



AGENDA

TUESDAY, JANUARY 27, 2026

**6:00 PM - LOVELAND CITY COUNCIL SPECIAL MEETING
STUDY SESSION IMMEDIATELY AFTER
CITY COUNCIL CHAMBERS
500 EAST THIRD STREET
LOVELAND, COLORADO**

Notice:

Regular meetings of the City Council are held on the 1st and 3rd Tuesdays of each month in the City Council Chambers. Study Sessions are held on the 2nd and 4th Tuesdays of each month in the City Council Chambers.

City Council members may participate in this meeting via electronic means pursuant to their adopted policies and protocol.

How to View this Meeting:



Meetings are open to the public and can be attended in-person by anyone.



Meetings are televised live on:

- Pulse TV Channel 16
- Comcast Channel 16/880

Meetings are available through Zoom by PC, laptop or phone:



- Webinar ID: 975 3779 6504
- Passcode: 829866
- 1 (719) 359-4580



Meetings are livestreamed on the City's website. You can find the link here: lovgov.org/tv

You can also now search Loveland TV on Apple TV and Roku.

Public Comment:

There are in-person and remote options for members of the public who would like to participate in Council meetings.

1. In-Person:

General Public Comment:

- Members of the public can speak to any item that is NOT an ordinance on the regular agenda. Members may also request that any item on the Consent Agenda labeled as quasi-judicial, be placed on the Regular Agenda for discussion and public comment or testimony.

- Individuals who wish to speak in-person can utilize the sign-up sheet in Council Chambers. Each person will have three minutes to speak. Public comment is limited to residents of Larimer County, and individuals who own property or have business interests in the City.
- Individuals who wish to speak in-person but did not utilize the sign-up sheet may have a chance to comment once all in-person and online speakers who have registered are called on, if there is any time remaining. General Public Comment is limited to 60-minutes.

Regular Agenda Items:

- No advanced sign-up is required for individuals wanting to provide public comment on items included on the Regular Agenda.
- If an individual comments on a Resolution item shown on the Regular Agenda during General Public Comment, no additional comment can be given once the item comes up for discussion on the Regular Agenda.
- Once a motion is made on an item shown on the Regular Agenda, the Mayor will ask for public comment. The Mayor will invite speakers to comment at that time. In-person comment will occur first, followed by online public comment.

2. Remote:

- Members of the public who wish to provide public comment remotely, can log in using the meeting ID provided above, or opening your [meeting app or accessing the web browser](#) and entering the Meeting ID shown above after 5:45 pm, at which time you will be muted and added to the meeting.
- Members of the public can also call 1 (719) 359-4580 and enter the meeting ID when prompted: 97537796504# followed by the meeting passcode: 829866#. If you would like to speak during public comment, please press *9. The moderator will call on the users' last 4 digits of the phone number, and you will press *6 when called on by the moderator.

General Public Comment:

- Members of the public can speak to any item that is NOT an ordinance on the regular agenda. Members may also request that any item on the Consent Agenda labeled as quasi-judicial, be placed on the Regular Agenda for discussion and public comment or testimony.
- Remote Individuals who wish to speak are asked to [register online at lovgov.org/CouncilPublicComment](#) by 12:00 noon on the day of the meeting. The Mayor will call on people to comment in the order the registrations were received. This will follow in-person comment. Online registration is only required for the General Public Comment portion of the meeting.
- To speak to an agenda item when public comment is called for, please choose the raise your hand feature on the application. The moderator will then individually unmute the speaker and the speaker will need to follow the moderator's instructions before making comment. This will include turning on video. Each person will have three minutes to speak. The line will be muted at the end of the three minutes. Public comment is limited to residents of Larimer County, and individuals who own property or have business interests in the City.
- Individuals who wish to speak remotely but did not register may have a chance to comment

once all in-person and online speakers who have registered are called on, if there is any time remaining. General Public Comment is limited to 60-minutes.

