updates to the Town's pay plans. However, the Report does recommend a 2% increase to the General Government compensation structure and 5% to the Police Sworn Step Plan based on changes in the labor market. In addition, the report recommends a 3% merit increase for high performing employees to ensure they are moving appropriately through their pay grade.

As part of the compensation study, staff recommended some position titles be amended or added due to recent and foreseeable growth in the Town of Mead. The following position is recommended to be created and added to the Compensation Structure: Economic Development Specialist.

Resolution No. 66-R-2023 adopts new compensation structure guidelines for Town employees including the police sworn step plan and creates the position of Economic Development Specialist.

FINANCIAL CONSIDERATIONS

According to the Implementation Strategy presented to the Board of Trustees on September 25, 2023, the salary ranges set forth in Exhibit B (Compensation Structure 01012024) and the step recommendations set forth in Exhibit C (Police Department Pay Rates 01012024), as prepared by the Compensation Consultant, will be used, in conjunction with annual performance reviews per the Town of Mead Employee Handbook, as a guide for future pay discussions. Market adjustments to salaries and merit increases will be effective for all general government employees at the first pay period in January 2024. Police step market adjustments will also occur in January, while merit-based step increases will take effect on the employee's anniversary date, if they are not at the top step.

The 2024 proposed budget anticipates an impact of approximately $227,000 to implement the updated structures and recommended merit pool.

STAFF RECOMMENDATION/ACTION REQUIRED

A motion to approve the October 9, 2023, consent agenda, will approve this item. If the resolution is removed from the consent agenda for further discussion, the suggested motion is:

"I move to adopt Resolution No. 66-R-2023 – A Resolution of the Town of Mead, Colorado, Approving Updated Compensation Structure Guidelines for Employees."

ATTACHMENTS

Resolution No. 66-R-2023
Exhibit A to Resolution (2023 Compensation Study Report)
Exhibit B to Resolution (Town of Mead Compensation Structure 01012024)
Exhibit C to Resolution (Mead Police Department Pay Rates 01012024)

TOWN OF MEAD, COLORADO
RESOLUTION NO. 66-R-2023

A RESOLUTION OF THE TOWN OF MEAD, COLORADO, APPROVING UPDATED COMPENSATION STRUCTURE GUIDELINES FOR EMPLOYEES

WHEREAS, the Town of Mead ("Town") has implemented a pay philosophy with a goal to recruit and retain the most qualified candidates, reward longevity in position, and allow for assessment of employee's individual performance; and

WHEREAS, the Board of Trustees most recently updated the compensation structure guidelines for employees in 2022, by and through adoption of Resolution No. 79-R-2022; and

WHEREAS, the Town entered into an Agreement for Professional Services with Graves Consulting, LLC (the "Compensation Consultant"), to conduct compensation consulting services including updating the salary structure and step plan and submitting a methodology report to the Town (the "Report"); and

WHEREAS, the Report has been completed and provided to the Town; and

WHEREAS, the Board of Trustees desires to accept the Report set forth in **Exhibit A** (2023 Compensation Study); and

WHEREAS, the Board of Trustees also desires to create new positions within the salary structure with the anticipation of future growth of the Town and of the organization and to allow flexibility in future hiring decisions; and

WHEREAS, the Board also desires to create the position of Economic Development Specialist and add the Economic Development Specialist position to the Town's compensation structure guidelines; and

WHEREAS, Section 2-3-120(e)(8) of the *Mead Municipal Code* states that the Board of Trustees has authority to create (or eliminate) Town staff positions; and

WHEREAS, utilizing the findings and conclusions set forth in the Report, the Compensation Consultant has presented a recommended updates to the pay structure for Town employees based on a review of public and private organizations within the Town's market area; and

WHEREAS, it is the intent of the Board of Trustees to utilize the recommended pay structure beginning immediately as a guideline for personnel expenditures; and

WHEREAS, the amendments to the Town compensation structure are set forth **Exhibit B** attached hereto, titled "*Compensation Structure - Job Titles Listed by Salary Grade*"; and

WHEREAS, the Mead Police Department Pay Rates are set forth in **Exhibit C** attached hereto, titled "*Mead Police Department Pay Rates*"; and

WHEREAS, it is the intent of the Board of Trustees to utilize the salary ranges attached as **Exhibit**

B and **Exhibit C** as guidelines for future pay discussions and personnel expenditures effective January 1, 2024.

NOW THEREFORE, BE IT RESOLVED by the Board of Trustees of the Town of Mead, Weld County, Colorado, that:

Section 1. The 2023 Compensation Study, as set forth in **Exhibit A**, and as completed by the Compensation Consultant is hereby accepted.

Section 2. The position of Economic Development Specialist is hereby created.

Section 3. The salary ranges set forth in **Exhibit B** (*Compensation Structure - Job Titles Listed by Salary Grade*) and the step recommendations set forth in **Exhibit C** (*Mead Police Department Pay Rates*), as prepared by the Compensation Consultant, will be used, in conjunction with annual performance reviews per the Town of Mead Employee Handbook, as a guide for future pay discussions.

Section 4. The salary ranges set forth in **Exhibits B** and **C** may be updated annually by resolution of the Board of Trustees.

Section 5. **Effective Date.** This resolution shall become effective immediately upon adoption.

Section 6. **Repealer.** All resolutions, or parts thereof, in conflict with this resolution are hereby repealed, provided that such repealer shall not repeal the repealer clauses of such resolution nor revive any resolution thereby.

Section 7. **Certification.** The Town Clerk shall certify to the passage of this resolution and make not less than one copy of the adopted resolution available for inspection by the public during regular business hours.

INTRODUCED, READ, PASSED, AND ADOPTED THIS 9th DAY OF OCTOBER, 2023.

ATTEST:

By: ____________________________
Mary E. Strutt, MMC, Town Clerk

TOWN OF MEAD:

By: ______________________________
Colleen G. Whitlow, Mayor

GRAVESCONSULTING
Sustainable People Focused Solutions

September 14, 2023

Helen Migchelbrink
Town Manager
Town of Mead, CO
441 Third Street
Mead, CO 80542

Dear Helen,

Thank you for the opportunity to work with the Town on a Compensation Study once again. This project included a thorough review of the current pay structure and all positions within the Town, ensuring market definition is still appropriate, and benchmarking all full and part-time positions using current market data.

The results include recommendations for revisions to both of the Town's pay structures and the classification listing as well as recommendations for employee pay increases.

This report covers the full scope of work and includes an overview of our process and methodology, as well as our findings and recommendations.

Sincerely,

Laurie Graves

Laurie Graves
President and Principal Consultant
Graves Consulting, LLC

Graves Consulting, LLC
laurie@graveshrconsulting.com – 918.639.6053

Scope of Work

This Compensation Study included a comprehensive review of the Town's current pay structure, a review of all positions for current full time and part time positions (including some newly created positions), review of the Town's market definition and data analyzing from multiple sources. After months of collaborative effort between Graves Consulting staff, Precision Employment Consulting (an HR consultant engaged by the Town) and members of the Town's leadership team, we have created the findings and recommendations outlined below.

Market

A foundational element for a compensation study is the definition of an appropriate external market with which the Town would compare itself. The intent is to create a market broad enough to provide statistically valid data and matches for the Town's positions. The Town had previously been using the Denver/Boulder and Northern Colorado communities, as outlined in the Employers Council survey data. We agree that this continues to be an appropriate market definition.

Based on current survey participation, this includes the following municipalities:

Arvada	Federal Heights	Longmont	Adams County
Aurora	Firestone	Loveland	Arapahoe County
Boulder	Fort Collins	Northglenn	Boulder County
Brighton	Frederick	Parker	Douglas County
Broomfield	Golden	Superior	Jefferson County
Castle Pines	Greeley	Thornton	Larimer County
Castle Rock	Greenwood Village	Wellington	Weld County
Centennial	Johnstown	Westminster	Foothills P&R
Commerce City	Lafayette	Wheat Ridge	Hyland Hills P&R
Englewood	Lakewood	Windsor	South Suburban P&R
Erie	Littleton		
Evans	Lone Tree		

**Private sector data for the same regions was also included for applicable positions*

Data Sources

Our primary data sources for this project were the 2022 Employers Council and 2023 Colorado Municipal League compensation surveys, as the Town has access through their memberships. The EC survey data was aged by 9% to account for two years of market movement since the information was collected. The CML survey data was aged by 4% to account for one year of market movement.

Job Matching

Job matching is the other foundational element of a comprehensive Compensation study, in addition to Market Definition. Ensuring that we understand the Town's positions well enough to choose accurate benchmarks is critical. Graves Consulting previously collected information on the Town's positions through Job Description review and detailed meetings with each Department Head and additional follow-up emails and questions. This year, we reviewed and discussed any positions that had changed from last year or new positions being added.

In comparing jobs, we match as many Town positions to the data sources listed above as possible. Between all the survey sources, we were able to match 47 of the Town's 55 current and proposed positions. The remaining positions were "slotted" based on internal equity. We believe this provides a very solid foundation for this Compensation study.

For available matches, we extract actual wages being paid for that job in the Town's defined market. For some positions, the survey pay ranges are reviewed as well.

We use standard "best practices" when matching jobs and extracting data from pay surveys. For example:

- It is common to blend job matches when a Town position matches with more than one survey job. We may combine survey positions to reflect the most accurate job match(es) available.
- We review the survey data sample size and do not include some matches with a limited sample size of data or where we believe an anomaly exists.
- We adjust some job matches as appropriate. For example, we may believe that a Town position is a good match with a job, but we know that the Town's position has higher requirements or licensures than the survey job. We may add a percentage to the survey result to reflect the complexity of the Town's position. We also trend a result downward if we feel the Town's position is at a slightly lower level than the survey position.

Pay Structures and Classification – Current State and Recommended

General Government Pay Structure

Currently, the Town has one open range pay structure for general government positions. The current structure has 21 pay grades and ranges that vary from 35% to 50% wide. The grades are all uniformly distanced from each other with midpoint distances at 10%.

Graves Consulting is not proposing any structural changes. However, based on market analysis, we are proposing a 2% increase in the General Government pay structure.

Below is our proposed pay structure:

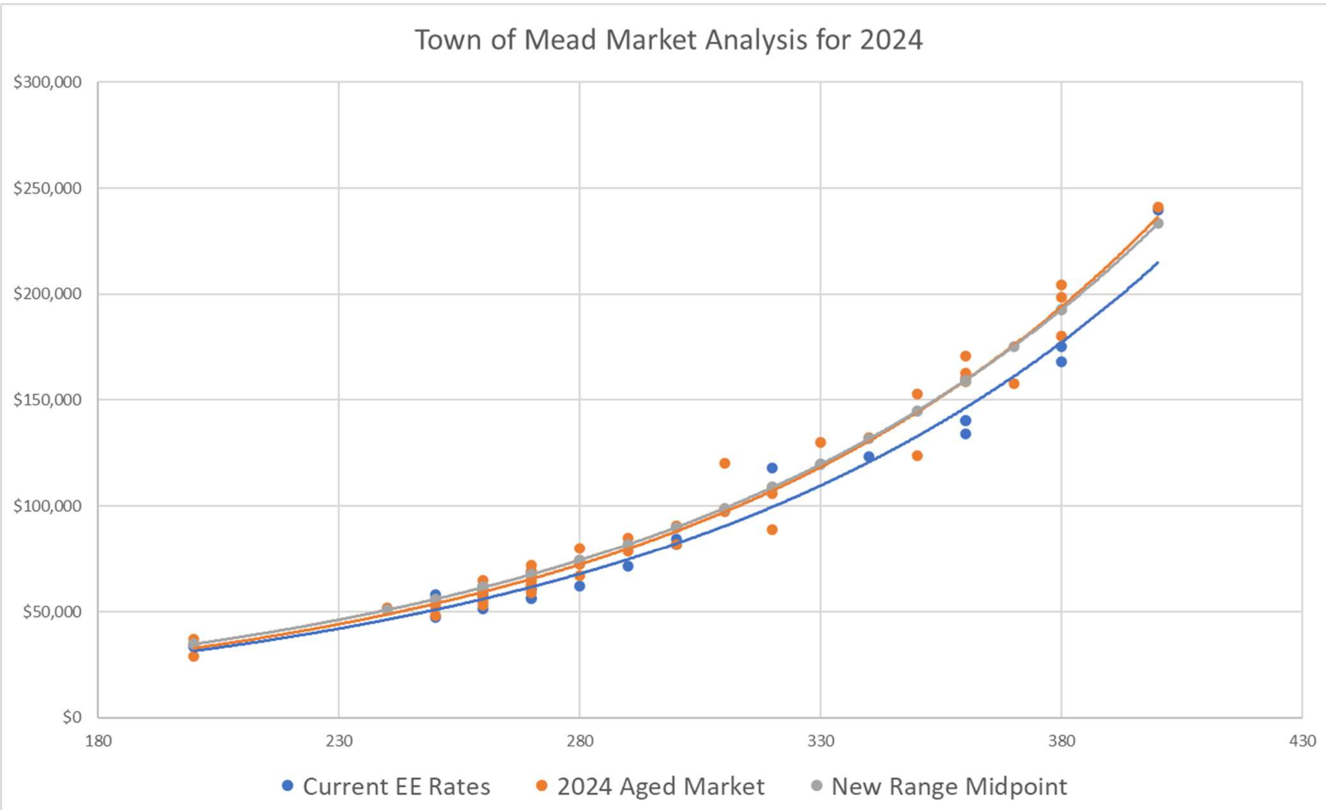
Town of Mead - Proposed Pay Structure - Proposed 2024								
Grade	Annualized			Hourly			Design	
	Min	Mid	Max	Min	Mid	Max	Width	Distance
200	$29,515	$34,680	$39,845	$14.19	$16.67	$19.16	35%	
210	$32,466	$38,148	$43,830	$15.61	$18.34	$21.07	35%	10%
220	$35,713	$41,963	$48,213	$17.17	$20.17	$23.18	35%	10%
230	$39,284	$46,159	$53,034	$18.89	$22.19	$25.50	35%	10%
240	$43,213	$50,775	$58,337	$20.78	$24.41	$28.05	35%	10%
250	$47,534	$55,852	$64,171	$22.85	$26.85	$30.85	35%	10%
260	$51,198	$61,438	$71,677	$24.61	$29.54	$34.46	40%	10%
270	$56,318	$67,582	$78,845	$27.08	$32.49	$37.91	40%	10%
280	$61,950	$74,340	$86,730	$29.78	$35.74	$41.70	40%	10%
290	$68,145	$81,774	$95,403	$32.76	$39.31	$45.87	40%	10%
300	$74,959	$89,951	$104,943	$36.04	$43.25	$50.45	40%	10%
310	$82,455	$98,946	$115,437	$39.64	$47.57	$55.50	40%	10%
320	$88,850	$108,841	$128,832	$42.72	$52.33	$61.94	45%	10%
330	$97,735	$119,725	$141,715	$46.99	$57.56	$68.13	45%	10%
340	$107,508	$131,697	$155,887	$51.69	$63.32	$74.95	45%	10%
350	$118,259	$144,867	$171,475	$56.86	$69.65	$82.44	45%	10%
360	$127,483	$159,354	$191,224	$61.29	$76.61	$91.93	50%	10%
370	$140,231	$175,289	$210,347	$67.42	$84.27	$101.13	50%	10%
380	$154,254	$192,818	$231,382	$74.16	$92.70	$111.24	50%	10%
390	$169,680	$212,100	$254,520	$81.58	$101.97	$122.37	50%	10%
400	$186,648	$233,310	$279,972	$89.73	$112.17	$134.60	50%	10%

In addition to the structure increase, we are also recommending 5 positions be reclassified based on market data. They are as follows:

Position	Current Grade	Proposed Grade
Planner II	290	300
Planner III	300	310
Police Chief	370	380
Public Works Director/Town Engineer	370	380

Position	Current Grade	Proposed Grade
Director of Administrative Services	370	360

The chart below shows that with the proposed pay ranges, the Town's Range Midpoints are well aligned to the 2024 Aged Market data. This was our goal. This chart further shows that some current Employee pay rates are below market averages, which may be appropriate based on tenure and experience.



Sworn Non-Exempt Police Step Plan

Currently, the Town has a step-based pay structure for Sworn Non-Exempt Police positions. This includes Officer and Sergeant. There are 6 total steps for Officer and 4 for Sergeant.

Graves Consulting is not proposing any structural changes. However, based on market analysis, we are proposing a 5% increase to each step.

Below is our proposed pay structure:

Town of Mead - Proposed 2024 Step Plan for Sworn, Non-Exempt Police						
Police Cadet Rate (in Academy)	$63,990 **30.76**					
	Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**
	$75,282	$79,047	$82,999	$87,149	$91,506	$96,082
Police Officer	**36.19**	**38.00**	**39.90**	**41.90**	**43.99**	**46.19**
		5.00%	5.00%	5.00%	5.00%	5.00%
	Step 1	**Step 2**	**Step 3**	**Step 4**		
	$102,807	$107,948	$113,345	$119,012		
Police Sergeant	**49.43**	**51.90**	**54.49**	**57.22**		
		5.00%	5.00%	5.00%		

Recommendations

Graves Consulting recommends implementing the proposed increase to the General Government pay structure of 2% and the proposed increase to Police Step Plan of 5%, to ensure continued alignment to market.

