



## City Council

October 1, 2024  
Packet Addendum #1

**From:** [Meredyth Muth](#)  
**To:** [Christopher Leh](#); [Caleb Dickinson](#); [Deb Fahey](#); [Judi Kern](#); [Tim Bierman](#); [Barbara Hamlington](#); [Dietrich Hoefner](#)  
**Cc:** [Samma Fox](#); [Ryder Bailey](#); [Kurt Kowar](#); [Adam Blackmore](#); [Genny Kline](#)  
**Subject:** Budget Questions for Tonight's Meeting  
**Date:** Tuesday, October 1, 2024 2:51:27 PM  
**Attachments:** [10-1-24 Budget Questions.pdf](#)

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Attached for you all are some questions we received related to tonight's budget conversation along with answers from staff. Please let us know if you have any additional questions. Thanks.

**Meredyth Muth** (*she/her/hers*)

**Interim Deputy City Manager**

City of Louisville, Colorado

303.335.4536 (office)

720.762.2491 (cell)

[LouisvilleCO.gov](http://LouisvilleCO.gov)

[MeredythM@LouisvilleCO.gov](mailto:MeredythM@LouisvilleCO.gov)

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**From:** [Ross Holland](#)  
**To:** [City Council](#)  
**Subject:** Zoom continuation  
**Date:** Tuesday, October 1, 2024 1:56:35 PM

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Dear Councilor,

It has been drawn to my attention that the Recreation Board is in support of continuation of the very popular Zoom classes. I also understand that there is some issue about continued funding of this activity. As one of those many senior citizens who rely heavily on this service I urge you to support maintaining the budget for this undertaking.

*Ross Holland PhD  
397 Caledonia Street  
Louisville, CO 80027*

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**From:** [tamar krantz](#)  
**To:** [City Council](#); [Samma Fox](#)  
**Subject:** Thanks for funding EDI! and a question on the revision from previous proposal...  
**Date:** Tuesday, October 1, 2024 1:51:24 PM

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Dear City Council Members,

I see that slide 10 in your [city council budget memo](#) shows a revised total for the 2025 budget of \$680 from the general fund to go to EDI.

Does this include filling the empty EDI manager position for 2025? I hope that this revision includes restoring this important commitment.

If possible, could you respond before your meeting tonight?

Thanks,  
Tamar Krantz  
Ward 3

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**From:** [Tracy Reagan](#)  
**To:** [City Council](#)  
**Subject:** Zoom/Hybrid Classes - Louisville Recreation Center  
**Date:** Tuesday, October 1, 2024 11:48:02 AM

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Dear Louisville City Council,

I would like to express my enthusiastic support for continuing the Zoom/Hybrid classes offered through the Louisville Recreation and Senior Center.

Not only has Zoom/Hybrid been both convenient and helpful for those that work from home or those with busy families in Louisville, but most of all, it has been a wonderful service for connecting our senior population with positive and supportive exercise opportunities from the safety and convenience of their homes, no matter the reason or the season.

As recreation center classes transitioned from being fully online in 2020 to the option of returning back to in-person, the Zoom/Hybrid offerings have continued to provide a variety of exercise classes that meet the ever-changing and various needs of its participants in a thriving community. It has also given some City of Louisville fitness instructors the flexibility to teach a class from an off-site location when the studios are in use at the recreation center, increasing the recreation center's capacity for more beneficial community offerings and active outreach, as well as joyful and healthful social connections.

While I understand that there are many factors to consider when looking at this issue, please look very closely at this one — Please choose to work with the recreation center to continue the Zoom/Hybrid classes, remembering how much they enrich the different lives of a variety of people in a number of ways, with the great potential to continue positively impacting and supporting as many members of our community as possible.

Thank you for your consideration in continuing this impactful service.

Kind regards,  
Tracy Reagan  
Louisville Resident/L-Rec Member & Fitness Instructor Sub

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**From:** [Xina Book](#)  
**To:** [City Council](#); [Samma Fox](#)  
**Subject:** Re: Give EDI a chance  
**Date:** Monday, September 30, 2024 10:00:53 PM

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.... make a choice that supports a more inclusive, equitable, and diverse community.

Thanks,  
Christina Book  
303 856 8097  
Lafayette, CO

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**From:** Xina Book <bookstina@hotmail.com>  
**Sent:** Monday, September 30, 2024 8:56:54 PM  
**To:** council@louisvilleco.gov <council@louisvilleco.gov>; sfox@louisvilleco.gov <sfox@louisvilleco.gov>  
**Subject:** Give EDI a chance

18 months is insufficient to evaluate any project, particularly one as important as EDI in such a wealthy and generally homogeneous city. This cut is ill advised and doesn't reflect a council committed to equity, diversity, and inclusion.

This focus on short term budget goals undermines long term community goals. The community needs for an EDI

manager will not go away. The future cost will be compounded by your decision to dismantle this barely begun initiative.

