



# ADAMS COUNTY

**COLORADO**  
BOARD OF COUNTY COMMISSIONERS

Eva J. Henry - District #1  
Charles "Chaz" Tedesco - District #2  
Erik Hansen - District #3  
Steve O'Dorisio - District #4  
Mary Hodge - District #5

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STUDY SESSION AGENDA  
TUESDAY  
February 14, 2017

*ALL TIMES LISTED ON THIS AGENDA ARE SUBJECT TO CHANGE.*

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10:30 A.M.	ATTENDEE(S): ITEM:	Heidi Miller Executive Session Pursuant to C.R.S. 24-6-402(4)(a) for the Purpose of Discussion Potential Sale of Real Property
11:00 A.M.	ATTENDEE(S): ITEM:	Dave Ruppel Front Range Airport Update
12:00 P.M.	ATTENDEE(S): ITEM:	Ben Dahlman Payroll Recommendations
1:00 P.M.	ATTENDEE(S): ITEM:	Chris Kline / Sean Lipsey Cultural Awareness & Sensitivity Training
1:30 P.M.	ATTENDEE(S): ITEM:	Chuck Gross Adams County 2016 Scholarship Update
2:30 P.M.	ATTENDEE(S): ITEM:	Jeanne Shreve Legislative Working Group
3:00 P.M.	ATTENDEE(S): ITEM:	Norman Wright / Kristin Sullivan Interim Traffic Impact Fee for Oil & Gas
3:30 P.M.	ATTENDEE(S): ITEM:	Heidi Miller Executive Session Pursuant to C.R.S. 24-6-402(4)(b) for the Purpose of Receiving Legal Advice Regarding Imposition of Fees
4:00 P.M.	ATTENDEE(S): ITEM:	Todd Leopold Administrative Item Review / Commissioner Communications

(AND SUCH OTHER MATTERS OF PUBLIC BUSINESS WHICH MAY ARISE)

\*\*\*AGENDA IS SUBJECT TO CHANGE\*\*\*



## STUDY SESSION AGENDA ITEM

<b>DATE:</b> February 14, 2017
<b>SUBJECT:</b> Front Range Airport Update
<b>FROM:</b> Dave Ruppel, Front Range Airport Director
<b>AGENCY/DEPARTMENT:</b> Front Range Airport
<b>ATTENDEES:</b> Dave Ruppel
<b>PURPOSE OF ITEM:</b> Update on Front Range Airport
<b>STAFF RECOMMENDATION:</b> Informational only

### **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.

**Fund:** \_\_\_\_\_

**Cost Center:** \_\_\_\_\_

	Object Account	Subledger	Amount
Current Budgeted Revenue:			
Additional Revenue not included in Current Budget:			
<b>Total Revenues:</b>			_____

	Object Account	Subledger	Amount
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:			
<b>Total Expenditures:</b>			_____

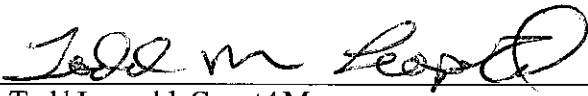
New FTEs requested:             YES             NO

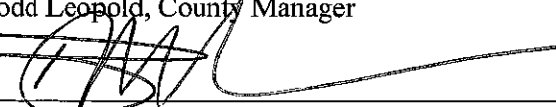
Future Amendment Needed:     YES             NO