Regular Agenda Items:

- No online registration is required for individuals wanting to provide public comment on items included on the Regular Agenda.
 - If an individual comments on a Resolution item shown on the Regular Agenda during General Public Comment, no additional comment can be given once the item comes up for discussion on the Regular Agenda.
 - Once a motion is made on an item shown on the Regular Agenda, the Mayor will ask for public comment. The Mayor will invite speakers to comment at that time. In-person comment will occur first, followed by online public comment.
3. Members of the public wishing to have their comments emailed to City Council and published in the agenda packet may use the form provided at the link below. Comments sent to City Council before 12 p.m. on the Thursday prior to the regular or special meeting will be included in the agenda packet. Comments provided after such time or at the meeting will be posted in the agenda packet after the meeting. <https://www.lovgov.org/city-government/city-council/city-council-meetings/city-council-public-comment-form>

Notice of Non-Discrimination

It is the policy of the City of Loveland to provide equal services, programs and activities without regard to race, color, national origin, creed, religion, sex, sexual orientation, disability, or age and without regard to the exercise of rights guaranteed by state or federal law. It is the policy of the City of Loveland to provide language access services at no charge to populations of persons with limited English proficiency (LEP) and persons with a disability who are served by the City.

For more information on non-discrimination or for translation assistance, please contact the City's Title VI Coordinator at TitleSix@cityofloveland.org or 970-962-2372. The City will make reasonable accommodations for citizens in accordance with the Americans with Disabilities Act (ADA). For more information on ADA or accommodations, please contact the City's ADA Coordinator at ADACoordinator@cityofloveland.org or 970-962-3319.

Notificación en contra de la discriminación

La política de la Ciudad de Loveland es proveer servicios, programas y actividades iguales sin importar la raza, color, origen nacional, credo, religión, sexo, orientación sexual, discapacidad, o edad y sin importar el uso de los derechos garantizados por la ley estatal o federal. La política de la Ciudad de Loveland es proveer servicios gratis de acceso de lenguaje a la población de personas con dominio limitado del inglés (LEP, por sus iniciales en inglés) y a las personas con discapacidades quienes reciben servicios de la ciudad.

Si desea recibir más información en contra de la discriminación o si desea ayuda de traducción, por favor comuníquese con el Coordinador del Título VI de la Ciudad en TitleSix@cityofloveland.org o al 970-962-2372 . La Ciudad hará acomodaciones razonables para los ciudadanos de acuerdo con la Ley de Americanos con Discapacidades (ADA, por sus iniciales en inglés). Si desea más información acerca de la ADA o acerca de las acomodaciones, por favor comuníquese con el Coordinador de ADA de la Ciudad en ADACoordinator@cityofloveland.org o al 970-962-3319.

Title VI and ADA Grievance Policy and Procedures can be located on the City of Loveland website at: cityofloveland.org

Password to the public wireless network (colguest) is accesswifi

1. SPECIAL MEETING

1.1. INTRODUCTION

(6:00) 1.2. CALL TO ORDER

1.3. PLEDGE OF ALLEGIANCE

1.4. ATTENDANCE REPORT OUT

1.5. PROCEDURAL INFORMATION

This meeting is subject to and incorporates by reference this evening's City of Loveland Agenda including without limitation all policies, rules, and procedural and legal statements therein.

Anyone using the phone number or meeting ID and link at the front of the agenda must be a Larimer County resident or an individual who owns property or has a business interest in the City. The caller should choose the raise your hand feature or press *9 to let the moderator know you wish to speak.

Anyone making an in-person comment during any portion of tonight's meeting should come forward to a microphone. Please do not interrupt other speakers. Side conversations should be moved outside the Council Chambers. Comments will be limited to no more than three minutes, the City Clerk will start the timer once an introduction is made and a buzzer will sound when the three minutes have expired.

Please identify yourself and your city of residence.

2. PUBLIC COMMENT

Anyone who wishes to speak may address the Council at this time. Only residents of Larimer County, persons owning property in Loveland, or persons with a stated business interest in Loveland shall participate in Public Comment.

Public Comment is intended to provide citizens with an opportunity to address Council directly. We encourage speakers to give public comment in a manner that promotes civil discourse. Generally, Council will not respond to public comment other than to seek clarification of the matter raised and defer such matter to the City manager for review and resolution.