Please reconsider, and make a choice

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**From:** [Xina Book](#)  
**To:** [City Council](#); [Samma Fox](#)  
**Subject:** Give EDI a chance  
**Date:** Monday, September 30, 2024 9:57:02 PM

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18 months is insufficient to evaluate any project, particularly one as important as EDI in such a wealthy and generally homogeneous city. This cut is ill advised and doesn't reflect a council committed to equity, diversity, and inclusion.

This focus on short term budget goals undermines long term community goals. The community needs for an EDI

manager will not go away. The future cost will be compounded by your decision to dismantle this barely begun initiative.

Please reconsider, and make a choice

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**From:** [Ken Wilson](#)  
**To:** [City Council](#)  
**Subject:** EDI budget  
**Date:** Monday, September 30, 2024 8:05:36 PM

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Several acquaintances tell me that our town’s Equity, Diversity and Inclusion Manager position will be eliminated from the budget. As I look at the interim city manager’s recommended 2025-2026 budget document attached to the October 1 council agenda, I can’t tell whether this is so. I see that \$600,000 will be devoted to EDI, but there is no itemization of how this amount will be spent. I see a loose list of activities—e.g., “training” and “flags”—with no amounts designated. The EDI Manager is not on this list.

I hope our city will continue to have an EDI manager. As a professional who spent his career working on educational access for underrepresented populations, I know that a position funded for such a brief period—less than 18 months—could not possibly have made sufficient progress on EDI matters. For Louisville to put its stated inclusionary values into practice, we need this position.

Ken Wilson  
261 Short Place  
Louisville

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**From:** [Don Parcher](#)  
**To:** [City Council](#); [Samma Fox](#)  
**Subject:** Please don't cut the EDI Manager position  
**Date:** Monday, September 30, 2024 12:16:43 PM

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Mayor, City Council and Samma,

Please don't cut the EDI Manager position. I feel that the position is very important to a group of people and is especially important in a city like Louisville which I believe has significant issues with equity, diversity and inclusion.

Thank you,

Don Parcher

378 Grouse Ct, Louisville, CO 80027

Cell 619 987-5434

[donparcher@gmail.com](mailto:donparcher@gmail.com) & [don@checklists.com](mailto:don@checklists.com)

Volunteer for 350Colorado, Citizens' Climate Lobby, BoCoDems, Red Cross, Cultivate, BoulderNet, Boulder County Adult Protection Review Team, AARP SmartDriver and TimeBank Boulder

Please check out my [checklist for helping to save life on Earth](#)

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**From:** [kim\\_michie](#)  
**To:** [City Council](#)  
**Subject:** Continue funding Zoom classes  
**Date:** Monday, September 30, 2024 11:35:11 AM

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To Whom It May Concern:

Please consider extending the funding for the Louisville Recreation Center's Zoom exercise classes. The classes are very useful and convenient if one is recuperating at home and can't get out to physically go to the Center itself. I find my self getting up earlier to join the Zoom exercise classes twice a week.

Thes classes are important and a great option for shut-ins as well.

Please keep this progressive contribution to the community with voting to extend the funding to support this program.

Respectfully,  
Kimberly Michie

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**From:** [Wild Heritage](#)  
**To:** [City Council](#)  
**Subject:** EDI manager position  
**Date:** Saturday, September 28, 2024 6:33:01 PM

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I understand there is an outcry about terminating the EDI manager position.  
As a Louisville resident for 20 years, I agree the EDI manager position should be terminated.  
The funds would be best appropriated elsewhere.  
Thank you for considering this stance.

Jody Ash  
1430 Front street  
Owner,  
Wild Heritage Gardens & Design  
...in harmony with nature  
'Seed to Stone'  
Office: 720 705 3151

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**From:** [John Webb](#)  
**To:** [City Council](#)  
**Subject:** Please continue Zoom access to Louisville Rec Center Classes  
**Date:** Friday, September 27, 2024 4:15:23 PM

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Louisville City Council:

My partner and I were heartened to see City Council Members Fahey and Kern attending the Recreation Advisory Board meeting earlier this week. At issue was the proposed cancellation of Zoom access to Rec Center classes that had been available to Community members since the Covid pandemic began to affect our community in March of 2020. From that time on, these remote access classes, including Yoga, became an important part of the Community and outreach activities of the Rec Center. Louisville became a leader in the Front Range Community by making these classes accessible, and creating a pathway for our community to stay connected and healthy through an unprecedented health crisis. We are grateful to the Staff at the Rec Center and the City Management for this opportunity. Many times, Rec Center Staff conducted classes from their homes and sometimes nearly empty Rec Center Class rooms. This was an extraordinary effort, and deserves Community recognition.

At the RAB meeting, Staff presented Financial and Staffing situations that would preclude offering remote access classes from the Rec Center starting in January, 2025, and further offered that the need for these remote access classes had passed. We believe that remote access is an important and essential service that should be supported by the City of Louisville, and that the need has not passed.