**Additional Note:**

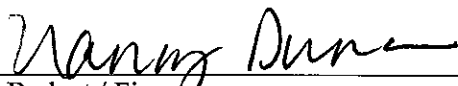
**APPROVAL SIGNATURES:**

**APPROVAL OF FISCAL IMPACT:**

  
\_\_\_\_\_  
Todd Leopold, County Manager

  
\_\_\_\_\_  
Raymond H. Gonzales, Deputy County Manager

\_\_\_\_\_  
Bryan Ostler, Interim Deputy County Manager

  
\_\_\_\_\_  
Wanny Dunn  
Budget / Finance

# *Airport Update*

February 14, 2017



Dave Ruppel—Airport Director

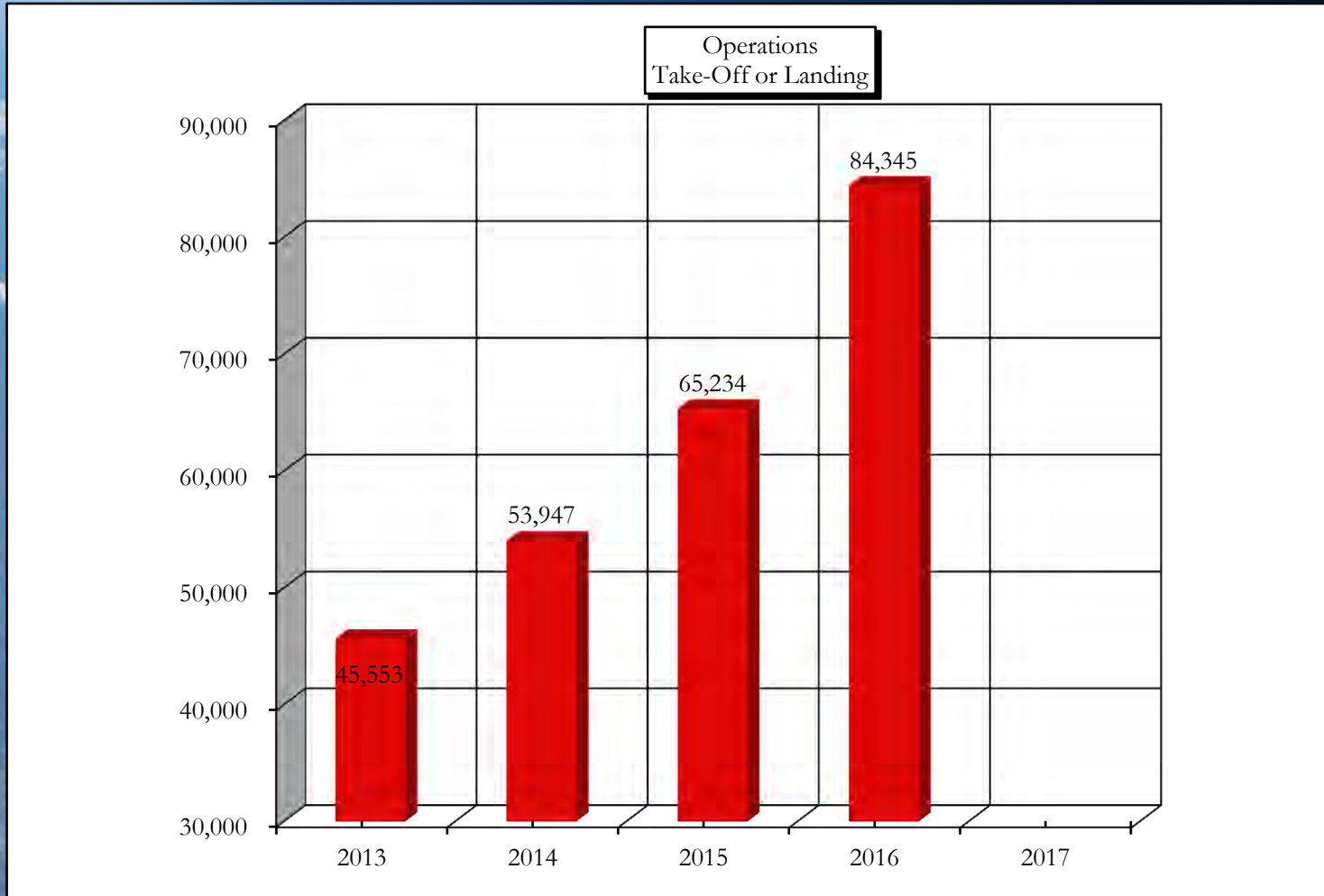
## Spaceport License

- 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 Aviation. 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.

