PROPOSED BUDGET
FISCAL YEAR 2025

COUNTY OF WELD

2025

PROPOSED
BUDGET MESSAGE

PRESENTED TO:

WELD COUNTY BOARD OF COMMISSIONERS

Kevin Ross, Chair

Perry Buck, Pro-Tem

Mike Freeman, Commissioner

Scott James, Commissioner

Lori Saine, Commissioner

BY THE FINANCE DEPARTMENT

September 2024

TABLE OF CONTENTS

PAGE

PAGE

PAGE

PUBLIC WORKS FUND:

SOCIAL SERVICES FUND:

PAGE

PAGE

PAGE

1861

WELD

COUNTY

GOVERNMENT FINANCE OFFICERS ASSOCIATION

Distinguished Budget Presentation Award

PRESENTED TO

County of Weld
Colorado

For the Fiscal Year Beginning

January 01, 2024

Christopher P. Morrill

Executive Director

DEPARTMENT OF FINANCE AND ADMINISTRATION
PHONE: (970) 400-4200
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1150 O STREET
P.O. BOX 758
GREELEY, COLORADO 80632

September 17, 2024

Weld County Board of Commissioners
1150 O Street
Greeley, CO 80631

Board Members:

Weld County is in excellent financial condition as it heads into 2025 with no debt, no sales tax, one of the lowest mill levies among all Colorado counties, a cash reserve, and a fully funded pension plan.

The Weld County 2025 Proposed Budget for operations and capital outlay expenditures of $570,883,983. The budget has been prepared in accordance with the directives developed during the existing budget process. The budget is funded with revenue estimates of $555,725,691 and anticipated fund balances of $711,435,830. This includes $289,930,765 in property taxes or a 0.03% increase from the prior year. This is well below the maximum allowed property tax under the Weld County Home Rule Charter of $303,495,333, which is under Amendment One (TABOR) limits.

2025 BUDGET HIGHLIGHTS AND GROWTH OPPORTUNITIES

- Between midyear 2024 and approved 2025 requests, Weld County will add approximately 30.5 new FTE positions to meet growing demands. This includes an investment in the Weld County dispatch team due to an increase in 911 call volume and an investment in public works to continue advancing projects.

- Increase facilities needed for the influx of new programs and positions.

- Continue the second year of implementation process for an Enterprise Resource Planning (ERP) system.

- Continue efforts to control health care costs for county employees/dependents. A 15% rate increase is accounted for in the contingency dollars and will be adjusted when final numbers are provided.

- Increase liability insurance funding as insurance costs are increasing dramatically from 2024 to 2025.

- Comply with new legislation that is still outstanding for the election in November 2024.

- The 2025-2029 Capital Plan for Facilities is estimated to need over $65 million for projects and maintenance improvements. Results of the Facilities Master Plan will potentially increase this amount.

- Fund the Public Works 2025-2029 Capital Improvement Plan.

- Maintain a fully funded pension plan with an earning rate assumption of 5.9%.

- New Sheriff's Office shooting range and training facility will likely open.

- Continue bilingual pay differentials and employee appreciation programs to increase employee retention and work towards the Strategic Priority of "Be an Employer of Choice".

- Continue a comprehensive review of the compensation plan for fairness, equity, and competitiveness of job markets.

- Continue incentives for expanding industry and commercial development in Weld County.

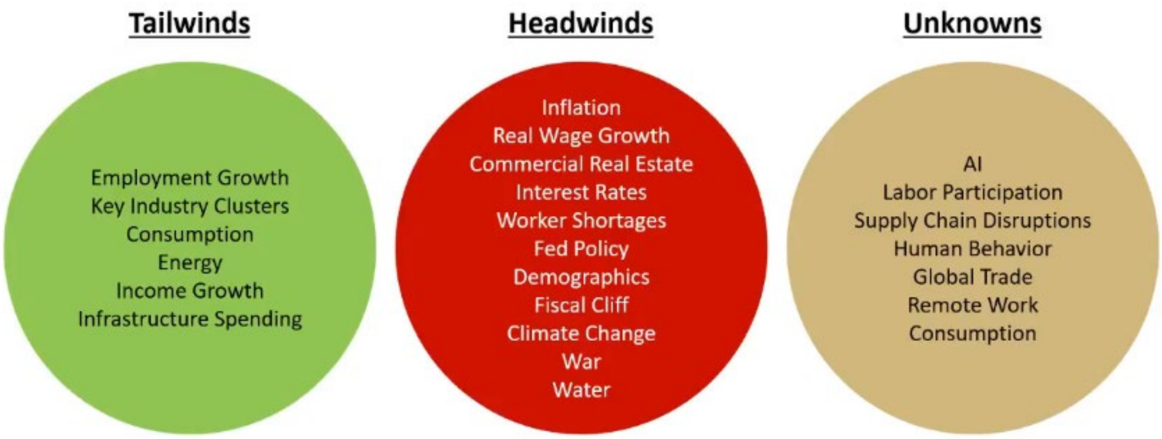
2025 FINANCIAL PLAN

ECONOMIC CONDITIONS AND OUTLOOK

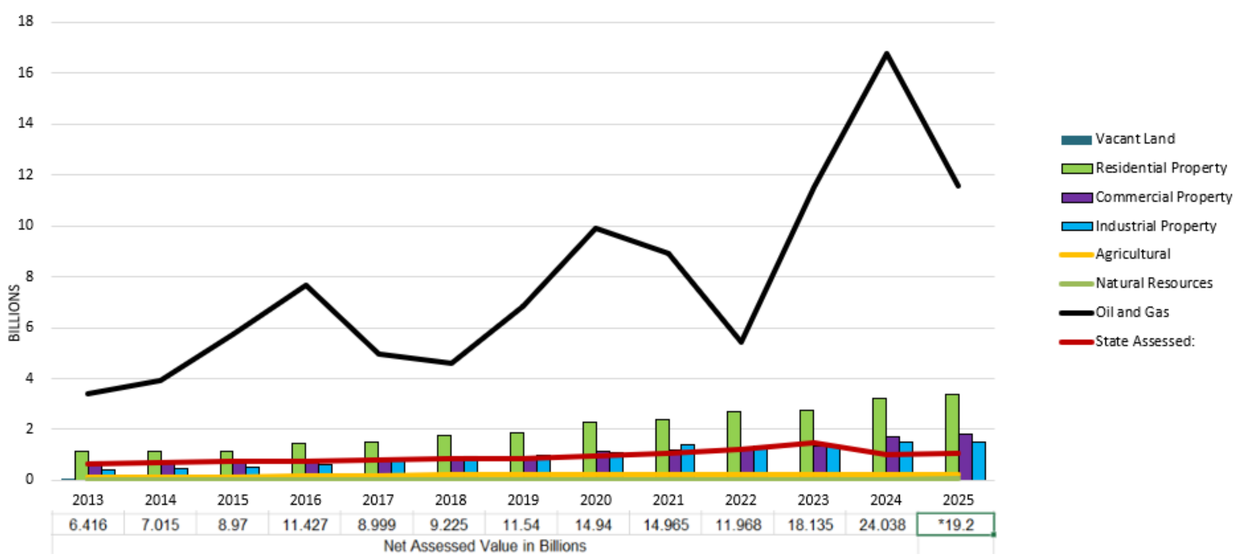
The US economy continues to come in above expectations, despite elevated interest rates, weakness in other major economies, and the drawdown of excess savings. Although real GDP growth slowed in the first quarter of 2024, policy makers brought down inflation closer to the 2% target. Higher interest burdens, election uncertainty, and an increasingly narrow stock market landscape could limit future economic activity. An offset to these warning signs will be continued liquidity inputs by the US Treasury, artificial intelligence productivity gains and expectations for an eventual Fed pivot to reduce today's monetary policy headwinds. According to Kiplinger, expect slowing economic growth and falling inflation. Look for 2.0% GDP growth in 2025, versus 2.6% this year, with growth picking up in the second half. By the end of 2025, the Federal reserve will likely cut short-term rates by 1.5 points, from 5.5% to 4.0%. Inflation is likely to fall to 2.4% by year-end, versus 3.0% at the end of 2024.

Within Colorado specifically there is a rise in revolving credit, delinquency rates and worker shortages. The state will be impacted by commercial spaces sitting empty and facing the refinancing process, creating additional pressure. These categories create significant headwinds in the financial realm. At this point a look at unemployment rates further paints an economic picture. The monthly Weld County unemployment rate improved from a record high 10.6% in June 2020 to a near-record low of 2.7% in September 2022. Since then, the unemployment rate has ticked up to 4.3% in June 2024 with an increase to both the labor force and number of unemployed. The rising unemployment reflects the delicate balance between a moving number of unemployed and labor force that sometimes produces a rising unemployment rate during period of job growth. Colorado is projected to have both labor force growth and a higher number of people unemployed and looking for work in 2025.

Infrastructure spending has begun to rebound from the financial crisis and is expected to grow significantly over the coming decade. Infrastructure development is driven by certain economic, social, and environmental factors, sometimes referred to as the enabling environment. To realize the growth coming, Weld County is working to provide the proper conditions for infrastructure development. We are recovering from supply chain shortages that once existed but are playing catch up with projects previously planned and approved. With the help of contractors, the county looks forward to reducing the list of outstanding projects. As a result, the excessive fund balance will be reduced to appropriate levels. Weld County has always anticipated fluctuations in revenues, with a significant majority of property tax income being from a continual shifting oil and gas industry. With political pressures coming down from Federal and State legislation to expand energy solutions away from oil and gas, Weld County must have reserves in place to maintain required levels of service and meet citizen’s needs.



Weld County is predicted to see a 20% decrease in assessed value between 2024 and 2025. In 2025, assessed values specific to Oil and Gas are anticipated to drop by approximately 31%. From the graph below, Oil and Gas values make up approximately 59% of Weld County’s total property tax income. The graph shows the significant fluctuations over the years in assessed values and shows how imperative it is to have reserves in place as revenues fluctuate.



2025 BUDGET PLAN FOR THE FUTURE

In developing the goals for the 2025 Budget, the highest priority in Finance is to ensure long-term financial stability. The main goal of the budget process is to continue to provide critical resources needed to meet Strategic Priority #1: Ensure Healthy, Safe and Livable Communities. Part of that structure is to evaluate the department budget requests provided and, if the information provided as justification for increasing services or staff is not sufficient, to remove the request from recommendation so unnecessary services are not funded indefinitely. Finance and Administration works together with the Board to provide a comprehensive plan and meet the county's mission statement: *To provide responsive, innovative, and cost-effective services.* The most important resource the county has is the employees that provide services to the public. Investing in that resource is a crucial way to make the county as effective as possible.

With Weld County being the fifth largest employer in the county, and the State Demographer indicating that the labor force will continue to slow, Weld County needs to be innovative in attracting and retaining talent. Weld County is finding ways to keep the fundamentals that keep the county fiscally responsible, while balancing the ever-changing needs for staffing and being a competitive and attractive employer. This was addressed in the strategic plan for 2024-2028 which is included in the following pages for reference. Strategic Priority #4, Be an Employer of Choice, will be one of the County's focuses in 2025 and years to come.

Economic experts believe that growth in Colorado will continue but is slowing. As one of the fastest growing counties in Colorado for the past decade, the slowing of growth will allow for county services to catch up to the population but can also mean limited resources in the future. This increase in service is directly tied to staffing and space to provide those services, which leads to increased base operational costs that future revenues may or may not be able to support. This fine line must be balanced to ensure resources are available for the needed services.

In 2025, Weld County will continue into Phase Two of the Workday Enterprise Resource Project (or ERP) implementation. Human Resources and Payroll have transitioned from PeopleSoft to Workday, and next Finance and Accounting will transition from Banner to Workday. One of the 2025 budget goals is to promote innovation and technology assistance, improving efficiency and effectiveness in all departments. This ties to Strategic Priority #5: Provide Excellent, Cost-Effective Service Delivery. For the past eight years, Weld County has maintained a technology and innovation fund that is managed through the IT Department. Leadership continues to look at ways to improve customer interactions, review staffing models, and increase efficiencies through innovation and technology.

In summary, despite the uncertain and pressing challenges, the Board, other elected officials, and managers must continue to provide strong financial and strategic leadership. This enables Weld County to provide critical health, social, public safety, and general government services to support a diverse and growing population. With the county's elected officials, leadership team, and the entire county workforce, we will ensure that whatever the future may hold, we keep serving the needs of our residents countywide. The 2025 budget will recommend measures to strengthen our current financial stability and bolster our ability to weather what the future will bring. Weld County leadership will bring forward a budget that demonstrates Weld County's continued creativity, resilience, and commitment to residents, but also a budget shaped by historical decisions and future strategies to continue Weld County's fiscal stewardship.

GENERAL GOVERNMENT OVERVIEW

The following is a summary of major changes in revenue and expenditures between 2024 and 2025.

Revenue

Revenues for general government functions are summarized below and total $555,725,691 in 2025, an increase of 4.99% over 2024. The largest revenue increases are related to Intergovernmental Revenues such as grants and pass-through funds and Fee accounts. The amount of revenue from the various sources and the changes compared to 2024 are shown in the following tabulation:

Revenue Sources	2024 Amount	2024 Percent of Total	2025 Amount	2025 Percent of Total	Increase - Decrease from 2024
Property Taxes	$ 289,043,174	54.6%	$ 289,930,765	51.8%	$ 887,591
Other Taxes	16,115,000	3.1%	15,391,000	3.1%	(724,000)
Licenses and Permits	5,513,750	1.0%	4,917,500	0.9%	(596,250)
Intergovernmental Revenues	87,038,715	16.4%	106,816,655	19.2%	19,777,940
Charges for Services	14,821,103	2.8%	16,336,324	3.0%	1,515,221
Miscellaneous Revenue	43,713,630	8.3%	45,790,668	8.2%	2,077,038
Fee Accounts	20,884,000	3.9%	23,465,000	4.2%	2,581,000
Internal Service Charges	52,175,161	9.9%	53,077,779	9.6%	902,618
TOTAL	$529,304,533	100.0%	$555,725,691	100.0%	$ 26,421,158

Expenditures

Expenditures by function for the different categories of spending such as General Government, Public Safety, Public Works, Social Services, Capital Expenditures, and other services total $570,883,983 for 2025, which is an increase of 16.2% over 2024. The major increases are in Public Safety, Capital Expenditures, and Social Services. As a reminder, the Miscellaneous category includes contingency dollars where the COLA and any benefit changes are budgeted until approved by the board, then spread between the categories. The amounts by function and the changes from 2024 are as follows:

Expenditure Sources	2024 Amount	2024 Percent of Total	2025 Amount	2025 Percent of Total	Increase - Decrease from 2024
General Government	$ 70,724,085	14.40%	$ 70,595,835	12.37%	$(128,250)
Social Services	50,412,219	10.26%	61,414,405	10.76%	11,002,186
Road and Bridge	77,115,128	15.70%	99,798,618	17.48%	22,683,490
Public Safety	108,323,947	22.05%	116,573,988	20.42%	8,250,041
Human Services	11,981,525	2.44%	16,811,025	2.94%	4,829,500
Health	14,128,147	2.88%	14,875,544	2.61%	747,397
Capital	42,916,232	8.74%	56,018,334	9.81%	13,102,102

Expenditure Sources	2024 Amount	2024 Percent of Total	2025 Amount	2025 Percent of Total	Increase - Decrease from 2024
Public Works	27,990,926	5.70%	34,743,780	6.09%	6,752,854
Contingency	10,000,000	2.03%	10,000,000	1.75%	0
Miscellaneous	8,861,190	1.80%	16,261,580	2.84%	7,400,390
Culture and Recreation	1,222,417	0.25%	2,385,801	0.42%	1,163,384
Auxiliary	3,266,260	0.66%	3,037,560	0.53%	(228,700)
Internal Services	64,331,824	13.09%	68,367,513	11.98%	4,035,689
TOTAL	$ 491,273,900	100.0%	$ 570,883,983	100.0%	$ 79,610,083

The 2025 Budget contains sufficient resources to provide these requested increasing levels of service. The operational plan supported by the 2025 budget maintains Weld County Government's commitment to excellence and efficiency in carrying out our continued responsibilities to taxpayers. In 2025, the Facilities Master Plan will lead to significant changes as Weld County continues to grow in staffing to meet the population growth and services provided.

As a final note, what we can do for our community, day in and day out, is to give our very best. We must always strive to improve. Our Board expects it, our organization is committed to it, and our community deserves it. In conclusion, we would like to thank department heads and elected officials and their staff for their diligent efforts in the preparation of the 2025 budget. Much time and effort went into its development and continues as changes are still to be made.

Copies of all budget documents and audited financial statements are available for the public at 1150 O Street, Greeley, Colorado or at https://www.weld.gov/Government/Departments/Finance-and-Administration. More general information about Weld County may be found on Weld County's website https://www.weld.gov/Home.

Sincerely,

Cheryl Pattelli, CFO
Jennifer Oftelie, Budget Manager

About Weld County

County Overview

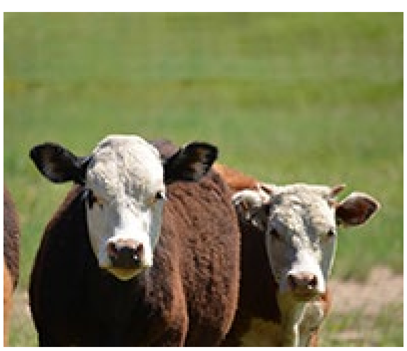
Welcome to beautiful Weld County — home to 32 incorporated municipalities, including growing cities, charming towns, thriving businesses and thousands of acres of prime agricultural land.

As Colorado's third largest county, Weld County covers 3,987 square miles in the northern part of the state and is larger than the size of Rhode Island, Delaware and the District of Columbia combined, so while over 350,000 people call Weld County home, we still have plenty of room for growth.

