



City Manager Report

April 7, 2026

Thriving Community - All community members experience a high quality of life in a resilient local economy with access to affordable and attainable housing and diverse recreational opportunities.

Spring has officially sprung for Procurement, and the team is buzzing with activity as they support Parks & Recreation on a wide range of exciting projects. From advancing the Emerald Park Playground improvements to enhancing Howelsen Skate Park and updating community shelters, the momentum is strong. Procurement is also helping launch scoria clean-up efforts, the Yampa River Ambassador Program, Haymaker golf instruction services, and many other diverse recreational initiatives that will make this season one to enjoy across our community.

The City supported the community by providing local agencies with letters of support for the following: Steamboat Montessori – Letter to the USDA Rural Development Community Facilities Loan Program for their Facility Improvement Project; Yampa Valley Regional Airport – Letter to Congress for the Community Project Funding for their Airport East Terminal Expansion project; Yampa Valley Housing Authority – Letters to Senators Bennet and Hickenlooper for Congressionally Directed Spending grant for the Hillside Village Apartments Improvement project; Yampa Valley Housing Authority – Letter to Department of Local Affairs (DOLA) to request additional down payment assistance funds for community members; The Veterans Center – Letter to Senators Bennet and Hickenlooper for Congressionally Directed Spending grant for their Telehealth Renovation project.

Connected & Engaged Community - The community is connected, inclusive and informed. Community members feel a sense of belonging and pride and celebrate our preserved history and rich cultural diversity.

Communications promoted and supported community vibrancy through storytelling and outreach for programs such as the Legacy Business Program and seasonal events, reinforcing local identity and economic vitality.

Website [engagement totaled 43.3K users and 91K pageviews](#), with top pages including Transit, Home Page, Howelsen Hill Ski Area, Howelsen Ice Arena, transit routes, recreational offerings, and the community calendar—highlighting strong demand for accessible service and activity information.

Social media reach remained strong, led by the [City's Facebook page](#) (266K views) with additional reach from Steamboat Springs Police (185.8K), Fire Rescue (62.3K), Howelsen Hill (61.7K), Parks & Recreation (21.6K), Transit (6.3K), Howelsen Ice Arena (2.2K), and Haymaker (1K). Top Facebook content focused on timely community updates including a Letter to the Community, public safety alerts, seasonal transitions, and major events demonstrating strong engagement with relevant information.

[Instagram generated 15.8K views and 4.1K reach](#), with top-performing posts featuring Legacy Businesses, Downtown Steamboat Springs, and State of the City storytelling.

The new City Connection newsletter launched, achieving a 51% open rate and 5% click rate, establishing a strong new channel for direct community communication.

Developed [a longer-form recruitment video](#) for Steamboat Springs Transit to support seasonal hiring through authentic employee storytelling.

Executed marketing and promotion for Howelsen Hill Ski Area closing day and Tube Howelsen, along with broader Parks & Recreation programming.

Expanded outreach supporting council engagement, sustainability initiatives, water programs, and community participation opportunities.

Demonstrating the City's commitment to maintaining and preserving historic structures, the Facilities Department completed an exterior repainting of the historic Legacy Ranch buildings. Unseasonably warm early-spring temperatures allowed staff to begin work ahead of schedule, enabling us to finish the project before the busy operational season for our community partner, Yampatika, which leases and programs the Legacy Ranch property. This proactive approach supports both the protection of an important historic asset and the continued success of Yampatika's educational and cultural offerings to the community.

SSPD participated in a few school events this month for Elementary Schools: The Touch-a-Truck event at the Steamboat Montessori School; Steamboat Mountain School for their recycled

crayon donation event (they'll go to local organizations that need them); Steamboat Christian Academy for Donuts & Drill (lockdown procedure drill).

For the secondary education folks, SSPD presented a talk on drug paraphernalia at the SSHS PIC meeting, as well as for the school staff.

SSPD hosted briefing training with Integrated Communities to discuss the challenges and strategies for more effective use of their interpretive services, and we hosted a briefing training with the Child Advocacy Center/Brighter World to help our staff understand their mission and the process of forensic interviewing.

SSPD taught a CPR training for Integrated Communities at SSFR Station 1.

Staff are launching an education campaign for all local waste diversion opportunities over the spring season in addition to surveying the community to better understand the methods and modes that community members are using to manage their waste streams. Feedback garnered through this outreach will be presented along with the volume-based pricing ordinance in July 2026.

Amplified public safety messaging with strong community engagement on law enforcement updates, emergency response information, and safety alerts.

Conducted outreach and education on essential services including Spring Flush, Water-Wastewater Specifications, Stormwater Utility awareness, and transit services, supporting informed use and reliability of City systems.