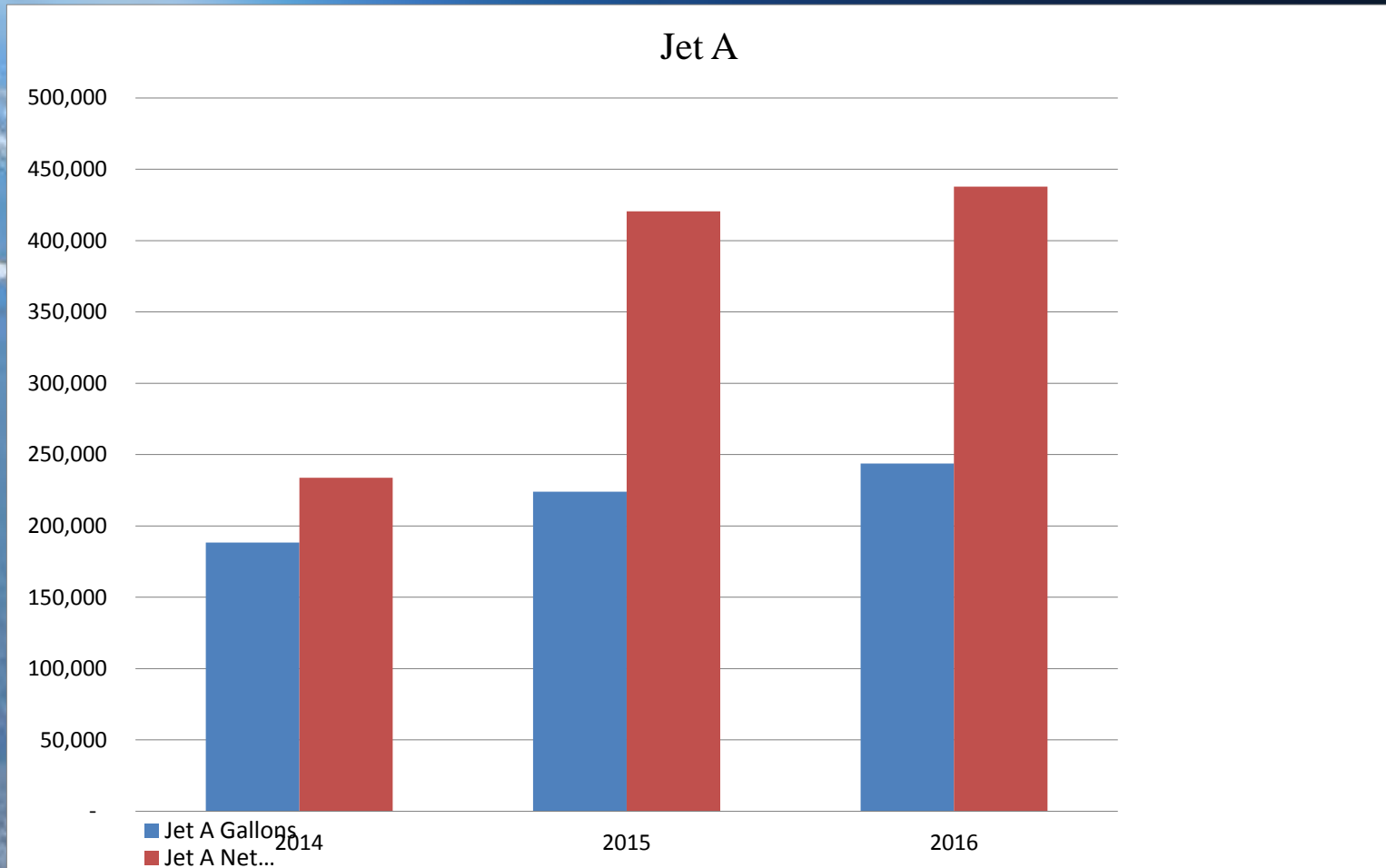


➤ Rocket Engine testing continues to draw interest both from manufacturers and most recently from the University of Colorado. CU is planning to meet with us in February to discuss rocket engine testing.

## Aviation Operations



## Aviation Operations





## 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?





## STUDY SESSION AGENDA ITEM

<b>DATE:</b>	February 14, 2017
<b>SUBJECT:</b>	Pay Cycle Evaluation and Recommendation
<b>FROM:</b>	Benjamin Dahlman
<b>AGENCY/DEPARTMENT:</b>	County Manager's Office Finance Department
<b>ATTENDEES:</b>	Benjamin Dahlman
<b>PURPOSE OF ITEM:</b>	Present the Findings of the Pay Cycle Evaluation Project and Discuss the Recommendation of Moving to a New Pay Cycle.
<b>STAFF RECOMMENDATION:</b>	Transition to a New Pay Cycle

### **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.

**Fund:**

**Cost Center:**

	Object Account	Subledger	Amount
Current Budgeted Revenue:			
Additional Revenue not included in Current Budget:			
<b>Total Revenues:</b>			

	Object Account	Subledger	Amount
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:			
<b>Total Expenditures:</b>			

New FTEs requested:  YES  NO

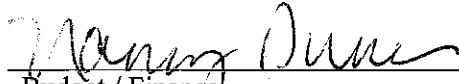
Future Amendment Needed:  YES  NO

**Additional Note:**

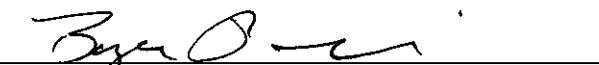
**APPROVAL SIGNATURES:**

**APPROVAL OF FISCAL IMPACT:**

  
Todd Leopold, County Manager

  
Budget / Finance

Raymond H. Gonzales, Deputy County Manager

  
Bryan Ostler, Interim Deputy County Manager

# 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 Lutt: HR Director (Acting)  
Jerry Hicks: JDE Applications Spec  
DeAnna Guyer: Compensation Analyst  
Candace Salazar: HRIS Specialist