The climate is dry and generally mild with warm summers, mild winters and a growing season of approximately 138 days. The land surface is fairly level in the east, with rolling prairies and low hills near the western border. Elevations in the county range from 4,400 to 5,000 feet. The South Platte River and its tributaries, the Cache la Poudre, the Big Thompson, the Little Thompson, the St. Vrain, and other smaller streams, flow into Weld County from the south and west, leaving the county on the east. With available services, location, resources and livability, Weld County offers unbounded opportunity for families to live, work and play. We have one more important ingredient as well: a positive attitude toward growth. For information regarding Weld County demographics, please click here and look under the Helpful Information section. We love being here, and we'd love having you here too!

Population: *There are 32 incorporated municipalities in Weld County. The county seat and principal city, Greeley, is located in the west central part of the county and contains approximately 1/3 of the county's population. Generally, most of the remaining population resides within a 20-30 mile radius of Greeley; the northeastern part of the county is sparsely populated.*

Industry



Weld County leads the state in the production of sugar beets, grains, beef and cattle. The county is also a leader in the production of dry beans, potatoes, poultry and eggs, milk and other dairy products. In fact, agriculture is so important in the county that the Weld County Code includes a specific Right to Farm Statement.

Also important to the county: the energy industry. Oil and gas activity has occurred for decades in Weld County, which is located in the Denver—Julesburg Basin and sits above the Wattenberg Field.

The discovery in 1970 of the Wattenberg Field, which extends from southern Wyoming and the Nebraska panhandle down along much of the Colorado Front Range, initiated the first true oil boom in Weld County. Oil and gas production within the county continued at a steady pace for several decades. Then, in 2009, a horizontally drilled well (called the Jake well) surprised the oil industry by producing 50,000 barrels of oil in 90 days.
Horizontal drilling has brought new life to the energy industry in Weld County, and today, Weld has more oil and gas wells than any other county in the state, approximately 23,000. The positive economic impact oil and gas has had on the county has been tremendous. Schools, fire districts, libraries, as well as county and municipal governments, all benefit from the energy industry.

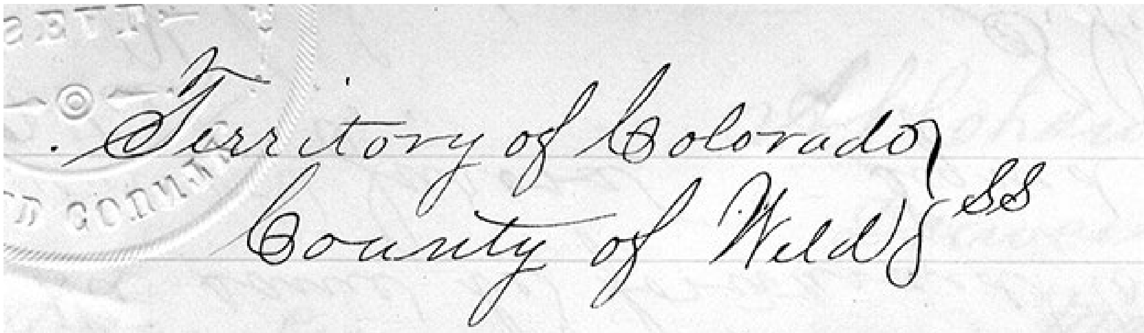
In addition to agriculture and energy, Weld County is also home to thriving businesses – large and small. County government has a proven track record of working with business and industry; not creating obstacles. Major employers in the area include: JBS USA, Leprino Foods, Aurora Organic Dairy, Anadarko Petroleum, Noble Energy, Halliburton Energy Services, Vestas Blades, Banner Health, Carestream Colorado, J. M. Smuckers and State Farm Insurance.

To make certain Weld County maintains its quality of life, a Comprehensive Plan has been developed and implemented. The plan, simply stated, puts the right things in the right places. The result is that Weld County provides an ideal location for corporations, industry and business.

Weld County has no long-term or short-term debt, no county sales tax, a low mill levy compared to neighboring counties, and is able to pay for long-term projects with cash, which benefits taxpayers and residents alike.

Principal Property Taxpayers:
Kerr-McGee Oil & Gas Onshore LP
Petroleum Development Corp. (PDC Energy Inc)
Noble Energy
Extraction Oil & Gas LLC
Crestone Peak Resources LP

History



The history of Weld County, which was established in 1861 when Colorado was still a territory, is literally rooted in the land.

Weld County ranks number one in the state, and number nine in the country, in the value of agricultural products sold — almost $1.8 billion annually.

So how is this possible in a region that in 1821, Major Stephen H. Long said would "never be fit for human habitation and should remain forever the unmolested haunt of the native hunter, bison and jackal"? The answer is irrigation.

The Section No. 3 Ditch Company, which was incorporated in 1870, is said to have been “the first ditch in the United States built specifically to grow food.”

In 1835, a government expedition came through the general area; the next year a member of that party, Lt. Lancaster Lupton, returned to establish a trading post located just north of the present town of Fort Lupton.

In about 1837, Colonel Ceran St. Vrain established Fort St. Vrain; Fort Vasquez was built south of Platteville in about 1840. The latter was rebuilt in the 1930s under the Federal Works Progress Administration.

The U.S. Congress took parts of the Territories of Nebraska, Kansas, New Mexico and Utah to create the Territory of Colorado in 1861. All parts of Colorado lying east of Larimer County and north of the present Adams County were in the original Weld County, one of 17 counties established by the first territorial legislature in September, 1861. Weld County was named for Lewis Ledyard Weld, the first territorial secretary; St. Vrain became the first county seat.

During the first 16 years of Weld County’s history, the county seat was moved from St. Vrain to Latham (three miles east of present Greeley) to Evans, to Greeley, to Evans again, and finally in 1877, returned to Greeley.

A large segment of the Weld County region was settled by people of German descent who migrated from Russia in the early 1900s. Originally they came as railroad workers, but many soon worked in the productive beet fields and eventually became prosperous land owners. Weld

County’s Spanish-surname population began to arrive during the mid 1920s as laborers for the sugar beet industry.

Weld County’s sugar beet industry began with the building of sugar factories in Greeley and Eaton in 1902. In 1903, another was built in Windsor, followed in 1920 by one in Fort Lupton and another in Johnstown in 1926.

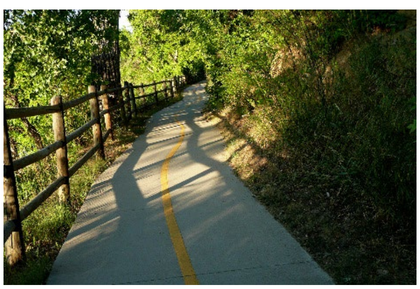
Education

Education has always been an important part of life in Weld County where 12 school districts offer educational opportunities, all of which have earned a reputation for quality.

Greeley is the home to the University of Northern Colorado, a four-year university offering bachelors, masters and doctorate degrees to more than 12,000 students a year. Aims Community College, also located in Greeley (with campuses in Fort Lupton and Windsor as well), is a two-year liberal arts and vocational college offering 200 degree and certificate programs.

Livability

Weld County's livability is just one of the features that make it a great place to call home. Abundant Colorado sunshine, low humidity, cool summer evenings and mild winters provide a climate where people thrive.



Recreational opportunities abound throughout the county, including the 21-mile Poudre Trail, perfect for walking, running and biking; St. Vrain State Park and its 604 acres of land and 152 acres of water perfect for camping, fishing and photography; and the Pawnee Buttes - 193,000 acres of short-grass prairie perfect for birding, hiking, recreational shooting and camping.

Craft breweries, great restaurants, live music and festivals abound throughout the county and draw visitors from across the country as well.

Weld County's location makes it an ideal spot as well, as Denver, Cheyenne, DIA and Rocky Mountain National Park are just an hour's drive from the county seat.

NOTE: See the ***Weld County Population and Development Report*** in the Supplemental Data Section of this document for more specific information. Plus, go to the **Discover Weld County** website showcasing the great people, places and events that call Weld County home at http://www.discoverweld.com.

1861

WELD COUNTY

STRATEGIC PLAN • 2023–2028

TABLE OF CONTENTS

ACKNOWLEDGEMENTS

The Weld County
Board of County Commissioners
has developed this
five-year strategic plan
in collaboration with staff
to guide the county
into the future.

14

MISSION • VISION

Mission Statement

To provide responsive, innovative, and cost-effective services.

Vision Statement

Be a model county government that delivers excellent services and enables citizens and communities to pursue prosperity and quality of life in ways that are accessible, inclusive, and forward thinking, while honoring our western heritage and respecting individual liberties.

GUIDING PRINCIPLES

Guiding Principles

Fiscal Stability

Consistent with the fiscally conservative philosophy of Weld County Government, we constantly strive to ensure the best and most efficient use of public funds and resources and be fiscally prepared for unforeseen changes and challenges so the County can serve both current and future generations.

Community - Focused

We endeavor to provide superior services in everything we do, treating citizens and communities with respect and dignity, creating innovative customer-driven solutions, and providing equal treatment under our codes and charter.

Collaboration

We actively engage with citizens and communities and form collaborative partnerships to achieve shared goals to address needs to enrich the lives of those who do business and/or reside in Weld County.

Accountability

We are committed to actions that foster accountability and the public's trust and confidence, seeking input from citizens and communities, including businesses, before making decisions, clearly communicating our intentions, and taking responsibility for all that we do.

Empowerment

We promote the autonomy and self-sufficiency of all in the Weld County community, encouraging all to advocate their interests in a responsible and self-determined way.

Excellence

We train and equip our employees for excellence and invest in their professional growth and development, so they can provide the most value to citizens and communities and meet the ever-changing needs of Weld County.

STRATEGIC PRIORITY 1

Ensure Healthy, Safe, and Livable Communities

Invest in innovative and collaborative community partnerships that promote self-sufficiency and enable people to improve their quality of life, while providing a continuum of services that preserve, promote, and protect the health, safety, and environment of Weld County.

Objectives

- **A** Formalize a county-wide coalition focused on public health and safety programming to increase outreach and awareness
- **B** Enhance partnerships with community organizations to help connect recently released individuals with resources and services.
- **C** Expand practices related to community policing to identify and divert crime.
- **D** Increase awareness of victims' services and resources within the community to support victims of and witnesses to crimes.
- **E** Enhance awareness, use, and exchange of survey data, and other strategies across departments to support effective service provision
- **F** Enhance access to health and safety services to best reach all in our community

STRATEGIC PRIORITY 1

Outcome Measures

- Coalition created and formalized by June 30, 2023
- "Key Health Indicators" dashboard is expanded by June 30, 2024
- Increase X% participation in Thriving Weld coalition by December 31, 2024.
- Dashboard/database of events, programs, and community partners developed by December 31, 2023
- Prioritized listing of events or programs targeted for increased outreach/participation presented to the BOCC with recommendations by February 28, 2024.
- Decrease in % recidivism rate by December 31, 2025.
- Increase % diversion rate by December 31, 2026.
- Increase % of individuals connected to victims' services programming by December 31, 2026.
- Updated survey completed (every three years) and results shared across departments and elected offices within 120 days of receiving results
- Cross-departmental workgroup established by December 31, 2022, at least six months prior to the survey distribution in future years, to oversee survey development/dissemination of data and completion of action items from survey.
- Gap Analysis of service provision by departments and elected offices completed by June 30, 2023, and bi-annually thereafter.
- Prioritized recommendations to address identified gaps including program specific measurements of success presented to BOCC by March 31, 2024 and bi-annually thereafter.
- WCDPHE Mobile outreach unit established with collaborating partners (Sunrise Clinic, NCHA, etc.) by December 31, 2024
- Increase X% in shared clinic space county-wide by December 31, 2024.

STRATEGIC PRIORITY 2

Balance Growth and Development

Foster a healthy and resilient regional economy through collaboration and partnerships that encourages growth, attracts, and retains businesses and talent, and creates opportunities for prosperity that enhance and support the quality of life in Weld County.

Objectives

- **A** Continue to review County Code and policies to improve customer experience
- **B** Sustain and expand programs and services to attract and retain businesses and the workforce
- **C** Collaborate with municipalities to develop business and workforce incentive programs
- **D** Encourage and consider all potential forms of energy development
- **E** Continue to monitor, mitigate, and protect water resources to the best of Weld County's ability

STRATEGIC PRIORITY 2

Outcome Measures

- Customer experience reporting metrics identified by July 31, 2023 (i.e., time to issue permit, time to issue license, etc.) Establish benchmark and determine if improvement equates to increase/decrease, etc.
- Annually report on outcomes from policy to BOCC and public. Report to be posted online at the end of each fiscal year.
- # of small business incentives approved annually
- Status report bi-annually to County leadership on businesses who have received incentives: successes/challenges/barrier/type of services
- Establish baseline number of primary jobs existing in County by sector by June 30, 2023.
- Increase in number of primary jobs created by sector yr/yr and reported annually to BOCC.
- Relevant departments and elected offices provide report on collaboration efforts to BOCC in 4th quarter of each year, with recommendations for new collaborative initiatives.
- Types of energy sources and/or technologies are identified annually by June 30, 2024
- Recommendations for action presented to BOCC annually starting September 30, 2024
- Existing water resources identified by March 31, 2024
- Bi-Annual risk assessment and recommendations for mitigation of risks presented to BOCC starting in FY24.

STRATEGIC PRIORITY 3

Plan for Resilient Infrastructure, Facilities, and Resources

Design, maintain, continuously improve, and protect the county's roads, bridges, buildings, facilities, and resources to ensure safe, efficient access, use, transport, and availability by current and future generations in Weld County.

Objectives

- **A** Maximize resources to leverage infrastructure funding and lifecycle infrastructure costs
- **B** Plan for growth to balance capacity of infrastructure
- **C** Maintain operational plans to ensure resilient infrastructure
- **D** Maximize partnerships and involvement with non-profit and private sectors to solve infrastructure challenges
- **E** Use data and technology to develop project budgets, forecasts, and other department work plans

STRATEGIC PRIORITY 3

Outcome Measures

- Complete planned capital projects within budget and on time annually starting in FY23.
- Formal review/report process for capital projects developed and implemented by December 31, 2023
- Increase # of employees trained in grant writing, application process, reporting process, reimbursement process, and annual reporting process by December 1, 2024.
- Grant Training Program developed for all county staff involved in grants process by December 31, 2025.
- 100% infrastructure meets and/or exceeds department specific industry standards, service level agreements, and follows all requirements by December 31, 2025.
- Respond to operational issues within department specified service level agreements or levels of services and provide annual report to leadership regarding levels of service and any barriers experienced over the past year.
- Develop a dashboard to identify and track performance on service level agreements or levels of service by December 31, 2024.
- Comprehensive list of financing options for infrastructure developed by July 1, 2023.
- 10-Year to 20-Year formal Infrastructure Plan is developed and presented to the BOCC by December 31, 2023.
- Inventory of all contracts, agreements, memorandums of understanding, etc. complete by all departments by December 31, 2023
- 90% of all contracts, agreements, memorandums of understanding, etc., are entered and tracked utilizing appropriate system by December 31, 2025
- 100% of leadership and departments have access to available data and technologies needed to make informed decisions by December 31, 2024
- Project Accounting system implemented by December 31, 2024.
- At least 75% of all applicable departments utilize system by June 30, 2025; increase to 90% by June 30, 2027.

STRATEGIC PRIORITY 4

Be an Employer of Choice

Implement flexible, creative and diverse methods of attracting, training, and retaining a workforce that is skilled, dedicated and supporting employees in achieving their goals.