Produced 16 media releases covering key topics including sales tax updates, drought conditions, infrastructure projects, public safety programs, and community initiatives to ensure timely and accurate public information.

Continued [broadcasting and archiving of public meetings on YouTube](#), including City Council, Planning Commission, Parks & Recreation Commission, Historic Preservation Commission, Board of Adjustment, Redevelopment Authority, Municipal Court, and Ad Hoc meetings to support transparency and access.

Healthy Environment - The natural environment is stewarded by taking bold climate action, restoring and protecting river ecosystems, and conserving the natural landscapes, forests, and wildlife that define our community.

Delivered communications campaigns supporting environmental stewardship, including Stage 2 drought messaging, twine recycling, scoria sweep, and open burn season closure.

In alignment with the City's bold climate action commitments, the Facilities Department has completed planning for four major HVAC modernization projects at Centennial Hall, the Transit Operations Center, the Public Works Shop, and the Community Center. These upgrades will transition the primary heating systems in each building to high-efficiency electric heat pump technology, significantly reducing municipal greenhouse gas emissions and improving long-term building performance. A general contractor has been selected, mechanical bids are being assembled, and staff are finalizing project scope and schedules. Construction is planned to begin early in the season with the goal of completing all four upgrades before winter.

Staff assisted with coordination of the [Apex SHIFT \(Steamboat Hard-to-recycle Items Facility and Transfer\) Center](#), which launched on March 16, 2026, providing expanded recycling access to the community for hard to recycle materials, such as electronics, bulbs, and batteries. With SHIFT opening, the Yampa Valley Recycles Depot closed on March 11. Additionally, Apex and Western Resilience Center developed an agreement that will provide a voucher program to help reduce the cost of recycling these materials as needed for residents. SHIFT is open Monday through Friday from 9:00AM till 1:00PM, which provides increased availability to customers. This success completes one of the Climate Action Plan recommendations for the Waste Working Group.

Staff analyzed the tonnage data that was collected throughout the 2025 calendar year from the solid waste collectors. The reports come from one roll-off company, two companies that provide curbside service to single family residents, one company that provides curbside service to the commercial sector, and two companies that provide junk hauling services.

In the residential sector, recycling nearly doubled from first to fourth quarter, going from 420 tons to 730 tons. This is likely due to the shift in collection mid-year from every other week for some residents to all residents receiving service every week. Unfortunately, trash also increased from 1,286 tons to 2,048 tons. Additionally, food waste diversion increased throughout the year from 8 tons to 14 tons. Overall, the residential sector averaged a 25% diversion rate throughout the year.

In the commercial sector, recycling increased from the first to fourth quarters, going from 399 tons to 441 tons, respectively. The commercial sector also saw an increase in trash from 2,551 tons to 3,983 tons during the same timeframe. Food waste diversion average 11 tons per quarter over the year and “other diversion” (manure, wood, scrap metal and aggregates) was variable throughout the year averaging only 1% of the waste stream with manure and wood leading in the first two quarters and scrap metal leading in the last two quarters.

The construction and demolition sector does not generate much in the way of commingled recyclables or food waste. The amount of “other diversion” (mentioned above) is more prominent in this sector than the others and grew from the first quarter to the fourth quarter from 8 tons to 27 tons, respectively. Trash also increased during the same period from 1,618 tons to 2,984 tons, respectively.

Staff coordinated a baling twine drop-off program with Community Twine Recycling and Twin/Apex Waste at both the Steamboat Eco Center at Milner landfill and Apex SHIFT Center on Downhill Drive. The press release for this launch made both [local](#) and [national](#) news.

Supported outreach for programs such as the Steamboat Springs Police Department Citizens Academy and Fire Rescue initiatives to build awareness and preparedness.

High Performing Government - Excellent public services are delivered through a fiscally sustainable model, an empowered and engaged workforce, and a culture that prioritizes innovation, employee well-being, safety, and transparent, customer-focused service delivery.

The City has submitted the following grant requests to assist in accomplishing goals and priorities and meeting the needs of the community: Willett Heights Pump House Replacement – Community Project Funding application through Congressman Neguse and Congressionally Directed Spending application through Senators Bennet and Hickenlooper; Legacy Ranch Paint Remediation Project – State Historical Fund Competitive Grant; Steamboat Springs Cultural Resource Survey Project – State Historical Fund Mini Grant; Walton Creek/Yampa River Confluence Restoration Project – Yampa River Fund; Paramedic Training – Colorado CREATE (Colorado Resource for Emergency and Trauma Education Program; Police Department Simulator Room – Colorado POST (Peace Officer Standards and Training) Capital Grant; Police Department In-Service Grant for Training Ammunition – Colorado POST (Peace Officer Standards and Training) In-Service Grant.