## Information Technology

Aaron Wiggans: Applications Dev Supv

## 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

## 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**

- 1<sup>st</sup> 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**

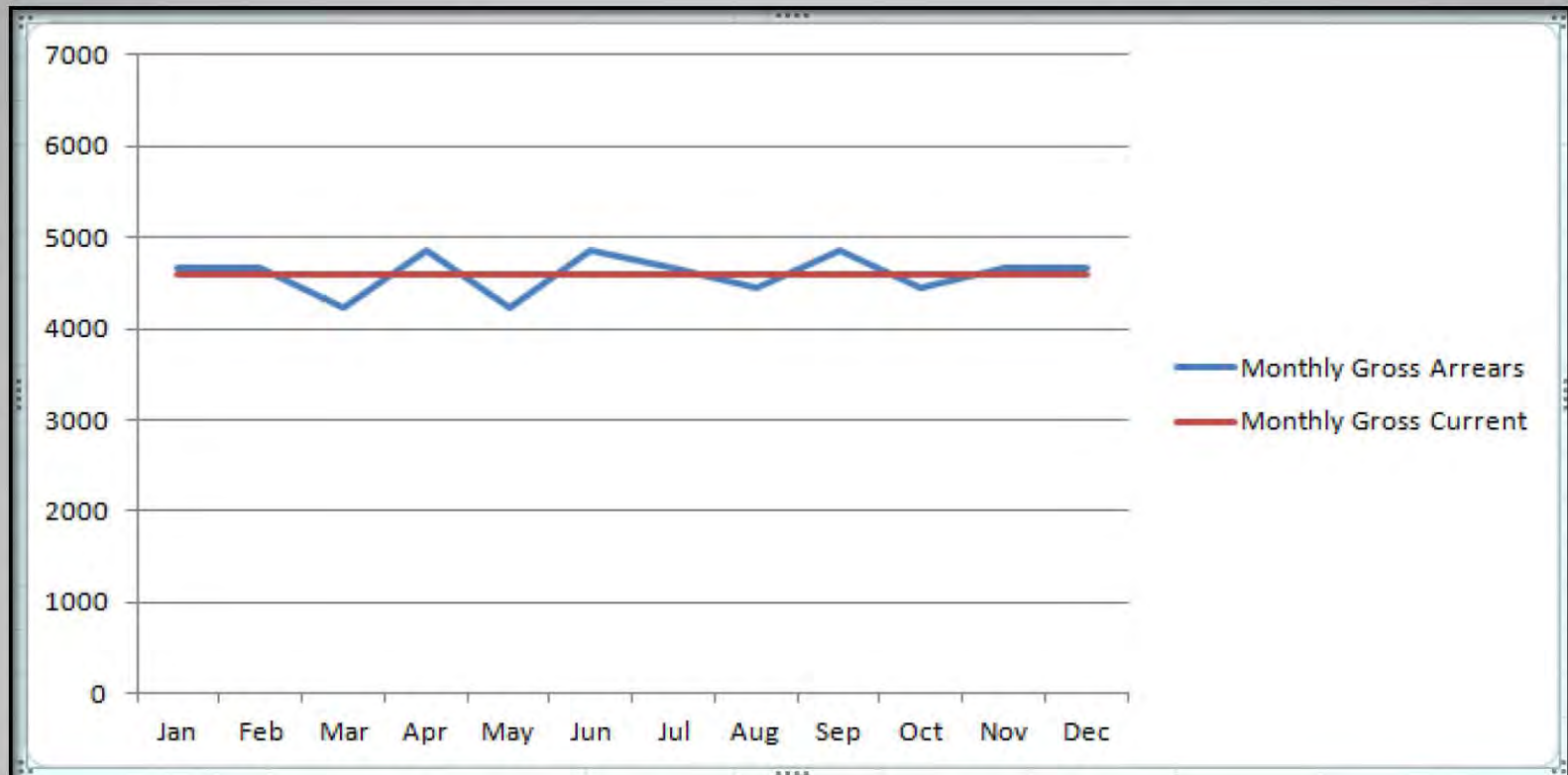
Prior to October 2008, the County had 2 separate pay cycles

- 1 for Human Services – paid current through the end of the month
- 1 for the rest of the county – 24<sup>th</sup> through the 23<sup>rd</sup>

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

Name	Frequency	Days in Arrears	Pay Day	Notes
Adams	Monthly	0	Last week day of the month	
Arapahoe	Bi-Weekly	10	Every other Friday	
Boulder	Monthly	5	Last week day of the month	26th - 25th
Broomfield	Bi-Weekly	10	Every other Friday	City/County covered 32, employee responsible for remaining 48. Vacation/Sick Cashout and short-term loan were transition options.
Denver	Bi-Weekly	5	Every other Friday	
Douglas	Monthly	8	Last week day of the month	21st - 20th
Jefferson	Bi-Weekly	10	Every other Friday	
Larimer	Bi-Weekly	8	Every other Friday	
Weld	Monthly	10	Last week day of the month	16th - 15th