Objectives

- **A** Provide increased opportunities for interaction and communication between employees and leadership to understand employee needs and perspectives.
- **B** Create a Weld County Leadership Program to maintain consistent leadership across all departments to increase employee support, skill development, and retention.
- **C** Establish consistent application of supervisory roles to provide accountability
- **D** Provide training and opportunities that support career advancement and foster new ideas and innovation

STRATEGIC PRIORITY 4

Outcome Measures

- Employee satisfaction/engagement metrics identified and benchmarked by December 31, 2023
- Annual employee survey developed by December 31, 2023 and distributed to employees during annual performance evaluation process starting in 2024.
- DHS internal annual employee survey established by December 31, 2023
- DHS actions plans developed for divisions and department wide following survey results by December 31, 2024.
- 90% employee satisfaction rating following benchmarking activities by December 31, 2026
- Consistent leadership standards developed and adopted by December 31, 2024
- Leadership Program developed and implemented by December 31, 2025
- 90% of all managers/supervisors adhere to adopted standards by December 31, 2026
- Metrics for supervisor/departmental performance established by December 31, 2023
- Dashboard of relevant county-wide by supervisor/departmental performance metrics developed by March 31, 2024
- Increase % in employee satisfaction rating following benchmarking activities by December 31, 2025
- Department specific training plans developed by June 30, 2024
- All DHS employees will have a minimum of 20 hours of training annually starting with the annual performance evaluation cycle for 2025
- 90% adherence to departmental training plans achieved by December 31, 2026

STRATEGIC PRIORITY 5

STRATEGIC PRIORITY 5

Provide Excellent, Cost-Effective Service Delivery

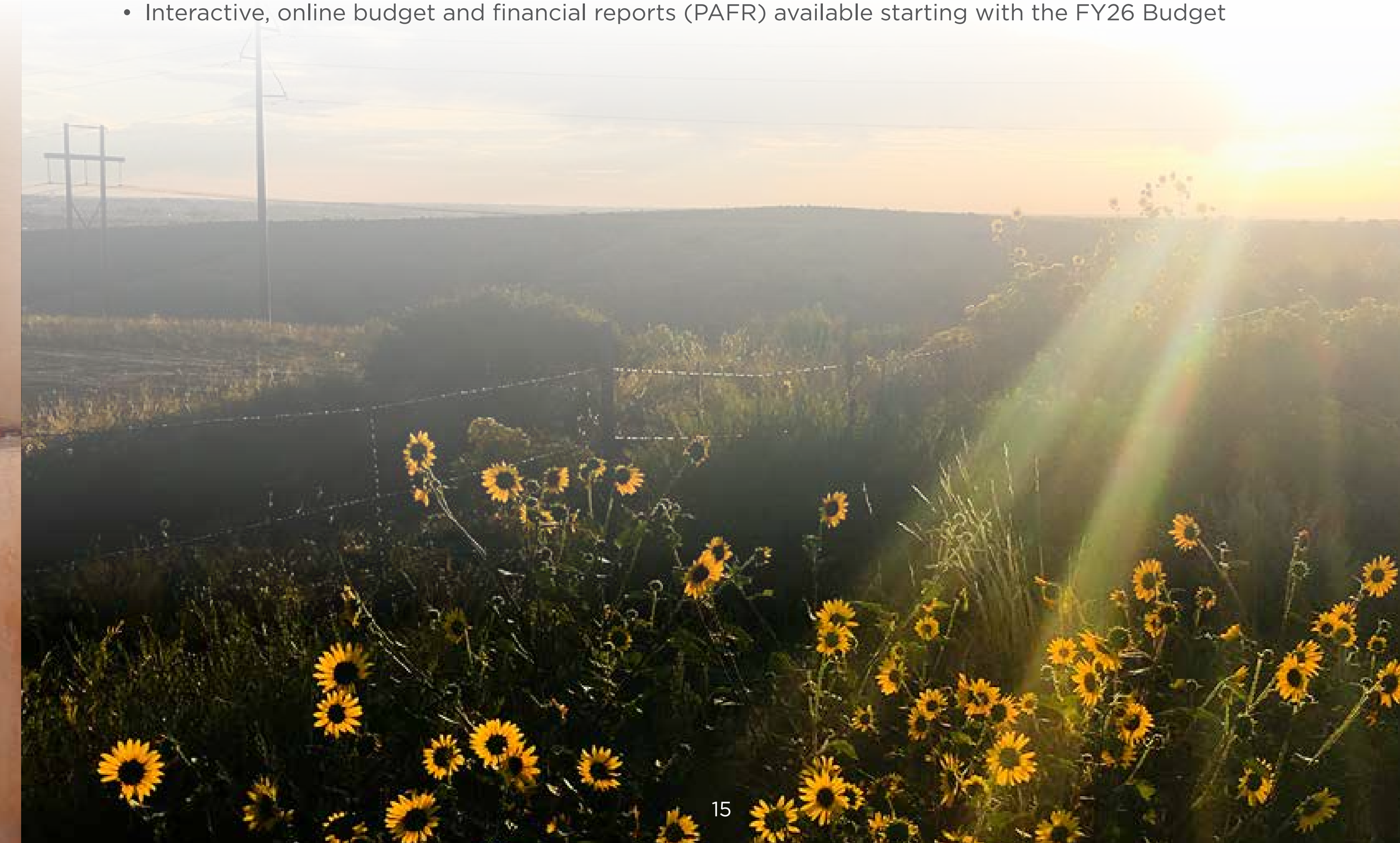
Apply best practices, technologies, and systems in innovative, collaborative, and cost-avoidance/effective ways to provide excellent services and programs to our community today so that we are prepared for and remain resilient in the future.

Objectives

- **A** Review process and procedures to ensure that citizens and communities receive best and most cost-effective services
- **B** Expand Business Process Analyst (BPA) capacity to evaluate department systems and process
- **C** Create mechanisms for feedback and dialogue with the community regarding projects, initiatives, and service needs to increase awareness and understanding
- **D** Continue to expand ways for communities to engage with and receive services from the County
- **E** Enhance methods of communication to provide communities with increased information and resources

Outcome Measures

- Departments will identify and prioritize between one and three processes or procedures for revision/streamlining annually beginning in 2023.
- 3 BPA projects submitted annually by DHS
- Increase X% in administrative tasks being automated by use of software by December 31, 2024.
- Conduct a purchasing process assessment by December 31, 2023, including review of the purchasing code.
- Recommendations regarding centralized functions such as accounts payable, purchasing/buying provided to XXX by December 31, 2025.
- Budget Monitoring and Analysis process updated and implemented by December 31, 2024.
- Complete 100% of BPAs initiated during the fiscal year starting in 2025.
- Establish baseline measure of satisfaction with the role of BPA and communications by July 31, 2023.
- Departments will meet annually to discuss and prioritize methods to understand ways to improve delivery of digital services
- Prioritized recommendations for potential digitization to Weld County Leadership by June 30th of each year.
- Library or catalogue of online or digital services developed by December 31, 2023
- Cost-Benefit analyses and/or documentation of savings based on efficiencies provided in departmental budget requests starting in FY24
- Total cost saving/efficiencies gained from efforts consolidated and reported on website/newsletter/etc. annually starting in FY25
- DHS annual communication developed and distributed quarterly starting in 2023.
- Quarterly financial reports available online starting by December 31, 2025
- Interactive, online budget and financial reports (PAFR) available starting with the FY26 Budget



STRATEGIC PRIORITY 6

Enhance Accessible Communication, Outreach, and Awareness

Proactively communicate and engage with communities, employees, and governmental partners in a variety of ways that create dialogue, understanding and opportunities to educate, train, and create excitement about Weld County.

Objectives

- **A** Provide mobile/digital access to applicable County services and investigate opportunities to integrate with existing systems
- **B** Strive to ensure that systems, services, and facilities are accessible to communities
- **C** Centralize and formalize communications and marketing processes for all departments
- **D** Enhance use of communication platforms
- **E** Increase awareness of county services

STRATEGIC PRIORITY 6

Outcome Measures

- Services and integration opportunities identified and prioritized by June 30, 2023 and updated annually.
- Establish Customer Effort Score(s) (CES) for digital services by December 31, 2024
- Increase CES by 5% by December 31, 2026
- 100% of County payments can be made online and/or digitally by December 31, 2024.
- Increase X% of customers and/or vendors using online payment methods by December 31, 2026
- Internal working group on accessibility established by September 30, 2023
- DHS client perspective gap analyses completed by March 2024.
- Consolidated listing/repository/etc. of all accessibility standards developed by June 30, 2024 and updated annually.
- Documented processes for ensuring adherence to department specific standards implemented by March 31, 2025.
- Review of annual audits and recommendations for any needed improvements or action items needed performed annually and presented to County leadership within 120 days of audit completion.
- Design standards established by March 1, 2023
- Standardized templates county-wide developed and in-use by June 30, 2023
- Internal communication plans to increase employee engagement and awareness created by June 30, 2023.
- Departmental communication needs and goals developed by October 31, 2023.
- Implementation strategies and reporting mechanisms for departments implemented by December 31, 2023.
- Website content standards and templates developed by December 31, 2023.
- Communication and marketing approval workflows established and implemented by March 31, 2024
- Employee reporting guidance and definitions developed by March 31, 2024.
- County code updated as needed to ensure alignment with formalized communications processes by March 31, 2024.
- Standard measures of engagement defined, and baseline measures established by July 31, 2023.
- 15% increase in employee use of County intranet by December 31, 2023.
- Targets for increased % established by July 31, 2024.
- Public engagement platforms to establish baseline engagement metrics launched by December 31, 2024.
- Decrease "bounce rate" on County website by 10% by December 31, 2025
- Increase total social engagement by 8% annually
- Increase total civic engagement by 10% annually
- Top 5 specific campaigns needed identified and prioritized by October 31, 2023
- Top 2 prioritized campaigns developed and launched by December 31, 2023
- Remaining campaigns developed and launched by December 31, 2024
- Following campaign launches – specific programs engagements/services provided/etc. should serve as a measure of success (i.e., % increase in number of qualified applicants, increased number of attendees at public safety awareness events, etc.)
- Three or more information sessions facilitated by DHS annually
- Internal working group focused on public engagement in large capital projects and/or County initiatives established by June 30, 2023.

APPENDIX

Companion Report: Process for Performance Management, Plan Updating, and Evaluation

Background

Over the course of the past several months, Weld County has worked with its consultant, BerryDunn, to develop its Five-Year Strategic Plan. This Strategic Plan will serve as a guiding document for the County over the next five years. The mission, vision, principles, priorities, goals, and objectives reflected in the Strategic Plan were developed with the input, participation, and feedback from the Board of County Commissioners (BOCC), directors and assistant directors for all County departments, and county staff. To help measure progress made towards Weld County's vision, the plan also includes outcome measures. These measures provide insight into how the County is progressing towards its goals and objectives. Achieving those goals and objectives will carry the County towards reaching its vision in the future.

The BOCC has ultimate oversight on the success of this plan and progress made towards Weld County's vision. As such, the progress reporting described below incorporates BOCC involvement and oversight throughout.

Below is the timeline and actions taken to develop the Strategic Plan:

March – April: The Project Management Team met with BerryDunn to develop the overall project workplan and timeline, identify participants and develop interview questions.

April – May: BerryDunn held one on one interviews with County Commissioners.

May 26th: Preliminary Priority Setting Session held with BOCC.

June: BerryDunn held one on one interviews with elected officials and department directors, and prepared draft of work done by BOCC in May. The Employee Survey was developed with the Project Management Team.

June 30th: Preliminary Planning Session held with elected officials and department directors.

July – August: BerryDunn prepared Existing Conditions and Future Needs Report and revised draft based upon work done by elected officials and department directors. Employee survey was sent to all staff.

August 18th: Strategic Planning Session held with BOCC, elected officials, and department directors. BerryDunn presented Existing Conditions and Future Needs report. Elected officials and department directors began development of objectives and outcome measures.

September 21st: BerryDunn held focused sessions with elected officials and department directors to continue developing and refining objectives and outcome measures.

September 23rd -October 7th: Elected officials and department directors refined outcome measures, developed department specific measures, and reviewed with staff.

October 12th: Draft Strategic Plan was completed and provided to BOCC for review.

November 21st: Review Meeting was held with the BOCC to final comments.

December XX, 2022: BOCC adopted the 5 Year Strategic Plan.

APPENDIX

To help ensure that the Strategic Plan becomes, and remains, a document that guides Weld County towards achieving its vision, a process for reporting on progress has also been developed. The process outlined below will provide the BOCC, elected officials, department directors, staff, and the communitythe ability to evaluate progress and discuss potential updates to the plan. The process also provides transparency and formalizes a method of accountability; both of which will help to fully incorporate the goals and objectives of the plan into the decision making and priorities for the County. Transparency and accountability are critical elements to the successful implementation of the Strategic Plan.

As the County implements the Strategic Plan, new methods of progress, evaluation and updates may become needed. The Board of County Commissioners (BOCC) will work with the County's designated Strategic Plan coordinators to discuss and adjust the process below as needed over the course of the next three years when and if needed and will communicate any changes as they occur.

Performance Management

Objectives

Establishing Standards and Benchmarks – Many of the objectives and associated outcome measures are new initiatives for the County. For this reason, the County will need to first develop the plan, program and/or metric by which to measure progress in future years. Once plans and metrics have been established during the first cycle of this plan, the County will then update the plan to reflect when the outcome measures based on these metrics will be reported.

One-Time Reporting – Several objectives within the plan require that a process, initiative and/or group is started by a certain date to continue progress of priorities and goals. For this reason, the outcome measure in the first cycle of the plan, is one-time, and related to the creation, establishment or kick-off of the initiative, group, or process that will provide ongoing measurement thereafter.

Monthly – Elected officials and department directors will evaluate and discuss progress made on objectives during monthly leadership team meetings. Department Directors will then share, discuss, and disseminate information to their teams.

Quarterly – Elected Officials and department directors will provide the BOCC and Strategic Plan coordinators with progress updates for each objective. Each elected official and department director will compile all information and prepare an informal report that will be provided to the coordinators for review. Following the coordinator's review, a formal quarterly report on all objectives identified in the plan will be presented to the BOCC. All metrics will be updated on the County's Strategic Plan Dashboard which will be accessible both internally and externally.

Bi-Annually – The Strategic Plan coordinators will prepare a mid-year written report that describes the progress made for each objective and any significant wins or notable challenges that have been experienced since the last bi-annual report. This written report will also be uploaded to the County's website for public access.

Annually – Each elected official and department director will prepare an annual report on progress made towards goals and objectives within their areas. This report will be prepared at the beginning of the annual budget cycle to help inform budget development for the following year. The reports will be provided to the coordinators and Budget staff to include in budget request documents that will be presented to the BOCC. The report will provide progress updates for each objective, all success measures that are reported annually and any significant wins or notable challenges that have been experienced. The report will also provide an overview on anticipated activities, progress to be made in the upcoming year and describe any potential revisions that may require discussion. This report will be presented to the BOCC in conjunction with the budget and uploaded to the County's website for public access.

APPENDIX

Outcome Measures

The outcome measures established with the plan vary by data type, method of collection and frequency of measurement. For most, the frequency of progress reporting is annual. However, there are several success measures that have reporting frequencies other than annual. All outcome measures and reporting frequencies are listed below.

Ensure Healthy, Safe, and Livable Communitie

OUTCOME MEASURES	REPORTING FREQUENCY
Cross Departmental Coalition created and formalized by June 30, 2023.	One-Time
"Key Health Indicators" dashboard is expanded by June 30, 2024.	One-Time
Increase X% participation in Thriving Weld coalition by December 31, 2024.	Annual
Dashboard/database of events, programs, and community partners developed by December 31, 2023.	One-Time
Prioritized listing of events or programs targeted for increased outreach/participation presented to the BOCC with recommendations by February 28, 2024.	Annual
Decrease in % recidivism rate by December 31, 2025.	Annual
Increase % diversion rate by December 31, 2026.	Annual
Increase % of individuals connected to victims' services programming by December 31, 2026.	Annual
Updated Community Health Survey completed (every three years) and at least six months prior to the survey distribution in future years to oversee survey development/dissemination of data and completion of action items from survey.	Every Three Years
Cross-departmental workgroup established by December 31, 2022, and at least six months prior to the survey distribution in future years to oversee survey development/dissemination of data and completion of action items from survey.	One-Time and every three years
Gap Analysis of service provision by departments and elected offices completed by June 30, 2023, and bi-annually thereafter.	Bi-Annual
Prioritized recommendations to address identified gaps including program specific measurements of success presented to BOCC by March 31, 2024, and bi-annually thereafter.	Bi-Annual
WCDPHE Mobile outreach unit established with collaborating partners (Sunrise Clinic, NCHA, etc.) by December 31, 2024.	Annually
Increase X% in shared clinic space county-wide by December 31, 2024.	Annually

Balance Growth and Development

OUTCOME MEASURES	REPORTING FREQUENCY
Customer experience reporting metrics identified by July 31, 2023 (i.e., time to issue permit, time to issue license, etc.) Establish benchmark and determine if improvement equates to increase/decrease, etc.	Establishing Baseline Metrics
Annually report on outcomes from policy to BOCC and public. Report to be posted online at the end of each fiscal year.	Annual
# of small business incentives approved annually.	Annual
Status report bi-annually to County leadership on businesses who have received incentives: successes/challenges/barrier/type of services.	Bi-Annual
Establish baseline number of primary jobs existing in County by sector by June 30, 2023.	Establishing Baseline Metrics
Increase in number of primary jobs created by sector yr/yr and reported annually to BOCC.	Annual
Relevant departments and elected offices provide report on collaboration efforts to BOCC in 4th quarter of each year, with recommendations for new collaborative initiatives.	Annual
Types of energy sources and/or technologies are identified annually starting June 30, 2024.	Annual
Recommendations for action presented to BOCC annually starting September 30, 2024.	Annual

APPENDIX

Existing water resources identified by March 31, 2024 and updated annually thereafter.	Annual
Bi-Annual risk assessment and recommendations for mitigation of risks presented to BOCC starting in FY24.	Bi-Annual

Plan for Resilient Infrastructure

OUTCOME MEASURES	REPORTING FREQUENCY
Complete planned capital projects within budget and on time annually starting in FY23.	Annual
Formal review/report process for capital projects developed and implemented by December 31, 2023.	One-Time
Increase # of employees trained in grant writing, application process, reporting process, reimbursement process, and annual reporting process by December 1, 2024.	One-Time
Grant Training Program developed for all county staff involved in grants process by December 31, 2025.	One-Time
100% infrastructure meets and/or exceeds department specific industry standards, service level agreements, and follows all requirements by December 31, 2025.	Annual
Respond to operational issues within department specified service level agreements or levels of services and provide annual report to leadership regarding levels of service and any barriers experienced over the past year.	Annual
Develop a dashboard to identify and track performance on service level agreements or levels of service by December 31, 2024.	One-Time and updated quarterly
Comprehensive list of financing options for infrastructure developed by July 1, 2023.	One-Time
10-Year to 20-Year formal Infrastructure Plan is developed and presented to the BOCC by December 31, 2023.	One-Time
Inventory of all contracts, agreements, memorandums of understanding, etc. complete by all departments by December 31, 2023.	One-Time
90% of all contracts, agreements, memorandums of understanding, etc., are entered and tracked utilizing appropriate system by December 31, 2025.	Annual
100% of leadership and departments have access to available data and technologies needed to make informed decisions by December 31, 2024.	Annual
Project Accounting system implemented by March 31, 2025.	One-Time
75% of all applicable departments utilize project accounting system by June 30, 2025; increase to 90% by June 30, 2027.	Annual

Be an Employer of Choice

OUTCOME MEASURES	REPORTING FREQUENCY
Employee satisfaction/engagement metrics identified and benchmarked by December 31, 2023.	Establishing Baseline Metrics
Annual employee survey developed by December 31, 2023 and distributed to employees during annual performance evaluation process starting in 2024.	Annual
Metrics for supervisor/departmental performance established by December 31, 2023.	Establishing Baseline Metrics
DHS internal annual employee survey established by December 31, 2023.	Annual
Dashboard of relevant county-wide by supervisor/departmental performance metrics developed by March 31, 2024.	One-Time and updated quarterly
Department specific training plans developed by June 30, 2024.	One-Time
Consistent leadership standards developed and adopted by December 31, 2024.	One-Time
DHS actions plans developed for divisions and department wide following survey results by December 31, 2024.	One-Time
Leadership Program developed and implemented by December 31, 2025.	One-Time
Increase % in employee satisfaction rating following benchmarking activities by December 31, 2025.	Annual