3. AGENDA

3.1. ECONOMIC DEVELOPMENT

**(presenter: Marcie Willard and
Scott Schorling)**

EXECUTIVE SESSION TO DISCUSS BUSINESS ASSISTANCE AGREEMENT REQUEST

FOR CONFIDENTIAL BUSINESS PROSPECT

Pursuant to Colorado State law and the City of Loveland Charter, I move that the Loveland City Council recess into executive session concerning a confidential business proposal with a request, made to the City, for a business assistance agreement, which may result in business development in eastern Loveland

The executive session would be held:

- ***To determine a position relative to issues subject to negotiation, to receive reports on negotiation progress and status, to develop negotiation strategy, and to instruct negotiators as authorized by CRS § 24-6-402 (4)(e) and Charter Section 4-4(c)(1); AND***
- ***To consider and discuss documents and materials related to these matters that are not subject to public inspection under the Colorado Open Records Act, as authorized by CRS § 24-6-402(4)(g); AND***
- ***To discuss matters of attorney-client privilege, to receive legal advice from an attorney representing the City, and for matters required by law to be kept confidential as authorized by CRS Section 24-6-402 (4)(b) and Charter Section 4-4(c)(3).***

City staff will provide City Council with information regarding a proprietary and confidential business proposal.

[AIR-102800](#)

3.2. HUMAN RESOURCES (presenter: Julia Holland) CITY MANAGER PERFORMANCE REVIEW WITH POSSIBLE EXECUTIVE SESSION

Pursuant to Colorado State law and the City of Loveland Charter, I move that the Loveland City Council recess into executive session concerning the evaluation of City Manager, Jim Thompson

The executive session would be held:

- ***To consider and discuss documents and materials related to these matters that are not subject to public inspection under the Colorado Open Records Act, as authorized by CRS Section 24-6-402(4)(g); AND***
- ***To receive information and discuss personnel matters to include review, evaluation, deliberation, and discussion as authorized by CRS Section 24-6-402(4)(f)(I) and Charter Section 4-4(c)(5).***

City Council, per resolution and in accordance with the City Charter conducts performance reviews at least annually and shall review the City Manager's performance, salary and benefits. This action is for City Council to conduct the performance review meeting to discuss personnel matters, such as feedback on performance and/or compensation. Council may provide direction regarding future action items in open session.

[AIR-102801](#)

3.3. HUMAN RESOURCES (presenter: Julia Holland)
CITY ATTORNEY PERFORMANCE REVIEW AND EXECUTIVE SESSION

Pursuant to Colorado State law and the City of Loveland Charter, I move that the Loveland City Council recess into executive session concerning the evaluation of City Attorney, Vince Junglas

The executive session would be held:

- ***To consider and discuss documents and materials related to these matters that are not subject to public inspection under the Colorado Open Records Act, as authorized by CRS Section 24-6-402(4)(g); AND***
- ***To receive information and discuss personnel matters to include review, evaluation, deliberation, and discussion as authorized by CRS Section 24-6-402(4)(f)(I) and Charter Section 4-4(c)(5).***

City Council, per resolution and in accordance with the City Charter conducts performance review meetings for the City Attorney at least annually. This action is for City Council to conduct the performance review meeting to discuss personnel matters, such as feedback on performance, as well as discussion on compensation. Council may provide direction regarding compensation.

[AIR-102802](#)

[Att 1 Resolution #R-66-2020](#)

3.4. HUMAN RESOURCES (presenter: Julia Holland)
EXECUTIVE SESSION FOR PERSONEL MATTERS REGARDING THE MUNICIPAL COURT JUDGE PERFORMANCE EVALUATION

Pursuant to Colorado State law and the City of Loveland Charter, I move that the Loveland City Council recess into executive session concerning the performance review of Presiding Municipal Court Judge, Jennifer Edgely.

The executive session would be held:

- ***To consider and discuss documents and materials related to these matters that are not subject to public inspection under the Colorado Open Records Act, as authorized by CRS Section 24-6-402(4)(g); AND***
- ***To receive information and discuss personnel matters to include review, evaluation, deliberation, and discussion as authorized by CRS Section 24-6-402(4)(f)(I) and Charter Section 4-4(c)(5).***

City Council, per resolution and in accordance with the City Charter and Employment Agreement, conducts performance reviews at least annually, and shall review the Presiding Municipal Court Judge's performance, salary and benefits.

