

**TOWN OF TIMNATH**

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# **STRATEGIC PLAN**

**PROJECTS & POLICY PRIORITIES**

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Developed at the 2024 Town Council Retreat



# HIGH PERFORMING GOVERNMENT

## GOALS

1. Meaningful Civic Engagement
2. Meaningful Employee Engagement
3. Efficient, Effective, and Responsive Services
4. Police Transparency

## ACTIONS

1. Continue goals of expanding transparency and timely notice for all governance issues.
2. Use statistically valid surveys to inform Council decisions.
3. Use the IAP2 framework to engage with the public meaningfully.

# HIGH PERFORMING GOVERNMENT

LEADERSHIP TEAM PROJECTS	Q2 2025 PROGRESS	Q3 2025 PROGRESS	Q4 2025 PROGRESS	Q1 2026 PROGRESS
Ensure the Land Use Code remains responsive to important issues raised by residents while aligning with the Comprehensive Plan	Two more rounds of code amendments are in process for consideration in October and November. The October batch of LUC amendments will look at parking standards, color standards, enforcement, and Planned Development Overlay standards. November amendments have not yet been finalized.	Prior amendments have been considered and adopted. December code amendments will consider functional turf, invasive plants (SB-005) and gated communities.	Several rounds of Code amendments are currently in process (food truck vendors, ADU setbacks, outdoor lighting, bike lane, comprehensive sign plan). Others are in development (landscaping, private streets, detention centers, data centers, emergency shelters, recreation center) and will be considered later in the Spring of 2026.	Amendments are scheduled for May 2026 which include definitions and zone district use clarifications for uses that include institutional uses, data centers, and detention centers.
Develop a Long-Term IT Plan for the Town.	Finalized the conversion of contracted services to Town IT for the Police Department. The IT Support Team is developing priorities for the next 5 years via the budget process.	Master IT Plan drafting is underway and will be completed in Q1 2026.	Master IT Plan drafting is underway and will be completed in Q1 2026.	Draft Master IT Plan is drafted and in review.
Create a Vehicle Fleet & Maintenance Plan.	This project is on pause to allow coordination on developing an integrated asset management plan before selecting any fleet software.	A GIS Technician is proposed in the 2026 budget. Helping create an Asset Management strategy, including a Vehicle Fleet AM plan, would be part of this position's duties.	Sent out Request for Proposals for qualified shops with demonstrated competence and experience to provide for the fleet vehicle maintenance and light repair services as needed.	Completed Independent Contractor Agreement for Professional Services with 3 shops to provide for the fleet vehicle maintenance and light repair services as needed. We are also working with the GIS Specialist on evaluating an Asset Management system that would include vehicle maintenance.
Evaluate private streetlights to Town management.	Adopted the streetlight ownership feasibility study showing a return on investment of 7.13 years. Initiated Phase 2 of the study to complete an inventory and audit analysis of the streetlights and billing review of all Xcel and PVREA streetlight fixtures in the Town. This phase will be complete in Q4 2025.	Continued work on Phase 2 of the study to complete an inventory of all streetlights and an audit of the streetlights and utility billing. Approved scope of work for the next phase of the project. This phase will be presented to Town Council for consideration in January 2026.	Developed a scope of services for the next phase of the project. the scope includes streetlight ownership negotiations with Xcel and PVREA, final purchase and sale support, streetlight masterplanning, and the development of a streetlight maintenance strategy.	Met with Xcel Energy and PVREA to initiate contract negotiations. reviewed a Nondisclosure Agreement with Xcel.
Expand tools for public access to information with the Police Department	We will work with Slate and/or the new Communication Specialist to provide needed updates to the website, which will expand these tools for public access.	Working with the new Communication Specialist to expand website access, as well as social media tools.	IT has been making needed updates to the website. Communications has been providing more engagement with social media tools, including adding new tools to enhance community engagement and communication.	Ongoing.
Using and updating the Strategic Engagement Plan, measure for town-wide engagement and satisfaction.	Successfully completed the Community Survey as part of the Strategic Engagement Plan, and are pleased to report very positive feedback. The results demonstrate strong town-wide engagement and overall satisfaction, reinforcing the value of our ongoing efforts to connect with the community.	Current efforts focus on refining engagement strategies, tracking emerging community needs, and strengthening town-wide communication to maintain and build on the positive momentum from the past two quarters.	Current efforts focus on refining engagement strategies, tracking emerging community needs, and strengthening town-wide communication to maintain and build on the positive momentum from the past two quarters.	Ongoing.
Ensure compliance with HB21-1110.	Completed third-party audit of website and remedied all recommendations for compliance by June 30, 2025. Further work on PDF documents and other data is ongoing.	Completing the second round of remediation from the audit. Community Development and the Clerk are working on PDF training and compliance.	Completed three rounds of remediation from the audit. Developing workflows and inventory of pdfs for remediation prior to new website implementation.	IT and Communications staff are in the process of evaluating various website platforms that meet accessibility requirements.