APPENDIX

All DHS employees will have a minimum of 20 hours of training annually starting with the annual performance evaluation cycle for 2025.	Annual
90% employee satisfaction rating following benchmarking activities by December 31, 2026.	Annual
90% of all managers/supervisors adhere to adopted standards by December 31, 2026.	Annual
90% adherence to departmental training plans achieved by December 31, 2026.	Annual

Provide Excellent, Cost-Effective Service Delivery

OUTCOME MEASURES	REPORTING FREQUENCY
Departments will identify and prioritize between one and three processes or procedures for revision/streamlining annually beginning in 2023.	Annual
Establish baseline measure of satisfaction with the role of BPA and communications by July 31, 2023.	One-Time
Conduct a purchasing process assessment by December 31, 2023, including review of the purchasing code.	One-Time
Library or catalogue of online or digital services developed by December 31, 2023 and updated annually thereafter.	One-Time
DHS quarterly communication developed and distributed annually starting in 2023.	Quarterly
3 BPA projects submitted annually by DHS	Annual
Increase X% in administrative tasks being automated by use of software by December 31, 2024.	Annual
Recommendations regarding centralized functions such as accounts payable, purchasing/buying provided to County leadership by December 31, 2024.	One-Time
Budget Monitoring and Analysis process updated and implemented by December 31, 2024.	One-Time
Cost-Benefit analyses and/or documentation of savings based on efficiencies provided in departmental budget requests starting in FY24	Annual
Complete 100% of BPAs initiated during the fiscal year starting in 2025.	Annual
Departments will meet annually to discuss and prioritize methods to understand ways to improve delivery of digital services	Annual
Prioritized recommendations for potential digitization to Weld County Leadership by June 30th of each year.	Annual
Quarterly financial reports available online starting by December 31, 2025.	Quarterly
Interactive, online budget and financial reports (PAFR) available starting with the FY26 Budget.	One-Time

24

Enhance Accessible Communication, Outreach, and Awareness

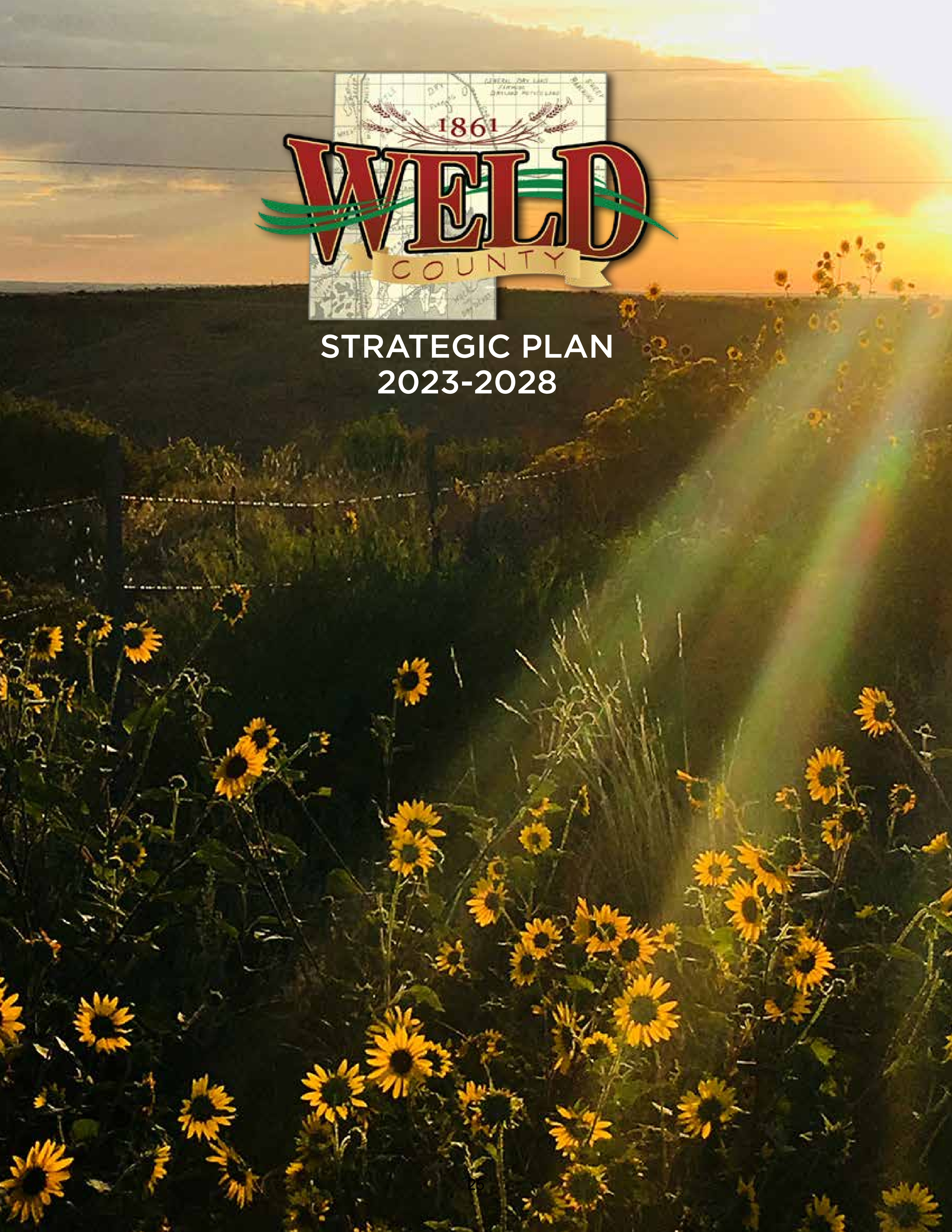
OUTCOME MEASURES	REPORTING FREQUENCY
Design standards established by March 1, 2023.	One-Time
Consolidated listing/repository/etc. of all accessibility standards developed by June 30, 2024 and updated annually.	Annual
Services and integration opportunities identified and prioritized by June 30, 2023 and updated annually.	Annual
Standardized templates county-wide developed and in-use by June 30, 2023.	One-Time
Internal communication plans to increase employee engagement and awareness created by June 30, 2023.	One-Time
Internal working group focused on public engagement in large capital projects and/or County initiatives established by June 30, 2023.	One-Time
Top 5 specific campaigns needed identified and prioritized by October 31, 2023.	One-Time
Standard measures of engagement defined, and baseline measures established by July 31, 2023.	Establishing Baseline Metrics

APPENDIX

Internal working group on accessibility established by September 30, 2023 with meetings twice per year thereafter.	Annual
Departmental communication needs and goals developed by October 31, 2023.	One-Time
Implementation strategies and reporting mechanisms for departments implemented by December 31, 2023.	One-Time
15% increase in employee use of County intranet by December 31, 2023.	Annual
Top 2 prioritized campaigns developed and launched by December 31, 2023.	One-Time
Website content standards and templates developed by December 31, 2023.	One-Time
DHS client perspective gap analyses completed by March 2024 and bi-annually thereafter.	Bi-Annual
Communication and marketing approval workflows established and implemented by March 31, 2024.	One-Time
Employee reporting guidance and definitions developed by March 31, 2024.	One-Time
County code updated as needed to ensure alignment with formalized communications processes by March 31, 2024 and reviewed biannually thereafter.	Bi-Annual
Targets for increased % established by July 31, 2024.	Establishing Baseline Metrics
Establish Customer Effort Score(s) (CES) for digital services by December 31, 2024.	Establishing Baseline Metrics
Public engagement platforms to establish baseline engagement metrics launched by December 31, 2024.	One-Time
100% of County payments can be made online and/or digitally by December 31, 2024.	Annual
Remaining campaigns developed and launched by December 31, 2024.	One-Time
Documented processes for ensuring adherence to department specific standards implemented by March 31, 2025.	One-Time
Decrease "bounce rate" on County website by 10% by December 31, 2025.	Annual
8% annual increase in total social engagement by December 31, 2025.	Annual
10% annual increase in civic engagement by December 31, 2025.	Annual
Review of annual audits and recommendations for any needed improvements or action items needed performed annually and presented to County leadership within 120 days of audit completion.	Annual
Increase CES by 5% by December 31, 2026.	Annual
Increase X% of customers and/or vendors using online payment methods by December 31, 2026.	Annual
Following campaign launches – specific programs engagements/services provided/etc. should serve as a measure of success (i.e., % increase in number of qualified applicants, increased number of attendees at public safety awareness events, etc.).	Establishing Baseline Metrics
Three or more information sessions facilitated by DHS annually.	Annual

Plan Updating and Evaluation

The Strategic Plan was developed with long-term goals associated with each priority. The objectives associated are more short-term and generally achievable within a one-to-two-year period. Updates to objectives can be considered annually and proposed within the annual report provided to the BOCC during budget development. Updates to the priorities and goals established in the Strategic Plan will be evaluated by the Strategic Plan coordinators and brought to the BOCC for consideration during the annual budget process if needed. A formal review and revision to the plan will occur every five years. A Five-Year Strategic Plan Outcomes report will be compiled to report on all progress made over the course of the plan. This document will help provide the BOCC insight on successes and challenges experienced over the course of the plan and inform the development of the next Five-Year Strategic Plan.



STRATEGIC PLAN
2023-2028

2025
BUDGET STRATEGY

The budget strategy uses proven methodologies of dealing with past budgets and looking at future strategic approaches. The budget is based upon the following assumptions and approaches:

- A change to the local property tax rate threshold will not be presented to voters.
- In the 2025 budget request, any net county cost increase in a budget unit must be offset with a corresponding decrease in a department’s total budget, unless sufficiently justified.
- Unless a change is legally mandated, the county's share of partnership programs will not increase, it will decrease wherever possible. County dollars will not displace federal or state reductions.
- Program funded with state and/or federal allocation increases must be able to have a sustainability plan when staff or program costs are increased or be prepared to reduce staff or program costs if the allocation declines.
- Program managers and the public will be made aware of the proposed service reductions as soon as possible.
- Early warning sessions will be held in September addressing budget issues identified early in the process.
- No salary adjustments will be included in the requested budget. The Board will determine any salary adjustments above the 2024 level in the Final Budget process. Any Department Head or Elected Official justifying to the Board a higher salary for a class unique to that department or office should include the additional salary within the assigned target budget amount.
- Any 2025 classification upgrades will be treated like new position requests in the budget process, with the department funding any requests within the target amount.
- Outside agencies that provide contractual services will be treated like county departments.
- Additional program options outside the overall budget plan will be proposed for Board consideration. Staff will explore the options as directed by the Board, and these options will be topics of discussion at the public work sessions and hearings.
- A review of all discretionary programs will be done by the Department Head or Elected Official and the Board.
- All vacant positions in 2025 will follow the “sunset review” process within the Workday system to determine if the position needs to be filled. Resources for new activities will come from increased productivity and termination of existing activities wherever possible. No new non-mandated programs will be proposed without proportionate cutbacks in other programs.

- All user and service fees will be examined, and recommendations made for increases or other adjustments to match the cost of providing such services.

- As 2025 budget requests accommodate or are integrated with long term program strategies, they will be highlighted.

- The budget strategy will permit Weld County to cope with the new fiscal and program challenges faced in 2025, while accomplishing a balanced budget. The 2025 budget must be structured to attempt, within available funds, to ensure that:

    - Basic services are funded at adequate levels.

    - Revenue has been estimated at realistic levels.

    - Reserves that afford protection for the future are funded.

    - Productivity improvement programs are continued.

    - Employee compensation levels are based upon realistic employment market considerations and within the county's ability to pay.

    - TABOR Amendment limits will be adhered to in the budget.

    - Legislative and regulatory changes are accommodated.

    - Technologies are employed in cost effective manners in the county.

    - Population growth and development is planned for and accommodated.

    - New initiatives associated with the human capital management strategies are accommodated.

    - Investment in the transportation system infrastructure as outlined in the Five-Year Public Works Capital Improvement Plan addressing the strategic roads of the county and the maintenance of the current road and bridge infrastructure.

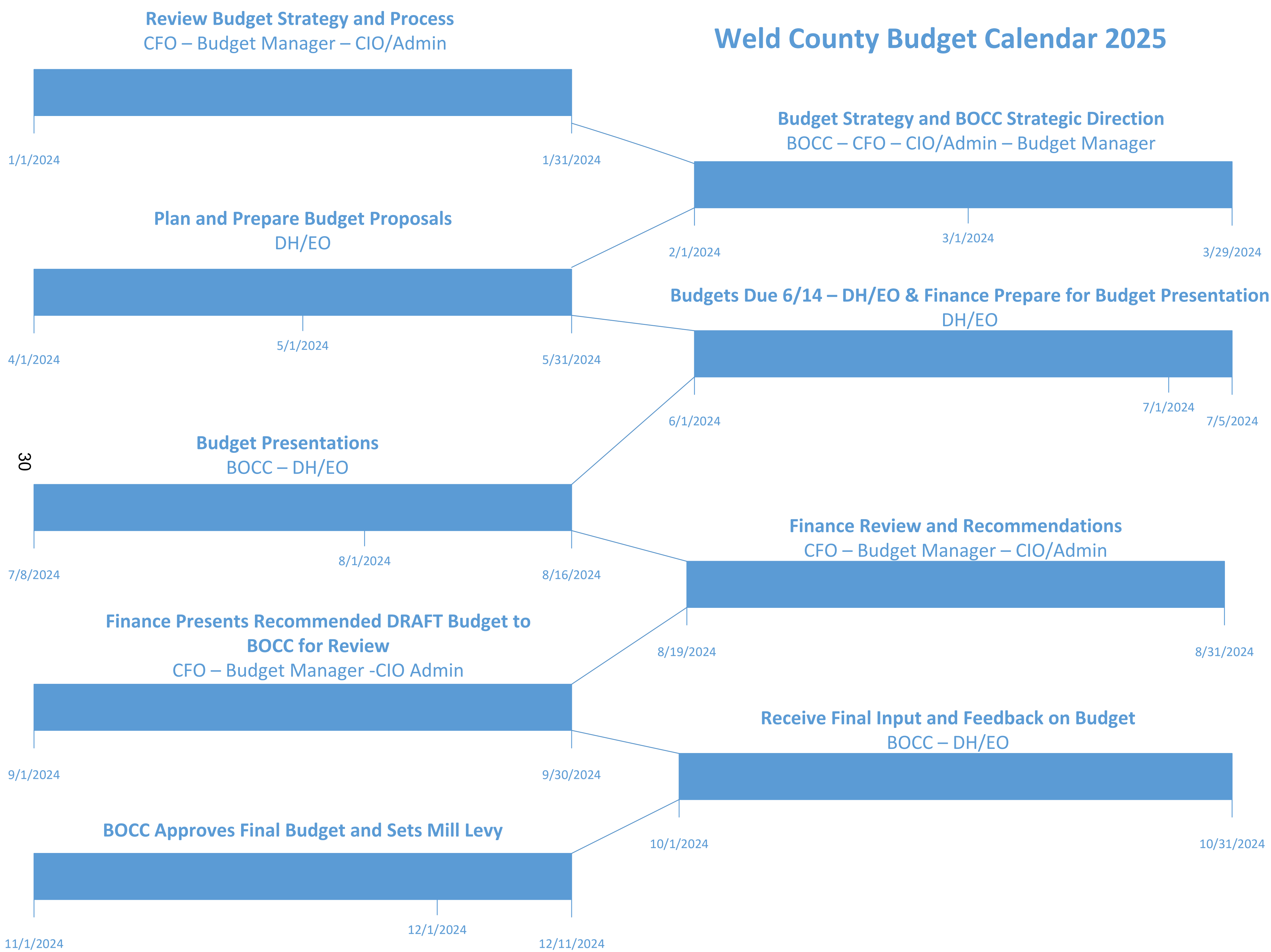
    - Weld County must continue the initiatives required to foster area economic development and to improve the quality of life.

    - Provide for long term capital planning for facilities, information technology, and Communication infrastructure.

2025
BUDGET CALENDAR

January 29	Board reviews the 2025 budget plan.
May 13 - May 24	Finance team discusses target budgets and 2025 budget plan with department heads and elected officials.
June 14	Elected officials and department heads submit requests for Facilities special projects to the Director of Facilities and Finance.
June 14	Elected officials and department heads submit new position requests and any reclassification requests to Human Resources and Finance.
June 14	Elected officials and department heads submit requests for information technology services to Information Technology and Finance.
June 14	Elected officials and department heads submit requests for vehicles to the Director of Fleet Services and Finance.
June 14	Submit budget request to Finance Department.
July 14 – July 30	Department presentations to the BOCC.
August 12 – August 23	Executive Budget Team (EBT) meets and makes recommendations on requests.
September 16	Finance requests 2025 Fee Ordinance Changes to Departments
September 17	Publish notice of availability of Proposed Budget.
September 17 – October 21	Board meets to discuss 2025 requests and recommendations.
October 20	Publish notice of final budget hearing.
October 28	Board makes final decisions on 2025 budget requests.
November 6	First Reading and Public Hearing on Final Budget 9:00 a.m.
November 18	Second Reading and Public Hearing on Final Budget 9:00 a.m.
December 1	Assessor certification of final assessed value due.
December 2	Final Reading and Public Hearing to adopt mill levy 9:00 a.m.

Weld County Budget Calendar 2025



EXPLANATION OF OVERVIEW OF BUDGET AND MANAGEMENT SYSTEM

Budgeting, at best, is an inexact science. It can be both precise and unyielding as numbers tend to be, or as flexible as priority changes dictate. In the end, the goal of Weld County's budgeting process is to produce a "user friendly" document, designed to enhance policy makers', managers', and citizens' understanding of major issues, resource choices, and impact of the total budget. The budget is not only a financial plan, but a policy document, operational guide, and communication device.

