**STUDY SESSION AGENDA**  
**TUESDAY**  
February 14, 2017  

_ALL TIMES LISTED ON THIS AGENDA ARE SUBJECT TO CHANGE._

<table>
<thead>
<tr>
<th>Time</th>
<th>Attendees</th>
<th>Item</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:30 A.M.</td>
<td>Heidi Miller</td>
<td>Executive Session Pursuant to C.R.S. 24-6-402(4)(a) for the Purpose of Discussion Potential Sale of Real Property</td>
</tr>
<tr>
<td>11:00 A.M.</td>
<td>Dave Ruppel</td>
<td>Front Range Airport Update</td>
</tr>
<tr>
<td>12:00 P.M.</td>
<td>Ben Dahlman</td>
<td>Payroll Recommendations</td>
</tr>
<tr>
<td>1:00 P.M.</td>
<td>Chris Kline / Sean Lipsey</td>
<td>Cultural Awareness &amp; Sensitivity Training</td>
</tr>
<tr>
<td>1:30 P.M.</td>
<td>Chuck Gross</td>
<td>Adams County 2016 Scholarship Update</td>
</tr>
<tr>
<td>2:30 P.M.</td>
<td>Jeanne Shreve</td>
<td>Legislative Working Group</td>
</tr>
<tr>
<td>3:00 P.M.</td>
<td>Norman Wright / Kristin Sullivan</td>
<td>Interim Traffic Impact Fee for Oil &amp; Gas</td>
</tr>
<tr>
<td>3:30 P.M.</td>
<td>Heidi Miller</td>
<td>Executive Session Pursuant to C.R.S. 24-6-402(4)(b) for the Purpose of Receiving Legal Advice Regarding Imposition of Fees</td>
</tr>
<tr>
<td>4:00 P.M.</td>
<td>Todd Leopold</td>
<td>Administrative Item Review / Commissioner Communications</td>
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_AND SUCH OTHER MATTERS OF PUBLIC BUSINESS WHICH MAY ARISE_

***AGENDA IS SUBJECT TO CHANGE***
<table>
<thead>
<tr>
<th>DATE: February 14, 2017</th>
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<tbody>
<tr>
<td>SUBJECT: Front Range Airport Update</td>
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<tr>
<td>FROM: Dave Ruppel, Front Range Airport Director</td>
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<tr>
<td>AGENCY/DEPARTMENT: Front Range Airport</td>
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<tr>
<td>ATTENDEES: Dave Ruppel</td>
</tr>
<tr>
<td>PURPOSE OF ITEM: Update on Front Range Airport</td>
</tr>
<tr>
<td>STAFF RECOMMENDATION: Informational only</td>
</tr>
</tbody>
</table>

**BACKGROUND:**

Airport update for 2016.

**AGENCIES, DEPARTMENTS OR OTHER OFFICES INVOLVED:**

None.

**ATTACHED DOCUMENTS:**

PowerPoint Presentation
FISCAL IMPACT:

Please check if there is no fiscal impact X. If there is fiscal impact, please fully complete the section below.

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<td>Total Revenues:</td>
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| Current Budgeted Operating Expenditure: |          |
| Add'l Operating Expenditure not included in Current Budget: |          |
| Current Budgeted Capital Expenditure: |          |
| Add'l Capital Expenditure not included in Current Budget: |          |
| Total Expenditures: |          |

New FTEs requested: □ YES □ NO

Future Amendment Needed: □ YES □ NO

Additional Note:

APPROVAL SIGNATURES:

Todd Leopold, County Manager

Raymond H. Gonzales, Deputy County Manager

Bryan Ostler, Interim Deputy County Manager
**Spaceport License**

- Currently awaiting signature of Director FAA Commercial Space for Environmental Assessment.

- Met with the FAA Regional Administrator for the Northwest Mountain Region, KC Yanamura, 01/25/17. Meeting included representatives from Denver Tower, TRACON, Air Traffic, Airports as well as our engineering representatives from Kimley Horn, HDR, and Jviation. The briefing was to provide the Regional Administrator with information on our application and intent. The Regional Administrator expressed her appreciation for the additional information and expressed her intent to find solutions within the region and the ADO’s office. This was a very positive and encouraging discussion which will help to resolve the spaceport issues with the Airport Layout Plan.

- We have been told by Commercial Space that they hope to have Dr. Nield’s signature on the EA within the next month.

