



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, December 8, 2025

9:00 AM

Council Chambers

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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 Williams attended the meeting virtually.
Councilmember Rainey left the meeting at 10:20 AM
and attended virtually starting at 12:00 PM.

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. [25-659](#) City Council Work Session Meeting Minutes November 24, 2025

Presenter:
Sarah B. Johnson, City Clerk

Attachments: [11-24-25 City Council Work Session Meeting Minutes Final](#)

The minutes of the November 24, 2025 Work Session were approved by Consensus of City Council.

5. Executive Session

5A. Open

5A.A. [25-665](#) Christopher Cordova v. City, et al., Case No. 25-cv-02723-CYC

Presenter:
Marc Smith, Acting City Attorney

Attachments: [25-665-2025-12-08 Council Memo](#)

Rebecca Greenberg, Senior Attorney, City Attorney's Office, stated with the recommendation of the Civil Action Investigation Committee, the City is requesting authorization to defend the Officers.

President Crow-Iverson polled City Council regarding authorizing the City to represent the Officers. Consensus of City Council agreed.

5B. Closed

There was no Closed Executive Session.

6. Presentations for General Information

6.A. [25-557](#) UCHealth Annual Report

Presenter:
Lonnie Cramer - President/CEO for UCHealth South Colorado Region

Attachments: [UCHealth City Council \(annual update\) 12.08.25](#)

Lonnie Cramer, President and Chief Executive Officer, UCHealth Southern Colorado Region, presented an annual update on the UCHealth Southern Colorado Region. He provided an overview of their mission, vision, values, coverage area, UCHealth, footprint in Southern Colorado, Medicaid/uninsured patients, changing Medicaid landscape, and anticipated 119th Congress (2025-2026): One Big Beautiful Bill Act (H.R. 1) impacts to Colorado. He identified the quality of UCHealth, ranking by U.S. News and World Report's, virtual hospital, investment in behavioral health, investment in Colorado Springs, support of veterans/armed forces, forensic nursing, United States Olympic and Paralympic Committee (USOPC) medical network, whole blood resuscitation, Mobile Stroke Treatment Unit (MSTU), and Memorial Hospital North expansion.

Councilmember Henjum asked why UCHHealth is so much higher in uncompensated care. Mr. Cramer stated it is due to the significant number of transfers they receive from outside rural areas.

Councilmember Donelson asked if the number of births reflects the number of military families. Mr. Cramer stated most military births occur at Evans Hospital, but he will provide that breakdown.

Councilmember Leinweber asked what the number of undocumented immigrants is receiving healthcare. Mr. Cramer stated they are not permitted to ask for that information and they provide care for anyone who needs it.

Councilmember Leinweber asked what happens to individuals with mental health/addiction crisis' once they are stabilized. Mr. Cramer stated they work with other agencies within the City to provide the resources those individuals need once they are discharged.

Councilmember Rainey asked how UCHHealth is working with Veteran's Affairs (VA). Mr. Cramer stated they are a substitute partner for the VA through their Defense Health Service agreement, and they also have a referral system to provide the services that the VA cannot.

6.B. [25-520](#)

Children's Hospital Annual Presentation

Presenter:

Greg Raymond, Regional President, Children's Hospital
Ellen Stern, Director of Government Affairs Advocacy, Children's Hospital
Cathie Seerup, Chief Nursing Officer, Children's Hospital
Mike DiStefano, Chief Medical Officer, Children's Hospital

Attachments: [2025 Children's Hospital Colorado City Council Presentation Colorado Spgs](#)

Greg Raymond, Southern Region President, Children's Hospital Colorado, provided an update on Children's Hospital Colorado. He identified their system of support, 2025-26 best children's hospitals, statistics, hospital payor mix, patient safety/quality updates, pediatric suicide prevention, youth suicide rolling three-year average 2015-2024, and pediatric intensive care. Mr. Raymond provided an overview of the community benefit (2024), community health improvement: \$23 million, 2024 community health needs assessment priorities/implementation strategy, state budget pressures/pediatric provider impacts under 119th Congress (2025-2026): One Big Beautiful Bill Act (H.R. 1), and pediatric trauma training.

Councilmember Rainey asked if Children's Hospital Colorado accepts TriCare as insurance. Mr. Raymond stated they do, and they are working with the state to find a more sustainable solution for reimbursement from TriCare.

Councilmember Henjum asked if they have a relationship with the Suicide Prevention Coalition. Mr. Raymond confirmed they do and that their behavioral health leader, Lauren Eckhert, is very involved in participation with many groups/organizations within the community.

Councilmember Rainey asked if this data is shared with the school boards throughout the region. Mr. Raymond confirmed it is.

Councilmember Leinweber asked how they are addressing the significant increase in health issues in children. Mr. Raymond stated they are researching this crisis and forming relationships with agencies to address the related issues.

Councilmember Henjum asked what questions City Council should be asking. Mr. Raymond stated they need to ask how to improve prevention, how they can provide care earlier, and how to address the high-cost drug issues. Lonnie Cramer - President/CEO for UCHHealth South Colorado Region, spoke about the high cost associated in legislation changes/requirements.

