



City of Colorado Springs

City Hall
107 N. Nevada Avenue
Colorado Springs, CO
80903

Meeting Minutes City Council Work Session

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Monday, January 12, 2026

9:00 AM

Council Chambers

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- Stratus IQ Channel 76 / 99 (Streaming)

Estimated agenda item times are provided for planning purposes and do not constitute notice of a specific time for any item. Items may take more or less time than estimated. City Council may amend the order of items.

1. Call to Order and Roll Call

President Crow-Iverson called the meeting to order at 9:00 AM.

Present 9 - Councilmember Tom Bailey, President Lynette Crow-Iverson, Councilmember Dave Donelson, Councilmember Kimberly Gold, Councilmember Nancy Henjum, Councilmember Brandy Williams, Councilmember David Leinweber, Councilmember Roland Rainey Jr., and President Pro Tem Brian Risley

Councilmember Leinweber arrived at 9:16 AM.

Councilmember Williams attended the meeting virtually.

2. Changes to Agenda

There were no Changes to Agenda.

3. Regular Meeting Comments

There were no Regular Meeting Comments.

4. Review of Previous Meeting Minutes

4.A. [26-003](#) City Council Work Session Meeting Minutes December 8, 2025

Presenter:

Sarah B. Johnson, City Clerk

Attachments: [12-8-25 City Council Work Session Meeting Minutes Final](#)

Councilmember Donelson requested that City Council staff follow up on the information he requested from Greg Raymond, Regional President, Children's Hospital, at the December 8th Work Session meeting regarding the age range of gender diverse patients that they provide services for.

The minutes of the December 8, 2025 Work Session were approved by Consensus of City Council.

5. Presentations for General Information

5.A. [26-016](#) Colorado Wildfire Incident Management Team

Presenter:

Shannon Byerly, Liaison Officer, Colorado Wildfire Incident Management Team

Scott Morrill, Liaison Officer, Colorado Wildfire Incident Management Team introduced several members of the Colorado Wildfire Incident Management Team.

Bill Wahl, Incident Commander, Colorado Wildfire Incident Management Team, provided a brief overview of their annual Colorado Wildfire Incident Management Academy at University of Colorado, Colorado Springs (UCCS), from January 10-16, 2026 where Fire Service Members from across the United States will be in attendance.

Wendy Fisher, Executive Director, identified the statistics of their 32nd annual Colorado Wildfire Incident Management Academy and expressed appreciation for the support of the City.

Councilmember Henjum requested additional information regarding wildland firefighters. Mr. Wahl explained the difference between wildland firefighters, structural firefighters, and hazardous firefighters and stated that while their main focus is on wildland fires, they are working toward collaborating with all the fire agencies. Shelly Olson, Public Information Officer, stated they would like the public to know that there are not enough wildland firefighters in the region and encourages residents to be prepared for wildfire by mitigating areas around their homes.

Councilmember Gold asked what the occupational hazards are for wildland firefighters. Mr. Morrill stated they are bringing awareness to their students regarding the risk of cancer to wildland firefighters.

6. Staff and Appointee Reports

6.A. [26-013](#) Update on Colorado Springs Police Department Recruitment and Training Academy

Presenter:

Adrian Vasquez, Chief of Police, Colorado Springs Police Department
Heather Edwards, Director of Professional Services Bureau, Colorado Springs Police Department

Attachments: [Recruiting and Retention](#)

Adrian Vasquez, Chief of Police, Colorado Springs Police Department (CSPD), introduced the update on CSPD recruitment and Training Academy.

Heather Edwards, Director of Professional Services Bureau, CSPD, provided an overview of 2025 recruiting efforts, applications, sworn hiring, application flow, and retention efforts. She identified the benefits, career paths, promotion opportunities, technology/training, turnover rates, and turnover reasons.

Councilmember Donelson asked what the reason behind the increased number of applicants to the July academy was. Ms. Edwards stated it may be due to the timing of the academy as well as CSPD's stronger online presence.

Councilmember Rainey asked if the applications are reviewed by people or are automated. Ms. Edwards stated the applicants answers are reviewed by their automated system and if an answer disqualifies them, the applicant is given the opportunity to correct their application, if needed or request an exception.

Councilmember Donelson how many of the eligible applicants reside in El Paso County and how many academy attendees are local. Ms. Edwards stated approximately seventy percent of applicants are local and eighty percent of accepted recruits are local.

Councilmember Donelson asked if the college requirement can be waived based on employment background. Chief Vasquez stated they have progressively lessened the college requirement, and that CSPD continually reviews the requirement.