In addition to the market adjustment to the General Government pay structure, we are also recommending an additional average merit pay increase for employees of 3%. This would result in an average total pay increase of 5%.

Sworn Non-Exempt Police employees on the step plan would receive the 5% step plan increase as well as an additional step for those who have performed satisfactorily and are not at range maximum.

Summary

We believe the Town's pay structures remain structurally intact and just need slight increases to continue to stay aligned with the market.

Further, we believe that the recommended average total pay increase for General Government employees will keep pay aligned to market and moving appropriately through the pay ranges.

All results and recommendations are based on compiled market data; however, Town leadership should review and adjust for specific circumstances that we may not be aware of.

We are available to discuss this report in further detail with you or any other members of the leadership team or Town Council, as is appropriate.

EXHIBIT B

Compensation Structure
Job Titles Listed by Salary Grade

Job Title	Range Minimum	Range Midpoint	Range Maximum
Salary Grade 200 Crossing Guard Recreation Aide (Temp/PT)	$29,515 $14.19	$34,680 $16.67	$39,845 $19.16
Salary Grade 210	$32,466 $15.61	$38,148 $18.34	$43,830 $21.07
Salary Grade 220	$35,713 $17.17	$41,963 $20.17	$48,213 $23.18
Salary Grade 230	$39,284 $18.89	$46,159 $22.19	$53,034 $25.50
Salary Grade 240 Seasonal Maintenance	$43,213 $20.78	$50,775 $24.41	$58,337 $28.05
Salary Grade 250 Administrative Clerk Maintenance Worker I	$47,534 $22.85	$55,852 $26.85	$64,171 $30.85
Salary Grade 260 Administrative Assistant II Administrative Clerk – Police *Facility Coordinator* *GIS Specialist* Human Resource / Finance Clerk Maintenance Worker II *Office Manager* Permit Technician Recreation Coordinator	$51,198 $24.61	$61,438 $29.54	$71,677 $34.46

Salary Grade 270 Code Enforcement Officer *Community Services Officer* Deputy Town Clerk / Court Clerk *Deputy Town Clerk / Records Clerk* Events & Media Specialist Executive Administrative Assistant Maintenance Worker III *Planning Technician* Records & Evidence Technician Recreation Coordinator II	$56,318 $27.08	$67,582 $32.49	$78,845 $37.91
Salary Grade 280 Construction Inspector I Economic Development Specialist *Human Resources Generalist* Planner I	$61,950 $29.78	$74,340 $35.74	$86,730 $41.70
Salary Grade 290	$68,145 $32.76	$81,774 $39.31	$95,403 $45.87
Salary Grade 300 Construction Inspector II Planner II PW Operations Supervisor	$74,959 $36.04	$89,951 $43.25	$104,943 $50.45
Salary Grade 310 *Accounting Manager* *Human Resources Manager* *Planner III*	$82,455 $39.64	$98,946 $47.57	$115,437 $55.50
Salary Grade 320 Construction Manager Senior Construction Inspector	$88,850 $42.72	$108,841 $52.33	$128,832 $61.94
Salary Grade 330 *Development Review Engineer* PW Operations Manager	$97.735 $46.99	$119,725 $57.56	$141,715 $68.13
Salary Grade 340 Deputy Town Engineer Pavement Program Manager	$107,508 $51.69	$131,697 $63.32	$155,887 $74.95

Salary Grade 350 PIO/Director of Community Engagement *Town Clerk / Treasurer*	$118,259 $56.86	$144,867 $69.65	$171,475 $82.44
Salary Grade 360 Administrative Services Director Community Development Director Police Commander	$127,483 $61.29	$159,354 $76.61	$191,224 $91.93
Salary Grade 370 *Finance Director* *Human Resources Director*	$140,231 $67.42	$175,289 $84.27	$210,347 $101.13
Salary Grade 380 *Deputy Town Manager* Police Chief Public Works Director/Town Engineer	$154,254 $74.16	$192,818 $92.70	$231,382 $111.24
Salary Grade 390	$169,680 $81.58	$212,100 $101.97	$254,520 $122.37
Salary Grade 400 Town Manager	$186,648 $89.73	$233,310 $112.17	$279,972 $134.60

**Positions listed in italicized print are positions which are not budgeted in 2023 or 2024. The titles remain on the structure for historical or future use.*

EXHIBIT C

MEAD POLICE DEPARTMENT

PAY RATES

Police Officer Level One - $75,282 / $36.19 per hour

Policer Officer Level Two - $79,047 / $38.00 per hour

Police Officer Level Three - $82,999 / $39.90 per hour (this has been identified as the **Lateral 1** entry point)

Police Officer Level Four - $87,149 / $41.90 per hour (this has been identified as the **Lateral 2** entry point)

Police Officer Level Five - $91,506 / $43.99 per hour (this has been identified as the **Lateral 3** entry point)

Police Officer Level Six - $96,082 / $46.19 per hour

Lateral 1 requires at least four (4) years of prior law enforcement experience
Time worked as a corrections/jail deputy will be credited up to 50%
(e.g. two (2) years working in the jail + two (2) years Patrol experience
will count for the four (4) years' experience for this level only)

Lateral 2 requires at least five (5) years of prior law enforcement patrol experience*

Lateral 3 requires at least six (6) years of prior law enforcement patrol experience*

* *Lateral 2 and 3 levels do not consider time worked as a corrections/jail deputy*

Sergeant Level 1 - $102,807 / $49.43 per hour

Sergeant Level 2 - $107,948 / $51.90 per hour

Sergeant Level 3 - $113,345 / $54.49 per hour

Sergeant Level 4 - $119,012 / $57.22 per hour

Agenda Item Summary

MEETING DATE: October 9, 2023

SUBJECT: **Resolution No. 67-R-2023** – A Resolution of the Town of Mead, Colorado, Approving a Cooperation Agreement among the Town, the Mead Urban Renewal Authority and the Grand Meadow Metropolitan District

PRESENTED BY: Marcus McAskin, Town Attorney

SUMMARY

The Resolution approves that certain Cooperation Agreement by and between the Town of Mead, the Mead Urban Renewal Authority ("MURA") and the Grand Meadow Metropolitan District (the "District"). The Cooperation Agreement is attached to the Resolution as ATTACHMENT A.

The District was formed in 2022 and will be authorized to levy ad valorem property taxes within MURA's boundaries following the date on which all of the conditions set forth in Section 3 of Town of Mead Resolution No. 23-R-2022 dated March 14, 2022 have been satisfied. The Cooperation Agreement memorializes: (1) the transfer of property tax revenues that MURA receives from the District's levies on taxable property within MURA boundaries to the District, and (2) the District's consent to the selection of the Mountain View Fire Protection District representative to sit as the collective designated representative of overlapping special districts on the MURA Board of Commissioners.

The Cooperation Agreement was considered and approved by the Commissioners of MURA at its October 9, 2023 meeting. The Resolution: (1) approves the Cooperation Agreement, and (2) authorizes the Mayor to execute the Cooperation Agreement on behalf of the Town when in final form.

FINANCIAL CONSIDERATIONS

No direct financial impact to Town. The Cooperation Agreement obligates MURA to deposit the tax increment generated by the District's mills into a separate account for remittance to the District for a fixed term in accordance with the terms of the Agreement.

STAFF RECOMMENDATION/ACTION REQUIRED

Staff recommends approval of the Resolution (approving the Cooperation Agreement). A motion to approve the October 9, 2023 regular meeting consent agenda will approve the Resolution. If this item is pulled off of consent for questions or further discussion, Staff recommends the motion set forth below:

Suggested Motion –

"I move to approve Resolution 67-R-2023, A Resolution of the Town of Mead, Colorado Approving a Cooperation Agreement among the Town of Mead, the Mead Urban Renewal Authority and the Grand Meadow Metropolitan District."

Resolution No. 67-R-2023
Attachment A to Resolution (Cooperation Agreement)

TOWN OF MEAD, COLORADO
RESOLUTION NO. 67-R-2023

A RESOLUTION OF THE TOWN OF MEAD, COLORADO, APPROVING A COOPERATION AGREEMENT AMONG THE TOWN OF MEAD, THE MEAD URBAN RENEWAL AUTHORITY AND THE GRAND MEADOW METROPOLITAN DISTRICT

WHEREAS, the Grand Meadow Metropolitan District (together, the "**District**"), is a taxing entity authorized to levy ad valorem property taxes within the boundaries of the Mead Urban Renewal Authority ("**Authority**") following the date on which all of the conditions set forth in Section 3 of Town of Mead Resolution No. 23-R-2022 dated March 14, 2022 have been satisfied; and

WHEREAS, the order and decree approving the formation of the District was approved by the Weld County District Court on June 14, 2022, and was recorded on June 23, 2022 at Reception No. 4837341 in the Weld County real property records; and

WHEREAS, the District, the Town of Mead ("**Town**"), and the Authority desire to enter into a Cooperation Agreement regarding tax increment expenditure and revenue sharing ("**Agreement**"), a copy of which is attached to this Resolution as ATTACHMENT A and is incorporated herein by reference; and

WHEREAS, the Town is authorized to enter into the Agreement pursuant to law, including without limitation C.R.S. § 31-25-112; and

WHEREAS, the Board of Trustees of the Town is familiar with the Agreement and finds that approval of the Agreement is in the best interest of the Town, its residents, and the general public.

NOW THEREFORE, BE IT RESOLVED by the Board of Trustees of the Town of Mead, Weld County, Colorado, that:

Section 1. The foregoing recitals and findings are incorporated herein as findings and conclusions of the Board of Trustees.

Section 2. The Board of Trustees hereby: (a) approves the Agreement, in substantially the form attached hereto; (b) authorizes the Town Attorney in cooperation with the Town Manager to make non-material changes to the Agreement that do not increase the Town's obligations prior to execution thereof by the Mayor; and (c) authorizes the Mayor to execute the Agreement on behalf of the Town when in final form.

Section 3. **Effective Date.** This Resolution shall be effective immediately upon adoption.

Section 4. **Repealer.** All resolutions, or parts thereof, in conflict with this Resolution are hereby repealed, provided that such repealer shall not repeal the repealer clauses of such resolution nor revive any resolution thereby.

Section 5. **Certification.** The Town Clerk shall certify to the passage of this Resolution and make not less than one copy of the adopted resolution available for inspection by the public during regular business hours.

INTRODUCED, READ, PASSED, AND ADOPTED THIS 9th DAY OF OCTOBER 2023.

ATTEST: **TOWN OF MEAD:**

By: ____________________________
Mary E. Strutt, MMC, Town Clerk

By: ________________________________
Colleen G. Whitlow, Mayor

ATTACHMENT A

COOPERATION AGREEMENT AMONG THE TOWN OF MEAD, COLORADO, MEAD URBAN RENEWAL AUTHORITY AND GRAND MEADOW METROPOLITAN DISTRICT

[Attached.]

COOPERATION AGREEMENT
AMONG THE TOWN OF MEAD, COLORADO,
MEAD URBAN RENEWAL AUTHORITY, AND
THE GRAND MEADOW METROPOLITAN DISTRICT
MEAD URBAN RENEWAL PLAN

THIS COOPERATION AGREEMENT (this "Agreement") is made and executed effective the ___ day of ____________, 2023, by and between the GRAND MEADOW METROPOLITAN DISTRICT, a Title 32 special district of the State of Colorado (the "District"), the TOWN OF MEAD, a municipal corporation of the State of Colorado (hereinafter referred to as "Town"), and the MEAD URBAN RENEWAL AUTHORITY, a body corporate and duly organized and existing as a Title 31 urban renewal authority under the laws of the State of Colorado (hereinafter referred to as "MURA"). The District, Town, and MURA are referred to herein individually as a "Party" and collectively as the "Parties."

WITNESSETH:

WHEREAS, the District is a quasi-municipal corporation and political subdivision of the State of Colorado, duly organized and existing under the constitution and the laws of the State of Colorado; and

WHEREAS, on May 2, 2016, the Town of Mead Board of Trustees approved Resolution No. 22-R-2016 to adopt an Urban Renewal Plan (the "Plan") for MURA which details MURA's and Town's plan for implementing the powers granted by the Colorado Urban Renewal Law, C.R.S. § 31-25-101, *et seq.* (the "Act"), for the purposes authorized in the Act, including utilizing tax increment financing ("TIF Financing"), as contemplated by C.R.S. § 31-25-107(9)(a); and

WHEREAS, TIF Financing provides that taxes, if any, levied after the effective date of the approval of the Plan upon taxable property in the area described in the Plan ("Urban Renewal Area") each year shall be divided for a period not to exceed twenty-five (25) years from the effective date of the Plan and that a portion of said property tax revenues (the "TIF Revenue") shall be allocated to and paid into a special fund of the urban renewal authority to pay the principal of, interest on, and any premiums due in connection with bonds of, loans or advances to, or indebtedness incurred by the urban renewal authority for financing an urban renewal project, or to make payments pursuant to an agreement executed pursuant to C.R.S. § 31-25-107(9.5) and C.R.S. § 31-25-107(11); and

WHEREAS, the District, Town, and MURA recognize that a division of taxes pursuant to C.R.S. § 31-25-107(9)(a) on property within the boundaries of the District without an agreement concerning the sharing of TIF Revenue that results from the District levy on taxable property in the Urban Renewal Area may hinder the effectuation of the Plan and urban renewal projects within the Urban Renewal Area and the District's ability to provide services within the Urban Renewal Area; and

WHEREAS, the District is cooperating with MURA and Town to facilitate carrying out the Plan and urban renewal projects within the Urban Renewal Area; and

WHEREAS, the Parties desire to enter into this Agreement for the transfer to the District of property tax revenues that MURA receives from the District levy on taxable property in the Urban Renewal Area ("District Revenue"); and

WHEREAS, the county assessor is responsible for the calculation, production, and allocation of the District Revenue; and

WHEREAS, the Parties are authorized to enter into this Agreement pursuant to law, including without limitation C.R.S § 31-25-112; and

WHEREAS, the Parties have determined it is in their respective best interests to enter into this Agreement to facilitate carrying out the Plan and urban renewal projects within the urban renewal area; and

WHEREAS, in consideration of the Parties entering into this Agreement, the District consents to the inclusion within the Urban Renewal Area of all agricultural lands contained within such Urban Renewal Area as described in the Plan, pursuant to C.R.S. § 31-25-1-7(1)(c)(II)(D); and

WHEREAS, in consideration of the Parties entering into this Agreement, pursuant to C.R.S. § 31-25-107(9.5) and C.R.S. § 31-25-107(11), the District waives any right to file an objection and ask for mediation or arbitration, pursuant to C.R.S. § 31-25-9(5) or C.R.S. § 31-25-107(12).

NOW THEREFORE, in consideration of the foregoing recitals and the covenants, promises and agreements of each of the Parties hereto, it is agreed by and among the Parties hereto as follows:

1. Incorporation of Recitals. The foregoing recitals are incorporated into and made a part of this Agreement.

2. District Tax Levy Allocation. Once the District Revenue is calculated, produced, and allocated by the county assessor, MURA agrees to deposit the District Revenue into a separate account created for such purpose pursuant to and in accordance with C.R.S. § 31-25-107(9)(a)(II) of the Act and the rules and regulations of the Property Tax Administrator of the State of Colorado (the "District Tax Levy Allocation"). Commencing on the date of this Agreement and for a period of twenty-five (25) years from the effective date of the Plan, MURA shall transfer to the District on or before the 15th day of each month all revenues received from the county assessor through the preceding month (the "TIF Remittance"). If any additional area is subsequently included in the Plan by a modification of the Plan approved by the Town of Mead Board of Trustees or the Plan is otherwise modified, and such modification results in TIF Revenues from the District Tax Levy Allocation being allocated to MURA for an additional period beyond twenty-five (25) years from the effective date of the Plan, then MURA shall make the TIF Remittance transfers to the District for such additional period. The District shall be entitled to directly receive and use any and all specific ownership taxes associated with the District's annual property tax mill levies, and nothing

herein is intended to limit or restrict the District's receipt and use of such specific ownership tax revenues, if any.

3. Changes to Urban Renewal Law Affecting TIF Remittance. The Parties agree and acknowledge that the Urban Renewal Law has previously required county assessors to collect TIF automatically from *all* taxing jurisdictions that overlap an Urban Renewal Area. The Parties further agree and acknowledge that the language of C.R.S. § 31-25-107, as amended by the recently enacted House Bill 15-1348, suggests that municipalities may be able to direct county assessors to collect TIF from only specified districts rather than all overlapping districts, and that this potential change could render the TIF Remittance provision in Paragraph 2 above unnecessary because, rather than remitting the District Tax Levy Allocation back to the District, the Town could direct the county tax assessor at the outset not to collect the District Tax Levy Allocation from the District. The Town represents that it is currently in discussions with the Weld County Tax Assessor (the "Assessor") regarding the Assessor's willingness to collect TIF from some but not all overlapping jurisdictions. In the event that the Assessor agrees to collect TIF from some but not all of the taxing jurisdictions in MURA's plan area, the Town and MURA agree to direct the Assessor not to collect the District Tax Levy Allocation from the District, and the Parties agree and acknowledge that the TIF Remittance provisions in paragraph 2 above will be of no further force and effect.

4. Use of District Tax Levy Allocation. The District agrees to use TIF Revenues received pursuant to this Agreement in accordance with the statutory authority granted to the District under C.R.S. § 31-25-101 *et seq*.