- I spoke with Pam Underwood, Manager of the Operations and Integration Division, who has been acting as our overall liaison at AST about whether we might anticipate the license prior to the Space Symposium and she said that AST could not commit to that quick a turn around. Based on this I would expect the license no earlier than July.
Rocket Engine testing continues to draw interest both from manufacturers and most recently from the University of Colorado. CU is planning to meet with us in February to discuss rocket engine testing.
Aviation Operations

Operations
Take-Off or Landing

Year | Operations
---|---
2013 | 45,553
2014 | 53,947
2015 | 65,234
2016 | 84,345
2017 |
Businesses and Leases

- 4 new businesses
  - Front Range Flight School (includes 3 other businesses)
  - New Deal Airport Deicing (in process- expect completion of manufacturing building by Summer)
  - Community Electric Cooperative (Solar Farm- in process-expect completion of 15 acre solar field by Fall)
  - Pen Air (Repair and Maintenance Shop)

- Air Methods expanded operation from 4 to 7 aircraft and moved their entire operation into H2

- H2, Big Blue and 2 of the Module 2 simplex hangars purchased from Citywide.
  - All Citywide hangars have been sold.
  - Citywide would like to divest of the Module 2 lease rights – May be willing to do so for less than originally asked for.
Repair and Maintenance

- Completed pavement rehabilitation for Parkway, FBO access road, and one Taxilane in Module 3.
- Completed roof repair for FBO Hangar
- Repainted Runways and Taxiways
- Crack-sealed all airfield surfaces
- Major crack repair in CDOT Aeronautics parking lot

Events

- War Bird and Auto Show-Memorial Day Weekend
- Colorado Mile – Car Race- Labor Day Weekend
- Numerous smaller events

Projects for 2017

- Taxiway A7 repair-AIP project
  - Will include installation of dirt work for new Taxiway A8
- Paving for Taxiway A8- Budgeted in pavement repair
Questions?
BACKGROUND:

The Pay Cycle Evaluation Team was assembled in 2015 to evaluate Adams County’s current pay cycle and to address concerns made by employees regarding the frequency of pay. Alternative pay cycles were evaluated to determine the best method to increase operational efficiency while also taking into consideration employee’s cash flow preference. The team includes individuals from the County Manager’s Office, Human Resources, Information Technology, Finance, and the Retirement Board.

Bi-weekly, semimonthly and monthly pay cycles were evaluated along with the options of paying current versus paying in arrears. The team worked to obtain information on other entities’ pay cycles, gather implementation feedback from similar government agencies and seek input from County leadership and County employees. The project explored the impact of change on Payroll, Human Resources, the Treasurer’s Office, the Retirement Office along with County employees and supervisors.

As identified within the County’s 2015 Executive Summary and Risk Assessment report as a project to be performed in 2016, internal auditor Eide Bailly, LLP was engaged to evaluate the payroll processes of Adams County. An evaluation of the processes and controls over the calculation of pay as well as the adequacy of the current pay cycle that is in place were performed. Several inefficiencies were identified including potential vulnerability to fraud resulting from projecting time. Switching to a process that better utilizes the systems as they are designed reduces the number of manual processes in place, saves time and reduces cost for the Payroll Division as well as the County. The Pay Cycle Evaluation Team’s findings are in-line
with those of Eide Bailly, LLP’s as outlined in the presentation and have been incorporated into
the Team’s recommendation.

Specific topics to be covered are as follows:

1. Directive
2. Project Scope
3. Items Evaluated:
   - Current Payroll Process
   - Pay Cycle Methods
   - Other Entities’ Cycles
   - Employee Preference
4. Pay Frequency Analysis
5. Recommendation
6. Implementation Strategy
7. Cash Flow/Financial Impact to Employees
8. Financial Impact to County

AGENCIES, DEPARTMENTS OR OTHER OFFICES INVOLVED:

County Manager’s Office
Finance
Human Resources
Information Technology
Retirement Board

ATTACHED DOCUMENTS:

Presentation covering item 1-8 above
FISCAL IMPACT: To Be Determined

Please check if there is no fiscal impact □. If there is fiscal impact, please fully complete the section below.