This action is for City Council to continue and complete their performance review meeting to discuss personnel matters, such as feedback on performance and/or compensation. Council

may provide direction regarding future action items in open session.

[AIR-102804](#)

[Att 1 Resolution #R-66-2020](#)

3.5 DISCUSSION, DIRECTION OR ACTION TO BE TAKE AS A RESULT OF EXECUTIVE SESSION ITEMS 3.1-3.4

City Council may have discussion, provide direction to staff, or take action specific to what was discussed during the Executive Sessions.

4. ADJOURN

MEETING DATE: January 27, 2026
TO: City Council
DEPARTMENT: Economic Development
DIRECTOR: Marcie Willard
PRESENTER: Marcie Willard Director and Scott Schorling Business Development Manager
STRATEGIC PLAN FOCUS AREA:



Economic Vitality

AGENDA ITEM:
EXECUTIVE SESSION TO DISCUSS BUSINESS ASSISTANCE AGREEMENT REQUEST FOR CONFIDENTIAL BUSINESS PROSPECT

RECOMMENDED CITY COUNCIL ACTION:

Pursuant to Colorado State law and the City of Loveland Charter, I move that the Loveland City Council recess into executive session concerning a confidential business proposal with a request, made to the City, for a business assistance agreement, which may result in business development in eastern Loveland.

The executive session would be held:

- To determine a position relative to issues subject to negotiation, to receive reports on negotiation progress and status, to develop negotiation strategy, and to instruct negotiators as authorized by CRS § 24-6-402 (4)(e) and Charter Section 4-4(c)(1); AND
- To consider and discuss documents and materials related to these matters that are not subject to public inspection under the Colorado Open Records Act, as authorized by CRS § 24-6-402(4)(g); AND
- To discuss matters of attorney-client privilege, to receive legal advice from an attorney representing the City, and for matters required by law to be kept confidential as authorized by CRS Section 24-6-402 (4)(b) and Charter Section 4-4(c)(3).

OPTIONS:

| COUNCIL ACTION OPTIONS | CONSEQUENCE |
|-----------------------------------|--|
| Approve the Motion | City Council will receive information on a proprietary business proposal regarding this matter |
| Deny the motion or take no action | City Council will not recess into Executive Session |
| Adopt a Modified Action | Specify in the motion |
| Refer back to Staff | City Council may refer back to City staff for further consideration |

SUMMARY:

Purpose: City staff will provide City Council with information regarding a proprietary and confidential business proposal

Objective: Staff wishes to obtain direction from Council regarding next steps in the negotiations

Impact: Direction from City Council will assist staff in future negotiations

**Council
Follow-up:** None

BUDGET IMPACT:

| | |
|-----------------------------|---|
| Budgetary Impact? | Funds Impacted: N/A |
| | Source(s) of Funding: N/A |
| Grant Funding? | Grantor(s) (State or Fed): N/A |
| | City Matching Requirement: N/A |
| | On-going or One-Time: N/A |
| | If On-going, when does the grant sunset? N/A |
| Additional Comments: | There is no impact on the general fund at this time |

STRATEGIC PLAN FOCUS AREA

| | |
|--------------------------|-----------------------------------|
| Focus | Economic Vitality |
| Strategy (if applicable) | Attract New Businesses & Visitors |
| Priority (if applicable) | New Business Attraction |
| Notes | |

COUNCIL OR BOARD/COMMISSION REVIEW:

Type of Meeting: N/A

Date of Meeting: August 5, 2025

Resulting Vote: N/A

Discussion: N/A

BACKGROUND:

History:

N/A

Outreach and Notification Efforts: N/A

Conditions met/or anticipated: N/A

Start and End Dates (of studies, design, construction, or in service/operational): N/A

ANALYSIS TABLE:

Yes: No:

LIST OF ATTACHMENTS:

None

MEETING DATE: January 27, 2026
TO: City Council
DEPARTMENT: Human Resources
DIRECTOR: Julia Holland
PRESENTER: Jim Thompson, City Manager
STRATEGIC PLAN FOCUS AREA: Innovation & Organizational Excellence



AGENDA ITEM:
CITY MANAGER PERFORMANCE REVIEW WITH POSSIBLE EXECUTIVE SESSION

RECOMMENDED CITY COUNCIL ACTION:

Pursuant to Colorado State law and the City of Loveland Charter, I move that the Loveland City Council recess into executive session concerning the evaluation of City Manager, Jim Thompson.