5. Agreement Confined to District Tax Levy Allocation Revenue. This Agreement applies only to the District Tax Levy Allocation revenues, as calculated, produced, collected and allocated to MURA within the Urban Renewal Area in accordance with C.R.S. § 31-25-107(9)(a)(II) and the rules and regulations of the Property Tax Administrator of the State of Colorado, and does not include any other revenues of Town or MURA. The Parties agree that revenue from the District Tax Levy Allocation collected and paid to the District under this Agreement are collections on behalf of the District within the meaning of Colorado Constitution Article X, Section 20(2)(e). However, such collections shall not cause the District to be in violation of any limitations or restrictions established by Article X, Section 20 of the Colorado Constitution, which, as of the date of this Agreement, have not been waived by the eligible electors of the District.

6. Subordination Consent Required. With the prior written consent of the District, as evidenced by a resolution approved by the District's Board of Directors ("District Consent Resolution"), the obligation of MURA to pay revenues from the District Tax Levy Allocation to the District may be made subordinate to any payment of the principal of, the interest on, and any premiums due in connection with bonds of, loans or advances to, or indebtedness incurred by MURA for financing or refinancing, in whole or in part, the Urban Renewal Project specified in the Plan. A District Consent Resolution shall only be considered by the District after receiving any required consent of the holders of the District's outstanding indebtedness.

7. Delays. Any delays in or failure of performance by any Party of its obligations under this Agreement shall be excused if such delays or failure are a result of acts of God, acts of public

enemy, acts of the Federal or state government, acts of any other party, acts of third parties, litigation concerning the validity of this Agreement or relating to transactions contemplated hereby, pandemic, epidemic, fire, floods, strikes, labor disputes, accidents, regulations or order of civil or military authorities, shortages of labor or materials, or other causes, similar or dissimilar, which are beyond the control of such party. Notwithstanding the foregoing, where any of the above events shall occur which temporarily interrupt the ability of MURA to transfer or pay District Tax Levy Allocation revenues as provided in Section 1, as soon as the event causing such interruption shall no longer prevail, MURA shall transfer and pay the total amount of the District Tax Levy Allocation revenue that has been received by MURA that is then owing to date, as determined according to the provisions of Section 1 to this Agreement.

8. Consent Concerning Agricultural Land. The District hereby consents, pursuant to C.R.S. § 31-25-107(1)(c)(II)(D), to the inclusion within the Urban Renewal Area of all agricultural lands contained within such Urban Renewal Area as described in the Plan.

9. Consent to Board of Commissioners Representative Selection. Pursuant to C.R.S § 31-25-104(2)(a)(I), the special districts that levy a mill levy within the boundaries of MURA (each an "Overlapping District") not otherwise represented on the Board of Commissioners for MURA are entitled to select one representative to serve collectively on their behalf on the Board of Commissioners for MURA. The Town and MURA have negotiated capturing TIF Revenue from the Mountain View Fire Protection District (the "Fire District"). In light of this financial commitment on the part of the Fire District, the Parties are in agreement that it would be most appropriate for the available commissioner seat to be filled by a representative of the Fire District. The District hereby consents to the selection of the Fire District as the collective representative of Overlapping Districts in the Urban Renewal Area in accordance with C.R.S. § 31-25-104(2)(a)(I).

10. Notification of Intended Amendments to the Plan; Agreement Not Part of Plan. The Town and MURA agree to notify the District of any intended amendments to the Plan at least ninety (90) days prior to the public hearing by the Town to consider such amendment(s). Both parties agree that this Agreement shall not, upon signature, become part of the Plan, but rather, is a stand-alone agreement authorized pursuant to C.R.S. § 31-25-107(11) and in satisfaction of the requirements of C.R.S. § 31-25-107(9.5). Notice provided to the District of the intended amendment(s) pursuant to this paragraph shall act as compliance with the provisions of C.R.S. § 31-25-107(3.5)(a), requiring notice to the Board of Directors of substantial modification to the Plan.

11. Notices. All notices, demands, requests or other communications to be sent by one Party to the others hereunder or required by law shall be in writing and shall be deemed to have been validly given or served by delivery of same in person to the addressee or by courier delivery via Federal Express or other nationally-recognized overnight air courier service, by electronically-confirmed email transmission, or by depositing same in the United States mail, postage prepaid, addressed as follows:

To District:	Grand Meadow Metropolitan District c/o White Bear Ankele Tanaka & Waldron, PC 2154 East Commons Ave., Suite 2000 Centennial, CO 80122 Phone: 303-858-1800 Email: jtanaka@wbapc.com Attn: Jennifer Gruber Tanaka
To Town:	Town of Mead 441 Third Street P.O. Box 626 Mead, CO 80542 Phone: 970-535-4477 Email: hmigchelbrink@townofmead.org Attn: Town Manager
With a Copy To:	Town Attorney c/o Michow Guckenberger McAskin LLP 5299 DTC Boulevard, Suite 300 Greenwood Village, CO 80111 Email: marcus@mcm-legal.com; silvia@mcm-legal.com
To MURA:	Town of Mead Urban Renewal Authority P.O. Box 626 Mead, CO 80542 Phone: 970-535-4477 Email: hmigchelbrink@townofmead.org Attn: Executive Director
With a Copy To:	White Bear Ankele Tanaka & Waldron, PC 2154 East Commons Ave., Suite 2000 Centennial, Colorado 80122 Phone: 303-858-1800 Email: rrogers@wbapc.com Attn: Robert Rogers

All notices, demands, requests or other communications shall be effective upon such personal delivery, one (1) business day after being deposited with United Parcel Service or other nationally-recognized overnight air courier service, on the date of transmission if sent by electronically-confirmed or email transmission, or three (3) business days after deposit in the United States mail. By giving the other party hereto at least ten (10) days written notice thereof in accordance with the provisions hereof, each of the Parties shall have the right from time to time to change its address or contact information.

12. Termination and Subsequent Legislation. In the event of termination of the Plan, including its TIF Financing component, MURA and the Town may terminate this Agreement by delivering written notice to the District. The Parties further agree that in the event legislation is adopted after the effective date of this Agreement that invalidates or materially effects any provisions hereof, the Parties will in good faith negotiate for an amendment to this Agreement that most fully implements the original intent, purpose and provisions of this Agreement.

13. Entire Agreement. This instrument embodies the entire agreement of the Parties with respect to the subject matter hereof. There are no promises, terms, conditions, or obligations other than those contained herein; and this Agreement shall supersede all previous communications, representations, or agreements, either verbal or written, between the Parties hereto. No modification to this Agreement shall be valid unless agreed to in writing by the Parties hereto.

14. Binding Effect. This Agreement shall inure to the benefit of and be binding upon the Parties hereto and their successors in interest.

15. No Third-Party Enforcement. It is expressly understood and agreed that the enforcement of the terms and conditions of this Agreement, and all rights of action relating to such enforcement, shall be strictly reserved to the undersigned Parties and nothing in this Agreement shall give or allow any claim or right of action whatsoever by any other person not included in this Agreement. It is the express intention of the undersigned Parties that any entity other than the undersigned Parties receiving services or benefits under this Agreement shall be an incidental beneficiary only.

16. No Waiver of Immunities. No portion of this Agreement shall be deemed to constitute a waiver of any immunities the Parties or their officers or employees may possess, nor shall any portion of this Agreement be deemed to have created a duty of care which did not previously exist with respect to any person not a party to this Agreement.

17. Severability. If any provision of this Agreement is found to be invalid, illegal or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Further, in the event of any such holding of invalidity, illegality or unenforceability (as to any or all parties hereto), the Parties agree to take such action(s) as may be necessary to achieve to the greatest degree possible the intent of the affected provision of this Agreement.

18. No Assignment. No Party may assign any of its rights or obligations under this Agreement.

19. 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 Agreement.

20. Execution in Counterparts; Electronic Signatures. This Agreement may be executed in several counterparts, each of which shall be deemed an original and all of which shall constitute but one and the same instrument. This Agreement may be executed and transmitted by electronic means, and documents executed or transmitted electronically shall be deemed originals for purposes of this Agreement.

21. No Presumption. The Parties to this Agreement and their attorneys have had a full opportunity to review and participate in the drafting of the final form of this Agreement. Accordingly, this Agreement shall be construed without regard to any presumption or other rule of construction against the party causing the Agreement to be drafted.

22. Days. If the day for any performance or event provided for herein is a Saturday, a Sunday, a day on which national banks are not open for the regular transactions of business, or a legal holiday pursuant to C.R.S. § 24-11-101(1), such day shall be extended until the next day on which such banks and state offices are open for the transaction of business.

23. Parties Not Partners. Notwithstanding any language in this Agreement or any other agreement, representation, or warranty to the contrary, the Parties shall not be deemed to be partners or joint venturers, and no Party shall be responsible for any debt or liability of any other Party.

24. Effective Date; Automatic Termination. This Agreement shall be effective as of the date executed on behalf of each Party. This Agreement shall automatically terminate effective May 2, 2041, twenty-five years after the adoption of the 2016 Urban Renewal Plan for the Mead Urban Renewal Area.

Remainder of page intentionally left blank, signature page follows.

IN WITNESS WHEREOF, the Parties hereto have caused their duly authorized officials to execute this Agreement effective as of the day and year first above written.

ATTEST:

By: ________________________________
Title:_______________________________

GRAND MEADOW METROPOLITAN DISTRICT

By: ________________________________
Title:_______________________________
Date:_______________________________

ATTEST:

By: ________________________________
Title:_______________________________

TOWN OF MEAD

By: ________________________________
Title:_______________________________
Date:_______________________________

ATTEST:

By: ________________________________
Title:_______________________________

TOWN OF MEAD URBAN RENEWAL AUTHORITY

By: ________________________________
Title:_______________________________
Date:_______________________________

Agenda Item Summary

MEETING DATE: October 9, 2023

SUBJECT: 2024 Health Insurance Renewal - CEBT

PRESENTED BY: Mary Strutt, Administrative Services Director
Elaine Alberding, HR Consultant, Precision Employment Consulting

SUMMARY

The Town received the 2024 renewal rates for employee health insurance from its current carrier, Colorado Employer Benefit Trust (CEBT). The renewal has been reviewed by the Town's HR Consultant, Elaine Alberding, and appears to be in order. The overall renewal rate increase for our current PPO IV and Kaiser KP-HMO 45 plans is 5.0%. The HRP, dental, and life did not show premium increases.

CEBT has been the Town's health insurance carrier since 2010. The Town has offered dual plans since mid-2014, offering Kaiser and a traditional PPO plan. Employees may select a plan that best fits their needs. Currently, the Town pays 100% of employee coverage and 50% of dependent coverage for the Kaiser plan. Employees who select the PPO IV plan pay the premium difference between the two plans.

As part of the renewal process, the team considered alternatives to the current dental plan (Dental Plan A) due to the Delta Dental provider network. However, the current plan has broader coverage for employees and the cost has not increased. The team also considered alternatives to Vision Plan A based on a reduction of the costs for the two other plans. The team is recommending Vision Plan C (VSP) due to broader coverage at a similar cost.

Based on current economic and inflationary factors, the rate increase was expected and is in line with those seen in other municipalities. The renewal deadline is October 13, 2023.

FINANCIAL CONSIDERATIONS

A 5.0% premium increase would result in an annual increase of about $30,000 (based on the 2023 estimated actuals). However, the cost varies based on the number of employees and their benefit selections. Some of the cost is absorbed by employee contribution to the insurance plans. The 2024 budget will reflect the 5% increase.

STAFF RECOMMENDATION/ACTION REQUIRED

Staff recommends the Board renew the Town's employee health insurance with CEBT for 2024 and authorize Town Manager Helen Migchelbrink to execute the renewal.

A motion to adopt the consent agenda will approve this item. If the item is removed from the Consent Agenda, the following motion is recommended:

"I move to authorize the Town Manager to execute CEBT's Renewal for January 1, 2024 on behalf of the Town of Mead."

ATTACHMENTS

CEBT Renewal January 1, 2024

CEBT
Benefit by Trust

January 1st, 2024 RENEWAL

Town Of Mead
BRANCH AAJ5

MEMORANDUM

TO: Town Of Mead

FROM: WTW

SUBJECT: CEBT January 1, 2024 Small Group Renewal

Enclosed you will find the CEBT Small Group rate and benefit renewal information for your review. To complete the renewal process, please sign and return a copy of the **CEBT Employer Plan Selection** form by **October 13th, 2023:**

The **Renewal Rate** sheet contains both current and renewal rates, along with the percentage increase for all CEBT plans available to you. Your group's current plan elections are highlighted in blue at the top of the page for reference.

The **CEBT Employer Plan Selection** form lists all plans offered through CEBT. You may choose up to three medical plans. If you are not making any changes to your current plan selection(s), please only mark the designated line at the top of the form. If you are changing or adding any plans, *please mark **all** plans that you intend to offer effective January 1, 2024, as the omission of any plan will signify dropping that plan*.

The **CEBT Benefit & Administrative Changes** sheet outlines each of the plan changes that will take effect January 2024, as well as a reminder of recent plan changes. Please read this sheet carefully to ensure you have a full understanding of the changes taking place and communicate all necessary changes to all eligible employees.

Enclosed is a copy of WTW's **Brokerage Terms Conditions and Disclosures** for Human Capital Accounts. This document outlines the details of the relationship between your organization and WTW as your broker/consultant. This information does not need to be signed or returned, but please retain it for your files.

For quick and convenient acceptance of your renewal, please **E-Sign** and return the Plan Selection Form to WTW through the online Community portal. Once you have reviewed your renewal documents and are ready to sign, you will log into the Community portal and refer to the field/checkbox labelled ***"Ready to Sign"*** within the **Renewal** tab. Please check this box and the document ***Required for Signature*** will be emailed to you. Follow the instructions in the email to sign the documents. Upon completion, the documents will automatically be sent back to WTW to complete your renewal.

Open enrollment supplies are administered electronically through the Community portal under the **Resource Center** tab. This is where all enrollment related documents (i.e. benefit summaries, program flyers, enrollment cards etc.) are housed with easy accessibility. Once your renewal is returned, if updates are needed due to plan changes, the revised documents will be posted here, and you will receive an email confirmation that the updated documents are accessible. If you require printed supplies, please open a Manage Support Case to place your supply request order via the "Request Supplies" link within the Resource Center.

CEBT remains financially strong with fully funded reserves for run-out claims and a plan stabilization reserve. We look forward to receiving your renewal and continuing to offer the exceptional service you've come to expect from WTW and CEBT. If you have any questions or need more information about different plan designs, please contact your producer, Terry Rook or account manager, Danitza Gline, at 303-773-1373 or 800-332-1168.

WTW
555 17th Street, Suite 2050
Denver, CO 80202

CEBT
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CEBT
JANUARY 2024 RATE RENEWAL

Medical Renewal

Projected for 12/31/2023		Claims	Contributions	Loss Ratio	L/R
5/31/2023		232,621,949	244,516,967	95.1%	95.1%
Self-funded Claims >$750k		(1,952,941)			94.3%
Less: Rx Rebates		(14,000,000)			88.6%
Plus: Kaiser Plans	4/1/22-3/31/23	12,922,990	16,825,149	76.8%	87.9%
Kaiser Claims >$750k		-			87.9%
Remove termed groups		(7,390,886)	(8,467,304)	87.3%	87.9%
Plus: IBNR for newer groups		1,378,379			88.4%
Plus: Cost of CEBT Health Centers		3,908,903			90.0%
Adjusted Loss ratio for active groups		227,488,394	252,874,812	**90.0%**	
12/31/2023 Projected Adjusted Loss Ratio				**90.2%**	
Assumed Medical/Rx Trend		7.00%	X	1.070	
Plan Administration Expense		6.50%			
Stop Loss Premium		1.95%			
Add for PSR and IBNR deficiency		0.0%			
Total admin, SL and reserve load		8.45%	/	0.9155	
				105.43%	
Overall rate increase for CEBT				**5.43%**	

Adjustments to the rate increase

Other Revenue Sources	
Investment income of $1,500,000	- 0.55
Benefit changes	0.30%
	5.18%

Overall CEBT Rate Renewal 5.0%

Medical Renewal Brackets

	*Adjusted Loss Ratio	January 2024 Rate Adjustments
1	77.99% or lower	2.00%
2	78% to 82.99%	3.50%
3	83% to 87.99%	5.00%
4	88% to 92.99%	6.50%
5	93% to 97.99%	8.50%
6	98% to102.99%	10.50%
7	103% +	13.50%

*Adjusted Loss Ratio includes contributions and claims from CEBT Kaiser Plans, Health Center operating costs, stop loss claim credit and large claim credit, if any apply.

HRP – Remains at $275.00 per month.