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Total Revenues:  

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Current Budgeted Operating Expenditure:  
Add'l Operating Expenditure not included in Current Budget:  
Current Budgeted Capital Expenditure:  
Add'l Capital Expenditure not included in Current Budget:  
Total Expenditures:  

New FTEs requested: □ YES □ NO

Future Amendment Needed: □ YES □ NO

Additional Note:

APPROVAL SIGNATURES:  

Todd Leopold, County Manager

Raymond H. Gonzales, Deputy County Manager

Bryan Getler, Interim Deputy County Manager

APPROVAL OF FISCAL IMPACT:  

[Signature]
Budget/Finance
Pay Cycle Recommendation
2017
Directive

Evaluate alternative pay cycles to determine:

- employee cash flow preference/frequency
- best method to increase operational efficiency

County Goal: High Performing Fiscally Responsible Government
Evaluation Team

**County Manager’s Office**
- Todd Leopold: County Manager
- Ray Gonzales: Deputy County Mgr-Ext
- Bryan Ostler: Deputy County Mgr-Int (Acting)
- Ed Finger: Former Deputy County Mgr

**Human Resources**
- Terri Lautt: HR Director (Acting)
- Jerry Hicks: JDE Applications Spec
- DeAnna Guyer: Compensation Analyst
- Candace Salazar: HRIS Specialist

**Finance**
- Ben Dahlman: Finance Director
- Crystal Stout: JDE Applications Spec
- Mary Ha: Accounting Mgr
- Laurie Arellano: Payroll Mgr
- Nick Beston: Senior Accountant

**Retirement**
- Pam Mathisen: Executive Director
- Debbie Haines: Senior Benefits Mgr

**Information Technology**
- Aaron Wiggans: Applications Dev Supv

**Internal Auditor**
- Eide Bailly, LLP
What Was Evaluated?

1. Current Payroll Process
2. Pay Cycle Methods
3. Other Entities’ Cycles
4. Employee Preference
Current Payroll Process

- Structure
- Workload
- Process Efficiency
- Cost of Paying Current
Current Payroll Process

Monthly Pay Cycle
  - 28 – 31 days in cycle

Level Pay
  - 173.33 hours every month

Paid Current
  - 1st through last business day of the month

Projected Time
  - Final time card approval: 7 days prior to pay day
Current Payroll Process

Transition from Arrears to Current

Prior to October 2008, the County had 2 separate pay cycles
- 1 for Human Services – paid current through the end of the month
- 1 for the rest of the county – 24th through the 23rd

Rangeview Library is still on the County’s prior pay cycle
- Multi Employee Retirement Plan
Arrears vs. Current Level Pay

Employee with an Annual Salary of $55,000
Pay Cycle Methods

- Weekly
- Bi-weekly
- Semi-monthly
- Monthly
# Other Entities’ Pay Cycles

## Counties

<table>
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<tr>
<th>Name</th>
<th>Frequency</th>
<th>Days in Arrears</th>
<th>Pay Day</th>
<th>Notes</th>
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<tr>
<td>Adams</td>
<td>Monthly</td>
<td>0</td>
<td>Last week day of the month</td>
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<tr>
<td>Arapahoe</td>
<td>Bi-Weekly</td>
<td>10</td>
<td>Every other Friday</td>
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<tr>
<td>Boulder</td>
<td>Monthly</td>
<td>5</td>
<td>Last week day of the month</td>
<td></td>
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<tr>
<td>Broomfield</td>
<td>Bi-Weekly</td>
<td>10</td>
<td>Every other Friday</td>
<td>City/County covered 32, employee responsible for remaining 48. Vacation/Sick Cashout and short-term loan were transition options.</td>
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<tr>
<td>Denver</td>
<td>Bi-Weekly</td>
<td>5</td>
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<tr>
<td>Douglas</td>
<td>Monthly</td>
<td>8</td>
<td>Last week day of the month</td>
<td>21st - 20th</td>
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<tr>
<td>Jefferson</td>
<td>Bi-Weekly</td>
<td>10</td>
<td>Every other Friday</td>
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<td>Larimer</td>
<td>Bi-Weekly</td>
<td>8</td>
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<td>Weld</td>
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<td>16th - 15th</td>
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## Cities