# INFRASTRUCTURE

## GOALS

1. Ensure roads and intersections are improved and traffic control is digitally monitored and adjusted using the latest technology.
2. Implement a broadband plan for Timnath.
3. Plan for new public buildings and upgrade existing ones for greater efficiency.
4. Advocate for water infrastructure resilience.
5. Promote multimodal transportation options to enhance connectivity.
6. Explore the feasibility of a single-hauler trash program.
7. Advocate for electrical infrastructure upgrades.
8. Plan for flood control and new bridge infrastructure.

## ACTIONS

1. Complete the Timnath Parkway project.
2. Implement a Pavement Management Program.
3. Set standards for traffic calming and crosswalk safety.
4. Work with providers to expand high-speed internet access across the Town.
5. Incorporate recent Town building analysis findings to inform building efficiency and future construction.
6. Collaborate with utility providers to ensure redundancy in water services in case of major line breaks.
7. Expand and promote trail systems infrastructure for walking, biking, and other forms of transportation.
8. Conduct studies and community outreach to determine the feasibility and benefits of a single trash service provider.
9. Track and communicate with providers like Xcel to promote infrastructure redundancy.
10. Integrate flood management and bridge construction projects into long-term planning.

# INFRASTRUCTURE

LEADERSHIP TEAM PROJECTS	Q2 2025 PROGRESS	Q3 2025 PROGRESS	Q4 2025 PROGRESS	Q1 2026 PROGRESS
Manage and implement the Pavement Management Program.	First round of pavement inspections have been completed and entered into the PMS data base. This round of inspections includes approximately 50% of the roads in town. The other 50% will be inspected in 2026 Q1 or early Q2.	Begin developing a list of preliminary pavement maintenance and repair strategies for inclusion in the Town of Timnath pavement maintenance toolbox. These strategies will be utilized in the development of annual pavement maintenance and upgrade programs.	Planned for the second round of pavement inspections to be completed in Q1 2026. Once complete, the Town will have completed inspections of all roads within the community and will have access to the initial pavement condition data base for the entire town.	Completed second round of pavement inspections. Town now has had initial pavement inspection on all streets Town-wide.
Develop and implement traffic calming and crosswalk safety standards.	Implementing first round of speed bumps based on the process developed by the Neighborhood Traffic Calming Program.	Ongoing efforts to support residents through the program.	Ongoing efforts to support residents through the program.	Ongoing efforts to support residents through the program. Attended the Project Fair to distribute information to residents.
Facilitate broadband infrastructure expansion and partnerships with providers.	Conduit installation continues in neighborhoods, with installation completed in Sites #1 through #13. Fiber installation has been completed in Sites #1 through #11, with installation ongoing in Site #12. There have been 194,000 L.F. of fiber installed. The current customer take rate (sign-ups) is 22% of the areas having service available.	Conduit installation continues in neighborhoods, with installation completed in Sites #1 through #17. Conduit installation work has commenced in Site #18. Fiber installation has been completed in Sites #1 through #16. There have been over 200,000 L.F. of fiber installed.	The project has completed 248,000 lineal feet (L.F.) of conduit boring and installation. There is now 311,500 L.F. of fiber installed. Sites #1 through #17 have fiber installed and ready for service. Funding Authorization #4 was prepared for presentation to Council in Q1 2026. FA #4 will complete construction in most areas of Timnath that are currently developed.	The project has completed 292,000 lineal feet (L.F.) of conduit boring and installation. There is now 390,000 L.F. of fiber installed. Sites #1 through #21 have fiber installed and ready for service. Funding Authorization #4 was approved by Council in January, 2026. FA #4 will complete construction in most areas of Timnath that are currently developed. Construction began in the Harmony Club.