City 101- Employees from across the city organization along with members of the community are learning more about the City and its operations through field trips, forums, and interactive activities. Started in December 2014, City 101 is an in-depth insight into City operations with the goals of creating a shared understanding of the City's mission and purpose, increasing community and employee understanding of the City and all its operations and enhancing community member and employee ability to serve as an ambassador for the City. The next session (6 of 8) is the Steamboat Springs Fire Rescue on April 8, 2026. Participants will meet at the Mountain Fire Station for an overview, tour of the station, an EMS scenario and Mini Fire Academy activities, and then tour the new City Hall and Downtown Fire Station in the afternoon.

The Workday Administration team continues to strengthen organizational efficiency and workforce engagement through targeted training, simplified processes, and improved access to actionable data. Our monthly training series, "Workday Wednesday" remains a key strategy for empowering staff and maximizing the value of the Workday platform. In March, we delivered training on the Financials dashboard, which provides staff with a single location to access budget reports, project information, supplier invoices, procurement items, and other financial tools essential for operational management. The April session will offer follow-up training on safety incident reporting and important HR functions. We are also refining business process approvals across departments to improve efficiency, remove redundant steps, and ensure approval flows better match operational needs. Finally, the team continues to develop and enhance system-based reports, reducing the need for manual workarounds and supporting timelier, data-driven decision-making.

The Sales & Use Tax team had an outstanding month as they processed 24 new sales tax applications, sent out nearly 65 senior sales tax rebate letters and successfully completed all related rebates. On top of that, they wrapped up 26-construction use tax reconciliations—ranging from simple to complex—and are already gearing up for a busy summer and single-event licensing season for Art in the Park, Yampa River Fest, the Farmer's Market, and more. This small but mighty team continues to deliver efficient, high-quality service while keeping major seasonal workloads moving forward.

The Information Technology Department advanced several major initiatives. The team launched the rollout of Microsoft Copilot AI, positioning the City to leverage modern productivity tools. Applications staff progressed the implementation of Skillsoft Percipio, completing single sign-on and launching Workday integrations ahead of schedule. The team also introduced a standardized accessibility review process for software requests and applied it to six evaluations

this month. GIS established a dedicated ticketing system to improve project intake and coordination, Engineering expanded the City's data-backup capacity through an Exagrid storage upgrade, and Support delivered key equipment deployments and restored essential systems that ensure continuous service delivery.

Ongoing website accessibility improvements focused on consistent layout, structure, and usability to better serve all users, including those using assistive technologies.

In support of employee health, well-being, and efficient operational space, the Facilities Department is advancing upgrades to the Parks and Recreation staff work areas. This work includes significant indoor air quality improvements through new wall systems that isolate workspaces from vehicle emissions, dedicated ventilation, and advanced filtration technologies. The remodel also delivers modern, efficient office spaces for the Open Space & Trails team, Parks Maintenance crew, Ski & Rodeo staff, and Recreation team, along with enhanced security features for administrative personnel. These improvements collectively strengthen employee comfort, operational efficiency, and overall workplace safety.

SSPD sent Sergeant Sam Silva to the DC Metro Leadership Academy where he worked with and learned from national leaders in law enforcement. The DC Metro Leadership Academy is one of the premier law enforcement leadership programs in the country.

SSPD Commander Greg Griffin participated in National Tactical Officer's Association SWAT Command Leadership level 1 training. This will help progress our regional SWAT team towards best practices.

In an ongoing effort to maintain a healthy workforce, SSPD and SSFR are conducting their annual wellness testing for department members. This testing has proven invaluable in helping our public safety members stay healthy.

SSPD police officer recruit Cable Ricker continues to move through the Technical College of the Rockies police academy. We look forward to seeing Officer Ricker here in May.

Heather Oss, CMC of City of Steamboat Springs, has earned the designation of Certified Municipal Clerk (CMC), which is awarded by the International Institute of Municipal Clerks (IIMC), Inc. IIMC grants the CMC designation only to municipal clerks who complete demanding education requirements and have demonstrated involvement in their local government, community, and state.

Deputy Fire Chief Joe Oakland successfully completed his Fire Officer III certification. This certification is intended for Chief Fire Officers and is testimony to Joe's commitment to the fire service.

The Fire Chief attended the CO State Fire Chief's critical incident briefing in February. These briefings address issues affecting the fire service in CO.

City Leadership team will continue to train on the Incident Command System (ICS) and National Incident Management System (NIMS) in preparation for the roll-out of the Emergency Operations Plan (EOP). Starting with basic ICS online courses and combining online training and discussions, the team is learning a systematic approach to handling a large-scale event that may occur in Steamboat Springs. This training will culminate in a fall exercise with the Routt County Office of Emergency Management partly aimed at validating the City EOP.