<table>
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<td>Brighton</td>
<td>Bi-Weekly</td>
<td>7 - 10</td>
<td>Every other Friday</td>
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<tr>
<td>Commerce City</td>
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<td>Every other Friday</td>
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<tr>
<td>Lakewood</td>
<td>Bi-Weekly</td>
<td>7 - 10</td>
<td>Every other Friday</td>
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<td>Thornton</td>
<td>Bi-Weekly</td>
<td>10</td>
<td>Every other Friday</td>
<td></td>
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<tr>
<td>Westminster</td>
<td>Bi-Weekly</td>
<td>5</td>
<td>Every other Friday</td>
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</table>
Adams County Pay Cycle Survey

In 2014, county employees were invited to participate in a survey regarding their interest in receiving their pay on a more frequent basis. During this original survey, many employees indicated that they needed more information in order to make an informed decision. Specifically, employees wanted to know which options were being considered (e.g. bi-weekly, monthly); the structure of each option (e.g. pay periods, pay dates, etc.); and the impact each option would have on their personal budgets. In response to these suggestions, the county developed [educational materials], which were emailed to employees on November 18, 2015. Please take the time to review this information prior to completing the new survey below. Any outstanding questions you may have can be directed to: paycyclequestions@adcgov.org.

The survey results will be compiled, weighted and presented to county leadership in January 2016 along with a recommendation of what is in the best interest of employees, taxpayers, and the organization. If a decision is made to transition to a new pay cycle, the change would not take effect until 2017 to allow employees time to prepare for the conversion. Thank you for participating in the survey.

1. Have you read and understand the pay cycle education materials provided to you?

2. Please rank your pay cycle preference:
   - Bi-weekly
   - Monthly

3. Please enter any comments, concerns or feedback below.
Employee Preference

Survey Results by Pay Frequency

- Bi-Weekly: 39% (599 people)
- Monthly: 56% (872 people)
- No Preference: 5% (84 people)
Pay Frequency Analysis: Bi-Weekly

**Advantages**
- Increased frequency of pay
- Straight forward overtime calculations
- Consistent pay (80 hours per pay period)
- Three pay checks two months out of the year
- Ability to take advantage of standard system functionality

**Disadvantages**
- Grant reconciliation is cumbersome
- Decrease in cash flow 10 out of 12 months versus monthly pay
- 27 pay periods every 11 years
- Extensive system modifications required for implementation
Pay Frequency Analysis: Monthly

Advantages
- Consistent pay periods and pay dates
- Less processing time
- Ease of grant reconciliation
- Least amount of change to employees
- Less system modifications required to implement than bi-weekly

Disadvantages
- Overtime calculations are cumbersome
- Hours paid per pay period fluctuate (non-exempt employees)
- Potential under reporting of time
- Under utilization of standard system functionality
Recommendation

Monthly Pay Cycle
- 21st through the 20th
- Pay day remains the last business day of the month

Pay in Arrears
- 8 to 11 days

Pay For Hours Worked
- Non-exempt employees: 160 - 184
- Exempt employees: 173.33
Implementation Strategy

Provide Employees with Advanced Notice
- January 2018 implementation date
- Educate and help employees plan for transition

Offer Transition Assistance Options
- Employee Advance
- Vacation and/or Sick Leave Cashout
- County to cover all or part of the cost
Cash Flow Impact to Employees
Bi-Weekly vs. Monthly Pay Cycle

Employee with an Annual Salary of $55,000
Financial Impact to Employees

Employee Advance Options - 1, 3 or 5 years

Cash Flow Impact Example:

Duration of Advance ........... 60 months
Annual Salary ................. $ 55,000.00
Amount of Advance ........... $  1,692.31
Annual Payment .............. $    338.46
Monthly Payment .............. $     28.21
Financial Impact to the County

Vacation and/or Sick Leave Cash Out

8 Leave Hours ........................ $ 479,871
40 Leave Hours ....................... $ 2.4 million
64 Leave Hours ....................... $ 3.8 million

Calculations based on 1,956 benefit eligible employees as of February 2017 and include FICA, Medicare & Worker’s Comp. Commissioner and Elected Official positions are excluded from count.
DATE: February 14, 2017

SUBJECT: Cultural Awareness and Sensitivity Training Services

FROM: Sean Lipsey, Senior HR Business Partner and Chris Kline, Director of Human Services

AGENCY/DEPARTMENT: Human Resources

ATTENDEES: Sean Lipsey and Chris Kline

PURPOSE OF ITEM: Get approval to award vendor to conduct a Cultural Awareness and Sensitivity Training

STAFF RECOMMENDATION: Award DIFRAC with the contract

BACKGROUND:

Adams County Human Services Department (ACHSD) has multiple locations throughout the County and has a diverse group of employees that work with each other on a daily basis. Over the past couple of years, the need to increase our understanding of working with diverse individuals in the workplace has become apparent. Not only do we seek to understand how to work with each other better, but we also have a diverse group of clients that we serve on a daily basis. There is a critical need for professionals who can demonstrate empathy and to affirm the individual identities and cultural affinities of constituent groups while providing our services.