At the RAB meetings in August and September, Community members expressed disappointment and alarm that this opportunity to attend Rec classes remotely is scheduled for discontinuance. In a previous e-mail to Rec Center Staff, I noted that remote access allowed us as Seniors and other Community members, to attend classes without the risk of contracting or unknowingly spreading potentially life threatening respiratory infections. In addition, remote access allowed Community members displaced by the Marshall Fire and perhaps even some Community members to access classes while traveling. Looking ahead, remote access to classes will result in fewer car trips to the Rec Center, and a reduction in vehicle-related air pollution and congestion on Louisville's streets and in the Rec Center parking lot. Remote access will allow community members to attend classes during inclement weather, a particular issue for those with mobility issues and safety concerns. In addition, the convenience and time saving aspects of remote access will continue to benefit the home bound, those community members who are caring for children or elders, and those whose work schedules make attending in person problematic. Finally, remote access allows more people to attend Rec Center classes than the activity rooms can comfortably and safely support. In fact, if Louisville decides to continue this service, it is possible that the use of remote access will actually grow, and could become a promotional opportunity to increase the outreach and attendance of the Rec Center without further expenditure for staff and facilities!

At the most recent RAB meeting, Rec Center Staff outlined costs,

technical, software licensing issues, and staffing considerations that in their opinion, necessitated cancellation of remote access to Rec Center classes. The consensus of those Community members attending the RAB meeting was that the cost estimates were probably excessive due to the impression that the Community needed a high-end facility ("Zoom room") in order to continue remote access, and that software licensing, technical issues and staffing could be resolved by paring down the perceived technical and licensing requirements. The RAB seemed aligned with these Community comments and as you are aware, drafted a memo requesting that Rec Center Staff and City Council make efforts to find a more economical and feasible way to meet the desire and need of the Community for remote access to classes at the Rec Center.

Thank you all for your efforts to make Louisville a more welcoming, accessible, and sustainable Community!

Regards,

John Webb (Rec Center Pass 31029)

Cindy Kalman (Rec Center Pass 56201)

119 S Buchanan Ct.

Louisville, CO 80027 (Ward 3)

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**From:** [Anu Tuladhar](#)  
**To:** [City Council](#); [Samma Fox](#)  
**Subject:** Retaining the EDI Manager position  
**Date:** Friday, September 27, 2024 11:04:45 AM

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To whom it may concern,

My name is Anu Tuladhar, and I am a resident of Louisville on Cottonwood and South Boulder. I'd like to request that you keep the EDI Manager position.

As a person of color who moved from a very diverse area of Michigan, coming to Colorado was a bit of a culture shock. I felt isolated and exoticized, until I found a group of friends that shared identities with me and spaces where I felt safe. Louisville has always been a safe space, especially the public library and the events that are held downtown, and I would like to ensure those keep happening under the specific direction of an EDI manager.

Warmly,  
Anu

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**From:** [irene.gillert](#)  
**To:** [City Council](#)  
**Subject:** Zoom  
**Date:** Thursday, September 26, 2024 12:27:25 PM

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Good afternoon,

I am writing to request and recommend that the Louisville Rec center zoom classes be continued.

This is crucial for seniors such as myself.

In my particular case, as a full time caregiver for my spouse with a progressive and terminal illness who for the most part, cannot leave home, it has been an essential way for me to maintain my own health and well-being while continuing my very challenging caregiving responsibilities at home.

Thank you so much for your consideration.

Irene Gillert

Sent from my iPad

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**From:** [Lou Yu](#)  
**To:** [City Council](#)  
**Subject:** Zoom Classes at Rec Ctr  
**Date:** Wednesday, September 25, 2024 8:51:35 PM

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During the pandemic the recreation center began offering exercise classes via Zoom. This has proved to be a huge benefit to members of our community. It is my understanding that the recreation center has made the decision to discontinue Zoom classes as of 1/1/2025. I think this would be a disservice to our community and I urge all of you to work with the recreation center to continue Zoom classes.

The choice to participate in classes via Zoom rather than in person could be made for many reasons.

A person's health may require limited exposure to others because of immune issues. Anyone over 65 is advised to be cautious with infectious diseases, such as COVID, RSV, flu etc.

There may be transportation issues that make it very hard to attend classes in person. Some senior community members just don't drive for a personal reason. Using public bus system is time consuming and could be harsh during winter time.

With Zoom the recreation center can still have members participate in person but also provides service to more community members.

Technology is advancing. The Zoom option has been working very well. I have a hard time to see sound reasons to step backwards, eliminating a valuable service.

This facility has the dual function of being a Senior Center. It seems that discontinuing Zoom classes will only adversely affect the senior population that may have more health concerns and more transportation limitations, especially during the winter months.

I urge you to reconsider this issue and work with the recreation center to continue Zoom classes and continue to serve as many members of our community as possible.

Thank you for your time,

Lou Yu

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**From:** [Betty Solek](#)  
**To:** [City Council](#)  
**Subject:** Please include budget for Zoom classes at the Louisville recreation  
**Date:** Wednesday, September 25, 2024 8:32:41 PM

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I would like to request that the Zoom exercise classes be continued after the end of 2024. This decision on the part of Louisville staff seems to have been made arbitrarily and without input from exercise instructors and class participants. Many instructors had only just learned of this decision when they announced it to their classes. I did not receive any inquiries or surveys from the recreation center about this change.

