

## Next Generation Advisory Committee

Thursday, March 3, 2022

6:30 PM

Community Room

### Regular Meeting

1. Roll Call
2. Approval of Agenda
3. Approval of February 3, 2022 Meeting Minutes
  - a. **Attachment:** DRAFT Minutes 2/3/22
4. Public Comment
5. Recap of 2021-2022
  - a. Envision Littleton Website Feedback
  - b. Diversity, Inclusion, Equity, Belonging Memo
  - c. Inclusive Language Campaign
  - d. ULUC – Accessory Dwelling Units
  - e. ULUC – Sustainability
  - f. City of Littleton Website Feedback
  - g. Housing Affordability Narratives
  - h. Environmental Stewardship Packet
  - i. Council Work Plan Suggestions
6. Next Generation Advisory Committee 2022-2023 Work Plan
  - a. Recap of City Council Retreat
  - b. Items on City Council’s work plan – What can NGAC contribute to?
  - c. **Attachment:** Example/Draft Work Plan
7. Break (5 Minutes)
8. Future of the Subcommittees
9. Announcements
  - a. Staff Report
  - b. City Council Report
  - c. General Announcements
10. Adjournment



City of Littleton

**Next Generation Advisory Committee**

February 3, 2021 Meeting Minutes

February 3, 2021

6:30 – 8:30 PM

Littleton Center 2255 West Berry Avenue Littleton, CO 80120

**Type of Meeting:** Regular monthly via Zoom  
**Meeting Number:** 23  
**Minutes Version:** 1

## Minutes

**1. Agenda item: Roll Call (Meeting Chair: Alyssa Campbell)**

**NGAC Members Present:** (7/9) Przekwas, Emily; Luke, Mollie; Anderson, Gregory; Steighner, Michael; Phillips, Lydia; Geber, Lauren; Campbell, Alyssa

**NGAC Members Absent:** (2/9); Lanners, Susie; Kight, Hannah

**City of Littleton Members Present:** Mink, Noel; Barr,

**2. Agenda Item:** Approval of Agenda

- Greg Anderson motion to approve
- Lydia Phillips second
- Six in favor, one abstain

**3. Agenda Item:** Approval of January 6, 2021 Meeting Minutes

- Michael Steighner motion to approve
- Lauren Geber second
- Motion carries unanimously

**4. Agenda item:** Public Comment

There were no callers for public comment.

**5. Agenda item:** Secretary Nomination and Election

There was no nomination or election. Greg Anderson volunteered to write notes for the meeting.

## 6. Agenda item: Councils Goals and Work Plan

Steve - context, starting next week, inform goals and objectives for the next two year and budget prioritization as well, and not dictate how we would like to do this, a format mirroring the current plan, fit our ideas and into the goals already in place, feel free to great a new goal or objective in its entirety. A free form brain dump and start aligning goals with those goals and adjectives

Molli – number that are listed as complete or in progress, are these going to be pulled off?

Steve – likely areas like environmental stewardship, adding in additional specificity into that one, but the ones like the ULUC will likely be taken off since it's been completed, if it's in progress, then it's a still good to add on objectives and goals for that work

Molli – environmental stewardship is a high priority, but may be worth talking

Emily - Good Governance, well fair and accountable, facilitate ongoing conversations; council could use a lot of work on this, well and fair with perspectives they agree with, but with perspectives they don't agree with or understand, my experience, that they are hostile to those perspectives, and silence them from being expressed, and hope this new council, and be welcoming to perspectives they do not understand, and being accountable to their actions, and refer to that goal for guidance, and holding accountable for perpetuating problematic items

Alyssa – would you propose any new objectives or making it a higher priority

Emily – Actually adhering to the goal or doing it, been a lot of opportunities to do some of that work, but don't feel they take it seriously, make it a higher priority, seems like an after thought, and it should be the first thing, because it undermines the integrity of all the work, if you don't include a group of diverse voices in your decision making, and move it to the top, and when it comes to safety, if it's public safety or policing, incorporating aspect of emotional safety into good governance would be helpful, Emotional safety prioritized for minorities in the community, and those in the majority have the presumption of safety, and we have to be securing safety for minorities and people in vulnerable and oppressed population, both with policing but also with city council and the boards