Historically, efforts to advance equity, diversity, and inclusion throughout the Adams County as a whole have been seen as secondary to our main mission. Furthermore, the ACHSD senior leadership vision requires increased capacity to assist decision makers throughout the department to better draw on the strengths and wisdom of a workforce that reflects the population we serve. ACHSD has embedded diversity, resiliency and continuous improvement principles into the 2016 Strategic Plan and this training opportunity falls into these categories as well as into the Adams County goal of creating a bias-free organization.

During this process, it became very apparent that the services we were seeking to provide would benefit not only Human Services, but Adams County at large. When this was presented to senior leadership, it was determined that in order for Adams County to be successful with creating a bias-free organization, we needed to propose having this training delivered to every employee at Adams County.

Currently, Adams County does not have a cultural awareness training in-house, and we do not have the resources or the talent to teach such an important and sensitive topic. In order for Adams County to move to the next level of employment decisions, and to respond to County employees’ need for diversity and sensitivity, we would like to have a vendor come in-house to train our employees.
AGENCIES, DEPARTMENTS OR OTHER OFFICES INVOLVED:

Adams County Human Services  
Deputy County Managers

ATTACHED DOCUMENTS:

Power Point Presentation
**FISCAL IMPACT:**

Please check if there is no fiscal impact □. If there is fiscal impact, please fully complete the section below.

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<td><strong>Total Expenditures:</strong></td>
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<td>129,050</td>
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New FTEs requested: □ YES □ NO  
Future Amendment Needed: □ YES □ NO

**Additional Note:**

If approved by the BoCC, the funding for this project will be included on the 1st Budget Amendment of 2017. The Social Service Fund will be contributing $71,125 and the General Fund will be contributing $57,925.

**APPROVAL SIGNATURES:**

Todd Leopold, County Manager  
Raymond H. Gonzales, Deputy County Manager  
Bryan Ostler, Interim Deputy County Manager

**APPROVAL OF FISCAL IMPACT:**

Nancy Dunn  
Budget / Finance
Cultural Awareness and Sensitivity Training
Human Resources Department
February 2017
Background

• Historically, efforts to advance equity, diversity, and inclusion throughout Adams County have been seen as secondary to our main goals
• Adams County Human Services added the goal of increasing diversity to their 2016 Strategic Plan
• An RFP was created to seek an outside vendor to do training in-house on Cultural Awareness and Sensitivity
EEOC Claims increased in areas related to diversity (race, sex, national origin, religion, and color) throughout Colorado in 2016.

Employee complaints and comments at Adams County regarding diversity saw a jump in 2016 as well.
A-Proud is a committee of Adams County employees who have joined together to embrace unity and create a bias-free organization where everyone feels valued and respected.

The RFP process included members of the A-Proud committee.
Adams County Demographics

- Employee Demographics (not including the sheriff’s office):
  - 62% White
  - 30% Hispanic
  - 3% Black
  - 3% Asian or Pacific Islander
  - 2% Two or more Races
  - 70% Female
  - 30% Male
  - 4% 18-24
  - 25% 25-34
  - 25% 35-44
  - 24% 45-54
  - 18% 55-64
  - 4% 64+
Adams County Demographics

- Adams County Demographics (2015 Census):
  - 51% White
  - 39% Hispanic
  - 3% Black
  - 4% Asian or Pacific Islander
  - 3% Two or more Races
Services Needed

• Identify creative solutions to internal challenges through diversity
• Build trust among diverse colleagues, stakeholders, and constituents
• Increase opportunities for professional development, contribution, engagement, recognition, promotion, and retention based on including the principles of equity, diversity and inclusion
• Demonstrate social justice, racial equity, and inclusion through outstanding service that regards “barriers” as moveable
Diversity

- **Cultural Awareness**: The ability to recognize different beliefs, values and customs that someone has based on that person’s origins, background and experiences.
- **Cultural Sensitivity**: Being aware that differences and similarities between people exist without assigning them a value – positive or negative, better or worse, right or wrong.
RFP Process