Dental and Vision Renewal

	Loss ratio	**Dental**	**Vision**
1	77.99% or lower	0.0%	0.0%
2	78% to 87.99%	0.0%	0.0%
3	88% to 92.99%	0.0%	0.0%
4	93% to102.99%	5.0%	0.0%
5	103% +	10.0%	10.0%

Life Insurance Renewal

Group Term Life and AD&D - No rate change

CEBT Utilization Report

Small Group Pool

July 2022 to June 2023

MONTH	MEDICAL ENROLLMENT	CONTRIBUTIONS	PAID CLAIMS	RX CLAIMS	TOTAL PAID CLAIMS	LOSS RATIO	12 MONTH ROLLING LOSS RATIO
July 2022	2,538	$ 2,819,060	$ 1,838,780	$ 413,961	$ 2,252,741	79.9%	94.7%
August 2022	2,509	$ 2,780,447	$ 2,150,674	$ 562,623	$ 2,713,296	97.6%	92.6%
September 2022	2,520	$ 2,774,140	$ 1,740,930	$ 531,000	$ 2,271,931	81.9%	92.4%
October 2022	2,600	$ 2,819,081	$ 2,272,680	$ 493,054	$ 2,765,734	98.1%	94.0%
November 2022	2,575	$ 2,799,101	$ 1,670,789	$ 502,294	$ 2,173,083	77.6%	92.3%
December 2022	2,589	$ 2,835,756	$ 2,381,586	$ 512,322	$ 2,893,908	102.1%	94.0%
January 2023	2,557	$ 2,887,724	$ 2,604,416	$ 499,027	$ 3,103,443	107.5%	95.0%
February 2023	2,578	$ 2,886,817	$ 2,111,511	$ 461,103	$ 2,572,614	89.1%	94.8%
March 2023	2,591	$ 2,904,293	$ 3,078,176	$ 506,979	$ 3,585,156	123.4%	98.1%
April 2023	2,605	$ 2,928,177	$ 2,555,586	$ 472,972	$ 3,028,559	103.4%	98.6%
May 2023	2,591	$ 2,920,435	$ 3,165,943	$ 529,744	$ 3,695,688	126.5%	99.4%
June 2023	2,589	$ 2,904,556	$ 2,254,408	$ 557,458	$ 2,811,866	96.8%	98.9%
Grand Total		$ 34,259,588	$ 27,825,480	$ 6,042,538	$ 33,868,018	98.9%	
Total Claims > $750k					($- 1,119,016)		
Net Total					$ 32,749,002	95.6%	

CEBT
Benefit by Trust

CEBT Utilization Report

Small Group Pool

July 2022 to June 2023

COVERAGE	AVERAGE ENROLLMENT	CONTRIBUTIONS	PAID CLAIMS	RX CLAIMS	TOTAL PAID CLAIMS	LOSS RATIO	TOTAL CLAIMS > $750K	NET LOSS RATIO
Medical								
PPO2	43	$ 894,760	$ 458,326	$ 72,843	$ 531,169	59.4%	$ 0	59.4%
PPO3	230	$ 3,535,132	$ 3,061,417	$ 694,473	$ 3,755,890	106.2%	$ 0	106.2%
PPO4	764	$ 11,039,200	$ 9,714,071	$ 2,267,495	$ 11,981,566	108.5%	($- 1,019,840)	99.3%
PPO5	275	$ 3,391,257	$ 2,553,635	$ 523,682	$ 3,077,317	90.7%	$ 0	90.7%
PPO6	400	$ 4,644,243	$ 2,974,023	$ 1,139,708	$ 4,113,730	88.6%	$ 0	88.6%
PPO7	212	$ 2,091,043	$ 1,443,835	$ 337,167	$ 1,781,002	85.2%	$ 0	85.2%
PPO8	143	$ 1,379,785	$ 1,560,971	$ 187,986	$ 1,748,957	126.8%	$ 0	126.8%
Total PPO	2,067	$ 26,975,420	$ 21,766,278	$ 5,223,354	$ 26,989,631	100.1%	($- 1,019,840)	96.3%
EPO3	60	$ 1,082,495	$ 550,252	$ 70,566	$ 620,819	57.4%	$ 0	57.4%
EPO4	162	$ 2,293,509	$ 2,985,527	$ 640,804	$ 3,626,331	158.1%	($- 99,176)	153.8%
EPO5	28	$ 323,925	$ 230,864	$ 39,083	$ 269,947	83.3%	$ 0	83.3%
Total EPO	250	$ 3,699,929	$ 3,766,643	$ 750,454	$ 4,517,097	122.1%	($- 99,176)	119.4%
HD2800	20	$ 236,488	$ 173,949	$ 22,398	$ 196,347	83.0%	$ 0	83.0%
HD3500	22	$ 278,295	$ 304,990	$ 15,519	$ 320,509	115.2%	$ 0	115.2%
HDHP2	23	$ 347,082	$ 71,785	$ 11,161	$ 82,946	23.9%	$ 0	23.9%
HDHP3	19	$ 251,018	$ 75,673	$ 15,543	$ 91,215	36.3%	$ 0	36.3%
HDHP5	11	$ 88,746	$ 102,386	$ 4,109	$ 106,495	120.0%	$ 0	120.0%
Total HD	95	$ 1,201,629	$ 728,782	$ 68,730	$ 797,511	66.4%	$ 0	66.4%
HRP	158	$ 510,125	$ 2,012	$ 0	$ 2,012	0.4%	$ 0	0.4%
Total Medical	2,570	$ 32,387,103	$ 26,263,714	$ 6,042,538	$ 32,306,251	99.8%	$0	96.3%

CEBT
Benefit by Trust

CEBT Utilization Report

Small Group Pool

July 2022 to June 2023

COVERAGE	AVERAGE ENROLLMENT	CONTRIBUTIONS	TOTAL PAID CLAIMS	LOSS RATIO
Dental				
Dental A	1,271	$ 1,062,660	$ 886,780	83.4%
Dental B	636	$ 401,052	$ 359,752	89.7%
Dental C	220	$ 135,843	$ 117,291	86.3%
Total Dental	2,128	$ 1,599,555	$ 1,363,824	85.3%
Vision				
Vision A	378	$ 38,649	$ 32,959	85.3%
Vision B	954	$ 125,980	$ 98,340	78.1%
Vision C	648	$ 108,301	$ 66,643	61.5%
Total Vision	1,981	$ 272,930	$ 197,943	72.5%
Life				
EE Supp Life	171	$ 44,430		
Life A	2,776	$ 173,336		

CEBT
Benefit by Trust

CEBT Utilization Report

Kaiser Plans

Small Group Pool

Medical

May 2022 to April 2023

MONTH	MEDICAL ENROLLMENT	CONTRIBUTIONS	PAID CLAIMS	RX CLAIMS	TOTAL PAID CLAIMS	LOSS RATIO	12 MONTH ROLLING LOSS RATIO
May 2022	71	$ 78,663	$ 21,726	$ 329	$ 22,055	28.0%	40.2%
June 2022	73	$ 80,531	$ 36,748	$ 2,114	$ 38,861	48.3%	41.3%
July 2022	71	$ 76,253	$ 34,269	$ 706	$ 34,974	45.9%	42.8%
August 2022	76	$ 82,001	$ 24,615	$ 2,346	$ 26,962	32.9%	42.3%
September 2022	73	$ 76,695	$ 80,230	$ 396	$ 80,625	105.1%	48.0%
October 2022	69	$ 75,569	$ 69,535	$ 783	$ 70,318	93.1%	52.6%
November 2022	71	$ 77,013	$ 22,807	$ 2,537	$ 25,344	32.9%	52.2%
December 2022	68	$ 70,791	$ 4,314	$ 996	$ 5,310	7.5%	48.6%
January 2023	65	$ 73,655	$ 45,872	$ 542	$ 46,414	63.0%	51.5%
February 2023	63	$ 68,820	$ 25,010	$ 722	$ 25,733	37.4%	50.4%
March 2023	62	$ 68,916	$ 26,068	$ 953	$ 27,022	39.2%	50.6%
April 2023	66	$ 73,834	$ 25,440	$ 1,906	$ 27,346	37.0%	47.7%
Grand Total		$ 902,741	$ 416,633	$ 14,330	$ 430,963	47.7%	
Total Claims > $750k					$ 0		
Net Total					$ 430,963	47.7%	

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CEBT Utilization Report

Kaiser Plans

Small Group Pool

May 2022 to April 2023

COVERAGE	AVERAGE ENROLLMENT	CONTRIBUTIONS	PAID CLAIMS	RX CLAIMS	TOTAL PAID CLAIMS	LOSS RATIO	TOTAL CLAIMS > $750K	NET LOSS RATIO
Kaiser								
KP-DHMO 1000	2	$ 38,584	$ 11,764	$ 137	$ 11,901	30.8%	$ 0	30.8%
KP-HDHP 2500	5	$ 44,580	$ 17,175	$ 177	$ 17,352	38.9%	$ 0	38.9%
KP-HMO 40	18	$ 273,639	$ 145,747	$ 5,886	$ 151,634	55.4%	$ 0	55.4%
KP-HMO 45	44	$ 545,938	$ 241,947	$ 8,130	$ 250,077	45.8%	$ 0	45.8%
Total Kaiser	69	$ 902,741	$ 416,633	$ 14,330	$ 430,963	47.7%	$ 0	47.7%

CEBT
Benefit by Trust

BRANCH
AAJ5

Town Of Mead

Renewal and Optional Monthly Rates Effective January 01, 2024

Current Plans: PPO4; KP-HMO 45; HRP; Dental A; Vision A; EE Supp Life; Life A; Dep Life A; Dep Supp Life; Spouse Supp Life; EAP Active
Current Network: United Choice Plus
Life Coverage: $50k Base, $125k Town Manager

		EE Only	EE +Spouse	EE + Child	EE +Children	EE +Family	Percent change
Medical (PPO2)	current	$1,108	$2,215	$2,052	$2,052	$2,662	
($600 deductible)	**renewal**	**$1,163**	**$2,326**	**$2,155**	**$2,155**	**$2,795**	**5.00%**
Medical (PPO3)	current	$934	$1,902	$1,759	$1,759	$2,283	
($1,000 deductible)	**renewal**	**$981**	**$1,997**	**$1,847**	**$1,847**	**$2,397**	**5.00%**
Medical (PPO4)	current	$831	$1,692	$1,564	$1,564	$2,031	
($1,500 deductible)	**renewal**	**$873**	**$1,777**	**$1,642**	**$1,642**	**$2,133**	**5.00%**
Medical (PPO5)	current	$768	$1,564	$1,447	$1,447	$1,880	
($2,500 deductible)	**renewal**	**$806**	**$1,642**	**$1,519**	**$1,519**	**$1,974**	**5.00%**
Medical (PPO6)	current	$706	$1,440	$1,331	$1,331	$1,728	
($3,000 deductible)	**renewal**	**$741**	**$1,512**	**$1,398**	**$1,398**	**$1,814**	**5.00%**
Medical (PPO7)	current	$650	$1,325	$1,225	$1,225	$1,593	
($4,000 deductible)	**renewal**	**$683**	**$1,391**	**$1,286**	**$1,286**	**$1,673**	**5.00%**
Medical (PPO8)	current	$618	$1,259	$1,164	$1,164	$1,512	
($5,000 deductible)	**renewal**	**$649**	**$1,322**	**$1,222**	**$1,222**	**$1,588**	**5.00%**
Medical (EPO3)	current	$963	$1,960	$1,908	$1,908	$2,451	
($1,000 hospital copay)	**renewal**	**$1,011**	**$2,058**	**$2,003**	**$2,003**	**$2,574**	**5.00%**
Medical (EPO4)	current	$860	$1,754	$1,706	$1,706	$2,191	
($1,500 hospital copay)	**renewal**	**$903**	**$1,842**	**$1,791**	**$1,791**	**$2,301**	**5.00%**
Medical (EPO5)	current	$817	$1,664	$1,620	$1,620	$2,082	
($2,500 hospital copay)	**renewal**	**$858**	**$1,747**	**$1,701**	**$1,701**	**$2,186**	**5.00%**
Medical (EPO6)	current	$785	$1,598	$1,555	$1,555	$1,999	
($3,000 hospital copay)	**renewal**	**$824**	**$1,678**	**$1,633**	**$1,633**	**$2,099**	**5.00%**
Medical (HDHP2)	current	$772	$1,579	$1,458	$1,458	$1,896	
($2,000 deductible)	**renewal**	**$811**	**$1,658**	**$1,531**	**$1,531**	**$1,991**	**5.00%**
Medical (HDHP25)	current						
($2,500 deductible)	**renewal**	**$792**	**$1,620**	**$1,496**	**$1,496**	**$1,945**	**NEW**
Medical (HD2800)	current	$749	$1,530	$1,413	$1,413	$1,837	
($2,800 deductible)	**renewal**	**$786**	**$1,607**	**$1,484**	**$1,484**	**$1,929**	**5.00%**
Medical (HDHP3)	current	$737	$1,508	$1,391	$1,391	$1,809	
($3,000 deductible)	**renewal**	**$774**	**$1,583**	**$1,461**	**$1,461**	**$1,899**	**5.00%**
Medical (HD3500)	current	$697	$1,423	$1,314	$1,314	$1,709	
($3,500 deductible)	**renewal**	**$732**	**$1,494**	**$1,380**	**$1,380**	**$1,794**	**5.00%**

Medical (HDHP4)	current	$676	$1,380	$1,274	$1,274	$1,658	
($4,000 deductible)	**renewal**	**$710**	**$1,449**	**$1,338**	**$1,338**	**$1,741**	**5.00%**
Medical (HDHP5)	current	$640	$1,305	$1,204	$1,204	$1,567	
($5,000 deductible)	**renewal**	**$672**	**$1,370**	**$1,264**	**$1,264**	**$1,645**	**5.00%**
Medical (KP-HMO 40)	current	$847	$1,731	$1,683	$1,683	$2,164	
($1,000 hospital copay)	**renewal**	**$889**	**$1,818**	**$1,767**	**$1,767**	**$2,272**	**5.00%**
Medical (KP-HMO 45)	current	$754	$1,539	$1,500	$1,500	$1,925	
($1,500 hospital copay)	**renewal**	**$792**	**$1,616**	**$1,575**	**$1,575**	**$2,021**	**5.00%**
Medical (KP-HMO 50)	current	$725	$1,478	$1,440	$1,440	$1,849	
($2,000 hospital copay)	**renewal**	**$761**	**$1,552**	**$1,512**	**$1,512**	**$1,941**	**5.00%**
Medical (KP-DHMO 750)	current	$877	$1,783	$1,739	$1,739	$2,230	
($750 deductible)	**renewal**	**$921**	**$1,872**	**$1,826**	**$1,826**	**$2,342**	**5.00%**
Medical (KP-DHMO 1000)	current	$822	$1,676	$1,634	$1,634	$2,096	
($1,000 deductible)	**renewal**	**$863**	**$1,760**	**$1,716**	**$1,716**	**$2,201**	**5.00%**
Medical (KP-DHMO 1500)	current	$733	$1,491	$1,454	$1,454	$1,864	
($1,500 deductible)	**renewal**	**$770**	**$1,566**	**$1,527**	**$1,527**	**$1,957**	**5.00%**
Medical (KP-DHMO 2500)	current	$680	$1,387	$1,350	$1,350	$1,736	
($2,500 deductible)	**renewal**	**$714**	**$1,456**	**$1,418**	**$1,418**	**$1,823**	**5.00%**
Medical (KP-HDHP 1500)	current	$696	$1,417	$1,381	$1,381	$1,773	
($1,500 deductible)	**renewal**	**$731**	**$1,488**	**$1,450**	**$1,450**	**$1,862**	**5.00%**
Medical (KP-HDHP 2500)	current	$647	$1,317	$1,283	$1,283	$1,649	
($2,500 deductible)	**renewal**	**$679**	**$1,383**	**$1,347**	**$1,347**	**$1,731**	**5.00%**
Dental Plan A (w/ortho)	current	$38	$78	$97	$97	$131	
($2,000 Annual Max)	**renewal**	**$38**	**$78**	**$97**	**$97**	**$131**	**0.00%**
Dental Plan B (w/ortho)	current	$31	$64	$87	$87	$118	
($1,500 Annual Max)	**renewal**	**$31**	**$64**	**$87**	**$87**	**$118**	**0.00%**
Dental Plan C (w/o ortho)	current	$31	$63	$64	$64	$97	
($1,500 Annual Max)	**renewal**	**$31**	**$63**	**$64**	**$64**	**$97**	**0.00%**
Vision Plan A (UMR)	current	$5	$11	$12	$12	$15	
	renewal	**$5**	**$11**	**$12**	**$12**	**$15**	**0.00%**
Vision Plan B (VSP)	current	$9	$12	$11	$11	$20	
(12/12/24)	**renewal**	**$6**	**$12**	**$13**	**$13**	**$22**	**Varies by Tier**
Vision Plan C (VSP)	current	$11	$15	$14	$14	$26	
(12/12/12)	**renewal**	**$7**	**$14**	**$16**	**$16**	**$26**	**Varies by Tier**

Employee Life Rate:0.14
(Per $1,000 in Coverage)
Dependent Life Rate:0.95
($5,000/Spouse & $2,000/Child)

AAJ5

CEBT
Benefit by Trust

CEBT EMPLOYER PLAN SELECTION
Town Of Mead

SIGNATURE REQUIRED FOR RENEWAL

Current Plans Offered: PPO4; KP-HMO 45; HRP; Dental A; Vision A; EE Supp Life; Life A; Dep Life A; Dep Supp Life; Spouse Supp Life; EAP Active
Group Life Coverage: $50k Base, $125k Town Manager
Current Network: United Choice Plus
Effective January 1st, 2024 our group selects the following benefit options to be offered to our staff:
________________ **Please mark here to indicate NO PLAN CHANGES and sign the second page**

If you would like to make plan changes, please mark ALL plan options intended to be offered. You may choose up to a maximum of three medical plans
**** Benefit changes are applicable; please see the CEBT Benefit & Administrative Changes Document***