Michael – Have any thoughts or suggestions on how we can do that. Agree a lot of goals go out the windows if there is good governance, How could we propose this to council to have them prioritize it

Emily – accountability, and going off what I've witness in council, and the problematic with Iftin with her being removed from our next gen committee and she represented an important minority voice in the city, and some accountability to say that is inappropriate, unfair, and does nmeet the goals of the council, and internally accountable, making amends, and reinstating her, would be a good faith thing they could do, to say they are committed to this. And interfering in our ability to talk about things or bring things up in the DIEB as well, and some accountability, and if no accountability, then see the city council make a statement to give people the confidence and safety, that if they express different ideas, that they wont be removed or publicly humiliated. Some things that could be done. Accountability and reassurance, express themselves without fear of punishment or retaliation; Familiarize themselves with other perspectives so they don't things personally. Trying to talk about white supremacy, everyone gets offended like it's a personal attack. There's a whole body of philosophy that talks about it, and how people further systems of power, but it isn't a personal attack. The literacy on those topic, make it contentious to talk about those thing, and familiarize themselves with these frameworks and philosophies, so they don't take it so personally and get egos out of it. IDK if it's training, but would fall into this category, don't have to agree, but understand, but effectively discourse

Lydia – goals to be most important would be environment first, and housing and liveability, affordability and diversity with house, and last is downtown, and it is close to home and keeping the historic is close to home

Lauren – echo sentiments, priotixe housing diversity, higher up on the list, and goal 4 downtown needs more clarification, and see what has changes in the corridor, and a small detail adding to either infrastructure or

environmental, stream line the trash service, echoed what we would like to see in Littleton and budget used to that, see environment and good governance prioritized more. These systems don't work without good governance, agree with Emily

Steve – not think the goals are numerical tracking purposes, don't want to get too in the weeds of what order they came in

Molli – think that's a good point, and as a community member, it does imply something, and maybe that's something to consider, the practicality of the numbers, it does reflect a priority level. Struggling a bit and as a community member, and personally like that we have this dashboard, but IDK what district formation analysis is compared to boulder who has more clear goals, and it would be nice to see clarity about what these are, instead of maintaining facilities. Aside from that, Listened to ADA accommodations city council meeting, and didn't realize Littleton was so out of compliance with ADA accommodations, goes back to walkability aspect that kept coming up with environmental stewardship. Value the ability to walk and have good transportation. See the city an environmental goal, like net carbon goals, or an actual goal instead of activities we are doing, what are we going

Alyssa – something like an LED conversion

Molli – downtown conversation for noise and light, and not sure what happened, affordable housing for low - moderate or middle, 15% for all of those households, what exactly are we looking for

Alyssa – a tangible goal of subbing out the trash service, or lighting mitigation

Greg – an actual sustainability committee, we have a historical preservation board, working towards a goal of ensuring council listens to a voice of sustainability on a more official level

Alyssa – an environmental stewardship position or consultant who works with the city

Molli – Boulder had one about the libraries under healthy and social thriving, library came to be almost cut, and ensuring we have thriving services for the chunk of the population is meaningful to keep going

Emily – something that addresses the interconnectiveness within the larger metro Denver area, makes it seem like Littleton is in an Island and a lot of people work outside or live outside, but work, but should be a better sense of how do we interact and engage with other communities that we are next to, like environmental racism, we benefit without polluting manufacturing in our city, but we still benefit from those plants and technologies, something that holds us accountable not just the safety and environmental impact of our community, but the metro area as a whole.

Michael – covered the main priority ones, only one hadn't mentioned, increasing regional tourism opportunities, and the small retail and restaurant were hit, it's important that we come out of have a plan to help those businesses and keep them afloat

Lauren – second michael's suggestion of prioritizing hospitality and tourism, that sees people come here to visit, and there's an incredible for business, and have the city acknowledge that

Alyssa – financial sustainability is a large priority for me and the city had a large deficit last year, and I would like to see ways to improve and be better stewards of the city's spending. Do Steve or Noel have any insights on the budget process?