## Cities

Name	Frequency	Days in Arrears	Pay Day	Notes
Aurora	Bi-Weekly	10	Every other Friday	
Brighton	Bi-Weekly	7 - 10	Every other Friday	
Commerce City	Bi-Weekly	5	Every other Friday	
Lakewood	Bi-Weekly	7 - 10	Every other Friday	
Thornton	Bi-Weekly	10	Every other Friday	
Westminster	Bi-Weekly	5	Every other Friday	

# Employee Preference

## Adams County Pay Cycle Survey

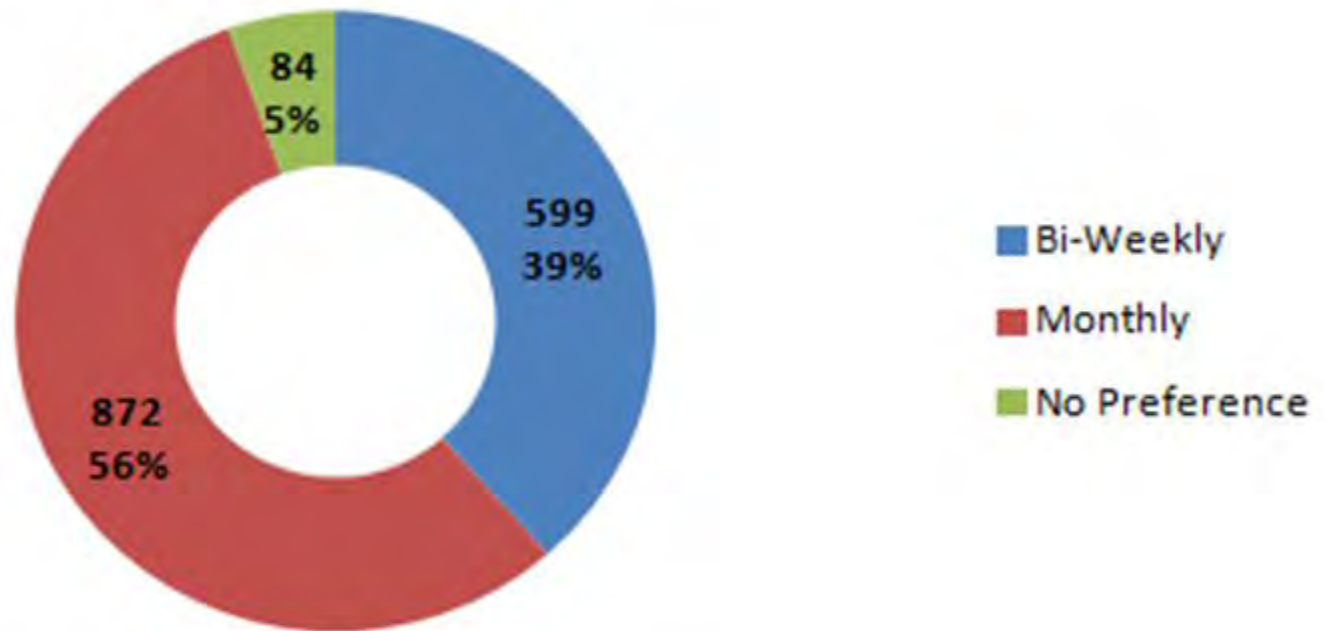
In 2014, county employees were invited to participate in a survey regarding their interest in receiving their pay on a more frequent basis. During this original survey, many employees indicated that they needed more information in order to make an informed decision. Specifically, employees wanted to 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@adcogov.org](mailto:paycyclequestions@adcogov.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



# 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**

- 21<sup>st</sup> through the 20<sup>th</sup>
- 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**

