

CITY OF BRIGHTON

Annual Report



2024

Our Brighton

A Message from the City Manager



As we look back on the year, I am extremely proud of the programs and projects completed in 2024 that continue to make Brighton a wonderful place to live, work, and thrive.

This year, we have made important strides in enhancing our city's infrastructure, with

improvements to transportation networks, parks, and public facilities that are helping us accommodate our growing population while preserving the charm and vibrancy that makes Brighton unique.

The dedication of our city staff, local leaders, and volunteers has been crucial in achieving these milestones. Together, we have made significant advances in economic development, public safety, and community services, all of which are essential to maintaining the quality of life that Brighton is known for.

As we move into 2025, we remain focused on the future. I am excited for the opportunities that lie ahead and confident that with your continued involvement, Brighton will continue to be a place where everyone can thrive.

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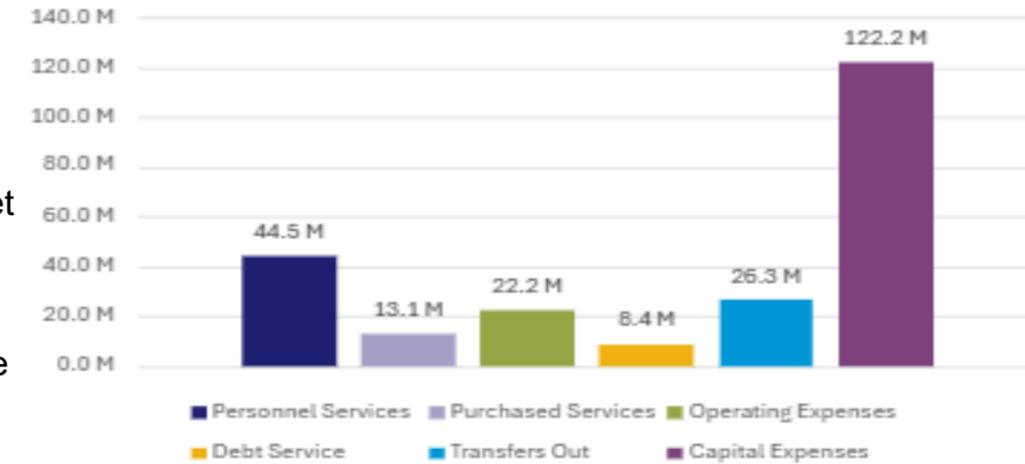
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BY THE NUMBERS

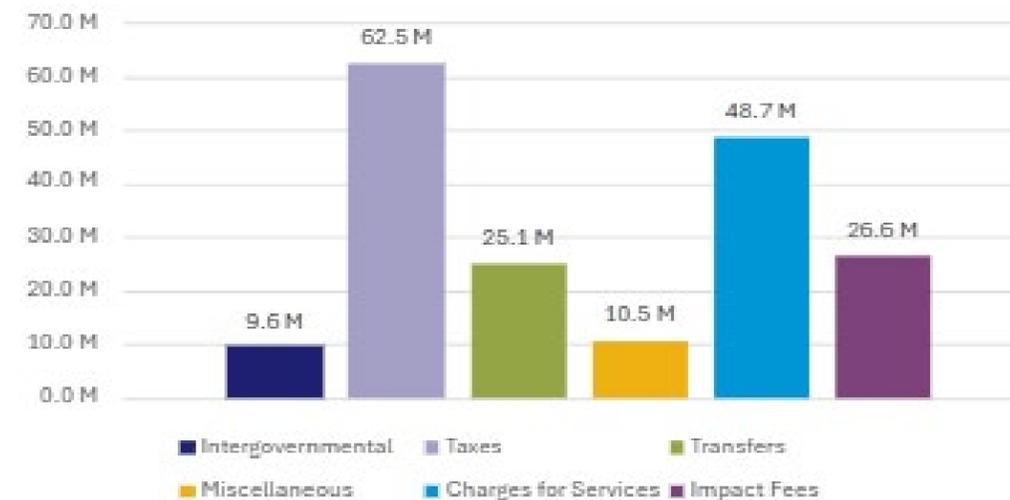
2024 saw the largest budget year in the history of the City, due to a robust multi-year capital plan. Major projects include the water treatment plant, Bridge Street Widening, Municipal Service Center, Recreation Center Expansion, and design of the Recs Plax sports fields.