President Pro Tem Risley asked how many recruits have prior law enforcement experience and if they would still have to attend the academy. Ms. Edwards stated they usually have two or three lateral officers, generally from out of state, per academy, and they do have to attend the academy.

President Pro Tem Risley asked if prior military police personnel are considered lateral officers. Ms. Edwards stated only if they were assigned to patrol.

Councilmember Henjum asked if Chief Vasquez meets every applicant which has been through the background process. Chief Vasquez stated he does not meet with every applicant, but he does review every application package that is presented to the selection committee.

Councilmember Henjum asked what the main reason is for someone not being offered a position once they have successfully completed the background investigation. Chief Vasquez stated it is generally due to the admittance of criminal activity which they were not caught for and CSPD's review of their evaluation by the staff psychologist.

Councilmember Rainey asked if the CSPD has any long-term investment programs for officers. Ms. Edwards stated the City has longevity pay for sworn employees.

Councilmember Henjum asked what the child and elder care resources benefit is. Ms. Edwards stated that resource benefit is offered to all City employees through Profile EAP.

Councilmember Henjum asked how CSPD staffing compares nationally to other police departments. Ms. Edwards stated there is not a national turnover rate but cited an International Association of Chiefs of Police (IACP) survey from 2024 where other agencies who responded to the survey were staffed at an average ninety-one percent of their authorized strength while in 2025, CSPD was at ninety-three percent of their authorized strength.

Councilmember Leinweber asked what improvements have been made over the past three to four years regarding the public opinion of the CSPD. Chief Vasquez stated they have increased community engagement efforts by frequently meeting with many groups throughout the region, increasing the number of officers in the City, and improving technology in order to provide better service to the City.

Councilmember Donelson asked if there were any common characteristics in the new recruits who do not make it through the Police Training Officer (PTO) Program or their probationary period. Ms. Edwards stated they have not identified any certain characteristics, but often times the employee is struggling with officer safety, engagement, and emotional intelligence issues.

Councilmember Bailey asked if there has been a higher demand for School Resource Officers (SRO). Chief Vasquez confirmed there has been and stated he would like to put a SRO in every school if the staffing was available.

6.B. [25-470](#) Park System Master Plan Project: Part 1 Park System Assessment Presentation

Presenter:

Nick Kuhn and Jeremy Powell, Consultant with Kimley-Horn
Lonna Thelen, Manager, Parks Design and Development
Kim King, Interim Director, Parks, Recreation and Cultural Services
Department

Attachments: [COS PSMP PSA PPTv3 20251211](#)

Jeremy Powell, Consultant, Kimley-Horn, provided an overview of the Park System Master Plan (PSMP) Project: Part 1 Park System Assessment, Parks, Recreation and Cultural Services (PRCS) vision/mission, planning process, schedule, purpose of the PSMP, and Park System Assessment.

Councilmember Henjum asked how long the PRCS vision has been in place and if it will be reassessed. Kim King, Interim Director, Parks, Recreation and Cultural Services Department, stated the vision has been in place since 2014 and the next part of this effort will be evaluating the vision and long-term strategy of the PRCS.

Nick Kuhn Consultant, Kimley-Horn, went over the guiding document, demographics trends, relevant themes in trends, park evaluations, level of service, public engagement, survey rankings, and assessment summary.

Councilmember Leinweber asked how the information regarding non-users of the park system was obtained. Mr. Kuhn stated they have a Statistically Valid Survey (SVS) that they utilized as a random sampling of households which was conducted across the City on a City Council District level.

Councilmember Bailey asked what a culturally responsible park is. Mr. Kuhn stated Panorama Park is an example of a culturally responsible park where the community was really engaged with the development of the park, and it is where the community is greatly involved in the process to identify what goes into the parks and what is renewed in the park spaces. Councilmember Bailey stated he is not comfortable with singling out certain characteristics of a community instead of using broader more inclusive terms in the PSMP.

Councilmember Rainey asked if the growth and population of ethnic backgrounds from 2010 to 2020 is referencing a certain neighborhood

within the or the City in general. Mr. Kuhn stated that information is referring to the City demographic data obtained from the 2020 Census.

President Crow-Iverson asked if they are addressing the potential of vandalism in the building and designing of restrooms, drinking fountains, and benches within the parks so that they would not have to be shut down if vandalized. Mr. Kuhn confirmed those elements are an important part of the process.

Councilmember Williams asked if the connectivity of the trails were analyzed. Mr. Kuhn confirmed the gaps within the trail system have been identified.