Plan and execute upgrades to public buildings and future construction based on consulting analysis.	Adopted the Facilities Master Plan. Included funding in the five-year capital improvement plan to implement recommendations of the FMP.	Adopted the Facilities Master Plan. Included funding in the five-year capital improvement plan to implement recommendations of the FMP. Funding has been included in the 2026 FY budget.	Ongoing.	Ongoing.
Engage with utility providers to ensure water infrastructure resilience.	Continue to meet with water and sanitary sewer providers regularly. Helped facilitate the design construction of a new water main in Buss Grove between Timnath Parkway and Main Street.	Continue to meet regularly with water and sanitary sewer providers.	Ongoing.	Ongoing.
Promote and expand multimodal transportation options, including trails.	Continued coordination with Regional Partners and the NoCo Bike Ped Coalition. Cache La Poudre Trail connection construction to begin this fall.	Cache La Poudre Trail construction is underway and anticipated to open in Spring 2026.	Continued coordination with Regional Partners and the NoCo Bike Ped Coalition.	Ongoing.
Conduct feasibility analysis for a single-hauler trash service program.	Continue to perform research and monitor other communities.	Funding for a feasibility level analysis has been included in the draft 2026 budget.	Continued to perform research. scheduled a Q1 2026 meeting with with a local trash hauler to gather information.	Continued to perform research. scheduled a Q1 2026 meeting with with a local trash hauler to gather information.
Collaborate with Xcel and monitor improvements in electrical infrastructure redundancy.	Continue open lines of communication and cooperation. Met with Xcel at the annual CML conference to foster ongoing positive relations.	Continue open lines of communication and cooperation. Met with PVREA to foster ongoing positive relations.	No additional information.	No additional information.
Lead efforts on flood control measures and the construction of the new bridge.	CR 5 Bridge project is in preliminary design.	Continue to work on CR 5 Bridge project.	Continue to work on CR 5 bridge, 30% plans have been completed and ongoing work with stake holders	Continue to work on CR 5 bridge, CLOMR submittal package has been prepared and will be going to Laimer County Floodplain review board.

# HEALTHY COMMUNITY & SAFETY

## GOALS

1. Parks Facilities & Recreation Programming
2. Strengthen Community Safety
3. Efficient & Effective Services

## ACTIONS

1. Add quality recreational programming.
2. Ensure proper water conservation and responsibility in park management.
3. Conduct a feasibility study for a Recreation Center.
4. Expand trail and open space for conservation and recreational use.
5. Implement the PROST (Parks, Recreation, Open Space, and Trails) Master Plan, including securing financing.
6. Expand community policing efforts through community outreach events.
7. Use 24/7 police coverage to maintain and enhance safety.
8. Explore the creation of a Citizen Review Board for police oversight, utilizing Citizen Academy alumni.
9. Establish measurable metrics to evaluate service efficiency with the Community Survey.