In 2024, the City continued the second year of intentional spend down of one-time General Fund fund balance. These funds were transferred to the Capital Fund and Parks Capital Fund to support projects such as Bridge Street Widening and expansion of the Recreation Center.

2024 Expenditures*



2024 Revenues*



Revenues in 2024 were strong due to an increase in sales tax collected, and a strong year for development which brings permit revenue and impact fee revenue. These increases in revenue are expected to continue in 2025 as development continues and additional businesses open.

*2024 financials are unaudited. Final audited numbers will be available in the 2024 Comprehensive Annual Financial Report (ACFR) this spring.

STRATEGIC PLAN

About

The strategic plan for the City of Brighton is a comprehensive action plan that outlines the city's vision and identifies the key steps necessary to achieve it. The latest version of this plan was compiled during the Spring of 2023 and covers goals and tasks for the years of 2023-2028. The plan focuses on eight vision areas:

- Organizational Excellence
- Strategic Growth and Infrastructure
- Fiscal Resilience
- Economic Acceleration
- Destination for Recreation and Cultural Amenities
- Community Engagement
- Transportation Adaptability
- Safe and Healthy Communities

Each year, the City Council holds a Strategic Planning Session to discuss and refine the plan. The most recent iteration of the plan was confirmed on June 4, 2024 and added the new Safe and Healthy Communities vision area as well as the community values on the following page.

The annual report is broken out across these eight vision areas to show key accomplishments and progress towards achieving the overall vision for the community. You can view up to date progress on the City's strategic plan dashboard at: <https://www.brightonco.gov/1438/Strategic-Plan>.

Community Vision

Brighton is a regional destination and is the hub for culture, events, amenities, and core services for the northeastern corridor. We honor our agricultural heritage and embrace our cultural diversity. We value innovation and creativity in building a healthy, safe, active, and engaged community.

Community Values

A key element of the 2024 Strategic Plan is the inclusion of core values that underlie the overall plan. Throughout the development of this plan, Council identified five key values that rose above specific vision areas and instead were necessary lenses through which each vision area, goal, and task should be evaluated. The core values are as follows:

Partners - Sustainable - Intentional - Transparent - Engaging



ORGANIZATIONAL EXCELLENCE



Brighton is a desirable employer that prioritizes staff development and engages residents and staff to cultivate future leaders dedicated to organizational excellence. The City is innovative in its service delivery and values continuous improvement.

2024 Highlights

- The City Manager's Office held its first consolidated "flash academy," enabling Performance and Leadership Academy training to occur over four days instead of five weeks. This award-winning program teaches participants LEAN skills for identifying, analyzing, and solving pain points in their day-to-day work. It also empowers participants to lead from any seat, build winning teams, and deliver exceptional customer service to both internal and external customers. The program saves over \$1 million annually for the City from innovation projects resulting from the training.



- The Utility Billing Team worked together with various departments to streamline the billing routes, lowering the number from four to three. This change not only shortened the billing process but also enhanced route maintenance for the Utilities team, as the routes were now organized more efficiently based on geographic areas.

- This year, staff partnered with a video team to produce a high-quality recruitment video that reflects our values and mission. This content will help our agency maintain a professional online presence to attract talented individuals and showcase our department's commitment to serving the community with excellence.



- The City Clerks Office Implemented quarterly updates of the online version of the Brighton Municipal Code. This allows for the most up to date code to be reflected on the City's website. Brighton Municipal Code can be viewed at <https://www.brightonco.gov/202/Municipal-Code>

- The City's Fleet Maintenance Team all became ASE certified in 2024, with two mechanics holding master certifications. The Team continues to prioritize continuous improvement and maintenance of certifications.
- The Communications Team introduced a new and improved employee intranet to enhance communication and consolidate internal information and documents in one location



STRATEGIC GROWTH & INFRASTRUCTURE



Brighton is a welcoming city with unique and diverse neighborhoods that foster community connections. Our development is intentional and balanced, meeting residential and economic demands, while accounting for necessary services and amenities for today and tomorrow.