I want to point out that the Zoom classes are an important tool for class participants who are recovering from illness and injury and cannot attend in person classes. I myself have benefitted from Zoom class participation that supported my return to in person classes. Additionally there are immune compromised individuals who take advantage of this option. People undergoing chemotherapy have a need to continue exercise classes without participating in person.

Some of the classes are Zoom only, such as some NIA classes, and do not use recreation center exercise rooms. Zoom provides a way to add classes without using physical space. In January to March, the recreation center parking lot is so crowded that often Zoom is the best option for class participation. Instructors have a tough time getting to class on time due to the lack of parking space.

Finally, in a memorandum written to the council from Kathy Martin, recreation superintendent, dated 9/3/202, the statement was included "The highest used pass types for Zoom fitness participants are the Renew Active and Silver Sneakers which are our lowest revenue passes." This perception is not consistent with "valuing our senior citizens" which is proudly stated at many senior events. This statement also makes me wonder if the rec center is catering to "high revenue passes" such as non-resident passes. My Louisville mil levy tax is paying for the rec center expansion and paid off the rec center bond early. I am a Renew Active member but do not discount the mil levy income from residents like myself.

In contrast, the cold plunge pool in the pool area is not handicapped accessible, perhaps catering to the "higher value pass types" who might be able to access this amenity. The pool certainly was an expensive item and leads me to question the priorities of recreation center management.

Please consider the needs of those who may need to attend exercise classes remotely and the benefits of creating more rec center space without physical expansion.

Thank you  
Betty Solek

1101 N Franklin Ave  
Louisville

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**From:** [Mason Wesenberg](#)  
**To:** [City Council](#)  
**Subject:** Support to end EDI position  
**Date:** Wednesday, September 25, 2024 6:31:47 PM

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As a local constituent, I support ending the EDI position and having funds reallocated.

Best,

Mason Wesenberg

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**From:** [H.M](#)  
**To:** [City Council](#); [Samma Fox](#)  
**Cc:** [H.M](#); [Josh Cooperman](#); [Tamar Krantz](#)  
**Subject:** Save the EDI Manager Position in the Louisville 2025/6 Budget  
**Date:** Wednesday, September 25, 2024 4:10:55 PM  
**Attachments:** [Copy of NYT Op Piece - Critics of D.E.I. Forget That It Works - The New York Times.pdf](#)  
[Forbes - What Can We Expect From DEI In 2024 .pdf](#)

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Dear City Council Members and City Manager Samma Fox,

Hello! I hope you had a beautiful fall equinox and get the chance to see the aspens turn. We are having fun camping in Durango but this afternoon I am camped out in the Durango Public Library so I can urgently write to you because we are running out of time to save the EDI manager position in the 2025/6 General Budgets.

Don't cut the EDI manager position from the 2025/6 budget! Instead, we need to protect it and fill that vacant position asap and get to work on creating a Louisville EDI Commission - increasing our EDI commitment, efforts and outcomes instead of losing precious time, momentum and ground.

Our Louisville EDI Manager position is absolutely necessary to lead and facilitate our united efforts to achieve a vital Louisville where we are committed to social justice progress, a diverse community and with a thriving business economy.

The data is in and experts agree. Equity, Diversity, and Inclusion (EDI) programs are essential for both businesses and cities as they foster innovation, enhance problem-solving, and drive economic growth <sup>1</sup>. Inclusive workplaces attract top talent, increase employee engagement, and improve retention rates <sup>2</sup>. Moreover, businesses that prioritize EDI are more likely to understand and meet the needs of a diverse customer base, boosting customer satisfaction and loyalty <sup>3</sup>. On a broader scale, cities that embrace EDI become more vibrant and resilient, benefiting from the economic contributions and cultural richness of a diverse population <sup>4</sup>. This holistic approach not only promotes social equity but also creates a thriving, dynamic community where everyone has the opportunity to succeed.

**Experts advise that EDI takes time and investment and more time and effort.** EDI is not a quick fix but a culture change at the systems (government and governance) and societal level. EDI results benefit everyone. Drs. Elkin and Frei from the Harvard Business School explain: "In our experience, many organizations working on D.E.I. goals are getting stuck at the diversity stage — recruiting difference without managing it effectively — and generating frustration and cynicism about their efforts along the way. They are now at risk of stopping in the middle of a complex change journey, declaring failure prematurely." Michaela Jeffery-Morrison, Former Forbes Magazine Council Member warns, " As DEI faces scrutiny, it's important to remember that change takes time. The kind of evolution that DEI implies involves reversing entrenched approaches to work and forms of behavior that have marginalized certain groups to the benefit of no one." (NY Times Op ED and Forbes Article

attached).

It isn't too late for Louisville! Save the EDI Manager position.

**Our local business sector is investing in EDI.** Boulder's Chamber of Commerce understands and supports the crucial importance of EDI. On Nov. 21 the Chamber is hosting [Leading Change: Harnessing the Power of Diversity Equity and Inclusion in Business](#). From their website: "Join us for the opportunity to understand how DEI initiatives can impact your bottom line by improving your sourcing, recruiting and retention efforts for talent. Delve deeper into the multifaceted dimensions of DEI as we hear from industry experts who will share their personal experiences and invaluable perspectives. Gain insights on the benefits of integrating diversity, equity, and inclusion initiatives into your business as we all strive to build a community that benefits all."