The executive session would be held:

- To consider and discuss documents and materials related to these matters that are not subject to public inspection under the Colorado Open Records Act, as authorized by CRS Section 24-6-402(4)(g); AND
- To receive information and discuss personnel matters to include review, evaluation, deliberation, and discussion as authorized by CRS Section 24-6-402(4)(f)(I) and Charter Section 4-4(c)(5).

OPTIONS:

| COUNCIL ACTION OPTIONS | CONSEQUENCE |
|-----------------------------------|--|
| Approve the Motion | Conduct performance meeting. |
| Deny the motion or take no action | Only public matters may be discussed and there would be no performance evaluation. |
| Adopt a Modified Action | Specify in motion. |
| Refer back to Staff | Staff may amend date/time if Council directs a change. |

SUMMARY:

Purpose: City Council, per resolution and in accordance with the City Charter conducts performance reviews at least annually and shall review the City Manager's performance, salary and benefits. This action is for City Council to conduct the performance review meeting to discuss personnel matters, such as feedback on performance and/or compensation. Council may provide direction regarding future action items in open session.

Objective: N/A

Impact: N/A

**Council
Follow-up:** N/A

BUDGET IMPACT:

| | |
|-----------------------------|--|
| Budgetary Impact? | Funds Impacted: N/A |
| | Source(s) of Funding: N/A |
| Grant Funding? | Grantor(s) (State or Fed): N/A |
| | City Matching Requirement: N/A |
| | On-going or One-Time: N/A |
| | If On-going, when does the grant sunset? N/A |
| Additional Comments: | N/A |

STRATEGIC PLAN FOCUS AREA

| | |
|--------------------------|--|
| Focus | Innovation & Organizational Excellence |
| Strategy (if applicable) | Deliver Excellent Service |
| Priority (if applicable) | Excellent Internal Relations |
| Notes | |

COUNCIL OR BOARD/COMMISSION REVIEW:

Type of Meeting: N/A

Resulting Vote: N/A

Discussion: N/A

BACKGROUND:

History:

This is a performance evaluation meeting established pursuant to Resolution #R-66-2020 (**Attachment 1**) or as required by the City Charter at least annually, that will be conducted by Council with their employees, which include the City Manager, City Attorney and Presiding Municipal Judge.

Outreach and Notification Efforts: N/A

Conditions met/or anticipated: N/A

Start and End Dates (of studies, design, construction, or in service/operational): N/A

ANALYSIS TABLE:

Yes: No:

LIST OF ATTACHMENTS:

Att 1 Resolution #R-66-2020

RESOLUTION #R-66-2020

A RESOLUTION AMENDING THE PROCESS USED BY THE LOVELAND CITY COUNCIL TO EVALUATE THE APPOINTED POSITIONS OF CITY MANAGER, CITY ATTORNEY AND MUNICIPAL JUDGE

WHEREAS, the City Council of the City of Loveland is required to evaluate, at least annually, the City Manager and the City Attorney pursuant to City Charter Sections 8-1 and 9-1, respectively, and desires to continue to regularly evaluate the Municipal Judge; and

WHEREAS, in 2016 a City Council subcommittee revised and updated the annual evaluation process used for the City Manager, City Attorney and Municipal Judge (the "Appointed Positions") and City Council approved the "City Council Evaluation Process"; and

WHEREAS, City Council gave direction to amend the process on June 22, 2020 to change the performance feedback meeting schedule from quarterly to bi-annually; and

WHEREAS, the City Council desires to approve the amended Evaluation Process and conduct bi-annual performance feedback meetings, one of which will be the required annual performance evaluation.