As a financial plan, Weld County's budget includes all funds, presents a summary of historical and projected revenues and expenditures, describes major revenue sources, underlying assumptions and trends, and includes projected changes to fund balances.

As a policy document, the budget includes a budget message articulating strategic priorities, describes budget and financial policies, and addresses long-term concerns and issues.

As an operations guide, the document includes an organizational chart(s), provides authorized personnel schedules, describes departmental services or functions, and includes goals and objectives.

As a communications device, the budget includes a summary of budgetary issues, trends, and resource choices, explains the impact of other plans or planning processes, describes the preparation, review, and adoption process, includes a demographics or community profile section, and contains a table of contents and glossary of terms.

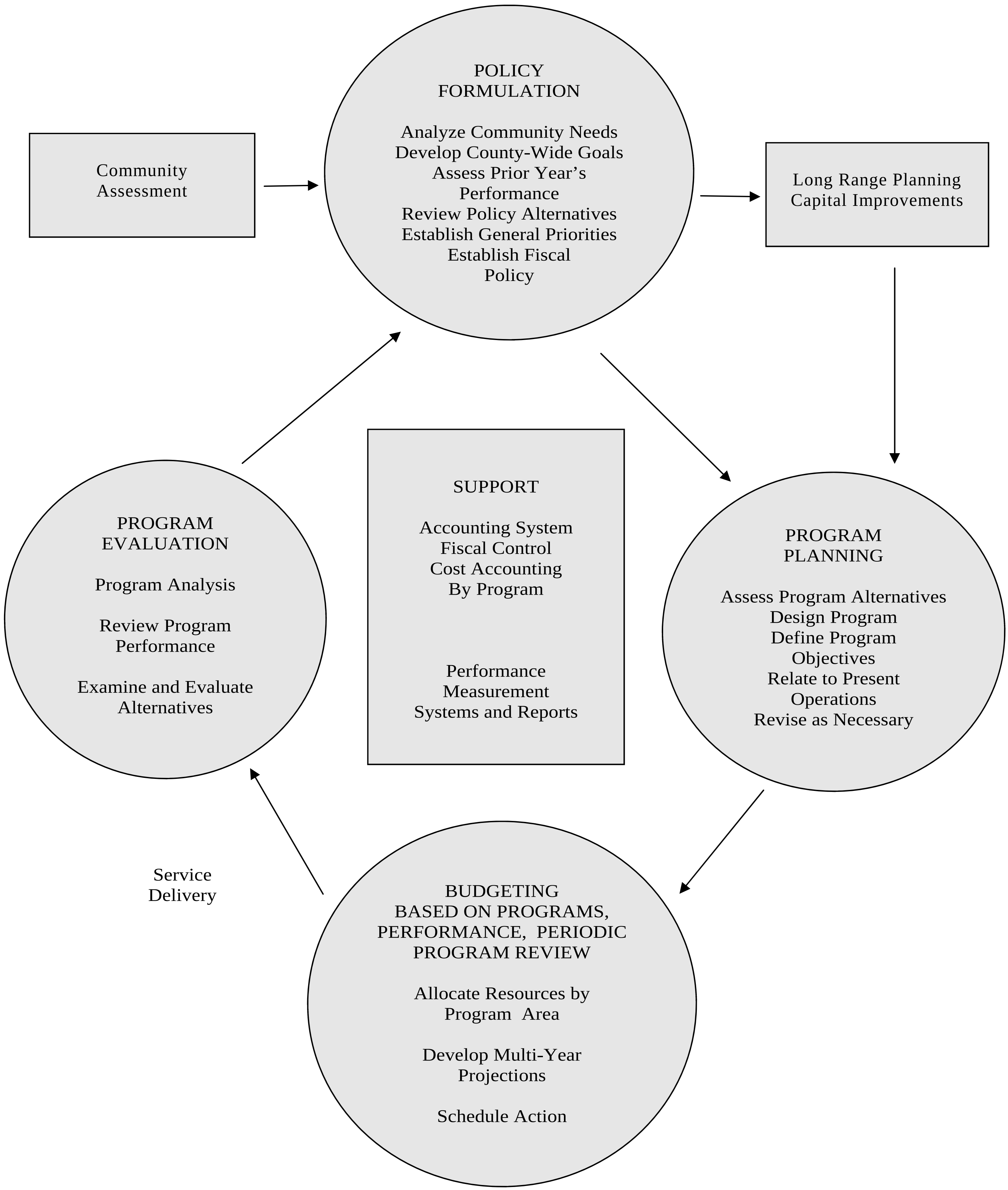
Program planning at the department level follows policy formulation. All departments assess their programs, explore alternatives, design and define existing and new programs, develop program objectives, and relate present operations to the programs planned. The budget is then based upon the program, performance, and periodic program review. This process allows for the allocation of resources by program area and multi-year projections. The programs are then evaluated on an on-going basis through program analysis, review of performance, and an examination and evaluation of alternatives. This input then cycles into the policy formation process for a new budget cycle.

The budget and management system is supported by the Banner Accounting System, fiscal control and cost accounting by program, and workload and performance management systems and reports.

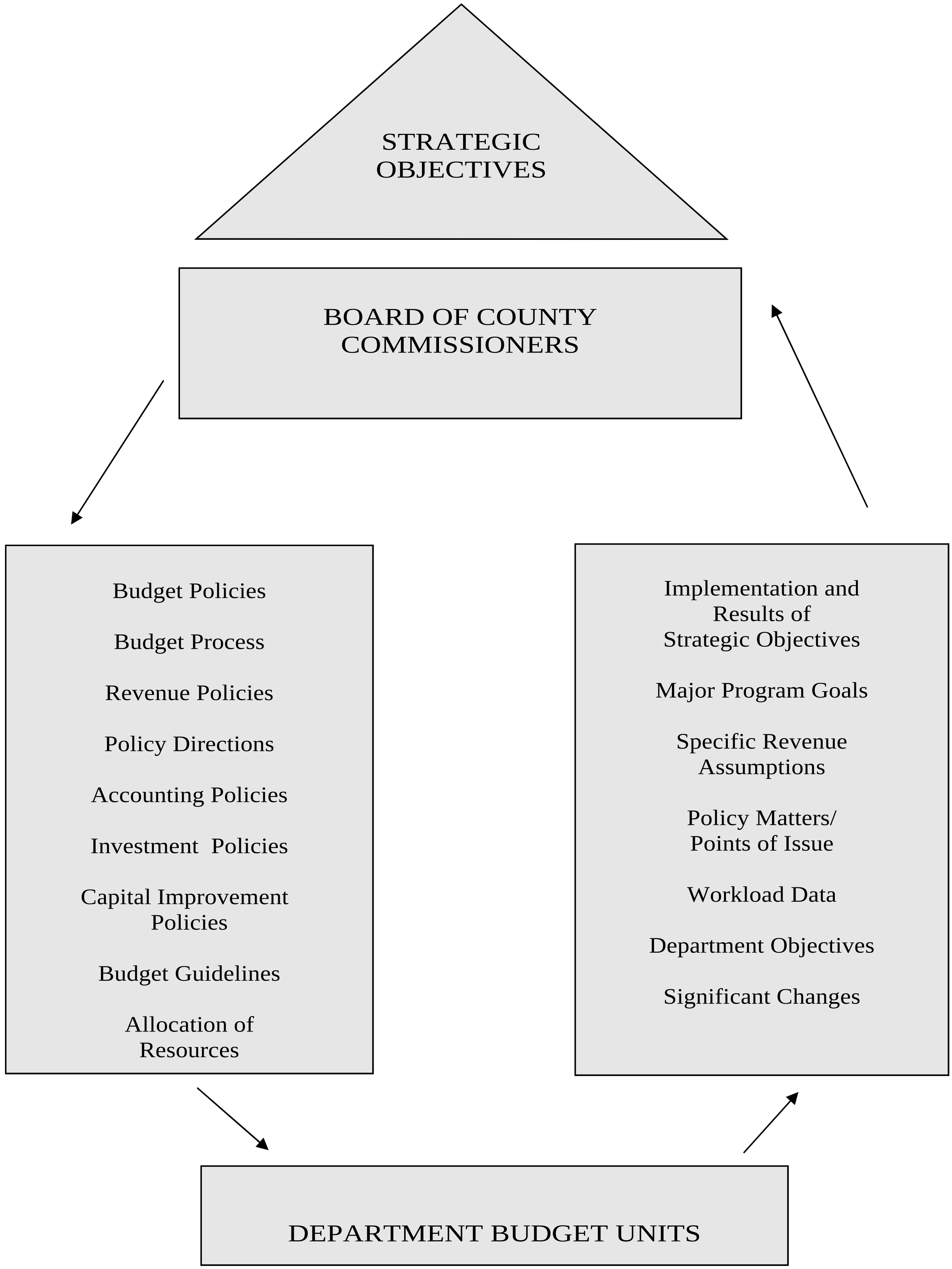
In summary, Weld County's budget process is virtually a year-around process, combining months of planning, analysis, program and policy review, and constant monitoring. The adopted budget asserts Weld County's commitment to meet or exceed the community's highest priority expectations at the lowest possible cost to citizens. In the end, the budget represents a balance between the political process represented by citizen input, policymakers, county departments and offices, and teamwork.

The following two pages show the process graphically.

OVERVIEW OF BUDGET AND MANAGEMENT SYSTEM



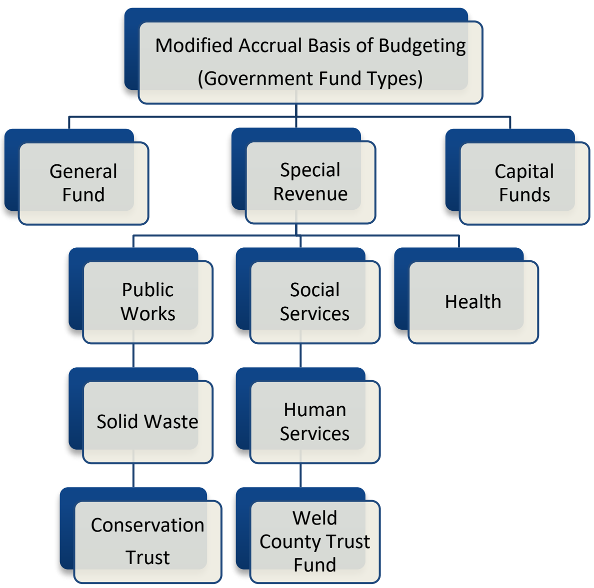
HIERARCHY OF BUDGET INFORMATION



SIGNIFICANT BUDGET AND ACCOUNTING POLICIES

WELD COUNTY FUND STRUCTURE

By Budgetary Basis



BUDGETARY ACCOUNTING BASIS:

The Weld County budgetary procedure uses the following Basis of Accounting. Basis of Accounting refers to when revenue and expenditures are recognized in the accounts and reported in the financial statements. Basis of Accounting relates to the timing of the measurements made, regardless of the measurement focus applied.

The governmental funds and expendable trust funds utilize the Modified Accrual Basis of Accounting. Under this method revenue is recorded in the year in which it becomes both measurable and available as net current assets. “Measurable” means the amount of the transaction can be determined and “available” means collectible within the current period or soon enough thereafter to pay liabilities of the current period.

Revenue susceptible to accrual, that is, measurable and available to finance the County's operations, or of a material amount and not received at the normal time of receipt, primarily consists of 1) state highway users’ tax; 2) property taxes, assessed in 2024, payable in 2025, and 3) various routinely provided services (health department). Unbilled charges for services are recorded in the appropriate funds at year end.

Expenditures are generally recorded when the related fund liability is incurred.

Proprietary funds follow the Accrual Basis of Accounting method, whereby revenue is recognized in the year in which it is earned and becomes measurable. Expenses are recorded when liabilities are incurred. Due to Colorado legal requirements, capital expenses are budgeted and appropriated in the Proprietary Funds.

BUDGET ADOPTION:

An annual budget and appropriation ordinance is adopted by the Board of County Commissioners in accordance with the Colorado State Budget Act and Weld County Home Rule Charter. The budget is prepared on a basis consistent with generally accepted accounting principles for all governmental, proprietary and expendable trust funds. The accounting system is employed as a budgetary management control device during the year to monitor the individual departments (level of classification which expenditures may not legally exceed appropriations). All annual appropriations lapse at year end.

The Director of Finance and Administration or Chief Financial Officer are authorized to transfer budgeted amounts within departments of each fund. Any revisions that alter the total appropriation for each department must be approved by the Board of County Commissioners through a supplemental appropriation ordinance.

AMENDMENT TO BUDGET PROCESS:

Section 29-1-111, C. R. S., provides that, if during the fiscal year, the governing board deems it necessary, in view of the needs of the various offices or departments, it may transfer budgeted and appropriated monies from one or more spending agencies in the fund to one or more spending agencies in another fund and/or transfer budgeted appropriated monies between spending agencies within a fund.

Section 29-1-111, C. R. S., provides that, if during the fiscal year, the governing body or any spending agency received unanticipated revenue or revenues not assured at the time of the adoption of the budget from any source other than the local government's property tax mill levy, the governing board of the local government may authorize the expenditure of these unanticipated or unassured funds by enacting a supplementary budget and appropriation.

Supplementary budget and appropriations require a two-thirds majority vote by the Board of County Commissioners.

PROPERTY TAXES:

Property taxes attach as an enforceable lien on property as of January 1. Taxes are levied no later than December 15 and are payable the following year in two installments on February 28 and June 15, or in full on April 30. The county, through the Weld County Treasurer, bills and collects its own property taxes as well as property taxes for all school districts, cities and towns and special districts located within the county. In accordance with Section 14-7 of the Weld County Home Rule Charter, all ad valorem tax levies for county purposes, when applied to the total valuation for assessment of the county, shall be reduced so as to prohibit the levying of a greater amount of tax revenue than was levied from ad valorem taxation in the preceding year, plus five percent (5%), except to provide for the payment of bonds and interest. The Board of County Commissioners may submit the question of an increased levy to the County Council and, if in the opinion of a majority of the County Council, the county is in need of additional funds, the

Council may grant an increased levy for the county in such amount as it deems appropriate, and the county is authorized to make such increased levy.

Any one capital project requiring a capital expenditure out of funds procured by ad valorem taxation equal to a three-mill levy for three years shall be prohibited unless approved by a majority vote of the qualified electors at a general or special election per Section 14-8 of the Weld County Home Rule Charter.

With the passage of Amendment One (TABOR) effective November 4, 1992, the mill levy cannot be increased above the prior year mill levy, except by a vote of the people. In addition, the growth of property tax revenue cannot exceed the prior year amount plus inflation plus net new construction, without voter approval.

EXPLANATION OF INDIVIDUAL FUNDS

GOVERNMENTAL FUND TYPES:

Funds generally used to account for tax-supported activities.

General Fund

The General Fund accounts for all financial transactions of the County that are not properly accounted for in other funds. Ordinary operations of the County such as public safety, County administration and other activities financed from taxes and general revenues are reflected in this fund. The three percent of fiscal spending reserve established in accordance with the State Constitution Amendment One (TABOR), passed November 3, 1992, is included in the General Fund's fund balance.

Special Revenue Funds

Special Revenue Funds are established to account for taxes or other earmarked revenue for the County which finances specified activities as required by law or administrative action.

Public Works Fund: The Public Works Fund records all costs related to Weld County road and bridge construction and maintenance. This fund is also utilized for allocation of monies to cities and towns for use in their road and street activities.

Social Services Fund: The Social Services Fund accounts for the various public welfare programs administered by the County.

Conservation Trust Fund: The Conservation Trust Fund accounts for revenue received from the State of Colorado to be used for the acquisition, development, and maintenance of new and existing conservation sites within Weld County. The funds are derived from the Colorado State Lottery.

Weld County Trust Fund: The Weld County Trust Fund, a permanent fund, accounts for the assets held by the Weld Trust, a Colorado nonprofit corporation recognized by the Internal Revenue Service as an exempt charitable organization under Internal Revenue code section 501 (c)(3), for charitable purposes to benefit the citizens of Weld County.

Contingent Fund: The Contingent Fund records any property tax revenue levied by the Board of County Commissioners to cover reasonably unforeseen expenditures.

Public Health Fund: The Weld County Department of Public Health and Environment provides health services to County residents. The fund reflects revenue and expenditures for health care, health education, health monitoring, and other related activities.

Human Services Fund: The Human Services Fund accounts for various Federal and State human service grants. Primary funding agencies are DOL, HHS, and CSA.

Solid Waste Fund: This fund accounts for revenue received from a surcharge on dumping fees at solid waste disposal sites for the purpose of combating environmental problems and for further improvement and development of landfill sites within the County.

Capital Project Funds

Capital Project Funds are established to account for financial resources used for the acquisition or improvement of the capital facilities of the County.

Capital Expenditures Fund: This fund accounts for various capital improvement projects on County property as required by Section 29-1-301, C.R.S., 1973.

Communications Capital Development Fund: This fund accounts for various capital improvement projects for the development and maintenance of the county communications system infrastructure.

PROPRIETARY FUND TYPES:

Proprietary funds focus on the determination of operating income, changes in net assets (or cost recovery), financial position, and cash flows. There are two different types of proprietary funds: enterprise funds and internal service funds.

Enterprise Funds:

Enterprise Funds account for departments providing services primarily to third-party payers.

Northern Colorado Regional Forensic Laboratory Fund: This fund accounts for the maintenance and operational cost of the Northern Colorado Regional Forensic Laboratory. It is funded by rent paid by participating agencies.

Internal Service Funds:

Internal Service Funds are established to account for goods and services provided to other departments of the County on a cost-reimbursement basis.

Fleet Services Fund: This fund accounts for the revenue and costs generated by equipment and vehicles rented to the Public Works Fund and to various departments of other County funds.