Councilmember Donelson asked if Children's Hospital Colorado provides transgender surgeries/hormone replacement to patients. Mr. Raymond stated since 2023, Children's Hospital Colorado does not provide any gender affirming surgical care.

Councilmember Donelson asked if they provide hormone reversal therapy. Mr. Raymond stated they have a clinic which provides medical and behavioral health services to gender-diverse patients.

Councilmember Donelson asked what is the age range of gender diverse patients that they provide services for. Mr. Raymond stated they will provide that information.

7. Staff and Appointee Reports

7.A. [25-593](#) Informational Presentation on the Housing Needs Assessment

Presenter:

Aimee Cox, Chief Housing and Homelessness Response Officer
Katie Sunderlin, Housing Solutions Manager
James McMurray, Matrix Design Group

Dr. Tatiana Bailey, Data-Driven Economic Strategies

Attachments: [Informational Presentation Housing Needs Assessment 12082025](#)
[Final COS-EPC Regional HNA 2025](#)

Aimee Cox, Chief Housing and Homelessness Response Officer, provided an overview of the City of Colorado Springs and El Paso County Regional Housing Needs Assessment, project team, key messages, project background, purpose, and methodology.

Tatiana Bailey, Founder, Data-Drive Economic Strategies, went over the population growth/projections and underbuilding.

Councilmember Donelson asked if the slowing of the rate of population growth was expected. Ms. Bailey stated the decrease in the rate of population growth is an issue throughout the nation.

Councilmember Donelson asked if Colorado has a negative population growth rate. Ms. Bailey stated the population growth rate has decreased, but Colorado has never had a negative growth rate.

James McMurray, Project Manager, Matrix Design Group, identified the population trends, demographics, household income, and key takeaways, housing inventory, housing prices, rental market, owner-occupied market, current/future housing demand, senior/military housing, and housing cost burden.

Councilmember Donelson asked if the forty percent increase in the City's median home value is typical compared to the national average. Mr. McMurray stated he believes it is comparable to similar cities.

Councilmember Donelson asked what is considered house burden. Mr. McMurray stated it when the cost of the house is more than thirty percent of the household's income.

Ms. Bailey provided an overview of homelessness and supportive housing.

Councilmember Henjum asked why the Point in Time Count is used if it is not an accurate number of people experiencing homelessness. Ms. Coxed stated it is because the Housing and Urban Development (HUD) office uses that data and it is what is reported to congress.

Councilmember Leinweber requested more information regarding the participation and restrictions of the Point in Time count. Ms. Cox stated the Homeless Management Information System (HMIS) is the region's system for collecting data for HUD funded programs but is also used by non-HUD funded agencies for the purpose of defining the problem so they can solve

it.

Councilmember Donelson asked if adult children who are residing in their parent's house would be considered homeless. Ms. Bailey stated those individuals were not included in the data but if a person was evicted and had no future plan for housing, they were categorized as sheltered homeless.

Katie Sunderlin, Housing Solutions Manager, went over the dashboard, policy/program recommendations, and Housing Action Plan.

Councilmember Bailey requested an assessment from the City regarding what they're actually doing to solve the housing problem. Ms. Sunderlin stated that is the intent of the Action Plan.

Councilmember Leinweber stated the public sentiment appears to be "No growth" so how do they communicate the benefit of growth. Ms. Sunderlin stated public education will be part of the Housing Action Plan. Ms. Bailey stated because they "Not in my backyard" sentiment is strong in many areas; they need to provide GIS mapping to show where they need to provide housing and raise awareness to the community as to why growth is essential for the wellbeing of the City.

Councilmember Leinweber requested they integrate PlanCOS and AnnexCOS into the Housing Action Plan.

7.B. [25-658](#) Agenda Planner Review

Presenter:

Sarah B. Johnson, City Clerk

Attachments: [Agenda Planner Review 12-8-25](#)

There were no comments on this item.

8. Items for Introduction

8.A. [25-602](#) Request for Approval of Updates to Sworn, Civilian, and Drug and Alcohol Policies and Procedures Manuals (PPM).

Presenter:

Sara Frank, Assistant Director of Human Resources

Attachments: [2025 PPM Updates - Detailed Updates](#)
[Proposed PPM Changes Dec 2025 Power Point Slides.pptx](#)

Sara Frank, Assistant Director of Human Resources, presented the request for approval of updates to Sworn, Civilian, and Drug and Alcohol

Policies and Procedures Manuals (PPM). She provided an overview of the PPM change process, clarification/legal updates, disclaimer update, workers' compensation, and public information/records update. Ms. Frank stated the proposed updates to the City of Colorado Springs Civilian and Sworn Policies and Procedures Manuals (PPM) were reviewed by the Human Resources Department, President Crow-Iverson, Councilmember Donelson, and were sent out to City employees for comment. She provided an overview of each of the proposed updates to the PPM.

There were no comments on this item.