Councilmember Henjum asked why there is a decrease in the level of service for miniparks. Mr. Kuhn stated this category of parks is stressed the most by population growth.

Councilmember Henjum requested district-level data results from the SVS. Mr. Kuhn stated they will provide that information.

Councilmember Donelson asked if the community feels there should be a fifty-six percent increase in funding for parks. Mr. Kuhn confirmed it does and there was a separate question regarding the funding source through additional tax dollars.

Councilmember Donelson asked what the national percentage is for those that think lack of security is a barrier to park use. Mr. Kuhn stated they do not have benchmark data available for that at a national level for that specific issue.

Councilmember Donelson asked if there was any additional data obtained regarding the number one barrier for park use being people experiencing homelessness living in the parks. Mr. Kuhn stated they are using other public engagement methods to drill down into this data as well as launching a follow-up survey to see what other actions the City could take regarding this barrier.

Councilmember Donelson asked how the highest needs and importance rankings were determined from the SVS. Mr. Kuhn stated they were evaluated using a matrix ranking with two hundred being the highest score.

Mr. Powell identified the next steps.

Councilmember Henjum asked if the access and linkage to the park system is considered a priority or if the City is doing well in those areas.

Mr. Kuhn explained that a score over seventy-five indicates it exceeds expectations.

Councilmember Henjum asked what the Parks Advisory Board (PAB) response was to this proposed plan. Lonna Thelen, Manager, Parks Design and Development, PRCS, stated the PAB members had system-wide questions regarding how they account for recreation/aquatic centers moving forward, the importance of trail corridors, the uniqueness/complexities of the City's diverse park system, increased participation, funding discussion, acquisitions of park land, the building of parks, the role of metropolitan districts, the long-term management of parks, the people experiencing homelessness concern, adding comfort amenities, and the future of park system.

Councilmember Henjum requested a future discussion regarding the PAB reporting to City Council more formally.

Councilmember Williams asked if they are looking at the deferred maintenance projects in conjunction with future projects. Mr. Kuhn confirmed deferred maintenance and life cycle replacement needs will be part of the capital projects/operation impacts evaluation against new projects due to growth.

6.C. [26-002](#) Agenda Planner Review

Presenter:

Sarah B. Johnson, City Clerk

Attachments: [Agenda Planner Review 1-12-26](#)

There were no comments on this item.

7. Items for Introduction

7.A. 26-011 A resolution of the City of Colorado Springs approving a limited second amendment to the amended and restated service plan of the Bradley Heights Metropolitan District Nos. 1, 2, and 3.

Located in Council District 4

Presenter:

Allison Stocker, Senior Planner, City Planning Department
Kevin Walker, Planning Director, City Planning Department

Attachments: Resolution_Bradley_Heights_MD_1-3_2nd_Amendment
Attachment_1_Bradley_Heights_Filing_No_5A_Plat
Attachment_2_Bradley_Heights_Filing_No_5B_Plat
Attachment_3_Bradley_Heights_MD_1-3_Subject_Alleeways
Attachment_4_Res_205-23_Bradley_Heights_MD_Current_Service_Plan
Exhibit_1_2nd_Amendment_Bradley_Heights_MD
Exhibit_D_Description_of_Services
Bradley_Heights_MD_1-3_2nd_Amendment_CC_Presentation

Kevin Walker, Planning Director, City Planning Department, presented the Resolution approving a Limited Second Amendment to the Amended and Restated Service Plan for the Bradley Heights Metropolitan District Nos. 1, 2, and 3. He provided an overview of the location, description of services, and next steps.

Councilmember Bailey asked if this request came from the metropolitan district's elected representatives. Mr. Walker confirmed that the developer within the district, who is not a member of the Board, requested that the Board maintain the select private alleys which require an amendment to the Service Plan.

Councilmember Donelson asked what the original plan was to maintain these alleys. Mr. Walker stated the original plan was for the district to maintain them, but it was an oversight in the District Service Plan.

President Pro Tem Risley asked if when the metropolitan districts were established, they did not exactly know what the product type would be to include alleyways or not. Mr. Walker confirmed that most standard statements in metropolitan districts would have included streets and alleys, but this one did not.