# HEALTHY COMMUNITY & SAFETY

LEADERSHIP TEAM PROJECTS	Q2 2025 PROGRESS	Q3 2025 PROGRESS	Q4 2025 PROGRESS	Q1 2026 PROGRESS
Prepare master plans for Bethke Park and Sports Park.	Timnath Ranch Park (Bethke) is included in the 2026 proposed budget for the Master Plan and design. Sports Park was included in the PROST Master Plan as a long-term project.	Timnath Ranch Park (Bethke) is included in the 2026 proposed budget for the Master Plan and design. Sports Park was included in the PROST Master Plan as a long-term project.	Timnath Ranch Park (Bethke) is included in the 2026 proposed budget for Master Plan and design. Sports Park was included in the PROST Master Plan as a long term project.	Town Staff are has recently wrapped up the RFP process to hire a Landscape Architect and public engagement will commence sometime this summer. The Sports Park was included in the PROST Master Plan as a long term project.
Complete TROC trail projects and close trail gaps.	Town Staff is working with the two separate developers to construct a section from Harmony to Buss Grove. In addition, another section of trail within the reservoir property is included in the proposed 2026 budget that will connect Buss Grove to the event space.	Town Staff is working with the two separate developers to construct a section from Harmony to Buss Grove. In addition, another section of trail within the reservoir property is included in the proposed 2026 budget that will connect Buss Grove to the event space.	Town Staff is working with the two separate developers to construct a section from Harmony to Buss Grove. In addition, another section of trail within the reservoir property is included in the proposed 2026 budget that will connect Buss Grove to the event space.	Town Staff is working with two seperate developers to construct a section from Harmony to Buss Grove. Town Staff has hired an engineering frim to design a section with the Reservoir Porperty that will connect Buss Grove Rd to the event space. Construction should begin in Q4
Research and acquire non-potable water shares for parks.	No update.	Plan to meet with water broker to discuss available resources.	Met with water broker to determine the available water resources. planning is underway to retain the services of a water resource engineer.	No update.
Update the Reservoir Master Plan.	A contractor has been selected, and we will start the process in early October.	In progress, currently in the public engagement phase	In prograss, currently in the public engagement phase	A draft Reservoir Master Plan is out for public comment currently. The intent is to bring final Master Plan to Town Council for adoption in Q2
Complete Wild Wing Park construction.	Complete	Complete	Complete	Complete
Timnath Reservoir Trail Construction Projects.	A section to connect Buss Grove to the events area is included in the proposed 2026 budget. Additional phases will be addressed in the Reservoir Master Plan.	A section to connect Buss Grove to the events area is included in the proposed 2026 budget. Additional phases will be addressed in the Reservoir Master Plan.	A section to connect Buss Grove to the events area is included in the proposed 2026 budget. Additional phases will be addressed in the Reservoir Master Plan.	A section to connect Buss Grove Rd to the events area is about to start. An engineering firm has been selected and will take an ICA to Town Council in Q2 to start the design with consrtruction starting in Q4
Create a Safe Routes to School Program (SRTS).	This program was deployed at Bethke Elementary on September 15, and Timnath Elementary is slotted for a start date of October 21. The trailer, bikes, tools, and supplies have been purchased and stocked. Bike Fort Collins, Timnath, and Windsor coordinated a Safe Routes to School training for potential instructors/volunteers on September 6.	Complete for 2025. The plan is to carry on this program for years to come.	Complete	Complete
Explore Citizen Review Board for Police from Citizen Academy alumni.	At this time, we do not feel a Citizen Review Board is needed due to the data on complaints. However, we will continue to monitor any changes in data and/or needs for this Board and adjust as data and needs may dictate.	Due to data, we do not feel a Citizen Review Board is needed at this time. Evaluations will continue.	Maintain the current data does not support the need for a Citizen Review Board. Evaluations will continue.	No change.