Insurance Fund: This fund accounts for all insurance costs for the County. The program is a combination of insured risks and protected self-insurance risks.

Telecom Services Fund: This fund accounts for all phone costs provided to the County and other outside agencies on a cost-reimbursement basis.

Health Insurance Fund: This fund accounts for the self-insured health, dental, and vision plans offered to County employees.

Weld County Finance Corporation Fund: This fund accounts for the lease/purchase of county facilities. There are no active leases. The last lease was paid off on August 1, 2007.

BUDGET POLICIES

The basic budget policies of Weld County are stated in the following forms:

- Budget Process
- Program Policy Changes/Impacts
- County Strategic Objectives
- Revenue Policies and Assumptions
- Policy Directions
- Significant Budget and Accounting Policies
- 2025 Budget Guidelines

The overall County budget policies are reflected at the program level on each of the "Budget Unit Summary" sheets. The "Budget Unit Summary" sheets describe how the policies impact operations, service levels and/or finances at the program level. In addition, comments on the summaries explain implementation issues and provide goals and workload and performance data for monitoring purposes.

The "Budget Unit Summary" has been structured as follows to accommodate the governing board and public reader:

- Department Description
- Resources
- Summary of Changes
- Goals/Desired Outcomes/Performance Objectives/Key Performance Indicators
- Workload Measures
- Staff Recommendations

NOTE: In accordance with Article IV, Section 4-2(6)(b), of the Weld County Home Rule Charter, the Director of Finance and Administration shall cause the policies adopted or approved by the Board of County Commissioners to be implemented in the county as required by the Board of County Commissioners and insure that the activities of the departments are consistent with the policies determined and set by the Board of County Commissioners.

LONG TERM FINANCIAL PLANNING POLICIES

Balancing the Operating Budget: The State of Colorado's constitution requires all local governments to annually adopt a balanced budget. Balanced budget means expenditures cannot exceed available resources. No debt financing of the operational budget is permitted. Weld County's policy is that under no circumstances will Weld County adopt a budget that is not balanced, even if the constitutional requirement is lifted.

Long Range Planning: The Board of County Commissioners has adopted countywide strategic goals. The recommended budget shall, to the extent possible, based upon available resources, be consistent with the goals and objectives of the county's strategic goals. The process shall involve identifying several critical areas which have or are expected to have an impact on the financial condition of the county over the next five years. Once the critical issues are identified, specific goals and objectives will be developed along with an implementation plan by impacted departments.

Long Term Financial Forecast: Annually prepare a five-year forecast that maintains the current level of services, including known changes that will occur during the forecast period. If the forecast does not depict a positive operating condition in all five years of the forecast, the county will strive to balance the operating budget for all years included in the five-year financial forecast.

Long Term Budget-to-Actual Trends: Annually evaluate trends from a budget-to-actual perspective and from a historical year-to-year perspective to identify areas where resources have been over allocated. This will improve the accuracy of revenue and expenditure forecasts by eliminating the impact of recurring historical variances.

Asset Inventory: An inventory of capital needs will be maintained by the Finance department. The inventory shall include the identified needs, a list of projects, their cost estimates, and project timetable for funding, acquisition or construction. The recommended budget shall include a capital budget and a five-year capital plan with a balanced financial base for renewal, replacement, and new projects. The capital budget shall be adequate to maintain capital assets at a level sufficient to protect infrastructure and minimize future maintenance and replacement costs.

Revenue Diversification: Weld County encourages a diversity of revenue sources in order to improve the County's ability to handle fluctuations in individual revenue sources year to year and long-term. Due to the high percentage of oil and gas assessed values, Weld County also encourages the diversification of revenues for long range planning to minimize the dependence of the County's budget on oil and gas revenue fluctuations in production and price, and long range depletion of the resource in the County.

Fees and Charges: Unless fees or charges are established by state law or contractually, Weld County will establish fees for goods and services at full cost recovery, including direct and indirect costs, where the user of the goods or services has the ability to pay. All fees will be reviewed periodically to ensure that they are still appropriate. Fees will be available for the public and adopted by code in public meetings.

Use of One-Time Revenues: Weld County has a policy discouraging the use of one-time revenues for ongoing operational expenditures. The highest priority for one-time revenues will be to fund assets or other non-recurring expenditures, or to put the one-time revenues in a reserve fund.

Debt Capacity, Issuance, and Management: To the extent possible, Weld County will pay cash for major projects rather than borrowing. Any existing debt will be retired at the earliest possible time during the life of the debt unless circumstances change significantly. Weld County's debt level per Weld County's Home Rule Charter and state law cannot exceed three percent of the current assessed value of the county. The current debt capacity is nearly $550 million. Debt under the debt limit includes all financial obligations over one year in duration, e.g. general obligation bonds, revenue bonds, certificates of participation, notes, lease purchase agreements, letters of credit, revenue warrants, long term lease obligations, or any other multiple-fiscal year direct or indirect debt or other financial obligation. Obligations for pension plans are excluded under Colorado state law.

Stabilization Funds: Weld County maintains a prudent level of financial resources in the form of a contingent reserve, plus adequate fund balances for cash flow, to protect against the need to reduce service levels or raise taxes and fees due to temporary revenue shortfalls or unpredicted one-time expenditures. See fund balance policy in the policy section of the Budget Message for more details.

Operating/Capital Expenditure Accountability: A budgetary control system will be maintained by the Finance Department to ensure accountability and adherence to the budget by restricting the expenditure of funds above the amount appropriated for the spending agency. Monthly financial reports will be available on-line through the accounting system for elected officials and department heads, detailing the progress towards budget compliance. These reports will, at a minimum, compare the current budget and year-to-year revenues and expenditures by department.

Contingency Planning: Weld County supports a financial planning process that assesses the long-term financial implications of current and proposed operating and capital budgets, budget policies, cash management, and investment policies, programs and assumptions that will permit Weld County to deal with future contingencies in a reasonable and responsible way without adversely impacting County citizens.

Strategic Investment Plan for the Future of Weld County: Due to the oil and gas boom in Weld County from development of the Niobrara formation, Weld County property tax revenue has increased. As a result, in February 2012, staff developed, and the Board of Weld County Commissioners approved the *Strategic Investment Plan for the Future of Weld County.* A long-term strategy of investment in the county's infrastructure, technology and innovation, staff training and development, and economic development for diversification of the local economy can all have a demonstrable long-term payoff. A good county transportation system facilitates the movement of goods and services. Investment in innovation and technology will lay the foundation for new and more efficient governmental services being provided by Weld County government. Staff development ensures that the county's employees have the skills required to provide the very best service possible to the citizens of Weld County. Investment in economic development for the diversity of the local economy will lay a solid foundation for long-term economic growth in the county and allow Weld County to be competitive in retaining and attracting quality companies and a labor force to support those companies. Weld County has to focus on investing rather than spending in order to ensure long-term economic prosperity not only while the energy boom is happening, but also when it eventually ends.

CAPITAL IMPROVEMENT POLICY

1. ***Capital Improvement Plan*** - A plan for capital expenditures to be incurred each year over a fixed period of several years (normally on a five-year cycle) setting forth each capital project and identifying the expected fiscal year for each project and the anticipated revenues to finance those projects.

2. ***Capital Improvement Staff Committee*** - The Finance department develops a Long Range County-wide Capital Improvement Plan for all major capital expenditures within the County after surveying County-wide needs with program managers. The Board of County Commissioners is responsible for approving capital improvement policies, as well as, approving capital improvement programming as a part of the annual budget.

3. ***Capital Assets*** **-** Capital assets are defined as land, improvements to land, easements, buildings, building improvements, vehicles, machinery, equipment, works of art and historical treasures, infrastructure, and all other tangible or intangible assets that are used in operations and that have initial useful lives extending beyond a single reporting period.

4. ***Capital Projects*** - Capital projects are defined as those major, non-recurring projects that have a time interval of at least three (3) years between such expenditures and have a total cost of at least $10,000. Purchases of real property and selected equipment may be exempted from these limitations. Examples of capital projects include:

   A. New and expanded physical facilities.

   B. Large scale rehabilitation and replacement facilities.

   C. Major equipment which has a relatively long period of usefulness.

   D. The cost of engineering or architectural studies for services related to a major public improvement.

   E. Acquisition of land and/or buildings.

5. ***Annual Action Program*** - Those capital improvement projects from the plan which have been identified by the Finance department and approved by the Board of County Commissioners for funding and implementation for each fiscal budget year.

6. ***Relationship Between Capital Funding and Operating Budget*** - Capital assets, which include property, plant equipment, rights-of-way, and infrastructure assets (e.g., roads, bridges and similar items,) are reported in the applicable governmental or business-type funds. Capital assets are defined by the County as assets with an initial, individual cost of more than $10,000 and a useful life of more than one year. All fixed assets are valued at historical cost or estimated historical cost if actual historical cost is not available. Donated capital assets are recorded at estimated fair market value at the date of donation.

   The costs of normal maintenance and repairs that do not add to the value of the asset or materially extend assets lives are not capitalized.

All reported capital assets, except for gravel roads, are depreciated. Improvements are depreciated over the remaining useful lives of the related capital assets. Depreciation on all assets is provided on the straight-line basis (asset value divided by years of useful life) over the following estimated useful lives:

Buildings	20 - 50 years
Improvements	10-20 years
Infrastructure - Bridges	50 years
Infrastructure - Roads	20 years
Equipment	3 - 5 years
Heavy Equipment	10 - 20 years

GASB Statement 34 allows an alternative approach which would reflect a reasonable value of the asset and the cost incurred to maintain the service potential to locally established minimum standards in lieu of depreciation. To elect this option the County must develop and implement an asset management system which measures, at least every third year by class of asset, if the minimum standards are being maintained. The County has elected to use this alternative approach only for gravel roads.

INVESTMENT POLICY

On March 5, 2003, the Board of County Commissioners adopted a comprehensive investment policy that is reviewed annually by the Investment Committee. A copy of the detailed investment policy can be obtained by contacting the Weld County Treasurer at (970) 400-3260. The following is a brief overview of the investment policy:

The County Treasurer is responsible for the investment of all available monies. The statutes defining legal investments for Colorado counties are Sections 24-75-601 and 30-10-708, C.R.S. Investment priorities are (1) safety, (2) liquidity, and (3) yield.

In compliance with statutes, deposits/investments are made only in "qualified" financial institutions, i.e., those which are federally insured by either FDIC or FSLIC. Further, any deposit/investment amount more than $250,000 may only be made at institutions that are designated as public depositories by the state bank or savings and loan commissioners, Sections 11-10-118 and 11-47-118, C.R.S. Such designation occurs when acceptable collateral is pledged to secure the total deposit.

Deposits/investments shall be made in the name of the treasurer in one or more state banks, national banks having their principal offices in this state, or in compliance with the provisions of Article 47 of Title 11, C.R.S. 1973, savings and loan associations having their principal offices in this state which have been approved and designated by written resolution by a majority of the Board of County Commissioners.

The Board of County Commissioners can designate, by resolution, an average annual rate of interest income to be paid to a specific fund or funds. All other interest income is deposited to the county general fund for the purpose of supplementing the county mill levy, thus reducing the amount of revenue required from property tax.

The County maintains a cash and investment pool that is available for use by all funds except the Pension Trust Fund. Several of the County's funds also hold investments on their own account. The cash and investments of the Pension Trust Fund are held separately from those of the other County funds.

Deposits:

> At year end, the estimated carrying amount of the County's deposits is nearly $575 million. Of this amount, approximately $1 million will be covered by Federal deposit insurance, and the remainder was collateralized with securities held by the pledging financial institution's trust departments or agents in the County's name.

Investments:

> Statutes authorize the County to invest in obligations of the U.S. Treasury, agencies, and instrumentalities, commercial paper, and repurchase agreements. The Pension Trust Fund is also authorized to invest in corporate bonds and mortgages.

Interest revenue is projected on the basis of an average interest rate of 3.0 percent in 2025.

FUND BALANCE AND RESERVE POLICY

Weld County considers maintenance of adequate operating reserves to be a prudent management tool and important factor in providing financial flexibility to the County. A financial reserve may be used to address unanticipated revenue shortfalls and unforeseen expenditures. The reserves provide a first line of defense against deficit spending and help maintain liquidity when budget downturns become inevitable. The appropriate size of such fund balance reserves depends on the potential viability of the County's revenues and expenses, as well as its working cash needs to handle seasonality of revenues or expenditures.

The Board of County Commissioners adopted the County Fund Balance Policy on December 14, 2011, nunc pro tunc January 1, 2011. The policy was created to help reduce the negative impact on the County in times of economic uncertainty, major fluctuations in oil and gas assessed valuations, and potential losses of funding from other governmental agencies. The policy established minimum requirements for reserves and guidelines for the use of certain funds. The reserves and restrictions are also consistent with the requirements under Colorado statute or state constitutional requirements. The County Fund Balance Policy requires the following:

- Any remaining fund balance following all restrictions and commitments in the Health Fund shall be assigned for future health programs for the benefit of the citizens of Weld County.

- Any remaining fund balance following all restrictions and commitments in the Social Services Fund shall be assigned for future welfare programs for the benefit of the citizens of Weld County.

- Any remaining fund balance following all restrictions and commitments in the Human Services Fund shall be assigned for future welfare, senior, and employment programs for the benefit of the citizens of Weld County.

- The Contingency Fund shall maintain a minimum fund balance to cover a minimum ten (10) percent of the annual expenditures and maximum of twenty (20) percent of the annual total expenditures as determined by the Director of Finance and Administration to provide: (1) a reasonable level of assurance that Weld County's operations will continue even if circumstances occur where revenues are insufficient in an amount that is equal to at least one-percent of annual expenditures to cover necessary expenses for public safety, public welfare and public works; (2) there is a major reduction in oil and gas assessed valuations; or (3) there are other unexpected needs or emergency situations costing an amount that is equal to at least one-percent of annual total expenditures that do not routinely occur. The Contingency Fund shall be funded by property tax. The Board may also exceed the balance of the maximum of twenty (20) percent of the annual total expenditures in the annual budget process if circumstances warrant it, such as oil and gas assessed valuation fluctuations.

- The three-percent TABOR emergency reserve required by Article X, Section 20(5) of the Colorado Constitution shall be a restricted fund balance in the General Fund in an amount equal to ten-million dollars or three-percent of the TABOR revenue limit, whichever is greater.

POLICY DIRECTIONS

- -- Incorporate Guiding Principles, Mission Statement, and Strategic Goals into the budget submission.

- -- Incorporate the *Strategic Investment Plan for the Future of Weld County* into the budget.

- -- Continue revenue maximization policy to support County services to users.

- -- Continue policy of identifying ways to minimize the reliance upon property tax funding.

- -- Advocate legislative positions.

- -- Examine County programs on a continual basis to maximize productivity and maintain current service levels with current or reduced workforce.

- -- Examine County programs and services to prepare Weld County for continuing financial uncertainties and future limitations.

- -- Utilize cost cutting/revenue raising strategies to hold down costs and support County services. This may be accomplished by:

    - -- Organization assessment
    - -- Contraction in services
    - -- Productivity improvement
    - -- Privatization and contracting
    - -- Automation
    - -- Energy conservation
    - -- Administrative reorganization
    - -- Innovation/technological transfer

- -- Continue position sunset review process to assess the need for any vacated positions.

- -- Utilize a target budget approach with the following features:

    - -- Identifies County's resource capacity
    - -- Clearly identifies targets and related reductions
    - -- Identify proposed non-funding early
    - -- Allows time to accommodate reductions (employees)
    - -- Allows board discretion in allocating funds to unfunded programs in critical service areas
    - -- Targets all offices, departments, and outside agencies
    - -- Better reflects County priorities
    - -- Since limits are known, allows planning of alternative expenditure levels six months before fiscal year begins
    - -- Constrains growth in existing levels, so high priority requests can be granted while lower priority projects are cut

-- Examine all user and service fees and make recommendations for increases or other adjustments to match the cost of providing such services.

-- Clearly identify all newly mandated program costs for the Board.

-- Continue the County's share of partnership programs, unless a change is legally mandated, and decrease the share wherever possible.

-- Maximize manpower avoidance or substitution methods for all departments through automation, productivity improvements, or cost cutting strategies.

-- Recommend capital outlay expenses for equipment only when the need has been fully justified, the useful life of equipment cannot be extended, and it has been determined that salvage equipment is unavailable for use. Vehicle replacement must be recommended by the Director of Fleet Services for consideration in the budget process.

-- Continue to examine priorities, which services to provide, best way to deliver services, and most cost-effective way to provide services within the constraints of TABOR.

-- Minimize levels of management for departments within the County by flattening the organization and empowering employees to the maximum extent possible.

-- Continued deployment of LEAN. The County began to use LEAN, a continuous improvement methodology, in 2017. Significant process improvements have been made in many departments, including Motor Vehicle, Jail Booking, Human Resources, and Human Services operations. The County's LEAN efforts are evolving from a centralized group in Information Technology to broader deployment throughout county departments involving their own staff.

2025 GUIDELINES

- Any new programs or expansion of existing programs will be highlighted as a policy issue for the Board.

- All newly mandated program costs should be clearly identified for the Board.

- Unless a change is legally mandated, the county's share of partnership programs should not be increased, the share should be decreased wherever possible.

- Methods to maximize manpower avoidance or substitution should be encouraged by all departments through automation, productivity improvements, or cost cutting strategies.

- Capital outlay expenses for equipment should only be recommended when the need has been fully justified, the useful life of equipment cannot be extended, and it has been determined that salvage equipment is unavailable for use. Vehicle replacement must be recommended by the Director of Fleet Services for consideration in the budget process.

- Budgets are to be prepared on a program basis with submission in a program format, as well as in the normal line-item format like 2024's budget presentation.

- Salaries should be budgeted at the 2024 level. Any salary increases for a class unique to a department must be absorbed in target amounts or listed and summarized as an increase in request.