2024 Highlights

- The IT Department migrated the entire City's network (wired and wireless) from Extreme Networks to Cisco Systems. The project was awarded 'Project of the Year 2024'
- This year, the City's Street crews applied 60 tons of pothole patching material, addressing approximately 6,000 potholes across the city to maintain safe driving conditions
- The construction of the Bridge Street Widening Project is over 80% complete, with many challenges successfully addressed to ensure consistent progress. This project is expected to complete by mid-year 2025
- The construction of the new water treatment plant saw significant progress in 2024.



At the end of the year, many underground structures were completed, vertical walls and roofs have been placed, and HVAC systems are being installed along with some internal components. This is a multi-year project planned to complete in 2027. To view up to date progress, visit <https://www.brightonco.gov/1803/Water-Treatment-Plant-Project>

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- The design for upgrades to the South Outfall Channel crossing at Sable Boulevard was completed in 2024. These upgrades will provide flood protection and enhance stormwater management for both existing and future developed areas



- Following the direction of the City Council from a previous Strategic Planning Session, the Community Development Department spearheaded the creation of a Community Identity Design Plan. This plan details the design of signage and landscaping at key entry points into the city. It received approval from the City Council in October

- Over \$1.5 million in federal and state grants was received to support the replacement of aging water pipelines throughout the city, along with the construction of a new water treatment plant and the removal of PFAS

- The city has hired its first Affordable Housing Coordinator, who brings 25 years of experience in the homebuilding industry, as well as a Master's degree in Marketing and a Bachelor's degree in Business Administration, providing a solid foundation in strategic planning and project management. This position will help guide intentional growth in the city



- The city has installed 21 traffic counters and provided over 100 "Slow Down" signs for residents to place in their front yards

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TRANSPORTATION ADAPTABILITY



Brighton is a modern multi-modal city investing in major sustainable transportation improvements. We recognize the need for diverse forms of mobility, from bikes, to walking, to vehicular, and invest in infrastructure that connects us to the region and prepares us for the needs of tomorrow.

2024 Highlights

- The city’s first sustainability plan was unanimously adopted by the Council on June 4, 2024. This plan outlines nine focus areas that will be implemented across all city departments over the next five years. Key focus areas include water conservation, energy efficiency and the built environment, air quality, sustainable mobility, and waste diversion
- In 2024, City Council approved a pilot micro-transit agreement with RTD after receiving grant funding for the program. This on-demand, responsive transit service will serve the general public within the RTD District of Brighton and will operate for up to 13.5 hours each day. Specifics about the program will be released mid-year 2025 with the pilot planned to occur over three years



COMMUNITY ENGAGEMENT



The City is an inclusive community where all residents can engage meaningfully regarding the direction and future of our community. The City employs a communications and engagement strategy that reaches a diverse audience and includes residents of all ages, races, genders, and economic backgrounds. Our approach is multi-faceted and creates a variety of opportunities for resident input and engagement so all voices have the opportunity to be heard.

2024 Highlights

- The sustainability division sent out its first community-wide sustainability survey to collect data on sustainability priorities, areas of concern, and level of support for sustainability initiatives and programs
- The City Clerk’s Office worked with several departments to complete 550 open records requests
- Communications launched a new bi-weekly series, City Council Recap, that summarizes Council Meetings into 2-minute videos that are shared across our platforms
- 2024 saw the city’s first Civic Academy, hosting 17 participants. The seven-week program was designed to foster civic engagement and empower residents with an in-depth understanding of key city departments. Additionally, the Police Department



successfully hosted the 2024 Community Academy, bringing nearly 25 residents together to learn about their operations and allowing engagement directly with officers

DESTINATION FOR RECREATION AND CULTURAL AMENITIES



Brighton provides fun and unique ways for residents to access the City's recreational and cultural amenities and is a regional destination for these activities.

2024 Highlights

- Seven murals have been installed on the City's traffic signal boxes as part of a public call for art. With input from the community and a judging panel, five pieces were selected from adult artists, and two were chosen from youth artists. This initiative showcases local talent and creativity. Brighton Sports Complex received two major upgrades this year, including new shade structures over the bleachers on all four fields and new dugouts on all fields. This project received \$500,000 in grant funding
- Both Colorado Park and BJAA Park tennis and pickleball courts were renovated in 2024 and are now open for community use



- The Brighton Oasis Family Aquatic Park had 4,758 more visits than last season, totaling 31,287 visitors this summer. The Brighton Recreation Center had 152,977 visits in 2024, which is an increase of 17,486 visits compared to 2023
- Cherry Meadows Park construction is well underway. This is a brand-new park being brought on by the Parks

department including a playground, looped trail, shade shelter and other amenities and is planned to complete construction in 2025. This project received \$600,000 in grant funding

- The design for the Brighton Recreation Center renovation and expansion is 100% complete, and a contractor for construction has been selected.