MEDICAL	PLAN	OFFICE CO-PAY (primary/specialist)	HOSPITAL CO-PAY	DEDUCTIBLE (single/family)	MAXIMUM OOP (single/family)
PPO Plans					
	PPO2	$30/$30	N/A	$500/$1,000	$2,000/$4,000
	PPO3	$35/$35	N/A	$1,000/$2,000	$3,000/$6,000
	PPO4	$40/$40	N/A	$1,500/$3,000	$4,000/$8,000
	PPO5	$45/$45	N/A	$2,500/$5,000	$4,500/$9,000
	PPO6	$50/$50	N/A	$3,000/$6,000	$5,000/$10,000
	PPO7	$55/$55	N/A	$4,000/$8,000	$5,000/$10,000
	PPO8	$55/$55	N/A	$5,000/$10,000	$5,000/$10,000
EPO Plans					
	EPO3	$40/$55	$1,000	N/A	$5,000/$10,000
	EPO4	$45/$60	$1,500	N/A	$5,500/$11,000
	EPO5	$50/$65	$2,500	N/A	$6,000/$12,000
	EPO6	$55/$70	$3,000	N/A	$6,500/$13,000
High Deductible Health Plans					
	HDHP2	N/A	N/A	$2,000/$4,000 *Non-Embedded	$4,000/$8,000
	HDHP25	N/A	N/A	$2,500/$5,000 *Non-Embedded	$4,500/$9,000
	HD2800	N/A	N/A	$2,800/$5,600 *Non-Embedded	$5,000/$10,000
	HDHP3	N/A	N/A	$3,000/$6,000 *Non-Embedded	$5,000/$10,000
	HD3500	N/A	N/A	$3,500/$7,000	$5,000/$10,000
	HDHP4	N/A	N/A	$4,000/$8,000	$5,000/$10,000
	HDHP5	N/A	N/A	$5,000/$10,000	$5,000/$10,000
Kaiser Health Plans					
	KP-DHMO 0750	N/A	N/A	$750/$1,500	$3,300/$6,600
	KP-DHMO 1000	N/A	N/A	$1,000/$2,000	$3,500/$7,000

	KP-DHMO 1500	N/A	N/A	$1,500/$3,000	$4,000/$8,000
	KP-DHMO 2500	N/A	N/A	$2,500/$5,000	$4,500/$9,000
	KP-HDHP 1500	N/A	N/A	$1,500/$3,000	$3,000/$6,000
	KP-HDHP 2500	N/A	N/A	$2,500/$5,000	$3,000/$6,000
	KP-HMO 40	$40/$50	$1,000	N/A	$4,500/$9,000
	KP-HMO 45	$45/$60	$1,500	N/A	$5,000/$10,000
	KP-HMO 50	$50/$65	$2,000	N/A	$5,500/$11,000
Dental (Please choose one)					
	Plan A	$2,000 annual benefit maximum, $2,000 Ortho lifetime maximum (includes adult ortho)			
	Plan B	$1,500 annual benefit maximum, $1,500 Ortho lifetime maximum (child only)			
	Plan C	$1,500 annual benefit maximum, No Ortho			
Vision (Please choose one)					
	Plan A	(UMR) 12/24/24 $150 frames, no network			
	Plan B	(VSP) 12/12/24, $160 frames, $15 copay at VSP providers			
	Plan C	(VSP) 12/12/12, $175 frames, $10 copay at VSP providers			
Life					
	Basic Life Volume Change ($20k min to $450 max) New Amount: ________________				
	Dependent Group Life (Employer Paid): Volume $5k Spouse, $2k Child				
	Voluntary Life (Employee ($500K max), Spouse ($250K max), and Child Coverage ($20K max))				

Please sign and return this form as soon as possible, preferably by October 13th, 2023.
By signing this form, I attest that I have reviewed and accept the renewal rates, plan options and benefit changes as presented.
OPEN ENROLLMENT

- ***Should be held sometime between October and mid-November. To ensure ID cards are received prior to January 1st, 2024, enrollment changes should be returned to WTW by November 17th, 2023.***
- ***Once this acceptance form has been signed and returned to WTW, open enrollment supplies will be updated as needed and attached in the Resource Center of the CEBT online Community portal. If no updates are required, supplies will be accessible at any time. Requests for printed supplies will require a case submission in the Community by clicking the "Request Supplies" link located within the Resource Center.***

In accordance with your participation agreement, written notice of termination must be received by November 1st, 2023, or run-out claims will not be paid by CEBT.

Group Name: Town Of Mead — Branch Number: AAJ5

Authorized by: ______________________ — Date: ______________________

(Please keep one copy for your records)

CEBT
Benefit by Trust

CEBT BENEFIT & ADMINISTRATIVE CHANGES

(Effective January 1, 2024)

CEBT Plan Changes

The CEBT Plans outlined below will change by reducing the annual deductible and/or out-of-pocket maximums. A new high deductible plan, HDHP25, will be introduced, while the existing HDHP3 plan is transitioning from an embedded family deductible to a non-embedded (aggregate) family deductible.

*** Bolded amounts designate the new deductible / out-of-pocket effective January 1, 2024**

Plan	Deductible (Single) Current / New	Deductible (Family) Current / New	Out of Pocket (Single) Current / New	Out of Pocket (Family) Current / New
PPO2	$600 / **$500**	$1,200 / **$1,000**	(In) $3,500 / **$2,000** (Out) $7,000 / **$4,000**	(In) $7,000 / **$4,000** (Out) $14,000 / **$8,000**
PPO3	$1,000	$2,000	(In) $3,750 / **$3,000** (Out) $7,500 / **$6,000**	(In) $7,500/ **$6,000** (Out) $15,000/ **$12,000**
PPO7	$4,000	$8,000	(In) $6,000 / **$5,000** (Out) 12,000/ **$10,000**	(In) $12,000 / **$10,000** (Out) $24,000 / **$20,000**
PPO8	$5,000	$10,000	(In) $7,000 / **$5,000** (Out) $14,000 / **$10,000**	(In) $14,000 / **$10,000** (Out) $28,000 / **$20,000**
HDHP25	**$2,500**	**$5,000 (Non-Embedded)**	**(In) $4,500** **(Out) $9,000**	**(In) $9,000** **(Out) $18,000**
HDHP3	$3,000	$6,000 Embedded / **$6,000 (Non-Embedded)**	(In) $5,000 (Out) $10,000	(In) $10,000 (Out) $20,000
HD3500	$3,500	$7,000	(In) $6,000 / **$5,000** (Out) 12,000 / **$10,000**	(In) $12,000 / **$10,000** (Out) $24,000 / **$20,000**
HDHP4	$4,000	$8,000	(In) 6,000 / **$5,000** (Out) $12,000 / **$10,000**	(In) 12,000 / **$10,000** (Out) $24,000 / **$20,000**
HDHP5	$5,000	$10,000	(In) $6,550 / **$5,000** (Out) $13,100 / **$10,000**	(In) $13,100 / **$10,000** (Out) $26,200 / **$20,000**

CEBT Prescription Drug Benefit Enhancement

Effective January 1, 2024, CVS Caremark is launching a new solution, **Caremark Cost Saver**, that will lower out-of-pocket drug costs for members. Powered by GoodRx, this program will provide eligible members with automatic access to GoodRx's prescription pricing allowing them to pay lower prices, when available, on generic medications. Members will have a seamless experience when presenting the CVS Caremark ID card at a preferred in-network pharmacy and the amount paid will automatically be applied to the plan accumulators.

Reminders of CEBT Plan Changes Effective 7/1/2023

CEBT HDHP Plan Changes

Telemedicine services through Teladoc and CEBT Health & Wellness Centers no longer require the cost share (fee) for CEBT high deductible health plans **effective 7/1/2023** through 2024 as part of an extension of the Federal CAA safe harbor provision.

August 4, 2023

Kaiser HMO, DHMO & HDHP Plan Changes

Fertility Coverage for IUI, IVF, GIFT, ZIFT, and formulary infertility Rx's will be covered like any other benefit.

Intensive Outpatient (IOP) and Partial Hospitalization services for Mental Health and Substance Use Disorder changed to the following cost share model effective 7/1/2023.

Plan	Old	New
KP-HMO 40	$40	**$0**
KP-HMO 45	$45	**$0**
KP-HMO 50	$50	**$0**
KP-DHMO 1000	$35	**Deductible + 20%**
KP-DHMO 1500	$40	**Deductible + 20%**
KP-DHMO 2500	$40	**Deductible + 20%**
KP-DHMO 750	$30	**Deductible + 20%**

WILLIS TOWERS WATSON
EMPLOYEE BENEFIT TRUST COMMISSIONS

Below is a schedule of our commission compensation from your Employee Benefits Placement. *You may not have all the products listed*.

- CEBT Medical, Dental and Vision are based on the number of employees covered by the medical plan, according to the following scale. If no medical plan exists, the dental or vision plans will be used to determine the commission scale.

# OF COVERED EMPLOYEES	COMMISSION %
001 — 099	3.4 %
100 — 249	2.9 %
250 — 499	2.4 %
500 — 999	1.9 %
1,000 +	1.4 %

- CEBT Employer Paid life Insurance 3%
- CEBT Voluntary Life Insurance 5%
- Special District Association Disability program
  Long & Short Term 9%
- CEBT Small Group Disability program commission is based on the following scale:

LONG TERM	
Annual Premium	
First $15,000 ($0 - $15,000)	15 %
Next $10,000 ($15,001 - $25,000)	10 %
Next $25,000 ($25,001 - $50,000)	5 %
Amount over $50,000	1 %
SHORT TERM	
Annual Premium	
First $2,000 ($0 - $2,000)	15 %
Next $8,000 ($2,001 - $10,000)	10 %
Next $15,000 ($10,001 - $25,000)	6 %
Next $25,000 ($25,001 - $50,000)	4 %
Next $50,000 ($50,001 - $100,000)	2 %
Next $150,000 ($100,001 - $250,000)	1 %
Amount over $250,000	0.5 %

If you have any questions or concerns regarding our compensation, please don't hesitate to call us.

Health & Benefits Brokerage Terms, Conditions & Disclosures

Your decision to purchase insurance coverages, products, and/or services through a WTW company is subject to the following terms and conditions (the “**Brokerage Terms**”).

1. Brokerage Terms and Conditions

1.1. The services we provide to you will rely in significant part on the facts, information and direction provided by you or your authorized representatives. You must provide us with complete and accurate information regarding your loss experience, risk exposures, and changes in the analysis or scope of your risk exposures and any other information reasonably requested by us or insurers. It is important that you advise us of any changes in your business operations that may affect our services or your insurance coverages. Therefore, all information which is material to your coverage requirements or which might influence insurers in deciding to accept your business, finalizing the terms to apply and/or the cost of cover, or deciding to pay a claim, must be disclosed. Failure to make full disclosure of material facts might potentially allow insurers to avoid liability for a particular claim or to void the policy. This duty of disclosure applies equally at renewal or modification of your existing coverage and upon placement of new lines of coverage. You agree that WTW will not be responsible for any consequences arising from any delayed, inaccurate or incomplete information.

1.2. An insurer quote is an offer to provide coverage. Offers can be modified or withdrawn prior to your acceptance through your order to bind coverage. The quote itself is not a legally binding commitment or a confirmation of actual coverage. Should you choose to bind coverage, we will secure a formal commitment typically in the form of a binder on a form issued or approved by the insurer(s) at issue. The quotes we will provide to you are based upon the information that you have provided to us. If you discover that previously submitted information is inaccurate or incomplete, please advise us immediately so that we can attempt to revalidate terms with insurers.

1.3. At the time of binding, we review the financial soundness of the insurers we recommend to provide your coverages based on publicly available information, including that produced by well-recognized rating agencies. Upon request, we will provide you with our analysis of such insurers. We do not guarantee or warrant the solvency of any insurer or any intermediary that we may use to place your coverage.

1.4. If you have a multi-year policy, it is important that you understand the limitations associated with the coverage options and the possibility that the financial strength of the insurer may change throughout the term of the policy. We recommend that you review the insurer's ratings for any downgrades during the term of this multi-year policy.

1.5. The final decisions with respect to all matters relating to your insurance coverages, risk management, and loss control needs and activities are yours. We will procure the insurance coverage chosen by you, including the limits you choose, prepare or forward insurance binders, if applicable, and review and transmit policies to you.

1.6. We will review all binders, policies and endorsements to confirm their accuracy and conformity to negotiated specifications and your instructions and advise you of any errors in, or recommended changes to, such documents. You agree that you will also review all such documents and promptly advise us of any questions you have or of any document or provision which you believe may not be in accordance with your instructions as soon as possible, and in no event longer than two weeks, after you receive them. Your coverage is defined by the terms and conditions detailed in your insurance policies and endorsements. Your review of these documents, and any review you may seek from outside legal counsel or insurance consultants, is expected and essential.

1.7. You must timely and properly report all claims in accordance with your insurance policies. You agree that we are not responsible for reporting claims on your behalf. Failure to timely and properly report a claim may jeopardize coverage for the claim. In addition, you should retain copies of all insurance policies and coverage documents as well as claims-reporting instructions after termination of the policies because in some cases you may need to report claims after termination of a policy.

1.8. Our compensation may be revised if you request a change in the coverages and/or services we provide under the SOW or these Brokerage Terms and we enter into a written agreement documenting any change in coverages, services and compensation. If we are compensated by commissions paid by insurers, we will be entitled to retain the commissions for new coverages, revised coverages, or other material change in coverages.

1.9. Unless otherwise agreed in writing, in the event of termination, we will be entitled to receive and retain any commissions payable under the terms of our commission agreements with the insurers in relation to policies placed by us, whether or not the commissions have been received by us.

1.10. Our obligation to render services to you ceases on: (a) the effective date of termination of the SOW, or (b) if you have not entered into a SOW, the earlier of: (i) 60 days prior written notice by either party terminating the services, or (ii) with respect to any coverage subject to these Brokerage Terms, the effective date of a change in your broker of record for that coverage (the "**Termination Date**"). Nevertheless, we will take reasonable steps to assist in the orderly transition of matters to you or to a new insurance broker. Claims and premium or other adjustments may arise after the Termination Date, and we have no responsibility to handle these things after our relationship ends. Such items are normally handled by the insurance broker serving you at the time the claim or adjustment arises. However, we will consider providing such services after the Termination Date for mutually agreed additional compensation. Nevertheless, we will process all remaining deposit premium installments on the policy(ies) in effect on the Termination Date.

1.11. The insurance market is complex, and there could be other relationships which are not described in this document which might create conflicts of interest. If a conflict arises for which there is no practicable way of complying with this commitment, we will promptly inform you and withdraw from the engagement, unless you wish us to continue to provide the services and provide your written consent. Please let us know in writing if you have concerns or we will assume that you understand and consent to our providing our services pursuant to these Brokerage Terms.

1.12. If we are assisting you with stop loss coverage, you understand and agree that we are acting as an independent consultant/broker in assisting you with the placement of stop loss coverage. You further agree that our role is limited to assistance in resolution of broad issues or systemic disputes between you and your selected carrier relative to dissatisfaction with a carrier's products or services, including processing of claims, delayed payment of claims, missing/incorrect data feeds, and gaps or omissions between any final proposal document and implemented coverage. We are not able to provide an opinion on whether any particular complete or partial claim denial, is appropriate. Our role relative to any specific claim disputes would be limited to facilitation of a discussion between the stop loss carrier, medical/prescription drug administrator, and you to outline the issues and identify next steps and responsible parties. For avoidance of doubt, facilitation of specific claim disputes among the parties is not included in our services, unless specifically outlined in a separate statement of work and scope of services. If you would like us to perform that function, please let us know and we will work with you to determine the scope and fees for such work.

2. Brokerage Disclosures

2.1. If a WTW affiliate or office located outside of the United States or Canada serves as an intermediary in the placement of your coverages, it will also earn and retain compensation for providing those services which compensation may not be included in the fee.

2.2. To the extent WTW is compensated by commissions paid to us by insurers, they will be earned for the entire policy period at the time we place policies for you. We will be paid the commission percentage stated for the placement of your insurance as indicated and will receive the same commission percentage for all subsequent renewals of this policy unless a different commission percentage is disclosed to you, or unless the insurer changes its commission rates, in which case the new commission rate will be disclosed to you before placement of the policy.

2.3. The compensation that will be paid to WTW will vary based on the insurance contract it sells. Depending on the insurer and insurance contract you select, compensation may be paid by the insurer selling the insurance contract or by another third party. Such compensation may be contingent and may vary depending on a number of factors, including the insurance contract and insurer you select. In some cases, other factors such as the volume of business WTW provides to the insurer or the profitability of insurance contracts WTW provides to the insurer also may affect compensation. WTW may accept this compensation in locations where it is legally permissible and meets standards and controls to address conflicts of interest. Whether or how much insurers may pay in contingent compensation does not play any role in WTW's placement recommendations on behalf of its clients. WTW will decline to accept contingent compensation from an insurer if such compensation cannot be attributed or allocated by the insurer to a particular client. If you prefer that we not accept contingent compensation related to your policy, please notify us in writing and we will request that your insurer(s) exclude your business from their contingent payment calculations.

2.4. Upon request, WTW will provide you with additional information about the compensation WTW expects to receive based in whole or in part on your purchase of insurance, and (if applicable) the compensation expected to be received based in whole or in part on any alternative quotes presented to you.