The Fire and Police departments are undergoing Health Screenings from March 21-April 3. The screenings include both physical and medical evaluations to help employees track potential risk factors and address them early.

SSPD conducted regional SWAT team training on how to effectively and safely deal with barricaded suspects. Coincidentally, this training came in handy with a recent barricaded suspect in Hayden.

Safe Community - The safety and well-being of all community members is prioritized by mitigating natural hazards, strengthening emergency preparedness and response systems, and fostering a culture of trust and collaboration in public safety.

The fire department posted, interviewed and extended job offers to four individuals for our seasonal Fuels Specialist/Wildland Firefighter positions. We received a large pool of applicants and are excited to have them start at the beginning of May.

The SSFR taught a few CPR classes to City employees in March including two classes for transit personnel and visited Steamboat Springs High School and taught over 37 high school med prep students CPR and First Aid. In addition to the CPR classes, SSFR firefighters taught the students how to stop major bleeding injuries through the Stop the Bleed curriculum.

The department utilized 5 scrapped vehicles for extrication training in March. This training provides an opportunity for personnel to train on how to dismantle vehicles to remove the vehicle from around patients.

Fire Department trainings in March focused on Mayday Drills, Mass Casualty Response and Triage, and Rapid Sequence Intubation.

February 2026 calls for service increased by 10% at the Fire Department compared to February of 2025.

Year-to-date fire calls for service through February show a slight decrease, with a 4.5% drop compared to 2025. The five-year comparison reflects an increase of 17% over 2021.

IT continued to support public safety readiness and field operations through targeted technology improvements. The GIS team partnered with the Fire Dept. to produce updated maps for planned and completed wildfire-mitigation zones, including submissions to the state that bolster regional resiliency initiatives. Support technicians configured new technology in the School Resource Officer vehicle to address an urgent AXON camera and Cradlepoint installation.

Amplified public safety messaging with strong community engagement on law enforcement updates, emergency response information, and safety alerts.

SSPD and Public Works met with CDOT engineers to discuss next steps for traffic safety in Steamboat Springs. Next steps include traffic light timing and engineering evaluation. Eventually, we may move towards technology such as redlight cameras.

As part of daily operations, the Finance Department is responsible to account for several business-like operations, with varying specialized software, and different financial transaction needs. This ranges from selling aviation fuel, accounting for golf greens fees, to collecting millions of dollars in sales tax. To do this, the City utilizes 6 different credit card processing companies to align with the software requirements. To protect the financial security and safety of our customers, Finance is continuously working with I.T. to ensure each processor meets PCI Compliance (Payment Card Industry Data Security Standard).



Reliable & Resilient Infrastructure - The City's infrastructure systems are planned, designed, and maintained to be safe, sustainable, and resilient and to effectively support current and future community needs.

Procurement is collaborating closely with the Airport, Transit, and Streets divisions to accelerate key contracts that strengthen the City's operational infrastructure. These include the runway lighting upgrades at Bob Adams Airport, asphalt sealing at the Regional Transit Center, HVAC design and oversight for the Community Center, Transit, and Public Works shop, as well as street striping and other planned maintenance initiatives. Together, these projects enhance safety, improve service continuity, and build a more reliable and resilient infrastructure to support our community's long-term needs.

Taking advantage of unseasonably favorable early-spring weather, the Facilities Department has accelerated annual preventative maintenance efforts to reduce the long-term burden of deferred maintenance across City facilities. Crews have made significant progress on the annual painting program, completing 7 of 13 scheduled projects, including the Haymaker Clubhouse, Emerald Park public restrooms, West Lincoln Park public restrooms, and buildings at Legacy Ranch.

Facilities staff have launched a structured building inspection program to identify preventative maintenance needs and document existing deferred maintenance ahead of the upcoming budget cycle. This organized approach ensures a clear, accurate record of facility conditions, helps prioritize critical repairs, and supports long-range capital planning.

SSPD applied for a state COPOST grant to assist with the cost of purchasing and installing a TI Training law enforcement simulator at the CLEF. This would assist with scenario-based and firearm training throughout the year.

Upcoming Meetings & Events

April 8 – Parks & Recreation Commission – 5:00 PM – Centennial Hall

April 8 – Local EMS Case Reviews – 5:20 PM Yampa Valley Medical Center Conference Room 1

April 9 – Planning Commission – 5:00 PM – Centennial Hall

April 13 – Historic Preservation Commission – 5:00 PM – Centennial Hall

April 14 - City Council Work Session – 5:00 PM – Centennial Hall

April 16 - Board of Adjustment – 5:00 PM – Centennial Hall

April 17 – Coffee with Council – 8:00 AM – City Hall

April 21 – City Council – 5:00 PM – Centennial Hall

April 23 – Planning Commission – 5:00 PM – Centennial Hall