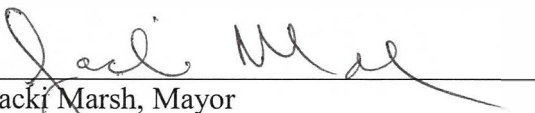
NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF LOVELAND, COLORADO:

Section 1. That the Evaluation Process be and is hereby approved, subject to modification in substance and form as may be proposed by the City's Human Resources Director, to achieve the goals of this Resolution.

Section 2. That this Resolution and Evaluation Process shall supersede and replace Resolution #R-117-2016.

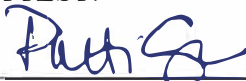
Section 2. That this Resolution shall take effect as of the date of its adoption.

ADOPTED this 21st day of July, 2020.

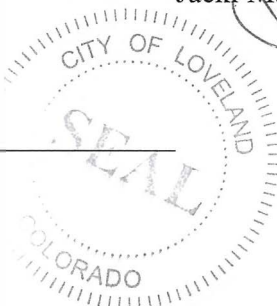


Jacki Marsh, Mayor

ATTEST:



City Clerk



APPROVED AS TO FORM:



Deputy City Attorney

MEETING DATE: January 27, 2026
TO: City Council
DEPARTMENT: Human Resources
DIRECTOR: Julia Holland
PRESENTER: Vince Junglas, City Attorney
STRATEGIC PLAN FOCUS AREA: Innovation & Organizational Excellence



AGENDA ITEM:
CITY ATTORNEY PERFORMANCE REVIEW AND EXECUTIVE SESSION

RECOMMENDED CITY COUNCIL ACTION:

Pursuant to Colorado State law and the City of Loveland Charter, I move that the Loveland City Council recess into executive session concerning the evaluation of City Attorney, Vince Junglas

The executive session would be held:

- To consider and discuss documents and materials related to these matters that are not subject to public inspection under the Colorado Open Records Act, as authorized by CRS Section 24-6-402(4)(g); AND
- To receive information and discuss personnel matters to include review, evaluation, deliberation, and discussion as authorized by CRS Section 24-6-402(4)(f)(I) and Charter Section 4-4(c)(5).

OPTIONS:

| COUNCIL ACTION OPTIONS | CONSEQUENCE |
|-----------------------------------|---|
| Approve the Motion | Conduct performance meeting. City Council may provide direction to staff in Open Session. |
| Deny the motion or take no action | Conduct performance meeting without discussion of personnel matters or matters that are attorney-client privileged. |
| Adopt a Modified Action | Specify in motion. |
| Refer back to Staff | Staff may amend date/time if Council directs a change. |

SUMMARY:

Purpose: City Council, per resolution and in accordance with the City Charter conducts performance review meetings for the City Attorney at least annually. This action is for City Council to conduct the performance review meeting to discuss personnel matters, such as feedback on performance, as well as discussion on compensation. Council may provide direction regarding compensation.

Objective: N/A

Impact: N/A

**Council
Follow-up:** N/A

BUDGET IMPACT:

| | |
|-----------------------------|--|
| Budgetary Impact? | Funds Impacted: N/A |
| | Source(s) of Funding: N/A |
| Grant Funding? | Grantor(s) (State or Fed): N/A |
| | City Matching Requirement: N/A |
| | On-going or One-Time: N/A |
| | If On-going, when does the grant sunset? N/A |
| Additional Comments: | N/A |

STRATEGIC PLAN FOCUS AREA

| | |
|--------------------------|---|
| Focus | Innovation & Organizational Excellence |
| Strategy (if applicable) | Create a High-Performing Organizational Culture |
| Priority (if applicable) | Innovation & Process Improvement |
| Notes | |

COUNCIL OR BOARD/COMMISSION REVIEW:

Type of Meeting: N/A

Resulting Vote: N/A

Discussion: N/A

BACKGROUND:

History:

This is a recurring performance evaluation meeting, established pursuant to Resolution #R-66-2020 (**Attachment 1**) or required by the City Charter, that will be conducted by Council with their employees, which include the City Manager, City Attorney and Presiding Municipal Judge.