2.5. WTW may place your insurance or other business with members of a panel of insurers or other vendors. WTW develops panels of insurers and vendors in certain market segments. Participating insurers and vendors are reviewed on a variety of factors. Commission or fee rates on panel placements may be higher than rates paid on business placed outside of the panel process. WTW discloses its commission rates to clients on quotes obtained through the panel process prior to binding the coverage. In some instances, insurers or vendors pay an administration or management fee to participate in the panel process or for additional reporting. In some instances, WTW may earn a referral fee for referring your business to certain vendors.

2.6. In some cases, the use of a wholesale broker may be beneficial to you. We will not directly or indirectly place or renew your insurance business through a wholesale broker unless we first disclose to you in writing any compensation we or our corporate parents, subsidiaries or affiliates will receive as a result. If wholesalers, underwriting managers or managing general agents have a role in providing insurance products and services to you, they will also earn and retain compensation for their role in providing those products and services. If any such parties are corporate parents, subsidiaries or affiliates of ours, any compensation we or our corporate parents, subsidiaries or affiliates will receive will be included in the total compensation we disclose to you. If such parties are not affiliated with us, and if you desire more information regarding the compensation those parties will receive, please contact us and we will assist you in obtaining this information.

2.7. Commission schedules and other compensation arrangements related to our services on your behalf may change over time and may not always be congruent with your specific policy period. WTW will provide you with accurate information to the best of our knowledge when information is presented to you, but it is possible that compensation arrangements may change over time. We will update you on any changes to our compensation prior to your renewal and will do so at any time upon your request.

2.8. As an insurance intermediary, we normally act for you. However, we or our corporate parents, subsidiaries or affiliates may also provide services to insurers for which we may earn compensation. These services may include, for example, acting as a managing general agent, program manager or in other similar capacities which give us binding authority enabling us to accept business on their behalf and immediately provide coverage for a risk or providing third party administration and other services to insurers. Contracts with these insurers may grant us certain rights or create certain obligations regarding the marketing of insurance by the insurers. When we place your insurance business in such a situation as we will receive compensation related to these services from an insurer, we will inform you and disclose that we may receive compensation. In addition, these services may include providing services to insurers as a client. For example, we or they may provide consulting, brokerage, outsourced administration or reinsurance services to insurer clients. In such cases we or they will be compensated, separately for the services provided to those insurer clients. Some of these insurer clients may happen to be insurers with whom we place your insurance coverages. The services provided to you and the services provided to our insurer clients are separate and any compensation earned for the services provided to insurer clients are separate from and in addition to the compensation we earn for the services we provide you under these Brokerage Terms.

2.9. We are members of a major international group of companies. In addition to the commissions received by us from insurers for placement of your insurance coverages, other parties, such as excess and surplus lines brokers, wholesale brokers, reinsurance intermediaries, underwriting managers and similar parties (some of which may be owned in whole or in part by our corporate parents or affiliates), may earn and retain usual and customary commissions for their role in providing insurance products or services to you under their separate contracts with insurers or reinsurers.

2.10. To comply with applicable anti-money laundering regulations there are times when we may ask clients to confirm (or reconfirm) their identity. We may need to do this at the time you become a client or have been one for some time or for example, when checking details on proposal forms and transferring claims payments. This information may be shared with other subsidiaries of WTW PLC and where we deem necessary with regulatory or law enforcement bodies. Please note that we are prohibited from disclosing to you any report we may make based on knowledge or suspicion of money laundering, including the fact that such a report has been made.

We have systems that protect our clients and ourselves against fraud and other crime and we may utilize the services of third parties in order to identify and verify clients. Client information can be used to prevent crime and trace those responsible. We may check your details against financial crime databanks. If false or inaccurate information is provided, we may be obliged to pass such details to relevant regulatory agencies that may use this information.

3. Disclosures only applicable in the United States.

3.1. The Consolidated Appropriations Act, 2021 (CAA) amends ERISA by requiring brokers and consultants to disclose both direct and indirect compensation received in relation to services provided to the group health plan. In general, direct compensation received by us is any fee you pay to us using plan assets and indirect compensation is generally any other compensation we receive in connection with our services to the plan as your broker or consultant. The description of our services and our compensation (direct, indirect, or other compensation) we receive in connection with the services we provide to you can be found in one or all of the following documents, as applicable to our arrangement: Master Services Agreement/Terms and Conditions, Statement(s) of Work, Brokerage Terms, Conditions and Disclosures Document, Additional Insurance Terms & Disclosure Document and/or a stand-alone Compensation Disclosure Document. For additional information regarding the above disclosure requirements, please see ERISA Section 408(b)(2)(B).

3.2. WTW and its employees may receive indirect compensation from plan vendors and service providers (such as insurers or third party administrators) that is not in connection with any particular client. This incidental compensation includes items such as promotional and holiday gifts, meals, tickets to a sporting or entertainment event, or expense reimbursement in connection with educational meetings, client workshops or events, or marketing or advertising initiatives, including services for identifying prospective clients. Plan vendors and service providers may also pay or reimburse WTW for the costs associated with education or training events that may be attended by WTW employees and WTW-sponsored conferences and events. Based upon historical data and on a per client basis, WTW estimates the value of the above compensation is less than $100 per client annually.

3.3. If and to the extent that any portion of WTW's compensation is to be paid by or on behalf of any employee health or other welfare benefit plan ("Plan"), including commissions derived from Plan assets, then you will secure the approval of the applicable Plan fiduciaries for such portion of our compensation. You, and if applicable, the Plan fiduciaries, and not WTW, will determine whether any payment utilizing, or deriving from, Plan assets is appropriate. Based on historical market data, we estimate that our commissions may range from 0% to 20% of premium depending on lines of coverages selected, the insurer selected, and geographical location. Based on historical market data, we estimate that directed fees we may receive from insurers/third party administrators in connection with your self-funded plans may range between $0 and $10 per employee per month or between 0% and 5% of monthly fees. Refined estimates of the amounts we might earn as described in this paragraph will be discussed with you and disclosed to you prior to placement.

3.4. WTW will provide details concerning its charges to enable you, and if applicable, the Plan fiduciaries to make such determinations, but any information that WTW provides to you with its invoices or otherwise should not be construed as advice regarding the appropriate use of Plan assets. You, and if applicable, the Plan fiduciaries are encouraged to consult with legal counsel regarding such matters. Unless you tell us otherwise, in providing our services we will assume that the employee welfare benefits you provide to your employees and with respect to which we provide services have been wrapped into a single Plan. To the extent that you or your Plan enter into an administrative services only contract with a third party administrator pursuant to which WTW receives a directed fee, you represent that all administrative fees are paid by you out of your general assets and will not be charged to the Plan.

3.5. As further explained in section 3.3, we may receive contingent compensation in relation to our brokerage services we provide to you. Based on historical market data, we estimate that our contingent compensation may range from 0% to 5% of the total premium placed for all lines of coverage.

3.6. We may also receive additional compensation from certain carriers depending on the line of business that we place for you. This additional compensation is distinct from contingent compensation and is additional compensation we receive in addition to the standard commission rate offered by carriers based upon pre-negotiated commission rates with carriers at a corporate level or in connection with the services we provide to you in section 3.5. Based upon historical market data, our additional compensation may be between 0% and 6% of the premium placed on particular lines of coverage and the carrier you choose. The amount of this compensation, if applicable, will be discussed with you and disclosed to you prior to placement.

3.7. WTW is not being engaged as a fiduciary or to provide investment advice and does not and will not perform or assume any fiduciary or trust responsibilities or liability in connection with the performance of the services. You agree that the services to be performed by WTW under an applicable Statement of Work are ministerial and not fiduciary in nature, that WTW has no discretionary authority or control with respect to the management or administration of your employee benefit plan(s) or any Plan assets, that WTW is not providing any advice with respect to products that may have an investment component, and that WTW's compensation has not been set at levels intended to compensate it for assuming fiduciary liability. You retain full responsibility for decisions to purchase or not purchase insurance policies, all claims for benefits against the Plan and any other discretionary decisions by the Plan or any fiduciary, trustee, Plan administrator, or Plan committee.

3.8. You agree that any enrollment or census data provided to WTW will be provided by you in your role as an employer. You agree that you are responsible for your own access to and use of employee data, and that all persons whom you direct or request WTW to share employee data with are authorized to receive the employee data.

3.9. In the event that you and/or any of the employee benefit plans sponsored by you need to enter into business associate agreements with WTW to satisfy the requirements of the Health Insurance Portability and Accountability Act, the regulations implementing that Act (the "Standards for Privacy of Individually Identifiable Health Information," codified at 45 C.F.R. parts 160 and 164), or any other similar law, the parties will execute an agreement in compliance with these requirements.

3.10. If any of our affiliates or subcontractors receive compensation related to these services on a transaction basis as that term is defined in ERISA Section 408(b)(2)(B), we will identify the affiliate and/or subcontractor receiving such compensation. This Agreement or your agreement with that affiliate or subcontractor will detail the services those entities are providing to you and their compensation.

3.11. The Texas Department of Insurance maintains a toll-free telephone number (1-800-252-3439) which you may call if you have complaints regarding fees charged by any insurance producer. You also may contact the Texas Department of Insurance at ConsumerProtection@tdi.state.tx.us. The Texas Department of Insurance's website is www.tdi.state.tx.us and its mailing address is P.O. Box 149104, Austin, TX 78714-9104.

4. General Terms and Conditions

4.1. **Taxes**. Any fees or rates quoted or estimated shall be exclusive of income tax or of any sales, ad valorem, value added tax or any similar tax unless such tax is required to be included pursuant to a statutory requirement. If required, WTW will add the relevant tax to the invoice, separately stated, and remit such tax to the appropriate authority.

4.2. **Our Responsibilities**. We shall provide the Services in a professional manner with reasonable skill and care and in accordance with all laws and regulations applicable to us. We will assign to the project team, members of our staff with adequate education, training and experience to perform the tasks assigned to them. We will use reasonable endeavors to meet any agreed timetable.

The work product we produce in the course of providing the services (the "Work Product") will not infringe any intellectual property right of any third party. Unless otherwise expressly agreed in writing, we do not accept any fiduciary or trust responsibilities or related liability in connection with the performance of the Services. We do not provide legal, accounting or tax advice.

4.3. **Your Responsibilities**. You will provide us, in a timely manner, with all documentation, information, access to your personnel, access to your premises (if applicable) and cooperation reasonably required to provide the services. Any delay or failure to provide such documentation, information, access to your personnel or cooperation may result in: (a) a revision to any agreed timetable; and (b) if we are required to perform any additional work as a result, additional fees being charged. We will rely on the documentation and information provided by you or your representatives and we do not take responsibility for verifying the accuracy or completeness of it. You may rely only upon our final Work Product and not on any drafts or oral statements made by us in the course of performing the Services.

You represent that you are in compliance, and will continue to comply, with all laws, rules, regulations or government authority guidance applicable to you. If WTW determines that the services WTW performs for you relate to operations or activities prohibited by or inconsistent with any applicable law, rule, regulation or government authority guidance, it reserves the right to immediately terminate these Brokerage Terms in its entirety and/or decline to provide certain services.

4.4. **Intellectual Property Rights and Work Product**. You shall retain ownership of all original data and materials provided to us by you or your representatives, and the intellectual property rights in that data and materials. You will have the right to use, reproduce and adapt the copies of the Work Product for internal purposes within your organization. We shall retain the intellectual property rights in the Work Product, and the skills, know-how and methodologies used or acquired by us during the course of providing any of the services.

The services, including the Work Product, are provided solely for the intended purpose, and may not be referenced or distributed to any other party without our prior written consent. You may distribute the Work Product to your affiliates, provided that you ensure that each such affiliate complies with the terms and conditions of these Brokerage Terms and any applicable Statement of Work, as if it were a party to them, and you remain responsible for such compliance.

You shall not refer to us or include any of the Work Product in any shareholder communication or in any offering materials (or fairness opinion provided by your professional advisers) prepared in connection with the public offering or private placement of any security, unless otherwise agreed in writing.

4.5. **Confidentiality and Data Privacy**. Each Party (the "**Recipient**") shall protect all confidential information which the other Party (the "**Discloser**") provides to it (whether orally, in writing or in any other form) ("**Confidential Information**") using the same standards as the Recipient applies to its own comparable confidential information, but in no event less than reasonable measures. Confidential Information shall not include information that is: (a) already known to the Recipient at the time of disclosure; (b) in the public domain or publicly available; (c) provided to it by a third party who is under no such obligation of confidentiality; (d) independently developed by it; or (e) is required to be disclosed by court order, regulatory authority or other legal process, provided that prior to disclosing any Confidential Information, the Recipient shall, if permitted by law, notify, and cooperate with the Discloser, at Discloser's expense, to lawfully limit and/or obtain appropriate protective orders with respect to such portion(s) of the Confidential Information which is the subject of any such required disclosure. Each Party may disclose Confidential Information to its legal advisers to protect its own legitimate interests or to comply with any legal or regulatory requirements.

In the course of providing the services, the Parties acknowledge that you may provide us with information about an identifiable individual or information which relates to a natural person and allows that person to be identified, including your customer or employee information ("**Personal Data**"). It is further acknowledged that we are a global business and that we may transmit your information, including Personal Data within our global network of offices to our affiliates and providers of IT outsourcing who will be subject to appropriate data protection standards. You represent that Willis Towers Watson is authorized to receive and process any such Personal Data and that you have obtained any necessary consents from third parties, including the individual to whom such Personal Data relates, that may be required for us to use the Personal Data for the purpose of providing the Services. Irrespective of where we receive or hold Personal Data on your behalf, we will take appropriate technical, physical and organizational/administrative measures to protect it against accidental or unlawful destruction or accidental loss or unauthorized alteration, disclosure or access. Each Party shall comply with the provisions and obligations imposed on it by applicable data privacy legislation and regulations.

You agree that we may maintain, process and transfer your Confidential Information and Personal Data to perform the services, and for other reasonable ancillary purposes, unless you instruct otherwise. We may retain such information and data as may be required by applicable law, regulation, or our record retention and business continuity policies and procedures.

In addition, you hereby grant us permission to use data we receive from you or your representatives in the course of the services for use in industry benchmarking studies, trend analyses and research. We may use the results of these studies, analyses and research for various purposes, including articles and studies for distribution to our other clients and prospects. Any such articles or studies will not disclose your participation or mention the inclusion of your information to any other party. Any findings from these studies that may show individual participant results will be on a blinded basis, and not attribute any finding to a specific participant.

4.6. **Limitation of Liability**.

(a) If the services do not conform to the requirements agreed between the Parties, you shall notify us promptly and we shall re-perform any non-conforming services at no additional charge or, at our option, refund the portion of the fees paid with respect to such non-conforming Services. The re-performance of the Services or refund of the applicable fees is intended to provide an adequate remedy for any failure on our part to adhere to the requirements agreed between the Parties for the performance of services. Whether or not such re-performance or refund would provide an adequate remedy for any loss or damage suffered by you or any third party, the aggregate liability taken together of Willis Towers Watson, our affiliates and our and their respective employees, directors, officers, agents and subcontractors ("**Related Persons**") arising from or in any way connected with the services, whether in contract, tort (including, without limitation, negligence), or for breach of statutory duty or otherwise, shall not exceed in aggregate the greater of (i) $250,000 or (ii) the total amount of the fees paid to us for the services provided pursuant to that Statement of Work during any 12-month period beginning with the commencement of that Statement of Work, unless otherwise agreed in writing. Notwithstanding the above, the foregoing shall not limit the liability of Willis Towers Watson or the Related Persons in the case of: (i) death or personal injury resulting from our or our Related Person's negligence; (ii) willful misconduct; (iii) fraud; or (iv) other liability to the extent that the same may not be excluded or limited as a matter of law.

(b) In no event shall we or any of our Related Persons or affiliates be liable for any incidental, special, punitive, or consequential damages of any kind (including, without limitation, loss of income, loss of profits, or other pecuniary loss), except to the extent such liability may not be excluded as a matter of law.

(c) Where we are jointly liable to you with another party, we shall to the extent permitted by law only be liable for those losses that correspond directly with our share of responsibility for the losses in question.

4.7. **Third Parties**. For the avoidance of doubt, section 4.6 confers rights on the Related Persons which may be enforced by any of them. Otherwise, no person who is not a party to these Brokerage Terms shall have the right to enforce any of these terms. We accept no responsibility for any consequences arising from any third party relying on the Work Product. If we agree to provide the Work Product to a third party, you are responsible for ensuring that the third party is made aware of the fact that they are not entitled to rely upon it. You agree to reimburse us for all costs (including reasonable legal fees) that we incur in responding to any requests or demands from third parties, pursuant to legal process or otherwise, for data or information related to the services.

4.8. **Termination**. Except as may otherwise be agreed in an applicable Statement of Work or other written agreement, either Party may terminate these Brokerage Terms or any Statement of Work on 30 days' written notice to the other Party. We shall be entitled to be paid for services rendered up to the effective date of any such termination, and for expenses incurred. Any provision of these Brokerage Terms or any Statement of Work that would be reasonably intended to apply after termination will do so, including sections 4.4, 4.5, 4.6, 4.7, 4.12, and 4.13.