Boulder Chamber of Commerce is stepping up and in, we should too!

**Our neighbor governments are committed to EDI.** Erie, Boulder, Boulder County, Broomfield, Lafayette, and Longmont have dedicated EDI staff and/or a permanent EDI commission. They recognize that local government leadership plays a pivotal role in fostering a culture of DEI within our community and organizations.

But in Louisville, our 3rd draft 2025 budget continues to plan to eliminate the 18 month old EDI manager position to save \$113K while investing millions in planning, vehicles and paving. We are renegeing on our commitment to follow the recommendations of the 2021 City of Louisville EDI Taskforce to:

- Create an EDI Manager/Deputy position with appropriate support, resources, and decision -making power
- Make the EDI Task Force a permanent city commission

Let's do it for Louisville!

**Louisville's EDI Next Steps:** Instead of retreating and renegeing, let's take a giant step forward - Let's retain, protect, and hire the EDI Manager position and create a Louisville EDI Commission!

Sincerely yours,

Helen Moshak

Louisville Resident

- 1 [Forbes Magazine: The Business Case for Diversity, Equity and Inclusion](https://www.forbes.com/councils/forbesbusinessdevelopmentcouncil/2023/05/11/the-business-case-for-diversity-equity-and-inclusion/)  
<https://www.forbes.com/councils/forbesbusinessdevelopmentcouncil/2023/05/11/the-business-case-for-diversity-equity-and-inclusion/>
2. [Harvard Business Review: 5 Strategies to Infuse DI into your Organization](https://hbr.org/2021/05/5-strategies-to-infuse-di-into-your-organization)  
<https://hbr.org/2021/05/5-strategies-to-infuse-di-into-your-organization>
3. [McKinsey: What is DEI?](https://www.mckinsey.com/featured-insights/mckinsey-explainers/what-is-diversity-equity-and-inclusion)  
<https://www.mckinsey.com/featured-insights/mckinsey-explainers/what-is-diversity-equity-and-inclusion>
4. [Principal Com: How DEI are Good for Business](https://www.principal.com/businesses/trends-insights/how-diversity-equity-and-inclusion-are-good-business)  
<https://www.principal.com/businesses/trends-insights/how-diversity-equity-and-inclusion-are-good-business>

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**From:** [vmione@aol.com](mailto:vmione@aol.com)  
**To:** [Christopher Leh](#); [City Council](#); [Kathy Martin](#)  
**Subject:** Significant Positive Sustainability Impact of Continuing Zoom Fitness  
**Date:** Wednesday, September 25, 2024 2:56:05 PM

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Mayor Leh, Louisville City Council and Kathy Martin,

I attended the September 23rd Recreation Advisory Board meeting and was pleased to see that the board voted unanimously to recommend the continuation of Zoom Fitness. In addition to allowing mobility and immunocompromised individuals to attend fitness classes they otherwise would be unable to attend, it also reduces green house gas emissions by reducing the number of individuals driving to the Recreation Center. This is perfectly aligned with Louisville's climate goals as detailed in the Louisville Sustainability Action Plan 2020 Update an excerpt of which I've included below. I have done the calculations which are detailed below and based on these conservative assumptions, Zoom Fitness saves an incredible **10 tons** of CO2 emissions per year. For these important reasons I urge you to include the \$11,500 estimated annual cost of Zoom Fitness provided by the City of Louisville Information Technology staff in the 2025 Louisville annual budget.



## EXTERNAL OBJECTIVES

Reduce core community greenhouse gas emissions annually below the 2016 baseline through 2030

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### NEAR TERM

Continue communications surrounding climate action and Louisville's climate action goals.

Promote local and regional programs and initiatives that assist residents and commercial entities in reducing their greenhouse gas emissions (i.e. [EnergySmart](#), Xcel Energy's Home Energy Squad, etc.).

Engage with Louisville youth to provide climate and sustainability education and outreach to all.

#### Assumptions:

677	Zoom participants/month - Reference: Louisville Recreation Center staff
8124	Participants/year assuming equal monthly usage year round
50%	Percent of Zoom participants that would NOT drive to the Recreation Center if Zoom were not available (estimated)
	Round trip mileage to and from recreation center
3	Louisville resident
5	Superior resident
16	Boulder resident
	Participant residency
50%	Louisville - Reference: Louisville Recreation Center staff
25%	Superior (estimated)
25%	Boulder (estimated)

#### Calculations:

6.75	Average round trip mileage to and from Recreation Center
27,419	Total annual mileage
80%	Estimated percent internal combustion vehicles
21,935	Total annual internal combustion vehicle mileage
400	CO2/mile (grams) Reference: epa.gov
8,773,920	Total CO2 (grams)
454	Grams/pound
19,326	Total CO2 (pounds)
9.7	Total CO2 (tons)

Sincerely,

Vincent Mione, MS Engineering, Stanford Certified Project Manager  
[vmione@aol.com](mailto:vmione@aol.com)  
(303) 638-6953

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**From:** [Johanna Renouf](#)  
**To:** [City Council](#)  
**Subject:** ZOOM access to rec center classes  
**Date:** Wednesday, September 25, 2024 1:56:05 PM

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To Whom it may Concern:

Please, please please put zoom access to classes back in our city's budget. I am 84 and depend on the exercise I get from Jill's NIA classes. It is very difficult for me to attend classes in person so I rely on zoom access.