Outreach and Notification Efforts: N/A

Conditions met/or anticipated: N/A

Start and End Dates (of studies, design, construction, or in service/operational): N/A

ANALYSIS TABLE:

Yes: No:

LIST OF ATTACHMENTS:

Att 1 Resolution #R-66-2020

RESOLUTION #R-66-2020

A RESOLUTION AMENDING THE PROCESS USED BY THE LOVELAND CITY COUNCIL TO EVALUATE THE APPOINTED POSITIONS OF CITY MANAGER, CITY ATTORNEY AND MUNICIPAL JUDGE

WHEREAS, the City Council of the City of Loveland is required to evaluate, at least annually, the City Manager and the City Attorney pursuant to City Charter Sections 8-1 and 9-1, respectively, and desires to continue to regularly evaluate the Municipal Judge; and

WHEREAS, in 2016 a City Council subcommittee revised and updated the annual evaluation process used for the City Manager, City Attorney and Municipal Judge (the "Appointed Positions") and City Council approved the "City Council Evaluation Process"; and

WHEREAS, City Council gave direction to amend the process on June 22, 2020 to change the performance feedback meeting schedule from quarterly to bi-annually; and

WHEREAS, the City Council desires to approve the amended Evaluation Process and conduct bi-annual performance feedback meetings, one of which will be the required annual performance evaluation.

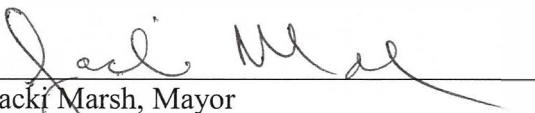
NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF LOVELAND, COLORADO:

Section 1. That the Evaluation Process be and is hereby approved, subject to modification in substance and form as may be proposed by the City's Human Resources Director, to achieve the goals of this Resolution.

Section 2. That this Resolution and Evaluation Process shall supersede and replace Resolution #R-117-2016.

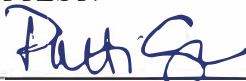
Section 2. That this Resolution shall take effect as of the date of its adoption.

ADOPTED this 21st day of July, 2020.

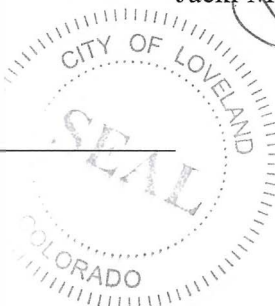


Jacki Marsh, Mayor

ATTEST:



City Clerk



APPROVED AS TO FORM:



Deputy City Attorney

MEETING DATE: January 27, 2026
TO: City Council
DEPARTMENT: Human Resources
DIRECTOR: Julia Holland
PRESENTER: Jennifer Edgley, Presiding
STRATEGIC PLAN Municipal Judge
FOCUS AREA:
 Public Safety
 Innovation & Organizational
 Excellence



AGENDA ITEM:
EXECUTIVE SESSION FOR PERSONEL MATTERS REGARDING THE MUNICIPAL COURT JUDGE PERFORMANCE EVALUATION PURSUANT TO CRS SECTION 24-6-402(4)(G) AND CRS SECTION 24-6-402(4)(F)(I) AND CHARTER SECTION 4-4(C)(5)

RECOMMENDED CITY COUNCIL ACTION:
 Pursuant to Colorado State law and the City of Loveland Charter, I move that the Loveland City Council recess into executive session concerning the performance review of Presiding Municipal Court Judge, Jennifer Edgely.

The executive session would be held:

- To consider and discuss documents and materials related to these matters that are not subject to public inspection under the Colorado Open Records Act, as authorized by CRS Section 24-6-402(4)(g); AND
- To receive information and discuss personnel matters to include review, evaluation, deliberation, and discussion as authorized by CRS Section 24-6-402(4)(f)(I) and Charter Section 4-4(c)(5).

OPTIONS:

| COUNCIL ACTION OPTIONS | CONSEQUENCE |
|-----------------------------------|--|
| Approve the Motion | Conduct performance meeting. |
| Deny the motion or take no action | Only public matters may be discussed and there would be no performance evaluation. |
| Adopt a Modified Action | Specify in motion. |
| Refer back to Staff | Staff may amend date/time if Council directs a change. |

SUMMARY:

Purpose: City Council, per resolution and in accordance with the City Charter and Employment Agreement, conducts performance reviews at least annually,

and shall review the Presiding Municipal Court Judge's performance, salary and benefits.