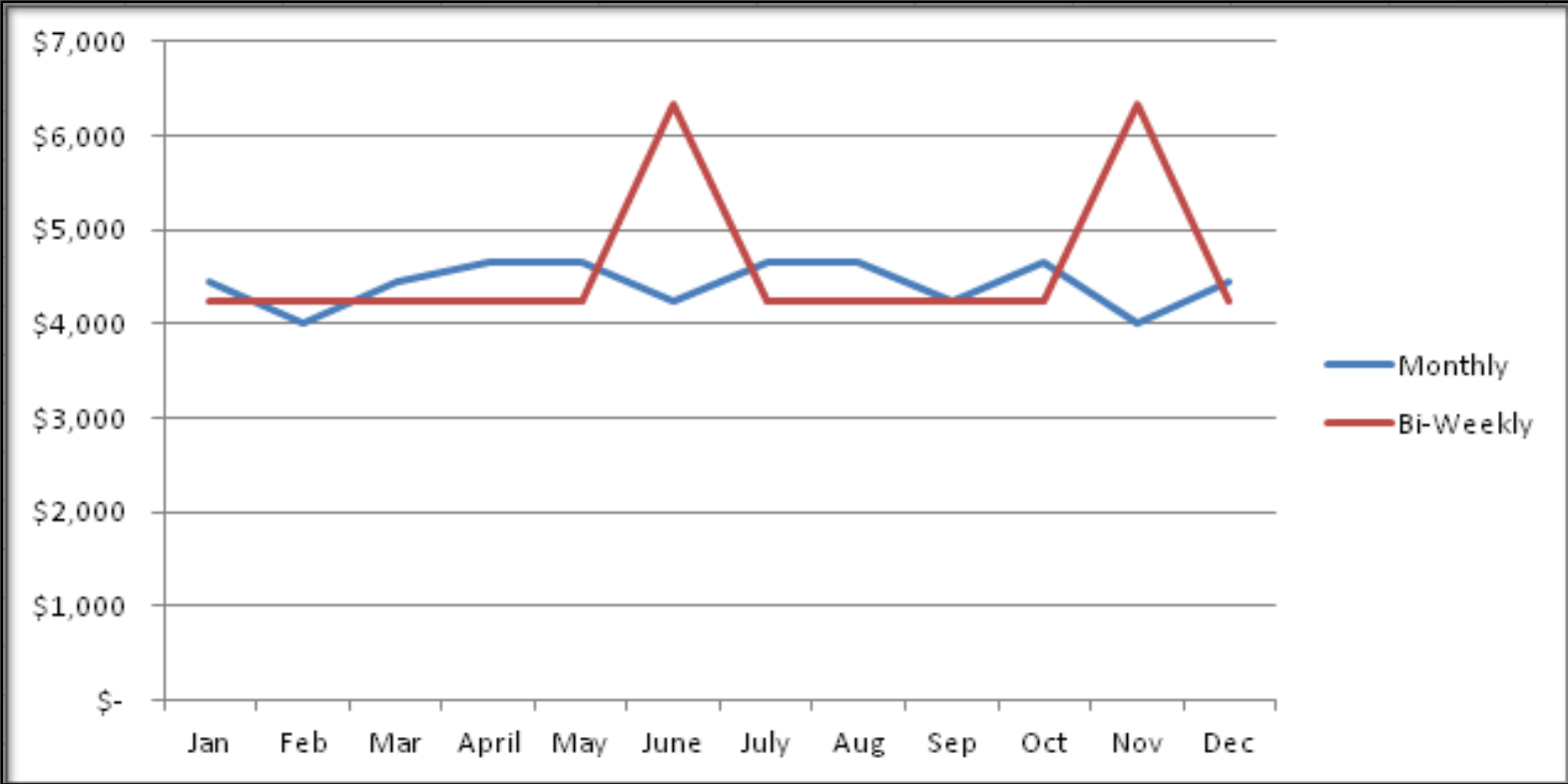
- January 2018 implementation date
- Educate and help employees plan for transition

## **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.





## STUDY SESSION AGENDA ITEM

<b>DATE:</b> February 14, 2017
<b>SUBJECT:</b> Cultural Awareness and Sensitivity Training Services
<b>FROM:</b> Sean Lipsey, Senior HR Business Partner and Chris Kline, Director of Human Services
<b>AGENCY/DEPARTMENT:</b> Human Resources
<b>ATTENDEES:</b> Sean Lipsey and Chris Kline
<b>PURPOSE OF ITEM:</b> Get approval to award vendor to conduct a Cultural Awareness and Sensitivity Training
<b>STAFF RECOMMENDATION:</b> 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.

**Fund:** 00001

**Cost Center:** 1015

	Object Account	Subledger	Amount
Current Budgeted Revenue:			
Additional Revenue not included in Current Budget:			
<b>Total Revenues:</b>			<hr/>

	Object Account	Subledger	Amount
Current Budgeted Operating Expenditure:			
Add'l Operating Expenditure not included in Current Budget:	7745	TBD	129,050
Current Budgeted Capital Expenditure:			
Add'l Capital Expenditure not included in Current Budget:			
<b>Total Expenditures:</b>			<hr/> <hr/> 129,050

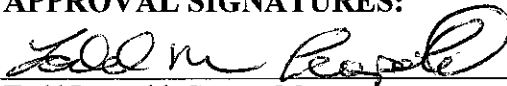
**New FTEs requested:**                     YES             NO