# HEALTHY COMMUNITY & SAFETY *(continued)*

LEADERSHIP TEAM PROJECTS	Q2 2025 PROGRESS	Q3 2025 PROGRESS	Q4 2025 PROGRESS	Q1 2026 PROGRESS
Strengthen community safety through programs like community policing, shop with a cop, and community engagement.	Community policing continues to be a priority, with active engagement in Town community events and the implementation of police-specific community events. Coffee with a Cop, for National Coffee with a Cop Day, is scheduled for Wednesday, October 1, 2025. There will be additional events to come.	Community policing remains a top priority. Working with Walmart to determine if we can incorporate a “Shop with a Cop” event for 2025. Additional community engagement opportunities are pending.	Shop with a Cop was held on 12/13/25, and will take place annually. Additional community policing engagement opportunities are forthcoming and are expected to occur at least quarterly.	January 2026. Active participation in the newly developed Timnath Retail Theft meeting group. Meetings will recur quarterly. February 2026. Engagement wil Individble Timnath to ensure safety priority on a weekly basis, providing updated communication, as well as routine patrols. Respite Care Open House. Attended the grand opening.
Develop a Police Leadership Transition Plan	A new Chief was seated on 07/21/25. A request to reclassify the Lieutenant to a Captain position was approved in August 2025. The captain position was posted; a conditional job offer was accepted; the anticipated start date is the end of October. The sergeant process is being finalized, with posting anticipated in September 2025, testing in November 2025, and selection in December 2025.	Captain sworn in 11/11/25. PSU Sergeant posted, with CJO extended. Anticipated start date: 01/2026. Patrol Sergeant process scheduled for 12/10/25. Ten candidates are being interviewed, with five being internal. Leadership training is mandatory for all new leadership positions.	PSU Sergeant hired 12/29/26. Sergeant process resulted in (1) internal promotion; (1) external appointment. All leadership positions are filled as of 02/16/26. Pre-Service Training scheduled for 4 weeks. Leadership training is being identified and scheduled before the end of 2026.	Training of all new positions is completed. All 5 Sergeant positions are filled. One Patrol Sergeant is on light-duty status due to medical. Leadership training is being identified and will be scheduled, and attended, prior to the end of 2026.

# FISCAL RESPONSIBILITY

## GOALS

1. Ensure ethical, transparent, and value-driven procurement practices.
2. Maintain proper financial reserves for planned projects.
3. Develop a long-term event strategy and budget.
4. Finance capital improvements for new and existing buildings.

## ACTIONS

1. Update financial policies for procurement, debt, and capitalization.
2. Perform financial projections on TLGID and update IGA agreements as needed.
3. Align events with long-term financial goals.
4. Create a comprehensive Capital Improvement Plan (CIP) for new buildings and facility remodeling.
5. Maintain appropriate financial reserves for capital improvements.

# FISCAL RESPONSIBILITY

LEADERSHIP TEAM PROJECTS	Q2 2025 PROGRESS	Q3 2025 PROGRESS	Q4 2025 PROGRESS	Q1 2026 PROGRESS
Apply for GFOA Certificates of Excellence in Financial Reporting and Budgeting.	GFOA notified the Town that the 2025 budget did not meet 100% of the criteria for the budget award. The Town will review the comments received, implement them with the 2026 budget, and submit it for the award.	Completed 2024 Audit and submitted to GFOA for review.	2024 Audit is in GFOA review	2024 Audit is in GFOA review. Granted a 30 day extension for the budget book. Budget book will be submitted by April 30, 2026.
Perform financial projections on TLGID and update IGA agreements as needed.	Financial projections are complete, and debt issuance is scheduled for the 4th quarter of 2025	As part of the budget process, the Town and financial consultants performed long-term TLGID projections in preparation for debt issuance.	Agreements between TLGID, Town and TDA were adopted in December to ensure ongoing operations, appropriate revenue sharing and compliance with potential debt issuance.	No actionable steps in 1st Qtr 2026.
Update financial policies for procurement, debt, and capitalization.	The procurement policy was reviewed by the Finance Committee and passed by the Council.	No progress in Q3	In process, drafts to be presented to Finance Committee along with reserve policy in 1st Qtr 2026.	Debt, capitalization and working reserve policies in draft form. Finance Committee meeting will be scheduled after new members ratified.
Develop a plan for loan maintenance and long-range planning for the Timnath Development Authority (TDA).	The 2026 budget process includes fiscal years 2029 and 2030, forecasting the expiration of the TDA and its overall impact on the Town.	As part of the budgeting process, the Town prepared long-term forecasts through 2030 while maintaining a structurally balanced budget for the Town. The Town proved utilization of TDA resources in its capital plan.	The adopted budget presented a long-range planning for the Timnath Development Authority (TDA). Which included exploration of the (TDA) in 2029 and related 2030 impacts.	No actionable steps in 1st Qtr 2026.
Develop a Capital Improvement Plan (CIP) for town buildings, including new construction and remodeling of existing facilities.	The 5-year CIP is being updated for fiscal years 2026-2030 as part of the annual budget process.	Building needs have been identified in the 2026 5-Year Capital Plan. Major projects include the Recreation Center and the expansion of Town Center. Other enhancements for existing buildings are also included.	Planning for scheduled improvements. initial work on the recreation center begun.	No actionable steps in 1st Qtr 2026.
Monitor and adjust financial reserves to ensure funds are available for major capital improvements, including furniture and facility updates.	Continually reviewing, forecasting, and timing expenditures when relative resources are available. Prioritization of capital projects occurs during the annual budget process.	Prioritization of capital projects involved adjusting project schedules to coincide with the availability of restricted resources, whenever possible. Some timing constraints exist that may prohibit the use of reserves for capital in the 5 years, and debt is projected to be issued in 2027.	The budget process included strong prioritization of capital projects utilizing all restricted funds prior to unrestricted. Revenue projections are monitored monthly to ensure actuals to determine trends that might impact long term reserves.	Continually reviewing, forecasting, and timing expenditures when relative resources are available. Prioritization of capital projects occurs during the annual budget process.