- 5 Proposals were received
- Selection committee narrowed it down to content provided and price
- Brought top candidate in to conduct a mini training and answer questions
Denver Indian Family Resource Center was selected
- Provides organizational assessment (including focus groups with employees)
- Trained multiple government entities including the Denver Sheriff’s Office
- Provides additional consultation services (compliance, training team, employee programs)
- Cost effective
Impact of Training

• Understanding of our differences
• Inclusion of different ideas and practices
• Increase promotional opportunities for underrepresented groups
• Unlock innovation where “outside the box” ideas are heard in order to take Adams County to the next level
Our Recommendation

- Award the contract to DIFRAC
### Summary of Price

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<tr>
<td>Agency Cultural Assessment</td>
<td>$10,250</td>
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<td>Consultation (30 hours)</td>
<td>$3,750</td>
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<td>Full-Day Class for 1415 employees (not including Sheriff)</td>
<td>$118,800</td>
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<td><strong>Total Cost</strong></td>
<td><strong>$129,050</strong></td>
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<td><strong>Human Services Cost</strong></td>
<td><strong>$71,125</strong></td>
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Next Steps

- Get approval during public hearing
- Contract negotiations
- Organizational assessment in March of 2017
- Training starts in April or May 2017, depending on availability
DATE: 2/14/17

SUBJECT: Adams County Scholarship Fund

FROM: Chuck Gross, Executive Director

AGENCY/DEPARTMENT: Adams County Education Consortium

ATTENDEES: Raymond H. Gonzales, Deputy County Manager

PURPOSE OF ITEM: 2016 Adams County Scholarship Fund (ACSF) Program Update and 2017 program considerations

STAFF RECOMMENDATION: Informational Only

BACKGROUND:

In 2016, the Adams County Commissioners established the Adams County Scholarship Fund and identified the Adams County Education Consortium as its Fiscal and Administrative agent. The purpose of the study session is to provide the Adams County Board of County Commissioners a 2016 program update and consider program and operational changes in 2017.

AGENCIES, DEPARTMENTS OR OTHER OFFICES INVOLVED:

County Manager’s Office

ATTACHED DOCUMENTS:

Adams County Scholarship Fund PowerPoint.
FISCAL IMPACT:

Please check if there is no fiscal impact □. If there is fiscal impact, please fully complete the section below.

Fund: 1
Cost Center: 9252

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Current Budgeted Revenue:

Current Budgeted Operating Expenditure: 8810 $517,000

Add'l Operating Expenditure not included in Current Budget:

Add'l Capital Expenditure not included in Current Budget:

Total Expenditures: $517,000

New FTEs requested: □ YES ☒ NO

Future Amendment Needed: □ YES ☒ NO

Additional Note:

APPROVAL SIGNATURES: Todd Leopold, County Manager

Nancy [Signature], Budget / Finance

Raymond H. Gonzales, Deputy County Manager

Bryan Ostler, Interim Deputy County Manager
Adams County Scholarship Fund
Why Invest?

69.6% high school students graduate compared to a 75.9% CO Avg.

The annual lost potential earnings to the state of Colorado for Adams County non-graduates is $5,860,800.00
— Colorado Children's Campaign

Over the course of a lifetime, the loss in earning potential between a high school dropout and a student who goes on to finish college is $1.1 million
— U.S. Census Bureau

Over 30% of our students are NOT graduating on time

Only 44% of Adams County graduates enroll in college within one year

Students with only a high school diploma will be qualified for just ONE IN FOUR JOBS by 2020
The Colorado Paradox

- Colorado has a highly educated workforce: 69% have postsecondary education
- More than 70% of Colorado adults with education beyond high school were not born in Colorado

- Minority of low-income youth are less likely to graduate high school
- 42% of Hispanic youth in Colorado enroll in college right after high school, while 62% of white youth do.