**Future Amendment Needed:**         YES             NO

**Additional Note:**

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

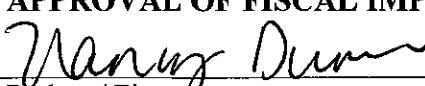
**APPROVAL SIGNATURES:**

  
\_\_\_\_\_  
Todd Leopold, County Manager

  
\_\_\_\_\_  
Raymond H. Gonzales, Deputy County Manager

\_\_\_\_\_  
Bryan Ostler, Interim Deputy County Manager

**APPROVAL OF FISCAL IMPACT:**

  
\_\_\_\_\_  
Nancy Durr  
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



# Compliance

- 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

- 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



## RFP Process

- 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

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



## 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



## STUDY SESSION AGENDA ITEM

<b>DATE:</b> 2/14/17
<b>SUBJECT:</b> Adams County Scholarship Fund
<b>FROM:</b> Chuck Gross, Executive Director
<b>AGENCY/DEPARTMENT:</b> Adams County Education Consortium
<b>ATTENDEES:</b> Raymond H. Gonzales, Deputy County Manager
<b>PURPOSE OF ITEM:</b> 2016 Adams County Scholarship Fund (ACSF) Program Update and 2017 program considerations
<b>STAFF RECOMMENDATION:</b> 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

	<b>Object Account</b>	<b>Subledger</b>	<b>Amount</b>
Current Budgeted Revenue:	5047		\$1,000,000
Additional Revenue not included in Current Budget:			
<b>Total Revenues:</b>			<u>\$1,000,000</u>

	<b>Object Account</b>	<b>Subledger</b>	<b>Amount</b>
Current Budgeted Operating Expenditure:	8810		\$517,000
Add'l Operating Expenditure not included in Current Budget:			
Current Budgeted Capital Expenditure:			
Add'l Capital Expenditure not included in Current Budget:			
<b>Total Expenditures:</b>			<u>\$517,000</u>

**New FTEs requested:**             YES         NO

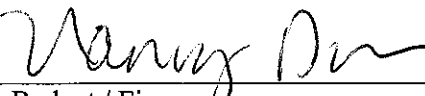
**Future Amendment Needed:**     YES         NO

**Additional Note:**

**APPROVAL SIGNATURES:**

**APPROVAL OF FISCAL IMPACT:**

  
\_\_\_\_\_  
Todd Leopold, County Manager

  
\_\_\_\_\_  
Nancy Orr  
Budget / Finance

  
\_\_\_\_\_  
Raymond H. Gonzales, Deputy County Manager

\_\_\_\_\_  
Bryan Ostler, Interim Deputy County Manager



**ADAMS COUNTY EDUCATION CONSORTIUM**  
Career & College Readiness for the 21st Century

**ADAMS COUNTY  
SCHOLARSHIP FUND  
UPDATE**

**February 14, 2017**

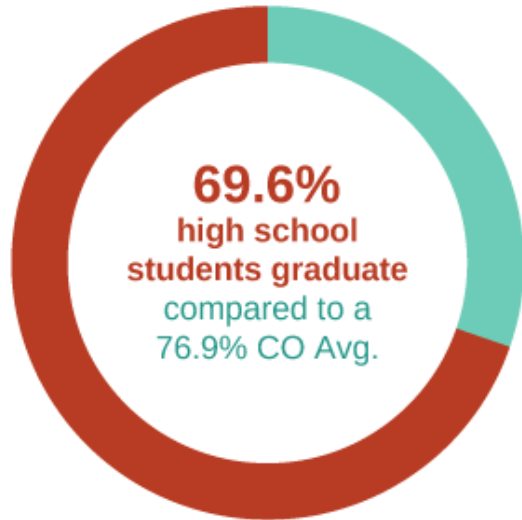




ADAMS COUNTY EDUCATION CONSORTIUM  
Career & College Readiness for the 21st Century

# Adams County Scholarship Fund

## Why Invest?



The annual lost potential earnings to the state of Colorado for Adams County non-graduates is