Thank you very much for taking the welfare of your seniors into account!

Johanna Renouf  
417 Lincoln Circle  
Louisville.

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**From:** [Francesca Giongo](#)  
**To:** [City Council](#)  
**Cc:** [kmartin@louisvilleco.gov](mailto:kmartin@louisvilleco.gov)  
**Subject:** Rec center discontinuing classes offered on Zoom  
**Date:** Wednesday, September 25, 2024 12:57:37 PM

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To the Louisville City Council and the Louisville Rec Center:

I understand that the Rec Center is planning to discontinue the fitness classes currently offered on Zoom

This move would disproportionately affect the senior population, including me. I urge the Rec Center (RC) and the city to reconsider.

I heard that one of the reasons given for the change is that, three years after the fire, most people have gone back to their houses and online classes are no longer needed. That is incorrect. The Rec Center started offering classes on Zoom shortly after the pandemic hit, two years before the fire. Those classes were a lifeline for us seniors who felt isolated and lonely. I suffer from depression, and being able to attend those classes during the pandemic and throughout my dislocation due to the fire was what kept me sane. The rationale for keeping those classes on Zoom during the upcoming flu/COVID season is still valid, especially for those of us that are immuno-compromised.

I also heard that classes will be canceled because attendance numbers have been falling. That is not entirely true. I currently attend five RC classes online every week. Three of those classes are hybrids, offered both in person and online, and two are only offered online. Those classes have full in person attendance and, with one exception, have an average of 10 people attending via Zoom. If those classes were to be canceled, me and other seniors would be disenfranchised, because we would have to drive to the RC in the winter dark months only to find out that the classes we want to attend are already full. Also, the classes that are only offered on Zoom will cease to be offered altogether.

Speaking of full, my friends who do drive to the RC tell me that often it is impossible to find parking. especially in January, when everybody is working on their new year resolutions. I heard that even instructors have trouble finding parking! If anything, discontinuing Zoom classes would only exacerbate the parking issue.

For all these reasons, I hope the RC will reconsider its stance on the Zoom classes. Do I need to remind you that it is called the Recreation AND SENIOR Center? By choosing to terminate the Zoom classes you would do a great disservice to the most vulnerable population in the community. Once again, I strongly ask you to reconsider.

Thank you for your attention to this matter.

Respectfully.

Francesca Giongo

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**From:** [Jill Factor](#)  
**To:** [City Council](#)  
**Subject:** Zoom classes at the Louisville Recreation center  
**Date:** Tuesday, September 24, 2024 6:56:54 PM

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To Whom this may concern,

My name is Jill Factor. I am a fitness instructor at the Louisville Recreational and Senior center. I am writing to express my strong desire to continue teaching Zoom fitness classes at the rec center.

Over the past four years, I have truly enjoyed connecting with our community through these virtual classes. It has been rewarding to see participants engage and grow in their fitness journeys, all from the comfort of their own homes. The flexibility of online classes has allowed many to prioritize their health, and I believe this format can continue to enhance our community's wellness efforts.

I have firsthand seen how virtual classes can make fitness more accessible to our community. For individuals with compromised immune systems, engaging in regular physical activity is crucial for maintaining overall health and well-being. However, traditional in-person classes may present significant health risks, making virtual options like Zoom fitness classes essential. These classes provide a safe and accessible way for students to participate in fitness routines while minimizing exposure to potential health hazards.

Zoom fitness classes not only allow for physical activity but also foster a sense of community and support among participants. Many immune-compromised students can feel isolated due to their health conditions, and virtual classes create an inclusive environment where they can connect with peers and instructors. This social interaction is vital for mental health and can significantly boost motivation to stay active.

Additionally, the flexibility of online classes enables students to join sessions that fit their schedules and energy levels. This adaptability is particularly beneficial for those who may have fluctuating health or energy, ensuring they can maintain a consistent fitness routine without added stress.

I believe that by continuing to offer Zoom fitness classes, we can support the health and well-being of our immune-compromised students while promoting a culture of inclusivity and community. I would be happy to discuss how we can enhance our offerings to better serve these students.

Thank you for considering continuing this important offering.

Warm regards,

Jill Factor  
Nia Technique Faculty Trainer- White Belt  
Boulder, Colorado  
[www.JillFactor.com](http://www.JillFactor.com)

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**From:** [David Beery](#)  
**To:** [City Council](#)  
**Subject:** Rec Center Zoom Fitness Classes  
**Date:** Tuesday, September 24, 2024 6:31:33 PM

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To: Members of the Louisville City Council

I would encourage all City Council members to support the continuation of Zoom (video) fitness classes for the Louisville Recreation Center.