8.B. [25-649](#)

A Resolution of the City of Colorado Springs Consenting to the dissolution of the Gold Hill Mesa Metropolitan District No. 1.
(Legislative)

Council District 3

Presenter:

Drew Foxx, Planner II, Planning Department
Kevin Walker, Director, Planning Department

Attachments: [Gold Hill Mesa MD No. 1 Dissolution Resolution](#)
[Dissolution Memorandum](#)
[Exhibit A Board of Directors Dissolution Resolution](#)
[Exhibit B Reimbursement Agreement](#)
[Gold Hill Mesa MD No. 1 Dissolution Staff Presentation](#)

Drew Foxx, Planner II, Planning Department, presented the Resolution consenting to the dissolution of the Gold Hill Mesa Metropolitan District No. 1 District. He provided an overview of the district location, features, and statutory criteria.

Councilmember Leinweber asked who will be responsible if the Creek corridor stormwater system fails. Mr. Foxx stated the stormwater responsibilities will be taken over by Gold Hill Mesa Metropolitan District No. 2.

8.C. [25-664](#)

2026 Audit Plan Endorsement

Presenter:

Natalie Lovell, City Auditor, Office of the City Auditor
Barry Baum, Audit Committee Member
Jim Godfrey, Audit Committee Member

Attachments: [2026 Audit Plan PowerPoint](#)
[2026 Audit Plan for report for City Council](#)

Natalie Lovell, City Auditor, Office of the City Auditor, presented the 2026 Audit Plan endorsement. She presented an overview of the mission, vision, values, office structure, office organization, 2026 Audit Plan resources, audit planning, building the annual Audit Plan, and 2026 Audit Plan.

Councilmember Henjum requested a statement from the Audit Committee regarding the 2026 Audit Plan. Barry Baum and Jim Godfrey, Audit Committee Member, provided a brief overview of the Audit Committee's assessment of the 2026 Audit Plan.

Councilmember Henjum asked how the City and its enterprises were able to participate in the 2026 Audit Plan. Ms. Lovell stated there was a collaborative approach with senior management where she drafted memos to executive leadership to communicate the Audit Plan and the risks which were identified.

9. Items Under Study

- 9.A.** [ANEX-25-0002WS](#) An Informational Presentation for the Annexation Policy Checkpoint on the proposed Kettle Creek Addition No. 1 Annexation.

Related Files: ANEX-25-0002, ZONE-25-0028, LUPL-25-0014
Council District: Upon Annexation District 2

Presenter:

Chris Sullivan, Senior Planner, City Planning Department
Kevin Walker, Planning Director, City Planning Department

Attachments: [Attachment 1 Vicinity Map](#)
 [Attachment 2 Legal Description](#)
 [Attachment 3 Project Statement Kettle Creek Addition No. 1](#)
 [Attachment 4 Annexation Plat](#)
 [Attachment 5 Kettle Creek Annexation LUP](#)
 [Attachment 6 FIA Cover Letter Kettle Creek Annex LUP](#)
 [Attachment 7 FIA Combined Funds Summary - Kettle Creek](#)
 [Staff Pres Kettle Creek Addition No. 1 CC Work Session](#)
 [12022025 Kettle Creek Addition No.1 CC Checkpoint 12082025.pptx](#)

Chris Sullivan, Senior Planner, City Planning Department, provided an informational presentation for the Annexation Policy Checkpoint on the proposed Kettle Creek Addition No. 1 Annexation. He provided a brief overview of the vicinity map, applications, and guidelines.

Todd Sturtevant, Manager, Customer Utilities Connections, Colorado

Springs Utilities (CSU), went over the vicinity map, CSU's application of City Code 12.4.305(B), City Code 7.5.701.A.4. - requirements of annexation, electric service area overlap, City Code 7.5.701.A.3.b. - conditions for annexation water/wastewater/natural gas/electric infrastructure, and CSU capital cost estimate.

Andrea Barlow, NES, representing the applicant, identified the site context, surrounding zoning, proposed zoning, proposed Land Use Plan, annexation status, proposed process, requirements/guidelines, logical extension of City boundary, and City annexation guidelines.

Councilmember Henjum asked if the Kettle Creek Road will be vacated and the two homes will be removed. Ms. Barlow confirmed Kettle Creek Road will be vacated and realigned and the two homes will be removed.

President Pro Tem Risley stated he believes this annexation is viable and worth pursuing.

President Crow-Iverson polled City Council regarding if they wanted to move forward with the proposed annexation. Consensus of Council agreed to move forward.

10. Councilmember Reports and Open Discussion

Councilmember Donelson recognized the retirement of Colorado Springs Police Department Sergeant James "Jimmy" Waters and spoke about the shopping carts, graffiti, man carrying a large knife walking in a drainage ditch, damaged infrastructure, fire damage, and trash that he saw while walking in Garden Ranch.

Councilmember Rainey stated he toured the gas, propane, and air plant lead by Justin Jack, Operations Supervisor II, Birdsall Electric Power Plant, Colorado Springs Utilities, spoke with the Grand Peak Academy Cub Scouts, rode a float in the Festival of Lights Parade, and will be hosting a Town Hall meeting next week.

11. Adjourn

There being no further business to come before City Council, Council adjourned at 2:11 PM.

Sarah B. Johnson, City Clerk