Steve – first budget season, seat of that learning curve, Noel can speak to it better

Noel – Budget process starts well in advance before it even moves to council, starts in April, talking about, and what to accomplish per the work plan, not every function is wrapped up in the objective, and services that don't have a direct ties, costing getting information, work as a collaborative team, city manager has final approval, and considers the 5 yearplan and what needs to be in reserve, and then presentation to council, and council members goals and objectives and the larger plan and what they are trying to accomplish, and present by department by the request. A policy question if it's over 25k, and would need to be presented to council and two sessions, one all day workshop and then a vote, preliminarily as early as march, and workshop next weekend, and goals are modified and changed, will include more accountability to the good governance,

Alyssa – I find the financial sustainability plays into all of the other goals like sustainability and good governance, because without good governance, there isn't good stewardship of how funds are spent, and sustainability practices, such as LED conversions or uniting the trash service costs allocation of funds, so I would like to see a budget process that is more clear and easily readable for citizens to understand what

money is being spend, such as if the mineral and santa fe intersection is coming from capital vs transportation funds

Emily – a lot of good governance that doesn't cost anything at all, but using inclusive language, and creates a more welcoming and inclusive environment to participate in and diversity initiatives are free

Lauren – think that even that the people that work for the cities and quality level of people that implement accountability and inclusivity, and hiring quality people, it's all part of a network

Emily – financial and paying stuff, and city manager and lawyer, in the last city council session authorized themselves to get raises and pay, and increase their pay, and sometimes their pay is a correlation is quality is related to the pay they are getting, and people sometimes abuse the systems to enrich themselves

Greg – what was the raise and was it comparable to other cities in the area

Emily – just remember a conversation about given themselves raises and increased their salaries

Noel – city council members review are the ones who authorize after an evaluation process, and determining their pay, the city has a market philosophy, has a strong history of underpaying and bringing positions to market and losing people for reasons regarding pay, and they were the last two employees to receive market rate pay

Emily – how much is that?

Noel – looking it up

Alyssa – I agree it's important to look at the wages of members and workers in the city,

Emily – encourage the interconnectedness and people in the whole Denver metro area that are under compensated and people in Littleton that may be over compensated

Noel – Manager's compensation was 222,931; attorney was 209,958. Prior attorney was 11% below and manager was 15% below market, and current doing market analysis to raise wages in the first quarter. Wages have increased 16% across the board, ranges from 4-29%. Volatile labor market

Emily – manager got a 40k range,

Noel - approx. from 190 to 222, approx. 187 to 210

Greg – Add in some recruitment for this particular group, like to see a full meeting, think this particular committee needs lots of ideas and lots of bodies, and making sure the bucket is always full of NGAC members, and one is our council member now, but making sure we have plenty of people to bring in lots of good ideas is really important

Emily – bringing them in and having good ideas, and protected and secure without facing retaliation and punishment, no point in bringing in ideas and kicked off by council. And IDK if Greg knows that south suburban has a sustainability committee, see Littleton work with existing resources, and maybe don't have to duplicate and work with existing resources, and financial sustainability, and maybe things we don't have to pay for as part of Littleton and work with other authorities and boards

Mollu – great idea, and looked into that board, and they suspended that board, may be a possibility that there is one before and maybe can be a collaboration, especially sustainability is such a regional topic

Lydia – everything that everyone has said has been really great

Michael – Agree with Lydia, gone over the main goals, important to consider, and moving forward there needs to be accountable, but also make sure that people on this committee are looking forward so we can accomplish those goals, and

Lauren – gratitude for perspecing on financial sustainability, echoing alyssa's sentiment, more clarity on the budget and more specific practical application, and specifying what money will be spent for an how much

Emily – Public art in goal number 5, and the state has increased some funds for that, something the city could get ahold of?

**7. Agenda item:** Break

7:36 to 7:41

**Motion to move public comment portion of agenda to before subcommittee portion of the meeting**

- Motion made by Alyssa Campbell
- Seconded by Lauren Geber
- Carried unanimously

**Technical difficulties occur; Motion to hold public comment if caller is reached**

- Motion made by Alyssa Campbell
- Seconded by Greg Anderson
- Carried unanimously

**8. Agenda item:** Subcommittee Reports

a. Zoning/ULUC

Motion to move to first Wednesday following NGAC meeting made by Michael Steighner.  
Seconded by Lauren Geber. Carries Unanimously