The Rec Center is considering elimination of Zoom fitness classes starting 1/1/2025.

I believe Zoom classes offer many benefits to our community, some of which include:

1. Inclusiveness for those members of our community who would otherwise be unable to take advantage of Rec Center fitness classes
2. Convenience and flexibility for attendees, whatever their individual motivation for utilizing Zoom to participate in fitness classes
3. Reducing overcrowded fitness classes giving more community members the opportunity to participate
4. Fewer car trips to the Rec Center; less traffic on Via Appia, less pollution in our community, reduced carbon footprint
5. Reducing Rec Center parking problems

The Recreation Advisory Board has shown interest in trying to find a reasonable solution that would allow Zoom fitness classes to continue. Please add your support to this effort.

Thank you for your time and consideration of this issue.

David Beery  
Ward 1 Resident

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**From:** [Guy Benintendi](#)  
**To:** [City Council](#); [Kathy Martin](#)  
**Subject:** Rec Center Zoom Classes  
**Date:** Tuesday, September 24, 2024 1:46:38 PM

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Hi Folks,

My wife and I want to express our support for continuing Zoom classes from the Rec Center. We've been doing these classes since the start of Covid and since my wife's stroke eighteen months ago it's become impossible for us to attend in-person classes. The effects of her stroke prevent her from being in crowded or noisy environments. During dance classes at home on Zoom we control the volume of the music and there are no crowds for her to deal with.

We heard that the city council is considering the elimination of these Zoom classes. We encourage you to reconsider.

Best Regards,

Guy and Svetlana Benintendi

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**From:** [Claire Rohlinger](#)  
**To:** [City Council](#)  
**Subject:** Rec Center zoom class continuation  
**Date:** Tuesday, September 24, 2024 10:53:37 AM

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Dear Louisville City Council,

I hope this message finds you well. I am writing to express my support for the continuation of online Zoom classes in our community.

The flexibility and accessibility provided by these virtual classes have greatly benefited many residents, including myself. They allow individuals to participate who may not be able to otherwise due to health concerns, work, family commitments or transportation concerns, among others. They have fostered a sense of community and connection during challenging times, making it easier for people to engage with recreational opportunities.

Continuing these online offerings would not only support those who rely on them but continue to enhance outreach to our community. I encourage the council to consider maintaining and expanding these valuable zoom fitness classes.

Thank you for your attention to this matter. I appreciate your dedication to our community's needs.

Sincerely,

Claire Rohlinger

Louisville Resident

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**From:** [Nancy Beery](#)  
**Cc:** [City Council](#); [Kathy Martin](#)  
**Subject:** Zoom Classes  
**Date:** Thursday, September 19, 2024 1:14:00 PM

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Adam Blackmore, Director of Parks, Recreation and Open Space

FYI - This is a cc copy of e-mail sent to Adam Blackmore sent via Louisville website.

I would like to voice my concerns about the current plan by the recreation center staff to end Zoom fitness classes effective 1/1/2025.

I have reviewed the memorandum you received from Kathy Martin dated 9/3/2024. Kathy Martin brings up three reasons staff proposed the elimination of Zoom classes.

She mentions that the “back end” work for recreation center staff is “extensive”. There is no explanation as to why Zoom classes place an undue burden on staff. This does not seem like a reasonable justification for the elimination of a service. Does staff need training? Are there efficiencies that could be put in place to help? Is it possible that some staff members just need to be educated as to all the duties expected of them as part of the team?

Kathy Martin also states that “The highest used pass types for Zoom fitness participants are the Renew Active and Silver Sneakers which are our lowest revenue passes.” Based on this statement it is clear the elimination of Zoom classes will most adversely affect our senior population. The implication that services to seniors can be eliminated because they do not generate as much revenue seems discriminatory. If services provided to seniors are eliminated so are the opportunities for them to generate future revenue. Additionally, this is exactly the population that most needs our help in maintaining physical health, activity and social connections that can be achieved through Zoom.

The memorandum also speaks to a requirement for the recreation center to invest in “Zoom Rooms” both to be compliant with licensing and to provide enhanced features. Kathy Martin mentions an informal cost estimate between \$20,000 and \$40,000. Certainly, it is important to be compliant with licensing. Perhaps we can forego the enhanced features since the existing Zoom set up seems to be working.

It is becoming apparent that the recreation center staff made the decision to eliminate Zoom classes from the budget based on three questionable reasons. This decision appears to have been made without regard to the needs and concerns of the very community the recreation center staff has been hired and trusted to support.

I previously sent an e-mail to the city council outlining additional reasons I feel Zoom classes should be continued. I would be happy to send you a copy at your request.

I urge everyone involved in the city budgeting process to be aware of the issue and take a serious look at what the recreation center can and should be doing to continue to serve as many members of our community as possible.