Source: Colorado Workforce Development Council
Adams County 2009 graduates

- 5,349 students in the cohort
  - 518 Bachelor’s degrees
  - 12 Masters degrees

- 68.1% graduated high school
- 41.8% enrolled in postsecondary
- 14.4% obtained credential or degree
2016 Adams County Scholarship Fund

56 Scholarship Recipients

- Adams 12 Five Star Schools: 21
- Mapleton Public Schools: 10
- School District 27J: 9
- Adams 14: 9
- Westminster Public Schools: 5
- Strasburg School District 31J: 2
2016 Adams County Scholarship Fund

Scholars by Post-Secondary Institution

- University of Colorado, Boulder: 17
- Colorado State University: 16
- University of Colorado, Denver: 6
- Front Range Community College: 3
- Metropolitan State University of Denver: 3
- University of Northern Colorado: 3
- Colorado School of Mines: 2
- Community College of Denver: 2
- Red Rocks Community College: 2
- Adams State University: 1
- Arapahoe Community College: 1
2016 Adams County Scholarship Fund

Student updates

- Number enrolled full-time in Spring semester classes: 54
  - Academic Probation: 1 (enrolled in Spring classes)

- Number not enrolled: 2
Where Do Students Turn for Help?

**Major problem: lack of support**

<table>
<thead>
<tr>
<th>School district resources:</th>
<th>Colleges:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary mission is serving</td>
<td>Lack of personalized attention</td>
</tr>
<tr>
<td>students through grade 12,</td>
<td></td>
</tr>
<tr>
<td>not after</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>District foundations:</th>
<th>Family:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Limited staff</td>
<td>20% of students report a lack of family support</td>
</tr>
</tbody>
</table>

Question remains: what would help these students persist?
Best Practices and Lessons Learned

Held Discussions with Daniels Fund and Hispanic Scholarship Fund

Key Take-Aways:

• Show scholarship recipients graduation stole they can look forward to; purchase caps and gowns for them
• Ensure each student has a degree plan after the first year
• Have a summer program accessible to parents, possibly a parent night at each district
• Have an orientation before school starts in August
• Find resources at each institution and make them available to students
• Retain a full-time retention coordinator to help
2017 Adams County Scholarship Fund

- County has submitted a Letter of Intent to support 2017 cohort
- Anticipate 55-60 scholarship recipients
- Will include Bennett this year
- Scholarship Awards dinner to be held in May
## Adams County Scholarship Fund

### Return on Investment

<table>
<thead>
<tr>
<th>Educational Attainment</th>
<th>Labor Force Participation Rate - CO</th>
<th>Labor Force Participation Rate - US</th>
<th>Unemployment Rate (U-3) - CO</th>
<th>Unemployment Rate (U-3) - US</th>
<th>Median Earnings - CO</th>
<th>Median Earnings - US</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than a high school diploma</td>
<td>52.1%</td>
<td>45.4%</td>
<td>2.5%</td>
<td>8.0%</td>
<td>$25,304</td>
<td>$21,320</td>
</tr>
<tr>
<td>High school graduate or equiv., no college</td>
<td>59.5%</td>
<td>57.2%</td>
<td>4.2%</td>
<td>5.4%</td>
<td>$31,280</td>
<td>$29,004</td>
</tr>
<tr>
<td>Some college or associate degree</td>
<td>65.2%</td>
<td>66.6%</td>
<td>2.9%</td>
<td>4.5%</td>
<td>$35,392</td>
<td>$34,377</td>
</tr>
<tr>
<td>Bachelor's degree</td>
<td>71.7%</td>
<td>74.4%</td>
<td>2.2%</td>
<td>2.6%</td>
<td>$50,196</td>
<td>$50,930</td>
</tr>
<tr>
<td>Graduate or professional degree</td>
<td>71.7%</td>
<td>74.4%</td>
<td>2.2%</td>
<td>2.6%</td>
<td>$63,270</td>
<td>$67,286</td>
</tr>
</tbody>
</table>

Additional Resource Request
College Retention Coordinator

Would enhance the success of the Adams County Scholarship Fund Program by providing:

- **Emotional Support**
  - Form relationships with scholarship recipients
  - Connect with parents for support

- **Procedural Support**
  - Connect students with support programs/resources at college
  - Assist with course planning (full-time status, graduation plan, etc.)

- **Transitional Support**
  - Transition from HS to College (financial aid, registration, etc.)
  - Transition from community college to 4-year

- **Retention Support**
  - Stay in College
  - Graduate College
Scholarship Database

- Wizehive database software
  - Tool to track, advise, and engage scholarship recipients
  - Centralized CRM
  - Alert system to notify coordinator of student challenges
  - Enables college coordinator to better support students
QUESTIONS?