Next Wednesday the 9th at 6.30pm

b. Sustainability

i. Kudos to the document, and big shout out to Hannah, agreed a lot of our last meeting, and huge thanks to Emily and Hannah, Emily did amazing visuals and Hannah wrote a great letter, and got a lot of personal stories that was great, and rush to get that in, and excited for next week

ii. Emily spoke about the UN intergovernmental panel and thought it was important to include and gives more authority to the letter made infographics, consolidated the perspectives into the infographic page, and took a page out of zoning and did narratives as well.

iii. Lauren asks about sharing social media, and shared those infographics on a city wide level

iv. Emily states they are for city council, but they can do whatever they want with them.

v. Mollie mentions she noticed that the documents are more historical ones, and not the most recent ones, and it would be nice if they were there, and even better would be on social media.

vi. Alyssa – I sent all those documents about 2 months ago, and I'll follow up with where that went

vii. Steve – also follow up with staff

c. DIEB

i. Alyssa mentions that the committee did not meet

ii. Emily asks will be having another meeting?

iii. Alyssa states I will not attend unless a staff member is present

iv. Emily asks is Alyssa is on the committee

v. Alyssa replies that she has been attending them in their entirety and feel as though I am part of the committee.

- vi. Greg asks if anyone else be attending?
- vii. Lydia replies she would with a city member present.
- viii. Emily asks Noel about her availability.
- ix. Noel mentions that she I would be happy if they ask her.

**9. Agenda item: Announcements**

a. Staff Report

Noel gives updates – say that she had come to this committee before about inclusion, and black history and first time a year ago that the city celebrated black history month, and spearheaded the conversation, and how to grow this program, and more finding through the budget. Council workshop is on the 11&12 and sustainability is in the binder for that workshop.

City manager recruitment know that Mark turned in his notice of retirement and find the recruitment form, and conduct that recruitment, timeline is next 4-6months and that's aggressive and will likely take longer, and doing stakeholder interviews, and do an open forum with the final candidates for the public.

Let us know that we are finalizing city wide values for employees, and look at mission, vision, or values, value workshops for the last year and getting really close, and appreciate that there was a follow up survey what values are resonating, and all of our diverse employees list the value of inclusion and want to ask more questions about why that is important to them, and a unique anomaly.

b. City Council Report

Steve enjoyed hearing the points we were bringing up and environmentalism and look at the teams write and up and notes that we all have mentioned. He mentions Noel hit on the most important ones, and the city manager is in full swing, and say too that the work planning session and following that, both Steve and rest of council will have more specificity as to what 2022-2024 period will look like and from there it is possible we can see where the groups interests align for the future of the NGAC for the new goals and objectives, and the work tonight was important to that.

Recent council study session talked a bit about Littleton immigrant resources center, a fund a stop gap measure at the library while we explore funding with American rescue plan act and general fund and more city staff hiring as 3a increase fund, and gearing up public works department to bond out some of the revenue from the sales tax to go after large infrastructure grants coming down, form the state house, community and mental health resource funding and council and city have their eyes set on that, and future meeting love to get opinions on how to spend some of that money.

Greg asks about homeless coordinator months ago and a sustainability voice

Steve states there was a coordinator agreement, and the county has agreed to the tri county and that is moving ahead and what that ARPA money was due

**Motion to adjourn the meeting**

- Motion made by Greg Anderson
- Seconded by Lydia Phillips
- Approved unanimously

**Meeting adjourned at 8:11**

## 2022-2023 Work Plan – DRAFT/EXAMPLE

| Topic to Discuss/Provide Feedback On             | Tasks Required to Complete  | Format Delivery | Date of Delivery |
|--|---|-----------------|------------------|
| EXAMPLE:<br>Provide Work plan for 2022-2023 Term | 1. Recap city council retreat/work plan for 2022<br>2. Discuss what interests NGAC<br>3. Assign final write up:<br><hr/> 4. Compile final report and turn into City | Written Report  | March 2022       |
|  | 1.<br>2.<br>3.<br>4.  | Written Report  | Month 2022       |
|  | 1.<br>2.<br>3.<br>4.  | Written Report  | Month 2022       |
|  | 1.<br>2.<br>3.<br>4.  | Written Report  | Month 2022       |
|  | 1.<br>2.<br>3.<br>4.  | Written Report  | Month 2022       |
|  | 1.<br>2.<br>3.<br>4.  | Written Report  | Month 2022       |
|  | 1.<br>2.<br>3.<br>4.  | Written Report  | Month 2023       |