Thank you for your time,

Nancy Beery (Louisville resident since 1985)

CC: City Council ([Council@LouisvilleCO.gov](mailto:Council@LouisvilleCO.gov))

Recreation Advisory Board (via [KathyM@LouisvilleCO.gov](mailto:KathyM@LouisvilleCO.gov))

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**From:** [Nancy Beery](#)  
**To:** [City Council](#)  
**Subject:** Recreation Center - Zoom Classes  
**Date:** Sunday, September 15, 2024 6:08:49 PM

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Louisville City Council,

I would like to bring your attention to an issue affecting users of the Louisville Recreation and Senior Center. During the pandemic the recreation center began offering exercise classes via Zoom. This has been a huge benefit to many members of our community. It is my understanding that the recreation center has made the decision to discontinue Zoom classes as of 1/1/2025. I think this would be a disservice to our community and I urge all of you to consider working with the recreation center to ensure Zoom classes continue.

The choice to participate in classes via Zoom rather than in person could be made for many reasons. A person's health may require limited exposure to others because of immune issues. Anyone over 65 is advised to be cautious with infections such as COVID, RSV, flu and even a cold easily tolerated in someone younger can become more difficult for a senior in our community.

There may be transportation issues that make it impossible to attend classes in person. There are often parking issues at the recreation center that make it a challenge even if you can drive there.

A person could have a social anxiety that makes it difficult to participate in person but is able benefit from the community through Zoom. And please be aware that those of us participating through Zoom do indeed feel part of the group often chatting before and after class.

Many of us remember prior to the Zoom option that classes were often so crowded that it was just not a pleasant experience with too many people in too small of a space. People were often waiting at the classroom doorway ahead of the scheduled class time trying to ensure a place in class and making it uncomfortable for the previous class trying to finish.

With Zoom the recreation center can have members participate in person and also reach out in a broader way to our community to reach even more.

It seems to me that the goal should be to reach and enrich the lives of as many people in our community as possible. The Zoom option can make this happen. We have the technology and have proven that it works well. We should not be taking a step back in this goal by eliminating a service but should be considering how to spread the word and get more people connected that may not be able to do so in person.

I think it is key to remember that this facility is a Recreation and Senior Center. It seems that this decision is most likely to adversely affect our senior population that may have more health concerns, and more transportation limitations especially going into the winter months.

Again, I urge you to take consider this issue and work with the recreation center to continue Zoom classes and continue to serve as many members of our community as possible.

Thank you for your time,

Nancy Beery (Louisville resident since 1985)

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**From:** [Tawnya Somauroo](#)  
**To:** [City Council](#)  
**Subject:** Flock cameras and privacy concerns  
**Date:** Sunday, September 15, 2024 4:14:05 PM

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Dear Council,

On Tuesday Council is scheduled to decide on whether to approve a 2 year contract with Flock Safety for 20 stationary cameras. The LPD plans to place the cameras all around Louisville to provide a wide surveillance of all the cars that enter and leave the City. I don't have a problem with the Louisville Police Department using Flock camera data so long as the city puts some careful data safeguards around the data in place. I also don't mind Louisville sharing the data with local partner agencies. I do have a problem with the service agreement as it currently stands, however, because it I don't think it strikes the right balance between interests in fighting crime and protecting resident privacy.

These cameras first appeared in the Marshall Fire impacted neighborhoods to help deter crime and the fire impacted families were not opposed. Later, Jeff Fisher as interim chief went to council to request more funds to buy more cameras to place at intersections outside the fire impacted areas. I went to Council to oppose the expansion because I was concerned that we had not had a public dialogue about community surveillance. I also asked that any future agreements with Flock security have more narrowly tailored data sharing. Council declined to authorize more funds for cameras at that time.

The police department is now asking to extend the contract for the neighborhood cameras to do wider surveillance in the community for 2 more years. I hope that Council will have a dialog with the LPD about how to achieve their goals around solving crime with a minimum of data sharing before approving any contract. I am concerned about the following:

Firstly, Colorado is a sanctuary for pregnant women seeking health care that they can't access in other states. Some states and counties are trying to criminalize women who travel to other states to get care. We should not be sharing information about a pregnant woman's travels in Colorado with a sheriff in Alabama.

Secondly, we have a presidential candidate who is threatening to arrest immigrants in mass in Colorado. There are reasons why we may not want to be sharing data about the whereabouts of immigrants with the federal government.

Thirdly, Flock Safety saves data for 30 days, which is too long. Some states require that Flock Safety delete this data after as few as three minutes. Flock Safety can do a lot of terrible things with our data. They have to delete the photos, but they can keep the derivatives they create and commercialize it however they want. Flock Safety claims they will anonymize our data in practice that anonymity is not hard to break. I live in Louisville and every trip I take in a car will soon to be recorded, every day all the time. Flock Safety can record my car trips and assign a random ID number to my car to sell that data to a data aggregator. The aggregator can find another data set that correlates with my locations to identify me, and after that my whereabouts are trackable, and likely for sale by a private company. Read more about the chilling things that private companies can do with our Flock camera data [here](#).

Please work closely with the Louisville police department to carefully define goals for the use of these cameras and [craft privacy settings that avoid huge privacy downside for residents](#).

Please do not approve this Flock camera service contract as-is.

Best regards,  
Tawnya Somauroo

Louisville resident

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