- All user and service fees should be examined, and recommendations made for increases or other adjustments to match the cost of providing such services.

- Those areas where increased personnel productivity has shown gains in services and/or reductions in cost should be identified.

- In reviewing the 2025 budget request, The Finance department will develop preliminary recommendations to the Board of County Commissioners. The Finance team will ask the same basic questions concerning need and purpose, objectives, departmental priorities and rank, expected achievements and benefits, means for measuring results, consequences of not implementing the request, impact on other agencies or departments, alternative approaches or service level, resource requirements, means of financing, and whether all cost cutting and revenue generating strategies have been applied.

- Unless a significant organizational change has occurred, or intentionally postponed to a certain point in time, upgrades of specific positions that were requested but denied in the last two years will not be reconsidered in the 2025 budget process.

- **Use the following budget population data for performance measures:**

YEAR	POPULATION
2023 (Actual)	**358,111**
2024 (Estimated)	**366,309**
2025 (Projected)	**374,917**

- Interns: Any department planning on using interns in the next fiscal year must include any costs associated with the interns in the budget request. Costs should include any salaries, equipment (vehicle), service and supplies (e.g., mileage). No mid-year intern position requests will be approved that have a cost that is not already budgeted in the final budget.

2025
SPECIAL BUDGET INSTRUCTIONS

The following are special budget instructions to be used for submission of your 2025 budget.

1. <u>All</u> budgets (including Enterprise and IGS) must be submitted by June 14, 2024.

2. All departments are requested to submit, on or before June 14, 2024, the following items that will be part of your 2025 budget:

   A. Special Project Request for Facilities projects estimated to be over $5,000.

   B. Any additional position requests <u>or reclassifications</u>, as outlined in the Budget Manual, to allow Human Resources to assess the need.

   C. Information Technology requests for computer hardware, software, phones, system upgrades or system study. (See memo from the CIO regarding 2025 IT Project Request process)

   D. New or replacement vehicle requests to the Director of Fleet Services for inclusion in the Fleet Services budget.

3. Salary and fringe benefits will be budgeted at the 2024 level. Any anticipated increase over 2024 level must be absorbed in target amount.

4. For budgetary purposes, please use the 65¢ per mile reimbursement rate in developing your 2025 budget.

5. Any requests for equipment should be submitted as part of your departmental budget request. Once a determination has been made as to whether the Board of County Commissioners will approve your request for equipment purposes, the total amount may be moved to a Capital Outlay budget unit as has been the practice in past years.

6. Fleet Services IGA rates should be ascertained from the Director of Fleet Services for budget purposes. This is necessary because of the varying rates for unique kinds of vehicles, such as patrol cars, etc. Fuel costs should be budgeted as follows: unleaded $3.19 gallon, diesel $3.43/gallon, and LNG at $2.90/gallon.

7. Any new or replacement vehicles should be discussed with the Director of Fleet Services and a Vehicle Request Form completed. Vehicles being replaced must be identified on the Vehicle Request Form and will be turned in when the replacement arrives in 2025.

8. Postage costs are anticipated to be 73¢ in 2025.

9. Any 2025 position classification upgrades will be treated the same as a new position request in the budget process and will be analyzed by Human Resources for reasonableness.

10. Unless there has been a significant organizational change or a future spread applied, reclassification requests made in the last two years and denied by the Board will <u>NOT</u> be reconsidered in the 2025 budget process.

11. Early Warning Budget Hearings will be held in September. The board will make decisions in October, and the budget will be approved during a three-reading process with public input in November and December 2024.

12. As revenues are budgeted, each department should examine whether credit cards should be implemented at the point of sale for the specific service being offered. If credit card services for payment are an option, discuss with the Finance department, the way the credit card service fee can be recovered or absorbed in the fee structure in compliance with all legal and credit card service provider requirements.

13. INTERNS: Any department planning on using interns in the next fiscal year must include any costs associated with the interns in the budget request. Costs should include any salaries, equipment (vehicle), service and supplies (e.g., mileage). No mid-year intern position requests will be approved that have a cost that is not already budgeted in the final budget.

14. Part of the 2025 budget process will include new goals and objectives as a part of the approved 2023-2028 Strategic Plan discussions and implementation. Each department is encouraged to continue tracking statistics outside of these new goals and objectives that show the programs value and are requested for other purposes, such as brochures or reporting.

If, in the development of your budget request, you determine that there are unique requirements or unique situations in your department that affect your budget presentation, please do not hesitate to contact the Budget Manager at 970-400-4202, Chief Financial Officer at 970-400-4451 to answer questions, or to get approval for variation to the normal procedures outlined in the special instructions.

REVENUE POLICIES AND ASSUMPTIONS

The following revenue policies and assumptions have been used in the preparation of the 2025 budget.

1. Wherever possible, those receiving the benefits of a government service should pay for what they receive in full through current fees, charges, and other assumptions.

2. Continual search for new sources of revenue shall be made to diversify the County's financing plan.

3. The County shall seek the establishment of a diversified and stable revenue system to shelter the County from short run fluctuations in any one revenue source.

4. Estimated revenues are conservatively projected.

5. Proposed rate increases are based upon:

   A. Fee policies applicable to each activity.
   B. Related cost of the service provided.
   C. The impact of inflation in the provision of services.
   D. Equitability of comparable fees.

6. Programs funded by state and federal revenue sources shall be reduced or eliminated accordingly if state or federal revenues are reduced or eliminated. Local funding will be substituted only after a full study by the Board and if the program has a high priority to satisfy a local need.

7. Revenue targeting for a specific program shall only be utilized whenever legally required and when a revenue source has been established for the sole purpose of providing a specific program.

8. Revenue from intergovernmental sources with a specific ending date shall not be projected beyond the date.

9. Looking at 2025 economic projections that may impact the 2025 budget, each department should anticipate inflationary increases within their proposed budget request. Assume interest rates averaging 4.0 percent throughout 2025.

10. Property taxes are based upon the maximum allowable under Amendment One (TABOR) and the Weld County Home Rule Charter limitation.

11. Assume that unless there is proven evidence to the contrary, federal and state categorical and entitlement grants will continue at the current level of funding.

SPECIFIC REVENUE ASSUMPTIONS OF SIGNIFICANT REVENUE

Where appropriate, the local economic conditions and forward-looking economic indicators have been noted and considered in forecasting revenue trends.

Property Tax: Weld County's property tax revenue is very dependent upon oil and gas assessed valuation. The volatility of the oil and gas assessed values continues to be a major impact to the County's budget planning, as it has been for the last decade. In addition, legislative proposals and ballot initiatives regulating energy development in Colorado continue to threaten the long-term viability of this portion of the energy industry in the state. Going forward the county will levy with maximum allowable, per Weld County Home Rule Charter and Amendment One (TABOR) limitation.

Specific Ownership Tax: Personal property tax on vehicles (SOT) is anticipated to be equal to 2024 levels in 2025 due to higher interest rates slowing projected vehicle sales and how the new vehicles figure into the five-year sliding fee schedule.

Building Inspection, Oil and Gas Permits, and Planning Permits: Although growth is still occurring in the county, due to the slowdown in the economy and decline in the oil and gas activity, permit revenues are anticipated to remain at the same anticipated for 2024 levels for oil and gas permits and building permits.

State and Federal Grant Revenue: The budget is prepared at the signed contract level or anticipated funding level provided by state or federal agency. We can anticipate moderation in non-defense discretionary spending and some spending cuts in entitlements. Spending and revenue imbalances at the state and federal levels will most likely result in lower or, at best, slower growth in intergovernmental revenues for the county in the future.

Charges for Services: Charges are anticipated to be up due in 2025 due to growth and inflation.

Earning on Investments: Interest revenue is calculated on the average earnings rate of 3.0 to 4.0 percent, times the estimated average daily cash balances.

Royalties: Based on analysis of oil and gas leases active on 40,000 plus acres of mineral interests owned by Weld County. These revenues have been up significantly due to oil and gas prices resulting from the war in Ukraine and are anticipated to remain high until the conflict seizes.

Rental: All rental income is based upon signed leases.

Overhead/Cost Plan: Revenues are based upon the 2023 Indirect Cost Plan approved by the Department of Health and Human Services that results in federal revenue allowable from grants. Social Services has been charged the full indirect cost allocation amount since July 1, 2012, which results in approximately an additional $6.08 million in revenues in this area.

County Clerk Fees: Calculated on the historical level of activity, and legislative changes in the last few years.

Treasurer's Fees: Based upon historical level of activity for fees, which have been growing slightly due to the statutory fee structure for property taxes collected.

Highway Users - Special Bridge: Revenue based upon signed state and federal grant contracts.

Motor Vehicle Registration Fees: Like Specific Ownership Tax this revenue is anticipated to be the same in 2025 as 2024, due to aging vehicles, offset by population growth.

Highway User's Tax: Based on State Department of Highway estimates from gas tax less three percent reduction that Weld County has historically experienced. As vehicles become more fuel-efficient less fuel is purchased, thus paying less HUTF tax that is based upon a per gallon tax. This is offset by population growth in the state.

Social Service Revenue: Based on anticipated caseload as discussed under each program plus state and federal funding formula for each program.

Health Grants: Based upon contracts signed July 1, 2024.

Health Fees: Based upon historical patient/client caseload with 2025 rates applied. With more and more uninsured patients, utilization continues to increase in the county clinic due to affordability.

Human Services Grants: Based upon contract funding level as of October 1, 2024,

State Lottery: Funded at the prior year collected level, with no anticipated legislative changes.

Solid Waste Fees: Ten percent surcharge applied to historical waste volumes and input on projected volume from landfill operators.

Proprietary Fund Revenues: Revenues for each Proprietary Fund equal funded anticipated expenditures in user departments' budgets.

Severance Tax: Severance Tax distributions are determined by formula from the Department of Local Affairs, resulted from energy and mineral extraction statewide. The tax is specific to the energy industry employees that live in unincorporated Weld County, as municipalities get a direct allocation from the state. See the policy on severance tax direct distribution in the Public Works Non-Departmental Revenue (Budget Unit 2000-90100).

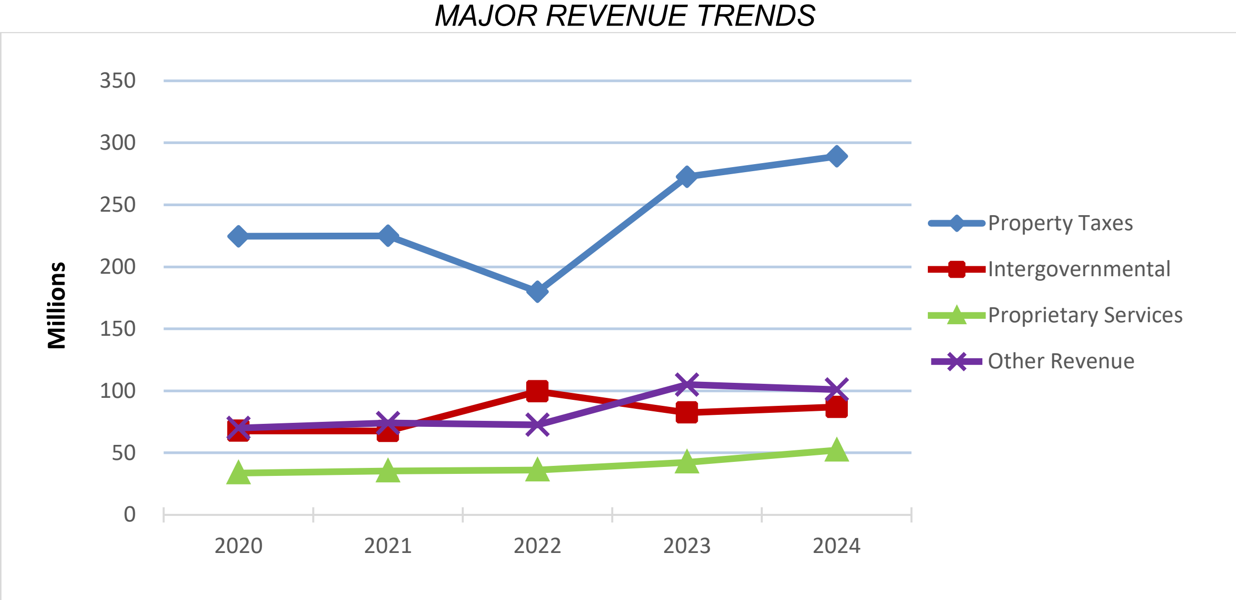
MAJOR REVENUE HISTORICAL TRENDS AND ANALYSIS

DESCRIPTION	*2020*	*2021*	*2022*	*2023*	*2024*
Property Taxes	$ 224,660,533	$ 225,047,613	$ 179,977,118	$ 272,470,563	$ 287,930,765
Other Taxes	12,970,000	12,800,000	11,710,000	19,060,000	17,391,000
Fees	14,109,600	16,178,350	17,757,300	20,182,750	23,465,000
Intergovernmental	67,679,862	67,669,679	99,528,078	82,401,677	106,864,503
Licenses/Permits	6,880,000	5,366,500	5,133,550	5,610,550	4,917,500
Charges for Services	11,499,426	11,544,735	13,365,291	14,633,248	16,289,744
Proprietary Services	33,706,303	35,298,521	36,158,063	42,388,112	53,077,779
Miscellaneous	24,559,545	28,141,881	24,695,868	45,855,856	45,790,668
TOTAL REVENUES	$ 396,065,269	$ 402,047,279	$ 388,325,268	$ 502,602,756	$ 555,726,959

TREND ANALYSIS

Where appropriate, the local economic conditions and forward-looking economic indicators have been noted and taken into account in forecasting revenue trends. Other Revenue is made up of combining the categories above listed as: Miscellaneous, Licenses/Permits, Charges for Services, Other Taxes and Fees. Other Revenues are broken out on the following page.

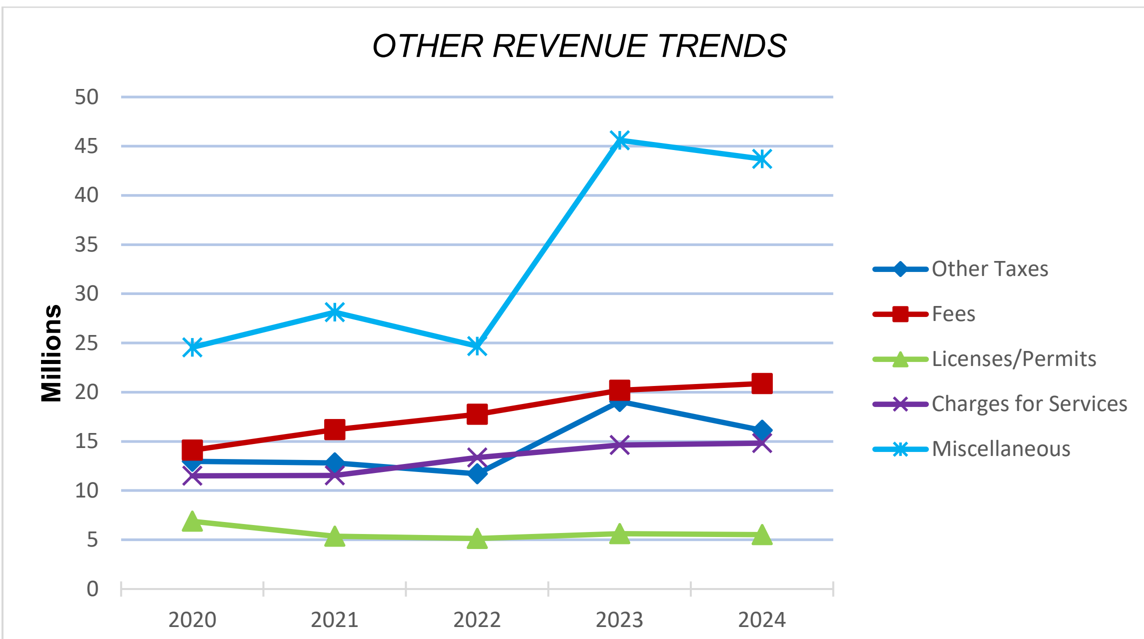
MAJOR REVENUE TRENDS



Property Tax: Increases will track with the Home Rule Charter and TABOR tax limitations, which are growth in actual property value, plus cost-of-living. As has been the case for the last few years' growth and development activity directly, or indirectly, related to oil and gas exploration seems to be the main influence on the growth of the property tax base in the county. The volatility of the oil and gas assessed values continues to be a major impact to the County's budget planning the last decade. For the 2022 budget, the assessed valuation dropped nearly 20% in a reappraisal year, including a nearly 40% drop in the oil and gas assessed valuation for the 2022 budget. For the 2024 budget there was nearly a 50% increase in oil and gas assessed valuation due to the price of oil and gas. This led to a 34% increase overall in assessed value for the 2024 budget, and a corresponding 21% drop in the 2025 budget. With the volatility of production levels and price fluctuations of the oil and gas values, the county must continue to prudently manage the property tax base created by the energy development.

Intergovernmental: In 2021-2022 the significant increase in intergovernmental revenues was from the American Recovery Act where Weld County received nearly $63 million in COVID recovery funds and an additional $9 million in emergency rental assistance. Most of the grant increases in 2025 are related to Human Services and Social Services as pass through dollars for programs.

Proprietary Services (also referred to as Internal Services: Trends have shown predictability over the past few years; however, inflation has led to large increases in Fleet, Health Insurance, and Liability Insurance to cover rising claims. This is anticipated to continue for a few more years until expenses stabilize.



Other Taxes: Primarily made up of specific ownership taxes that tracks car registrations and severance tax, specific to oil and gas development and determined by the State of Colorado. The fluctuating trend the last few years is due to a new formula for the direct distribution of severance tax to cities and counties from the state. Severance tax revenues follow the price of oil and gas since that is where they are derived. The increase was recognized for 2024 and dropping again by almost $3 million for 2025.