THANK YOU!
STUDY SESSION AGENDA ITEM

DATE: February 14, 2017

SUBJECT: Legislative Working Group (LWG) – General Assembly Legislative Review

FROM: Jeanne Shreve

AGENCY/DEPARTMENT: Intergovernmental Relations Office, County Manager’s Office

ATTENDEES: Jeanne Shreve, LWG

PURPOSE OF ITEM: Brief BoCC on previous week’s General Assembly legislation of relevance to the County, and obtain County stances on said legislation

STAFF RECOMMENDATION: Review, discussion, and obtain County stances on legislation

BACKGROUND:

The First Regular Session of the Seventy-first Colorado General Assembly convened on January 11, 2017. These Study Sessions will review, with the BoCC, the pertinent legislation introduced the previous week in order for the BoCC to take official County positions on each piece of relevant legislation.

AGENCIES, DEPARTMENTS OR OTHER OFFICES INVOLVED:

Intergovernmental Relations Office, Legislative Working Group, County Manager’s Office

ATTACHED DOCUMENTS:
**FISCAL IMPACT:**

Please check if there is no fiscal impact ✗. If there is fiscal impact, please fully complete the section below.

<table>
<thead>
<tr>
<th>Fund:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost Center:</td>
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</table>

<table>
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<tr>
<th>Object</th>
<th>Subledger</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Current Budgeted Revenue:</td>
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<tr>
<td>Additional Revenue not included in Current Budget:</td>
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<tr>
<td>Total Revenues:</td>
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New FTEs requested: □ YES □ NO

Future Amendment Needed: □ YES □ NO

Additional Note:  

**APPROVAL SIGNATURES:**

Todd Leopold, County Manager

Raymond H. Gonzales, Deputy County Manager

Bryan Ostler, Interim Deputy County Manager

**APPROVAL OF FISCAL IMPACT:**
# STUDY SESSION AGENDA ITEM

<table>
<thead>
<tr>
<th>DATE:</th>
<th>February 14, 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>SUBJECT:</td>
<td>Oil and Gas Impact Fees</td>
</tr>
<tr>
<td>FROM:</td>
<td>Norman Wright, AICP</td>
</tr>
<tr>
<td>AGENCY/DEPARTMENT:</td>
<td>Community and Economic Development</td>
</tr>
</tbody>
</table>
| ATTENDEES: | Chris Simmons, Oil and Gas Liaison  
Jen Rutter, Senior Environmental Analysis  
Kristin Sullivan, Deputy Director  
Norman Wright, Director  
Jeff Robbins, Legal Counsel |
| PURPOSE OF ITEM: | To propose a set of oil and gas fees that could be considered and adopted on an interim or permanent basis. |
| STAFF RECOMMENDATION: | Option 3, to suspend action until the delivery of a local study |

## BACKGROUND:

At an Oil and Gas study session on January 31st, the Board of County Commissioners directed staff to deliver a proposal for an interim Oil and Gas traffic impact fees within two weeks. Staff has developed three alternatives for addressing the issue: the first is a revised permit fee to more accurately account for staff time on a case, the second is a proposed interim fee for traffic impacts, and the third option is to delay the adoption of any traffic impact fees until a local study is complete.

## AGENCIES, DEPARTMENTS OR OTHER OFFICES INVOLVED:

none

## ATTACHED DOCUMENTS:

none
FISCAL IMPACT:

Please check if there is no fiscal impact ☑. If there is fiscal impact, please fully complete the section below.

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| Current Budgeted Revenue:                        |
| Additional Revenue not included in Current Budget:|
| **Total Revenues:**                              |

| Current Budgeted Operating Expenditure:          |
| Add'l Operating Expenditure not included in Current Budget: |
| Current Budgeted Capital Expenditure:            |
| Add'l Capital Expenditure not included in Current Budget: |
| **Total Expenditures:**                          |

| New FTEs requested: □ YES □ NO                  |
| Future Amendment Needed: □ YES □ NO             |

**Additional Note:**

There is no fiscal impact in terms of new, unbudgeted expenditures. The proposed alternatives for new fees would generate new revenue based on permit activity, none of which can be accurately anticipated or measured at this time.

**APPROVAL SIGNATURES:**

Todd Leopold, County Manager
Raymond H. Gonzales, Deputy County Manager
Bryan Ostler, Interim Deputy County Manager

**APPROVAL OF FISCAL IMPACT:**

Nancy [Signature]
Budget / Finance