This action is for City Council to continue and complete their performance review meeting to discuss personnel matters, such as feedback on performance and/or compensation. Council may provide direction regarding future action items in open session.

Objective: Council to conduct performance review of Jennifer Edgely, Presiding Municipal Court Judge, to include discussion of personnel matters and performance in executive session.

Impact: N/A

Council Follow-up: N/A

BUDGET IMPACT:

| | |
|-----------------------------|--|
| Budgetary Impact? | Funds Impacted: N/A |
| | Source(s) of Funding: N/A |
| Grant Funding? | Grantor(s) (State or Fed): N/A |
| | City Matching Requirement: N/A |
| | On-going or One-Time: N/A |
| | If On-going, when does the grant sunset? N/A |
| Additional Comments: | N/A |

STRATEGIC PLAN FOCUS AREA

| | |
|--------------------------|---|
| Focus | Public Safety Innovation & Organizational Excellence |
| Strategy (if applicable) | Focus on Deterrence, Prevention and Reducing Recidivism Deliver Excellent Service |
| Priority (if applicable) | First Responder Resources, Training, Facilities and Equipment Excellent Internal Relations |
| Notes | |

COUNCIL OR BOARD/COMMISSION REVIEW:

Type of Meeting: N/A

BACKGROUND:

History:

This is a performance evaluation meeting established pursuant to Resolution #R-66-2020 (**Attachment 1**) or as required by the City Charter at least annually, that will be conducted by Council with their employees, which include the City Manager, City Attorney and Presiding Municipal Court Judge.

Outreach and Notification Efforts: N/A

Conditions met/or anticipated: N/A

Start and End Dates (of studies, design, construction, or in service/operational): N/A

ANALYSIS TABLE:

Yes: No:

LIST OF ATTACHMENTS:

Att 1 Resolution #R-66-2020

RESOLUTION #R-66-2020

A RESOLUTION AMENDING THE PROCESS USED BY THE LOVELAND CITY COUNCIL TO EVALUATE THE APPOINTED POSITIONS OF CITY MANAGER, CITY ATTORNEY AND MUNICIPAL JUDGE

WHEREAS, the City Council of the City of Loveland is required to evaluate, at least annually, the City Manager and the City Attorney pursuant to City Charter Sections 8-1 and 9-1, respectively, and desires to continue to regularly evaluate the Municipal Judge; and

WHEREAS, in 2016 a City Council subcommittee revised and updated the annual evaluation process used for the City Manager, City Attorney and Municipal Judge (the "Appointed Positions") and City Council approved the "City Council Evaluation Process"; and

WHEREAS, City Council gave direction to amend the process on June 22, 2020 to change the performance feedback meeting schedule from quarterly to bi-annually; and

WHEREAS, the City Council desires to approve the amended Evaluation Process and conduct bi-annual performance feedback meetings, one of which will be the required annual performance evaluation.

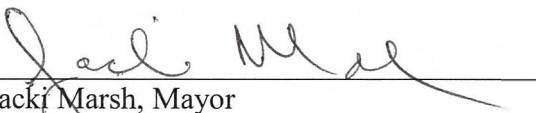
NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF LOVELAND, COLORADO:

Section 1. That the Evaluation Process be and is hereby approved, subject to modification in substance and form as may be proposed by the City's Human Resources Director, to achieve the goals of this Resolution.

Section 2. That this Resolution and Evaluation Process shall supersede and replace Resolution #R-117-2016.

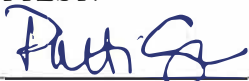
Section 2. That this Resolution shall take effect as of the date of its adoption.

ADOPTED this 21st day of July, 2020.

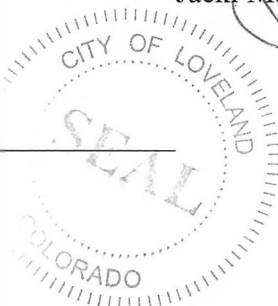


Jacki Marsh, Mayor

ATTEST:



City Clerk



APPROVED AS TO FORM:



Deputy City Attorney