# RESPONSIBLE COMMUNITY GROWTH

## GOALS

1. Create an economic development strategy and programs.
2. Advance the Comprehensive Plan goal of having an "Unparalleled Old Town."

## ACTIONS

1. Complete the Comprehensive Plan Update and implement its recommendations.
2. Market town-owned properties for development consistent with the Comprehensive Plan.
3. Evaluate and update Harmony corridor standards as necessary.
4. Collaborate on a Utility Master Plan and create a Stormwater Management Plan.
5. Develop a Traffic Calming Policy/Program.
6. Create a Pedestrian Crossing Policy to ensure safer walkways and crossings.

# RESPONSIBLE COMMUNITY GROWTH

LEADERSHIP TEAM PROJECTS	Q2 2025 PROGRESS	Q3 2025 PROGRESS	Q4 2025 PROGRESS	Q1 2026 PROGRESS
Complete the Comprehensive Plan Update and implement recommendations.	Comprehensive Planning week (9/16 - 9/18) kicked off the public engagement process of the Plan Update. There were three open houses, youth engagement at Timnath Middle High School, and ongoing virtual opportunities for participation. Feedback will establish a vision and policy direction on annexation, economic development, land uses and place types, housing needs, water security, and other community needs.	Baseline information is complete (Inventory and Analysis Report). The Technical Review Committee has met several times and is evaluating four draft Vision Statements. The project is on schedule with the next milestones (Q4), including the Economic Development Analysis, Vision Statement, Policies, and Strategies.	Project is currently on schedule for an adoption date by the end of the year (2026). Another round of open house styles meetings are scheduled for March 25 and 26.	Project is on schedule.
Market town-owned properties for development consistent with the Comprehensive Plan.	The Old Town Committee recommended the Artisan Site, the Rubyal Property, the Old Town Fire Station, and 5125 4th Ave. for redevelopment, reevaluate the lease for 4201 Main St., and avoid piecemeal sales for Old Town Properties. The KM Farm North property is under contract for a solar farm. The Contract is set to expire on October 8th, 2025, or close – whichever comes first. The remaining town-owned properties were not specifically evaluated and may be considered as part of an economic development strategy with the update of the Comprehensive Plan.	Appraisals are ordered for the KM North, KM South, 5124 4th Avenue, and the Old Town Fire Station properties. A general site and building assessment for the Old Town Fire Station will also be conducted to understand any necessary repairs or maintenance needs.	Executive Session is scheduled for February, 24, 2026 to discuss next steps and policy direction.	KM North Farm and the Old Town Fire Station are actively listed on the market. Offers will be reviewed and coordinated accordingly with the Town Council. An appraisal is ordered for 4850 Signal Tree Drive.
Evaluate Harmony corridor standards and modify them as necessary.	No update.	No update.	No update.	No update.
Collaborate on a Utility Master Plan and create a Stormwater Management Plan.	No update.	Created two draft RFPs for the solicitation of engineering services.	Received proposals on two RFPs. Should award professional services in Q1 2026.	Contracted with two engineering firms to develop stormwater improvement plans.
Create a Traffic Calming Policy/Program and a Pedestrian Crossing Policy.	Completed.	Completed.	Completed.	Completed.