Construction will begin soon to continue through 2026 to add additional space for expanded recreation programming to the existing building



- The annual Eye for Art program hosted four art shows in 2024, showcasing artwork valued at \$115,378



FISCAL RESILIENCE



Brighton is intentional in developing long-term fiscal plans and administering these plans utilizing best practices. Our revenue streams are diverse and our spending is purposeful, and we maintain appropriate reserves to ensure we are resilient to economic changes and anticipate future needs. Brighton is proactive in communicating our fiscal plan, activities, and results.

2024 Highlights

- The City Attorneys Office works to ensure contracts are completed as written and remain fiscally responsible. In 2024, the team collected funds from an insurance provider for damage to City facilities and from surety guarantor for completion of City infrastructure
- Fleet auctioned 43 vehicles and pieces of equipment that were past their useable lifecycle and were replaced, generating more than \$129,000 in additional revenue
- The Finance Department completed rate studies for Water rates and Impact fees, and secured Council approval for implementation of both, including pass through of Wastewater rates to reflect those increases of our wastewater servicers, ensuring rates reflect actual costs of providing services of these utilities to residents
- The Tax Audit team increased efforts and were able to assess or lien nearly \$1M in revenue that is owed to the City. The team also added nearly 1200 new business accounts, bringing more remote sellers into compliance. The team also created many public resources for sales tax and business licenses that can be viewed at <https://www.brightonco.gov/247/Sales-Tax-Business-Licensing>
- The Procurement Team facilitated the execution of 476 contracts for city services or programs provided to residents or capital projects in progress



ECONOMIC ACCELERATION



The City of Brighton has a matured strategy for economic development and is intentional in the industries it pursues. We serve the economic needs of our residents and our neighbors by incentivizing priority companies that create primary jobs, supporting the growth of existing businesses, and in attracting entertainment and amenities that are a draw toward our community.

2024 Highlights



- In coordination with several departments, the City Clerk's Office implemented Marijuana Licensing procedures and worked with four marijuana licensing applicants. Two stores were successfully opened in 2024 with another planned to open in 2025. This program was voted into effect by residents last year.

Notable New Businesses in 2024

- Allo Fiber
- Ziggi's Coffee
- Raising Cane's
- All Smilez
- Little Leo's Barber Shop
- Total Verizon
- Galaxy Greens
- Smoothie King



SAFE AND HEALTHY COMMUNITY



The City of Brighton is a safe and healthy place to live, work, and play. Our residents can trust that the City is meeting or exceeding safety standards for policing, utilities, infrastructure, and other services. The City is working to secure our community now and into the future.

2024 Highlights

- To follow cybersecurity best practices, the Information Technology Department implemented updates to multifactor authentication (MFA) as well as items for Data Leak Prevention this year
- The Brighton Police Department implemented many programs to continue keeping the City and its residents safe. In 2024, this included critical response training with 27J, a school mapping project that integrates with the city's geographic information systems to help with response to school emergencies, implementation of a new training software in the Department, and the implementation of a new grant-funded auto theft prevention program



- The Utilities Department launched the “Protecting Brighton from Lead” program, to investigate any potential lead water service lines, with the aim to remove all lead and keep Brighton residents safe. To learn more click here: <https://lead-service-line-inventory-brighton.hub.arcgis.com>.

CITY RECOGNITION

- Brighton’s streetlights will be converted to LED technology by 2027. Phase 1 of the project was completed in 2024 and has already won an award.
- The American Public Works Association recognized Joseph Leon, Infrastructure and Construction Manager, with the Outstanding Manager of the Year Award and Joseph Huerta, Signal Supervisor, with the Outstanding Public Works Employee of the Year Award.
- The LED light installation project—a collaborative effort between the Sustainable Department, Public Works, and United Power—was recognized as the Sustainable Project of the Year by the American Public Works Association.
- Ryan Smith won the 2024 Parks Section Professional of the Year at the Colorado Parks and Recreation Association State Conference
- Utilities staff collectively gained over 20 additional professional licenses and certifications this year.