4.9. **Force Majeure**. Neither Party shall be liable for any delay or non-performance of its obligations arising under any Statement of Work caused by an event beyond its control (a "**Force Majeure Event**") provided that the Party affected gives prompt notice in writing to the other Party of such Force Majeure Event and uses all reasonable endeavors to continue to perform its obligations. Either Party may terminate any Statement of Work by written notice to the other with immediate effect if such Force Majeure Event continues for more than 3 months.

4.10. **Miscellaneous**. In respect of each project, these Brokerage Terms, together with the applicable Statement of Work, sets out the complete and exclusive statement of agreement and understanding between the Parties, which supersedes and excludes all prior or contemporaneous proposals, understandings, agreements or representations, whether oral or written, with respect to the subject matter of the Statement of Work in question. Any modifications of or amendments to these Brokerage Terms or a Statement of Work or a change to the services must be in writing and agreed by the Parties. Should any provisions of these Brokerage Terms or any provisions of a Statement of Work be declared void, illegal or otherwise unenforceable, the remainder shall survive unaffected.

Neither Party may assign or delegate any of its rights or obligations to any third party without the prior written consent of the other Party. Notwithstanding the foregoing, either Party may assign or delegate any of its rights and obligations to an affiliate. We reserve the right to employ subcontractors to assist in providing Services and to pass to them any information and materials they need to perform their work. Where we use affiliates or subcontractors to provide the Services, we will remain ultimately responsible for the provision of the Services.

Neither Party shall have any liability in respect of any statement (except in the case of fraud where the liability of each Party to the other shall be unlimited) made by such Party or on its behalf to the other Party which is not contained in these Brokerage Terms or in the applicable Statement of Work and each Party acknowledges that it has not entered into these Brokerage Terms or any Statement of Work, or will enter into a Statement of Work, in reliance on any representation by the other Party which is not contained in these Brokerage Terms or the applicable Statement of Work.

We do not tolerate unethical behavior either in our own activities or in those with whom we seek to do business. We will comply with applicable laws, regulations, and rules.

4.11. **Sanctions and Export Control**. Sanctions and export control laws from Canada, the EU, United States, and other government authorities prohibit companies, including WTW, from conducting business in certain jurisdictions or with certain individuals. The restrictions may differ based on your business activity, ownership structure, and the location or nationality of your employees. Please inform us of any insurance or service requirements you have which touch upon goods, countries, entities or individuals subject to any sanctions or export controls. We will comply with all applicable sanctions and export control laws, and we are not responsible for actions taken by third parties based on their own sanctions or export control constraints.

4.12. **Dispute Resolution**. The parties agree to work in good faith to resolve any disputes arising out of or in connection with the services provided under these Brokerage Terms. If a dispute cannot be resolved it will be submitted to non-binding mediation to be conducted by (in the US) Judicial Arbitration and Mediation Services (JAMS) or (in Canada) the National Mediation Rules of the ADR Institute of Canada then in force before either party pursues other remedies hereunder. If the mediation does not resolve the dispute and a party or both parties wish to pursue other remedies, the parties agree that their legal dispute will be resolved without a jury trial and agree not to request or demand a jury trial. To the fullest extent permitted by applicable law, the parties hereby irrevocably waive any right they may have to demand a jury trial.

To the extent the foregoing jury trial waiver is not enforceable under the governing law, except as provided below, any dispute arising out of or in connection with these Brokerage Terms which the parties are unable to resolve between themselves or through mediation as provided above, will be resolved by binding arbitration in the state or province as provided for in Section 4.13 below, or other mutually agreed location, before a panel of three arbitrators in accordance with the (in the US) Commercial Arbitration Rules of the American Arbitration Association or (in Canada) the Canadian Arbitration Rules of the ICDR Canada. Under these circumstances, the arbitration proceeding will be the sole and exclusive means for resolving any dispute between the parties, except for any dispute involving the ownership or use of work product or intellectual property, provided that either party may seek an injunction or other equitable relief if such action is necessary to avoid irreparable damage or to preserve the status quo. Each party will have the right to select one of the arbitrators and the two arbitrators so selected will agree on the choice of the third arbitrator. Each party will bear the expenses of the arbitrator it selects and one-half of the expenses of the third arbitrator and other costs related to the arbitration. Judgment on the award rendered by the arbitrators will be final and binding and may be entered in any court having jurisdiction thereof. The arbitration proceeding will be confidential.

4.13. **Governing Law**. Any controversy, dispute or claim of any kind between the parties will be governed by and interpreted in accordance with the laws of the jurisdiction where the Willis Towers Watson office principally responsible for providing the services to you under the particular Statement of Work is located, without regard to any provisions governing conflicts of laws; provided that if such office is located outside of Canada or the US, the governing law will be that of (in the US) the State of New York or (in Canada) the Province of Ontario without regard to (as applicable) New York's or Ontario's provisions governing conflicts of laws.

5. Disclosures only applicable in Canada.

5.1. It is the express wish of the parties that these Brokerage Terms and any related documents be drawn up in and executed in English. Les parties souhaitent expressément que cette entente et tous les documents s'y rapportant soient rédigés et signés en anglais.

6. Inquiries and Complaints

6.1. Your satisfaction is important to us. If you have questions or complaints, please inform the person who handles your business or contact the head of our office. Alternatively, you may call toll free 1-866-704-5115.

Town of Mead
WTW - CEBT Vision Comparison
Monday, October 2, 2023

VISION - 2024			
	Current		Alternate CEBTVision Plan
Plan	Plan A		VSP Plan C 12/12/12
Network	No Network		VSP
Exam	Once every calendar year		12 Months: $10 Copay
Lenses	Once every two calendar years		12 Months: $10 Copay
Frames	Once every two calendar years: $150 Allowance		12 Months: $175 Allowance
Contacts	Once every two calendar years: $150 Allowance		12 Months: $175 Allowance
Rates	Current Rates		CEBT rates effective Jan 1, 2024
Employee	22	$5.00	$7.00
Employee + Spouse	4	$11.00	$14.00
Employee + Children	2	$12.00	$16.00
Family	10	$15.00	$26.00
TOTAL	38	$328.00	$502.00
Annualized		$3,936.00	$6,024.00
Change from Current ($)			$2,088.00

THIS BENEFIT SUMMARY IS FOR ILLUSTRATION PURPOSES ONLY. Proposal is not to be construed as an exact or complete analysis of the policies nor as legal evidence of insurance.

Agenda Item Summary

MEETING DATE:	October 9, 2023, continued from May 30, 2023
SUBJECT:	**Ordinance No. 1037** – An Ordinance of the Town of Mead, Colorado, Amending Section 16-2-90 of the Mead Municipal Code Regarding Residential Parking Requirements
PRESENTED BY:	Jason Bradford, AICP, Community Development Director

SUMMARY

Staff proposes amending Section 16-2-90 - Parking, of the Mead Municipal Code ("MMC"), as shown in **Exhibit A**, to Ordinance No. 1037 ("Amendment"). The Board of Trustees may approve amendments to MMC Chapter 16 (Land Use Code) if such amendments satisfy any one of the criteria set out in MMC Section 16-3-160. Staff finds that the proposed Amendment satisfies two of the criteria in that it accommodates new practices and innovations in land use and development, and furthers the goals set forth in the Comprehensive Plan.

Overview:
The purpose of the proposed Amendment is to modernize Mead's parking regulations in MMC Section 16-2-90 (the "Parking Regulations") and encourage diverse housing options in the Town in accordance with the goals of the Town's Comprehensive Plan. Many of the current regulations do not align with best practices and place Mead at a market disadvantage with surrounding peer communities. Additionally, some portions of the current regulations are unclear and difficult to understand. To ensure Mead remains a competitive and attractive place to do business, and to provide adequate opportunities for the construction of SFA and MF housing in Mead, staff believes the existing parking regulations should be revised, clarified, and modernized.

After researching best practices and drafting proposed revisions to the Parking Regulations, staff presented an overview of the findings to the Board of Trustees during a Work Session on March 13, 2023. During that Work Session, the Board was generally supportive of the need to amend the existing Parking Regulations. The Board noted that the proposed revisions to the Parking Regulations should reflect Mead's rural and suburban character but should not duplicate the parking ratios found in highly urbanized cities. The Board also observed that many Mead residents have limited access to public transportation infrastructure, and most rely upon personal vehicles (often large or over-sized trucks) in their work and personal life.

On May 30, 2023, staff presented proposed revisions to the Parking Regulations. After a comprehensive review and discussion of these proposed changes, the Board of Trustees continued the public hearing to October 9, 2023. The Board requested that staff clarify the proposed Parking Regulations and demonstrate how they would affect "real-world" multi-family (MF) projects. The Board also requested that the code update prohibit the charging of parking fees (outside of the rent) for surface parking stalls at MF and SFA properties. The Board also discussed the need to consider electric-vehicle (EV) parking and charging station requirements.

The proposed Parking Regulations, before the Board of Trustees, on October 9, 2023, generally increase the parking ratios for multi-family (MF) developments and accessory dwelling units (ADUs). The parking ratios for single-family attached (SFA) and detached (SFD) ratios are unchanged; however, the requirement to provide parking studies for some SFA developments has been removed, in favor of greater certainty. The requirement to enclose parking spaces for MF and SFA projects has been removed, in alignment with best practices and Mead's peer communities. Additionally, the requirement to enclose all parking spaces for SFD housing was revised to allow for surface parking options, in order to expand opportunities for housing density and more affordable housing options in Mead. The option for providing tandem parking was also expanded to include MF and SFA developments. Finally, the requirement to provide bicycle parking was expanded to include SFA housing developments.

Due to the upcoming building code updates that the State of Colorado has enacted, which will require significant EV charging requirements for new residential development, staff suggests that discussion and the consideration of EV parking and charging station requirements take place within the context of a larger and more comprehensive discussion of EV regulations. Due to the limited scope of these proposed Parking Regulations, staff suggests that the discussion about EV regulations include requirements for commercial, industrial, and public facilities, along with residential considerations. Staff suggests that these discussions about EV parking and charging station regulations be considered with the upcoming Land Use Code (LUC) updates, which will be presented, reviewed, and discussed with the Board throughout the upcoming year (2024).

Staff believes the proposed Amendment represents a reasonable balance between the need for Mead to be a business-friendly and attractive jurisdiction for SFA and MF housing, while also ensuring that residential housing projects, especially SFA and MF housing projects, provide adequate parking for the residents. A concise summary of the proposed changes is included in the Proposed Mead Parking Code Amendment Summary Table, attached to this Agenda Item Summary.

Review Criteria and Staff Analysis:
Section 16-3-160 – Amendments sets forth the approval criteria for text amendments to Chapter 16 of the MMC. A proposed amendment must meet at least one of the following criteria:

(1) To correct a manifest error in the text of this Article; or
(2) To provide for changes in administrative practices as may be necessary to accommodate changing needs of the community and the Town staff; or
(3) To accommodate innovations in land use and development practices that were not contemplated at the adoption of this Article; or
(4) To further the implementation of the goals and objectives of the Town Comprehensive Plan.

Staff believes the proposed revisions meets the following two (2) criteria:

(3) To accommodate innovations in land use and development practices that were not contemplated at the adoption of this Article.
(4) To further the implementation of the goals and objectives of the Town Comprehensive Plan.

Criterion #3: To accommodate innovations in land use and development practices that were not contemplated at the adoption of this Article:
Staff found that Mead's existing parking regulations are not in alignment with best practices, or with peer communities, and some of the regulations are unclear and difficult to understand. To ensure Mead remains a competitive and attractive place to do business and construct SFA and MF housing projects, the existing parking regulations should be modernized and revised. The Amendment represents a reasonable balance between the need for Mead's parking regulations to remain competitive with peer communities, while also ensuring that residential projects, especially SFA and MF housing projects, provide adequate parking for the residents of those housing projects.

Criterion #4: To further the implementation of the goals and objectives of the Town Comprehensive Plan:
The proposed Amendment addresses the policies and strategies of the Town of Mead's 2018 Comprehensive Plan, especially the goals of establishing a Diverse Economy and Friendly Neighborhoods.

Diverse Economy: The Diverse Economy Goal #4 states that Mead will "Encourage and develop mixed-use centers… and provide for a variety of housing options." Policy 4B (and Policy 5B) seek to "Ensure a mix of housing types in new mixed-use developments."

Friendly Neighborhoods: The Friendly Neighborhood Goal #1 states that Mead will "Ensure an appropriate mix of housing types and densities… to attract and retain residents." Policy 1A seeks to "Provide opportunities for residents of all ages and life stages to live in the community and transition between different housing choices." Policy 1C seeks to "Promote new residential development projects that create a diverse range of attainable housing opportunities…."

The proposed Amendment will remove existing regulatory barriers to constructing SFA and MF housing in Mead, thereby encouraging a variety of housing products and options and providing housing for people of all ages and stages of life.

FINANCIAL CONSIDERATIONS

The Amendment will not have a direct financial impact but may increase the Town's tax base by creating a regulatory environment more friendly to a wider variety of development.

STAFF RECOMMENDATION/ACTION REQUIRED

Notice of the Board of Trustees public hearing was published in the *Longmont Times-Call* newspaper no less than fifteen (15) days before the May 30th public hearing, in compliance with the MMC.

The Board of Trustees may approve, conditionally approve, or deny the Amendment. Staff recommends that the Board of Trustees approve Ordinance No. 1037, Amending Section 16-2-90 of the *Mead Municipal Code* Regarding Residential Parking Requirements.

Suggested Motion:
"I move to approve Ordinance No. 1037, an Ordinance Amending Section 16-2-90 of the Town of Mead Municipal Code Regarding Residential Parking Requirements."

ATTACHMENTS

Ordinance No. 1037 (Amendment attached as **Exhibit A** to Ordinance)
Proposed Mead Parking Code Amendment Summary Table
Peer Community Parking Regulations Comparison Spreadsheet

TOWN OF MEAD, COLORADO
ORDINANCE NO. 1037

AN ORDINANCE OF THE TOWN OF MEAD, COLORADO, AMENDING SECTION 16-2-90 OF THE MEAD MUNICIPAL CODE REGARDING RESIDENTIAL PARKING REQUIREMENTS

WHEREAS, in accordance with Section 16-3-160 of the Town of Mead Municipal Code ("MMC"), an amendment to the text of Chapter 16 of the MMC may be initiated by Town Staff, reviewed and considered by the Board of Trustees at a public hearing, and enacted by ordinance; and

WHEREAS, Town Staff has proposed to amend the Town's parking regulations- MMC Section 16-2-90- as shown in **Exhibit A**, attached to this Ordinance (the "Amendment"), to clarify and modernize parking requirements for residential areas; and

WHEREAS, in accordance with applicable requirements of the MMC, the Town Clerk has caused a notice of the Board of Trustees public hearing, regarding the Amendment, to be published, no later than fifteen (15) days prior to the public hearing, in a newspaper of general circulation; and

WHEREAS, the Board of Trustees considered the Amendment at a duly noticed public hearing on October 9, 2023, which was continued from the May, 30, 2023 public hearing; and

WHEREAS, the Board of Trustees desires to adopt the Amendment as further set forth herein and finds that the Amendment is in the best interest of the health, safety, and welfare of the public.

NOW THEREFORE, BE IT ORDAINED by the Board of Trustees of the Town of Mead, Weld County, Colorado, that:

Section 1. Recitals incorporated. The recitals contained above are incorporated herein by reference and are adopted as findings and determinations of the Board of Trustees.

Section 2. Amendment. The Amendment is hereby adopted as set forth in Exhibit A, attached hereto and incorporated herein.

Section 3. Effective Date. This ordinance shall be published and become effective as provided by law.

Section 4. Remaining Provisions. Except as specifically amended hereby, all other provisions of the Mead Municipal Code shall continue in full force and effect.

Section 5. Codification Amendments. The codifier of Mead's Municipal Code is hereby authorized to make such numerical, technical and formatting changes as may be necessary to incorporate the provisions of this ordinance within the Mead Municipal Code.

Section 6. Severability. If any part, section, subsection, sentence, clause or phrase of this ordinance is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining sections of the ordinance. The Board of Trustees hereby declares that it would have passed the ordinance including each part, section, subsection, sentence, clause or phrase thereof, irrespective of the fact that one or more part, section, subsection, sentence, clause or phrase is declared invalid.

Section 7. Repealer. All ordinances or resolutions, or parts thereof, in conflict with this ordinance are hereby repealed, provided that such repealer shall not repeal the repealer clauses of such ordinance nor revive any ordinance thereby.

Section 8. Certification. The Town Clerk shall certify the passage of this ordinance and make not less than one copy of the adopted Code available for inspection by the public during regular business hours.

INTRODUCED, READ, PASSED, AND ADOPTED THIS 9th DAY OF OCTOBER, 2023.

ATTEST:	**TOWN OF MEAD:**
By: ________________________________	By: _________________________________
Mary E. Strutt, MMC, Town Clerk	Colleen G. Whitlow, Mayor

EXHIBIT A

Amendment – Mead Municipal Code Section 16-2-90 – Parking

[To begin on the next page. Additions to are shown underlined and deletions in strike-through.]

Sec. 16-2-90. Parking.

(a) Intent. The intent of this Section is to provide adequate parking for motor vehicles while minimizing the visual impact of parking lots and structures.

(b) General provisions.

(1) In all zone districts, off-street parking facilities for the storage of self-propelled motor vehicles for the use of occupants, employees and patrons of the building or structures hereafter erected, altered or extended shall be provided and maintained as herein prescribed.