- 7.B. [26-006](#) A Resolution adopting and approving the Pikes Peak Regional Multi-Hazard Mitigation Plan updated for 2026

Presenter:

Andrew Notbohm, Regional Director, Pikes Peak Regional Office of Emergency Management

Attachments: [OEM-HMP-2026-RES-2025-12-30-FINAL](#)
[HMP Presentation for City Council](#)

Andrew Notbohm, Regional Director, Pikes Peak Regional Office of Emergency Management (PPROEM), presented the Resolution adopting and approving the Pikes Peak Regional Multi-Hazard Mitigation Plan (HMP) updated for 2026. He provided an overview of the purpose of an

HMP, five goals of HMP, Building Resilient Infrastructure and Communities (BRIC) grant, participating jurisdictions, region hazards, Hazard Identification Risk Assessment (HIRA), mitigation actions, stakeholder/public engagement, financial implications, and recommended action.

Councilmember Rainey asked how often the HMP is reviewed and who is the approval authority. Mr. Notbohm stated it is reviewed every five years and needs to be approved by City Council, El Paso County, the seven other participating jurisdictions, the state of Colorado, and Federal Emergency Management Agency (FEMA)

Councilmember Henjum requested additional information regarding the public notification system. Mr. Notbohm stated people can sign up for emergency alerts at PeakAlerts.org, which is an opt-in Everbridge system, and they also utilize the 9-1-1 Wireless Emergency Alert (WEA) to send out information.

Councilmember Leinweber stated he would like the PPOEM to be part of the discussion on mobile antennas to assist with mobile cell service in the event of an emergency.

Councilmember asked if El Paso County was the recipient of the Adirondack Foundation (ADK) grant. Mr. Notbohm confirmed the ADK grant was awarded to El Paso County, but it encompasses all the municipalities within the County.

Councilmember Rainey requested the Pikes Peak Area Council of Governments (PPACG) be briefed on the proposed HMP. Mr. Notbohm agreed to Councilmember Rainey's request.

8. Items Under Study

There were no Items Under Study.

9. Councilmember Reports and Open Discussion

Councilmember Gold stated she and Councilmember Leinweber attended Councilmember Henjum's Town Hall last week, conducted interviews for the alternate position vacancy on the Parks Advisory Board, attended the public hearing for the draft 2026 Annual Action Plan for Housing and Homelessness Response, and identified the application period for nominations for the 2026 Military Spouse of the Year award is currently open.

Councilmember Leinweber invited everyone to the event on Tuesday,

January 13, 2026, where Governor Polis will be speaking at the Garden of the Gods Visitor Center.

Councilmember Donelson thanked Erin Powers for her work in cleaning up the stormwater infrastructure located near the Union Meadows Open Space.

10. Executive Session

10A. Open

There was no Open Executive Session.

10B. Closed

10B.A. [26-014](#)

In accord with City Charter art. III, § 3-60(d) and its incorporated Colorado Open Meetings Act, C.R.S. § 24-6-402(4)(b) and (e) and City Code § 1.5.506(B), the City Council, in Open Session, is to determine whether it will hold a Closed Executive Session. The issues to be discussed involve (i) consultation with the City Attorney for the purpose of receiving legal advice related to residency restrictions for sexually violent predators and (ii) consultation with the City Attorney for the purpose of receiving legal advice and determining positions relative to negotiation regarding a litigation settlement in excess of \$250,000 in El Paso County District Court Case No. 24CV31928.

The President of Council shall poll the City Councilmembers, and, upon consent of two-thirds of the members present, may conduct a Closed Executive Session. In the event any City Councilmember is participating electronically or telephonically in the Closed Executive Session, each City Councilmember participating in the Closed Executive Session shall affirmatively state for the record that no other member of the public not authorized to participate in the Closed Executive Session is present or able to hear the matters discussed as part of the Closed Executive Session. If consent to the Closed Executive Session is not given, the item may be discussed in Open Session or withdrawn from consideration.

Presenter:

Marc Smith, Acting City Attorney

Attachments: [26-014 Closed Session memo - 1-12-26](#)

Frederick Stein, Senior Attorney, City Attorney's Office, stated that in accord with City Charter art. III, § 3-60(d) and its incorporated Colorado Open Meetings Act, C.R.S. § 24-6-402(4)(b) and (e), the City Council, in

Open Session, is to determine whether it will hold a Closed Executive Session. The issues to be discussed involve (i) consultation with the City Attorney for the purpose of receiving legal advice related to residency restrictions for sexually violent predators and (ii) consultation with the City Attorney for the purpose of receiving legal advice and determining positions relative to negotiation regarding a litigation settlement in excess of \$250,000.

President Crow-Iverson polled City Council regarding the desire to proceed with an electronic Closed Executive Session. At least two-thirds of City Council agreed to proceed in a Closed Executive Session.

11. Adjourn

There being no further business to come before City Council, Council adjourned at 2:35 PM.

Sarah B. Johnson, City Clerk