**\$5,860,80.00**

— 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



COLORADO  
Department of Education



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



COLORADO  
Department of Education



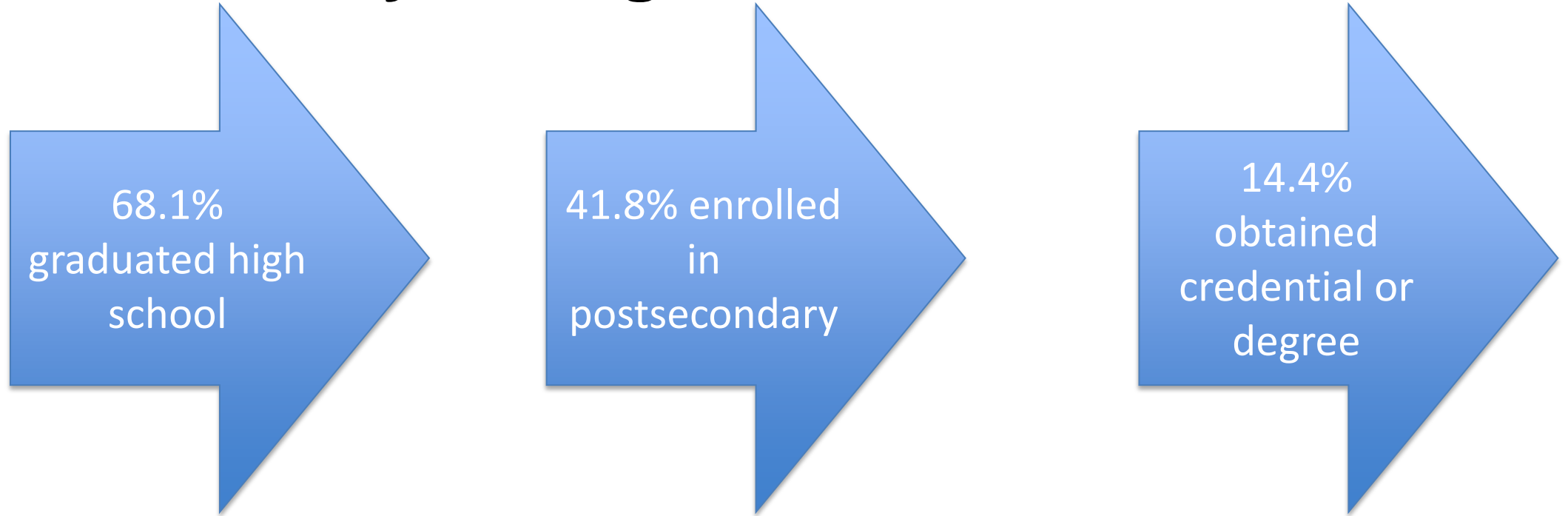
# The Colorado Paradox

- 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

# The College Completion Story

## Adams County 2009 graduates



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



# 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

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## 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

**School district resources:**  
Primary mission is serving students through grade 12, not after

**Colleges:**  
Lack of personalized attention

District foundations:  
Limited staff

Family:  
20% of students report a lack of family support

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

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

Source: For labor force participation and unemployment rates - Current Population Survey, 2016. For median earnings - U.S. Census Bureau; 2015 American Community Survey, 1-year estimates



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# 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

- **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



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Career & College Readiness for the 21st Century

**QUESTIONS?**

**THANK YOU!**



## STUDY SESSION AGENDA ITEM

<b>DATE:</b> February 14, 2017
<b>SUBJECT:</b> Legislative Working Group (LWG) – General Assembly Legislative Review
<b>FROM:</b> Jeanne Shreve
<b>AGENCY/DEPARTMENT:</b> Intergovernmental Relations Office, County Manager's Office
<b>ATTENDEES:</b> Jeanne Shreve, LWG
<b>PURPOSE OF ITEM:</b> Brief BoCC on previous week's General Assembly legislation of relevance to the County, and obtain County stances on said legislation
<b>STAFF RECOMMENDATION:</b> 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.

**Fund:** \_\_\_\_\_

**Cost Center:** \_\_\_\_\_

	Object Account	Subledger	Amount
Current Budgeted Revenue:			
Additional Revenue not included in Current Budget:			
<b>Total Revenues:</b>			_____

	Object Account	Subledger	Amount
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:			
<b>Total Expenditures:</b>			_____

New FTEs requested:             YES             NO

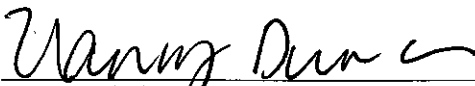
Future Amendment Needed:     YES             NO


**Additional Note:**

**APPROVAL SIGNATURES:**

**APPROVAL OF FISCAL IMPACT:**

  
\_\_\_\_\_  
Todd Leopold, County Manager

  
\_\_\_\_\_  
Budget / Finance

  
\_\_\_\_\_  
Raymond H. Gonzales, Deputy County Manager

\_\_\_\_\_  
Bryan Ostler, Interim Deputy County Manager



## STUDY SESSION AGENDA ITEM

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

### **BACKGROUND:**

At an Oil and Gas study session on January 31<sup>st</sup>, 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.

**Fund:** \_\_\_\_\_

**Cost Center:** \_\_\_\_\_

	Object Account	Subledger	Amount
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Add'l Capital Expenditure not included in Current Budget:			
<b>Total Expenditures:</b>			_____

**New FTEs requested:**                       YES             NO

**Future Amendment Needed:**             YES             NO

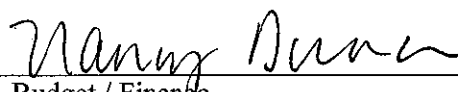
**Additional Note:**


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:**

**APPROVAL OF FISCAL IMPACT:**

  
 \_\_\_\_\_  
 Todd Leopold, County Manager

  
 \_\_\_\_\_  
 Budget / Finance

  
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