(2) Surface. All parking and driveway areas and primary access to parking facilities shall be surfaced with asphalt, concrete or similar materials.

(3) Integrate parking lots with surroundings. Parking lots shall not dominate the frontage of pedestrian-oriented streets, interfere with designated pedestrian routes, or negatively impact surrounding neighborhoods. The pedestrian character of streets and buildings shall be maximized through continuity of buildings and landscape frontage.

(4) Location. Parking lots shall be located to the rear or side of buildings or in the interior of a block whenever possible.

(5) Landscaping. Parking lots shall be landscaped, screened and buffered as provided in this Article.

(6) Shared access. Where feasible, parking lots shall share access drives with adjacent property with similar land uses.

(7) Off-street parking design. Any off-street parking area shall be designed so that vehicles may exit without backing onto a public street unless no other practical alternative is available. Off-street parking areas shall be designed so that parked vehicles do not encroach upon or extend onto public rights-of-way or sidewalks or strike against or damage any wall, vegetation, utility or other structure.

(8) Circulation area design. Circulation areas shall be designed to facilitate the safe movement of vehicles without posing a danger to pedestrians or impeding the function of the parking area.

(9) Lighting. All parking area lighting shall be full downcast cutoff-type fixtures. Any light used to illuminate parking areas or for any other purpose shall be so arranged as to reflect the light away from nearby residential properties and away from the vision of passing motorists.

(10) Shared off-street parking. When there are opportunities to support parking demand through shared off-street parking for compatible uses (such as a movie theater and an office building), a parking study (the "Shared Parking Report," published by the Urban Land Institute) shall be used as a guideline in the estimation of parking demand and shared parking agreements, filed with the Town and recorded at the County, shall be used to demonstrate the adequacy of the parking supply as a substitute for standard parking requirements. Parking lot interconnections shall be provided to allow vehicles to travel among adjacent properties without having to enter onto and re-exit from street frontage, so that traffic flow is more evenly dispersed. Cross-access easements or other similar recordable mechanisms must be employed to ensure compliance with this policy.

(11) Adjacent on-street parking in DMU, GC and Mixed-Use districts. In order to promote a pedestrian scale and encourage a perception of safety in the DMU, General Commercial and Mixed Use Districts, parking may be satisfied using adjacent on-street parking or shared rear-lot parking areas. A parking study and shared parking agreements shall be used to demonstrate the adequacy of the parking supply as a substitute for standard parking requirements.

(c) Paved off-street parking requirements. Paved off-street parking shall be provided according to the minimum requirements as specified below. Where a proposed use is not indicated, the Town Manager will consult parking standards identified by the Institute of Traffic Engineers (ITE) or similar source to determine requirements.

Table 2.1 Parking Requirements

Land Use	***Required Minimum Parking (Must be out of rights-of-way)***
Single-family detached	2 parking~~enclosed~~ spaces per unit. A minimum of one (1) parking space per unit shall be enclosed in a garage.
Single-family attached	2 parking spaces per unit for units with up to 2 bedrooms;~~, minimum of 1 enclosed~~ 3 parking spaces per unit for units with up to 3 bedrooms; at least ~~, plus~~ 1 guest parking space shall be provided for every ~~per 3~~ five (5) dwelling units. ~~(If units with 3 bedrooms or more are planned, staff may require a parking study to determine additional parking requirements, if any.)~~
(Multi-Family) Apartment dwellings	~~1 enclosed space per bedroom, up to 2 per unit~~ 1.5 parking spaces per unit for Efficiency, Studio, and 1-bedroom units; 2 parking spaces per unit for 2-bedroom units; 3 parking spaces per unit for 3 or more-bedroom units. At least 1 guest parking space shall be provided for every five (5) dwelling units.
Accessory dwelling units	~~1 space per bedroom, up to 2 per unit (Parking requirements can be met by spaces located in garages, driveways, or on-street.)~~ 2 parking spaces per unit. On-street parking may be counted for up to 50% of the required parking spaces.
Retail	1 space for every 350 square feet of gross floor area*
Office/business uses	1 space for every 500 square feet of gross floor area*
Institutional/churches	1 space for every 6 seats. On-street available parking shall not be used to satisfy this requirement.
Business park/industrial	1 space each for the maximum number of employees present at any 1 time*

* Off-street parking for commercial uses shall be sufficient to provide parking for employees of all proposed uses as well as long-term customer parking. Additional spaces may be required by the Town. Spaces reserved for employees shall be designated as such by means of striping and signage. Parking shall be located at the rear and sides of buildings to the greatest extent possible and screened from the view of streets. Required parking in the DMU and GC districts can be met with on-street and shared parking.

(1) Barrier Curbs. Barrier curbs shall be employed for all perimeters of and islands in parking lots, as well as for all service drives, drive-up/drive-through lanes, loading dock areas and the equivalent. Mountable curbs shall be prohibited. Relief from this provision may be considered for rear yard parking facilities in industrial zoning districts or for hardship cases, such as projects where barrier curb installation would conflict with drainage requirements or cause other problems. Depressed curbs for all driveway and sidewalk installations shall be provided by the pour-in-place method and shall not be saw-cut.

(2) Fire lanes. A twenty-five-foot wide fire lane shall be provided within parking lots to provide adequate access for emergency vehicles. Said lane shall be capable of supporting a seventy-five-thousand-pound vehicle.

(3) Industrial parking. A strip of land at least twenty five (25) feet in width shall be preserved between a roadway and any parking lots established on the property to service the industrial use. This strip of land shall be landscaped in accordance with the provisions of this code.

(d) Location of spaces.

(1) Off-street parking facilities for residential uses shall be provided and located on the same lot as the building they are intended to serve.

(2) Off-street parking areas intended for residential guest parking in single-family attached and multifamily dwelling unit projects shall be provided. These shall be located a minimum of thirty (30) feet from any adjacent right-of-way and shall not be placed in the required minimum side or rear yard areas of any dwelling unit. The amount of guest parking spaces to be provided shall be one (1) space per ~~three (3)~~five (5) dwelling units. Additional parking fees may only be charged for parking spaces that are covered or enclosed in a garage. Any surface parking spaces that are provided shall be included as part of the sale, lease, or rent, without an additional or separate parking fee.

(3) Required off-street parking in residential zones shall not lie within the front yard setback nor within any required side yard setback adjacent to a street. (Driveway spaces within these setbacks cannot be counted for required off-street parking.)

a. The location of required off-street parking facilities for other than residential uses shall be within seven hundred (700) feet of the building they are intended to serve when measured from the nearest point of the building or structure. The Town encourages location of parking areas to the rear or side of the building.

b. ~~Except within a three-car garage, t~~Tandem parking spaces may ~~is not allowed to meet~~count toward the required off-street parking requirements if the tandem parking space is enclosed within a garage, or in the driveway located in front of the garage, that is provided for that same dwelling unit. Such tandem parking spaces must comply with all parking space size and dimensional requirements as required by these parking standards.

c. Garages or required off-street parking spaces shall be set back thirty (30) feet from the back of the sidewalk, or in the case where no sidewalk is constructed, thirty (30) feet from the ROW adjacent to arterials and twenty-five (25) feet from other roadways.

(e) Handicap parking spaces.

(1) Handicap parking spaces shall be required for all retail, office, business, industrial and institutional uses, as well as multi-family units.

(2) Handicap parking spaces shall be designated as being for the handicapped with painted symbols and standard identification signs.

(3) Handicap parking spaces shall be located as close as possible to the nearest accessible building entrance.

(4) Number of handicap parking spaces.

Table 2.2 Parking Requirements for Persons with Disabilities

Total Parking Spaces in Lot	***Minimum Required Number of Handicap Parking Spaces***
1—25	1
26—50	2
51—75	3
76—100	4
101—150	5

151—200	6
201—300	7
301—400	8
401—500	9
501—1,000	2% of total
1,001 and over	20 plus 1 for every 100 over 1,000

For every eight (8) handicap parking spaces there must be at least one (1) van-accessible space. If there is only one (1) handicap parking space, that space must be van-accessible.

(f) Handicap parking space dimensions.

(1) Parking spaces must be eight (8) feet by eighteen (18) feet with a five-foot wide access aisle.

(2) Van-accessible spaces must be eight (8) feet by eighteen (18) feet with an eight-foot wide access aisle.

(3) Parking spaces for the physically handicapped that are parallel to a pedestrian walk which is handicap accessible may have the same dimensions as those for standard vehicles.

(g) Parking stall dimensions. Parking stalls for automobiles shall meet the following standards. All dimensions represent the minimum requirement for any required parking space.

Table 2.3 Parking Stall Dimensions

Parking Angle (A)	***Stall Width (B)***	***Stall to Curb (C)***	***Aisle Width (D)***	***Curb Length (E)***	***Overhang (F)***
45 Degrees	9'	19'	13'	12' 8"	1' 5"
60 Degrees	9'	20'	18'	10' 5"	1' 8"
90 Degrees	9'	18'	24'	9'	2'
0 Degrees (parallel)	8'	8'	12'	24'	0'

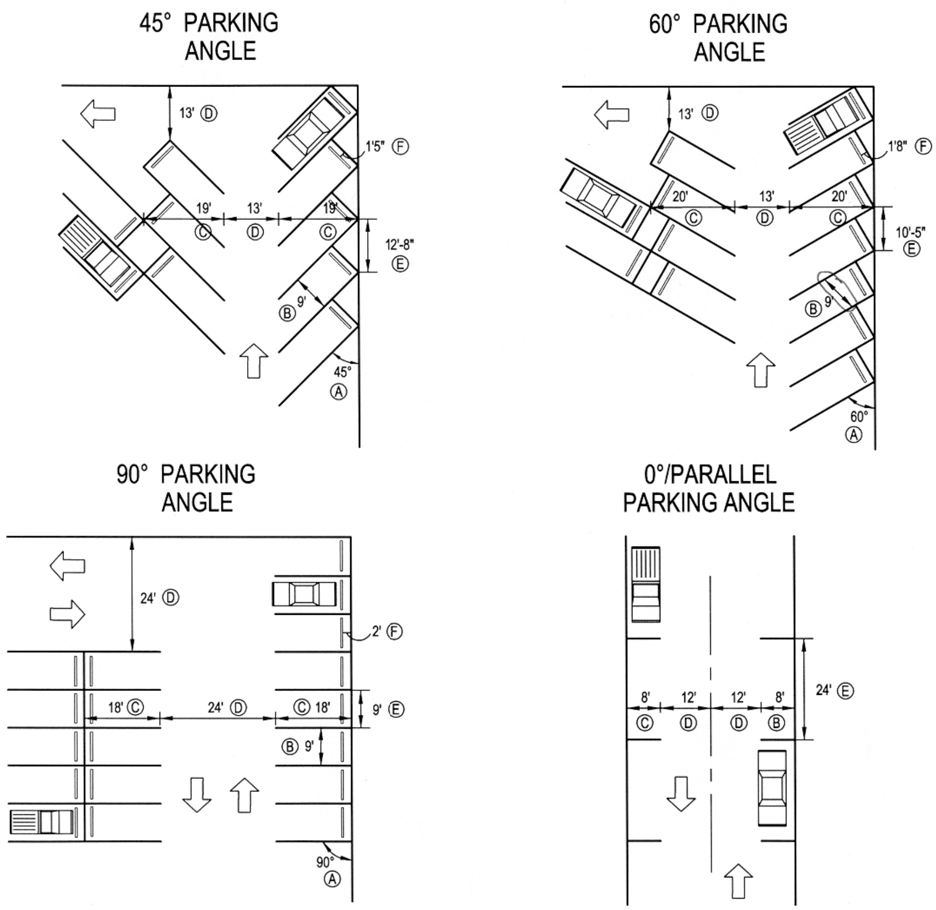

Figure 2.5 Parking Dimensions

(h) Bicycle parking spaces. Commercial, industrial, civic, employment, single-family attached, multi-family and recreational uses shall provide bicycle facilities to meet the following standards:

(1) A minimum number of bicycle parking spaces shall be provided, equal in number to two percent (2%) of the total number of automobile parking spaces provided by the development, but not less than one (1) space.

(2) For convenience and security, bicycle parking facilities shall be located near building entrances. Within Old Town commercial areas, however, a grouping of spaces shall be utilized as directed by the Town.

(3) Bicycle parking facilities shall be designed to allow the bicycle frame and both wheels to be securely locked to a parking structure which is permanently attached to the pavement.

(4) Bicycle parking facilities shall be located so as not to interfere with pedestrian traffic or access to buildings.

(Ord. 653 §1, 2009; Ord. 889 §§3, 4, 2019; Ord. No. 936 , §5(Exh. A), 2020)

Mead Parking Code Amendment Summary Table		
	Mead (Existing Regulations)	**Mead (Proposed Regulations)**
Multi-Family	1 enclosed space per bedroom, up to 2 per unit	1.5 parking spaces per unit (Efficiency, Studio, and 1-bedroom units) 2 parking spaces per unit (2-bedroom units) 3 parking spaces per unit (3 or more bedroom units) At least 1 guest parking space shall be provided for every 5 dwelling units. The property owner/manager may only charge an additional parking fee for parking spaced that are covered, or enclosed, or for garage parking spaces.
Single-Family Attached	2 Parking spaces per unit, minimum of 1 enclosed, plus 1 guest space per 3 dwelling units (if units with 3 bedrooms or more are planned, staff may require a parking study to determine additional parking requirements if any)	2 parking spaces per unit (up to 2-bedroom units) 3 parking spaces per unit (for 3 or more bedroom units) At least 1 guest space shall be provided for every 5 dwelling units. The property owner/manager may only charge an additional parking fee for parking spaced that are covered, or enclosed, or for garage parking spaces.
Single-Family Detached	2 enclosed spaces per unit	2 parking spaces per unit A minimum of 1 parking space per dwelling unit shall be enclosed in a garage.
Tandem Parking	Except within a three-car garage	Tandem parking spaces may count towards the requirements of this code if the tandem parking space is located within a garage, or in the driveway located in front of the garage, that is provided for that same dwelling unit.
Accessory Dwellings	1 space per bedroom, up to 2 per unit (parking requirements can be met by spaces located in garages, driveways, or on-street)	2 parking space per unit. On street parking may be counted for up to 50% of the required parking spaces.

Peer Community Parking Regulations Comparison Spreadsheet								
	Mead (Existing Regulations)	**Mead (Proposed Regulations)**	**Firestone**	**Longmont**	**Johnstown**	**Loveland**	**Erie**	**Windsor**
Multi-Family	1 enclosed space per bedroom, up to 2 per unit	1.5 parking spaces per unit (Efficiency, Studio, and 1-bedroom units) 2 parking spaces per unit (2-bedroom units) 3 parking spaces per unit (3 or more bedroom units) At least 1 guest parking space shall be provided for every 5 dwelling units. The property owner/manager may only charge an additional parking fee for parking spaced that are covered, or enclosed, or for garage parking spaces.	1.5 spaces: Efficiency, Studio, or 1-bedroom 2 spaces: 2 + bedrooms +1 guest space per 3 dwelling units	1.75 spaces: Efficiency or 1-bedroom 2 spaces: 2-bedrooms 2.25 spaces: 3-bedrooms 3 spaces: 4 + bedrooms Only those parking spaces included as part of the rent count toward parking requirements.	1.5 spaces per dwelling unit	1 space: Studio 1.5 spaces: 1-bedroom 2 spaces: 2 + bedrooms +5% of total spaces for guest parking	1.5 spaces: Efficiency, Studio, or 1-bedroom 2 spaces: 2 + bedrooms +1 guest space per 3 dwelling units	1.5 spaces: Studio or 1-bedroom 1.75 spaces: 2-bedrooms 2 spaces: 3-bedrooms 3 spaces: 4+ Bedrooms
Single-Family Attached	2 Parking spaces per unit, minimum of 1 enclosed, plus 1 guest space per 3 dwelling units (if units with 3 bedrooms or more are planned, staff may require a parking study to determine additional parking requirements if any)	2 parking spaces per unit (up to 2-bedroom units) 3 parking spaces per unit (for 3 or more bedroom units) At least 1 guest space shall be provided for every 5 dwelling units. The property owner/manager may only charge an additional parking fee for parking spaced that are covered, or enclosed, or for garage parking spaces.	2 spaces per dwelling unit +1 guest parking space for every 3 dwelling units	2 spaces per dwelling unit.	2 spaces per dwelling unit	2 spaces per dwelling unit +5% for guest parking	2 spaces per dwelling unit +1 guest parking space for every 3 dwelling units	2 spaces per dwelling unit
Single-Family Detached	2 enclosed spaces per unit	2 parking spaces per unit A minimum of 1 parking space per dwelling unit shall be enclosed in a garage.	2 spaces per dwelling unit	2 spaces per dwelling unit.	2 spaces per dwelling unit	2 spaces per dwelling unit	2 spaces per dwelling unit	2 spaces per dwelling unit
Tandem Parking	Except withing a three-car garage	Tandem parking spaces may count towards the requirements of this code if the tandem parking space is located within a garage, or in the driveway located in front of the garage, that is provided for that same dwelling unit.				Only tandem parking spaces in front of a garage are counted toward requirements.		
Accessory Dwellings	1 space per bedroom, up to 2 per unit (parking requirements can be met by spaces located in garages, driveways, or on-street)	2 parking space per unit. On street parking may be counted for up to 50% of the required parking spaces.		Minimum: 1 Space Maximum: 2 Spaces				