Fees: Fees have been increased and new fees added. Fees from vehicle registration should increase as vehicle sales are projected to continue to increase and as the county's population continues to grow. Refinancing of mortgages are decreasing Recording fees. Public Trustee fees were first budgeted when the Treasurer assumed the role of Public Trustee on July 1, 2020. The fees for both the Treasurer and Clerk and Recorder increased in 2022 and 2023, stabilizing in 2024.

Licenses/Permits: Planning initiates the majority of these revenues, with Oil and Gas WOGLA permits making up almost 10% of the total and Public Works permitting making up almost 20%. There has not been much growth anticipated, which shows a slight decline overall in this area for 2025 to reflect closer to actual historical numbers.

Charges for Services: Revenue is predictable based on contracts for service and reimbursable projects. The continual slight increase is due to dispatch user fees at 40% of cost recovery.

Miscellaneous: This category is the most volatile of the Other Revenues. Categories such as Fines are included here and have decreased by almost 75% since 2018. Interest income was very low over the past five years, with large increases budgeted in 2024 and 2025 due to rising interest rates. Health Insurance contributions added an additional $4.2 million in 2024 and almost $10 million for 2025. The policy decision to charge Social Services the full amount of indirect costs raised this category to $5.9 million in 2024 and $6.08 in 2025. The largest jump was in oil and gas royalty income which went from $6 million in 2022 and $25 million in 2024 and anticipated to decrease by 10% to $22.5 million in 2025.

DEPARTMENT/FUND MATRIX AND ORGANIZATIONAL RESPONSIBILITY FOR BUDGET UNITS

BUDGET UNIT	RESPONSIBLE OFFICIAL
General Fund:	
Office of the Board	Chairman, Board of County Commissioners
Public Information	Public Information Officer
County Attorney	County Attorney
Public Trustee	Treasurer
Clerk to the Board	Clerk to the Board
Clerk and Recorder	Clerk and Recorder
Elections	Clerk and Recorder
Motor Vehicle	Clerk and Recorder
Treasurer	Treasurer
Assessor	Assessor
County Council	Chairman, County Council
District Attorney	District Attorney
Juvenile Diversion	District Attorney
Victim Witness	District Attorney
Adult Diversion	District Attorney
Finance and Administration	Director, Finance and Administration
Accounting	Controller
Purchasing	Chief Financial Officer
Printing and Supply	Chief Financial Officer
Human Resources	Director, Human Resources
Planning and Zoning	Director, Planning Services
Community Dev Block Grant	Chief Financial Officer
Facilities	Facilities Director
Information Services	Chief Information Officer
Geographical Information System	Chief Information Officer

BUDGET UNIT	RESPONSIBLE OFFICIAL
Sheriff Administration Units (21100-21160)	Sheriff
Patrol Unit	Sheriff
Investigation Unit	Sheriff
Regional Forensic Lab	Sheriff
Victim Advocates	Sheriff
Drug Task Force	Sheriff
Contract Services	Sheriff
Ordinance Enforcement	Sheriff
Communications - County-wide	Director, Public Safety Communications
E-911 Administration	Director, Public Safety Communications
Public Safety Wireless Communications	Director, Public Safety Communications
Public Safety Information System	Chief Information Officer
Coroner	Coroner
Courts and Transportation	Sheriff
Inmate Services and Security Units	Sheriff
Justice Services	Director, Justice Services
Community Corrections	Director, Justice Services
Work Release	Director, Justice Services
Oil and Gas Energy Department	Director, Oil and gas Energy Department
Building Inspection	Director, Planning Services
Office of Emergency Management	Director, Office of Emergency Management
Pest and Weed Control	Director, Public Works
Economic Development	Chief Financial Officer
Waste Water Management	Chief Financial Officer
Engineering	Director, Public Works
Extension Service	Director, Extension Office
Veteran's Office	Facilities Director
Seniors Program	Chief Financial Officer
Parks and Trails	Chief Financial Officer
Building Rents	Chief Financial Officer

BUDGET UNIT	***RESPONSIBLE OFFICIAL***
Non-Departmental	Chief Financial Officer
Community Agency Grants	Chief Financial Officer
Bright Futures	Chief Financial Officer
Island Grove Building	Chief Financial Officer
Asset and Resource Management	Chief Financial Officer
County Fair	Director, Extension Office
Special Revenue Funds:	
Public Works Fund	Director, Public Works
Social Services Fund	Director, Human Services
Health Fund	Director, Public Health and Environment
Human Services Fund	Director, Human Services
Conservation Trust Fund	Chief Financial Officer
Contingency Fund	Chief Financial Officer
Weld County Trust Fund	Chief Financial Officer
Solid Waste Fund	Chief Financial Officer
Capital Funds:	
Capital Expenditure Fund	Chief Financial Officer
Communications Capital Development Fund	Chief Financial Officer
Enterprise Fund:	
Regional Forensic Crime Lab Fund	Chief Financial Officer
Proprietary Funds:	
Fleet Services Fund	Director, Fleet Services
Insurance Fund	Chief Financial Officer
Telecom Fund	Chief Information Officer
Health Insurance Fund	Chief Financial Officer

STAFFING OR EQUIPMENT REQUESTS / POINTS OF ISSUE WITH A FISCAL IMPACT

FUNDING	INCLUDED	EXCLUDED
Motor Vehicle:		
Increase 3.0 FTE Motor Vehicle Auditor (Grade 25)	$ 184,658	$ 92,329
Assessor:		
Reclassify Analyst to Senior Analyst (G35 to G37)	5,181	
Reclassify Sr Tech to Senior Administrator (G27 to G34)	13,670	
Reclassify Mapper to Chief Appraiser (G26 to G46)	45,135	
Reclassify Mapper to Commercial Appraiser (G26 to G34)	15,436	
District Attorney:		
Reclassify DA Investigator 7 FTE (G40 to G45)	91,931	11,768
Reclassify Chief Investigator (Grade 44 to G51)	14,496	11,862
Increase 1.0 FTE DA Attorney III (Grade 49)	153,168	
District Attorney 4-year plan salary increase	44,126	
Include 2024 mid-year 3 FTE and reclassification	482,037	
Victim Witness		
Reclassify Crime Victim Compensation (G20 to G26)	10,260	
Finance		
Increase 1.0 FTE Grant and Program Officer (Grade 63)	246,608	
Printing and Supply:		
Purchase of replacement color multi-factor printer		60,000
Human Resources:		
Reclassify Admin Assistant (G17 to G21)		3,347
Reclassify Risk Manager (G40 to G45)		7,936
Reclassify Compensation Analyst (G45 to G47)	6,327	
Planning:		
Reclassify Engineering Tech I to II (Grade 25 to 32)	5,586	
Reclassify Engineer II to III (Grade 45 to 49)	8,848	
Community Development Block Grant:		
Increase 1.0 FTE CDBG Analyst (Grade 32)		118,271
Information Technology Projects:		
Planning PL1647 Selectron IVR for SelecTXT		118,000
Planning PL1690 Selectron IVP for Inspections		182,000
Social Services SS1664 for scheduling		100,000
Social Services SS1662 for creating invoices		5,000
Sheriff's Office:		
Restructure of compensation increase for 2025	3,631,917	
Reclassify Detectives (Grade 41 to 42)	33,197	
Body worn Camera bid increase and incidentals	517,000	
Evidence tracker software	10,000	

STAFFING OR EQUIPMENT REQUESTS / POINTS OF ISSUE WITH A FISCAL IMPACT
(Continued)

FUNDING	INCLUDED	EXCLUDED
Dispatch / Public Safety Communications:		
Increase 10 FTE Call-Takers (Grade 25)	$ 461,560	461,560
Increase 1 FTE Program Specialist (Grade 35)	111,640	
Increase 1 FTE Fire Specialist (Grade 30)	101,384	
Increase 1 FTE Law Specialist (Grade 30)		101,384
Coroner:		
Increase 0.5 FTE for Autopsy Assistant (Grade 27)	42,465	
Reclassify Morgue Manager (Grade 27 to 29)	3,891	
Justice Services:		
Increase 0.5 FTE for case management two positions	109,016	
Add BI/GEO contract for GPS tracking services	312,350	
Add Security contract approval increase	30,000	
Oil and Gas Energy Department:		
Reclassify Inspector I to Reg Analyst (G31 to G38)	15,088	
Increase 1.0 FTE Inspector I (approved at Insp. II, G35)	111,641	
Reduce share back with Health Department	(82,125)	
Office of Emergency Management:		
Contract for Hazard Mitigation Plan Update	100,579	
Noxious Weeds:		
Increase 2.0 FTE from Seasonal to full-time (Grade 25)	103,495	
Engineering:		
Increase Engineer I (Grade 38)	121,151	
Reclassify ROW Specialist to Eng I (G44 to 38)	(15,179)	
Increase 1.0 FTE Survey Tech I (Grade 25)		95,267
Increase overtime		50,000
Various Infrastructure project increases	8,305,145	
Fair:		
Add for Golf Cart and increase of animal pens	30,000	
Parks and Trails		
Great Western Trail Authority		20,000
Poudre River Trail Authority	67,000	200,000
Island Grove	901,967	982,804
Economic Development:		
SBDC		65,000
Upstate Colorado Economic Development		200,000
Continuation for Air Quality contract and consulting	1,000,000	300,000

STAFFING OR EQUIPMENT REQUESTS / POINTS OF ISSUE WITH A FISCAL IMPACT

(Continued)

FUNDING	INCLUDED	EXCLUDED
Community Agencies:		
Envision	38,225	13,000
North Range Behavioral Health	226,000	500,000
Reading Great by 8 (formerly Promises for Children)	10,000	
211 Information and Referral	50,000	
Weld's Way Home	10,000	
A Woman's Place	10,000	1,000,000
Packz4Kidz		1,000
Bright Futures:		
Increase for FTE Scholar Relations	315,407	79,153
County-Wide:		
ERP Consultant and Training	428,600	
Bilingual Pay Differential with improvements	300,000	
Employee Retention and Appreciation	199,800	
County Contribution HEALTH DEPARTMENT	6,118,644	75,742
County Contribution HUMAN SERVICES	1,233,400	
County Contribution CONSERVATION TRUST	395,671	
TOTAL GENERAL FUND	**$ 26,686,486**	**$4,855,433**
PUBLIC WORKS FUND:		
Increase 1.0 FTE for PW Trainer Grade 46	141,740	
Increase 2.0 FTE for Gravel Service Workers (G25)	189,998	
Increase 8.0 FTE for Pavement Service Workers (G25)	369,316	369,316
Increase 4.0 FTE for Pavement Flaggers (G15)	154,484	154,484
TOTAL PUBLIC WORKS FUND	**$ 855,538**	**$ 523,800**
PUBLIC HEALTH:		
Reclassify 3.0 FTE from Grade 22 to 27		$13,107
Reclassify 2.0 FTE Communication Specialist (G31 to 34)		12,586
Reclassify 1.0 FTE Public Health Caseworker (G31 to 34)		4,834
Add 0.5 FTE Environmental Health Specialist I (G33)	67,931	
Reclassify 1.0 FTE EH Specialist I to II (G33 to 35)	4,512	
Reclassify 2.0 FTE EH Specialist II to III (G35 to 37)	9,482	
Reclassify 1.0 FTE Epidemiologist (G33 to 36)	6,583	
Reclassify 1.0 FTE Lab Tech I to II (G20 to 22)	3,273	
Remove 1.0 FTE Environmental Health Spec III	(112,404)	
Add 2.0 FTE Public Health Nurse II (Grade 37)	162,411	
Reclassify 1.0 FTE Grant Specialist (G17 to 27)		17,321
TOTAL HEALTH FUND	**$ 141,778**	**$ 47,848**

STAFFING OR EQUIPMENT REQUESTS / POINTS OF ISSUE WITH A FISCAL IMPACT
(Continued)

FUNDING	INCLUDED	EXCLUDED
SOCIAL SERVICES and HUMAN SERVICES:		
Reclassify 2.0 FTE AP Supervisors Grade 35 to 36		$4,895
Increase 0.5 FTE Fiscal Accounting Clerk Grade 22	25,612	
Increase 1.0 FTE Establishment Tech, Grade 27	95,810	
Reclassify 1.0 FTE Family Time Supervisor (G40 to 44)	10,367	
Increase 1.0 FTE Adult Protection Caseworker (G35)	111,392	
Increase 1.0 FTE Adult Protection Supervisor (G44)	133,598	
Reclassify 1.0 FTE Human Services AAA Ombudsman Supervisor from Grade 31 to Grade 35	10,516	
Reclassify multiple FTE for career ladder progression		unknown
TOTAL SOCIAL/HUMAN SERVICES FUNDS	**$ 387,295**	**$ 4,895**
FLEET:		
Replacement of vehicles		
Five new additions to Fleet in Public Works		
Removed: 1 truck for Admin PW Trainer position		55,000
For full details, see page 449 see Page 449	7,162,500	
TOTAL FLEET INCREASE	**$ 7,162,500**	**$55,000**

NOTE:
- Policy Matters are Changes in Current Policy
- Points of issue are items where Finance has a different recommendation than the budget unit's department head/elected official.

2025 SALARY AND BENEFIT RECOMMENDATIONS

Weld County strives to pay competitive and equitable salaries and benefits. To maintain this competitive position, Weld County participates in various salary surveys. Salaries are set by the Board of County Commissioners after full consideration is given to:

- Current market compensation ranges from labor competitors within Weld County, the grade and step ranges of comparable positions within the organization, and compensation ranges from labor competitors outside the Weld County geographic region.

- Comparisons are analyzed from other government entities (counties, municipalities, etc.), private sector businesses, and non-profit entities. Weld County positions are assigned a grade based on a multitude of specific identifiers as presented in the Weld County job description. The range associated with the assigned grade is then compared to the minimum, median, and maximum salary ranges from the comparison sources listed above.

- There are occasionally positions within Weld County Government which do not have direct comparators available for analysis; in these cases, Weld County Compensation analyzes both the “best fit” comparable positions as well as a blended analysis if one Weld County position comprises functions from several different roles in labor competitors.

- Ability to pay and the sustainability of the pay long term.

- Benefits and supplemental pay policies.

- Supply/demand situations for personnel needs.

- Supply/demand situation in the labor market.

- Employees’ expectations.

- Retention of career employees.

- Taxpayers’ perceptions of pay and benefits.

- Economic conditions locally and nationally.

Salary Surveys Utilized:

- Neighboring county websites
- Employers’ Council
- Payfactors
- Comp Analyst
- Economic Research Institute (ERI)
- Bureau of Labor Statistics (BLS)

In light of the economic conditions through 2024, and Weld County's focus on retaining qualified employees, the following recommendations are being made:

- The 2025 proposed budget includes a 3.0 percent cost of living increase anticipated to help address the recent high inflation rates and the competitive job market. Employees are eligible for step increases for longevity and performance.

- Health insurance rates are expected to remain the same for the employees, and the county will pay up to an additional 10.0 percent for 2025. This is following a 5.0 percent employee increase and 26.0 percent employer increase in 2024. Health coverage will be provided by Aetna on a partially self-insured basis with a Preferred Provider Organization (PPO) option and a High Deductible Health Plan/Health Reimbursement Account (HDHP/HRA) option.

- Retirement costs will remain the same based upon the Board's policy to fully fund the Annual Retirement Contribution (ARC) calculated by the Weld County Retirement Plan's actuary each year.

- Weld County is proud to offer a bilingual differential compensation program for employees who are required to speak Spanish as a part of their job. With over 21% of Weld County's citizens who speak Spanish as a primary or only language, our new bilingual pay differential not only provides better, more efficient interactions with residents, makes Weld County competitive with surrounding counties such as Larimer and Boulder, but it also incentivizes current employees to refer qualified bilingual candidates to apply for positions at Weld County and further develop their skills as needed to better serve Weld County citizens. The bilingual pay differential was effective July 2024, and improvements to the plan to make it more competitive with surrounding entities will go into effect in January 2025. Department head approval and qualified testing to verify employees' proficiency will be completed before the differential will be provided, and verification that speaking Spanish is a bona fide requirement for their position.

  Other benefit changes recommended are listed on the following page.

OTHER BENEFITS

Benefits Coverage

Employee survey responses indicated that one issue that will help retention is not requiring employees to bundle coverage of medical health insurance with dental and vision insurance needs. 2025 is the first year that this “unbundled” option will be available to employees. A new High Deductible Health Plan (HDHP) with Aetna will replace the HRA plan. Employees who choose this plan will be eligible for a Health Savings Account (HSA) with a $1,000 employer-paid contribution. Additionally, 25 visits of chiropractor care have been added to medical plans, an increase in physical therapy sessions to 40 annually, and no increase in employee premiums.

Vision Program

This is a 100% employee-paid benefit utilizing the VSP (Vision Service Plan) network, which is one of the largest national networks of private-practice eye care doctors. Members are responsible for a $10 copay for an annual vision exam and receive allowances towards lenses and frames for prescription eyewear.

Dental Program

The County offers three dental plans: low, medium, and high. The low plan is fully covered by the County, while the medium and high plans are 50% covered by the County. Feedback from the survey highlighted a demand for improved dental coverage, the county has enhanced the high plan to include orthodontic care for children.

Life Insurance

Coverage is three times the annual salary up to $600,000, with a cost of $0.131 per $1,000 per month.

Long Term Disability

The cost is $0.312 per $100 of compensation. The benefit provides 60% compensation after 180 days of a continuous absence. Maximum coverage ends the later of the employee Social Security Normal Retirement Age or the maximum benefit period provided in the employee benefits summary.

Short Term Disability

The cost is $0.147 per $10 of covered benefit. It provides 60% compensation after 30 days of a continuous absence or expiration of employee accumulated sick leave whichever is greater, due to employee’s own health condition. Maximum coverage ends when the 180- day elimination waiting period for qualifying benefits for LTD. Employee sick leave accumulation limited to a maximum of 480 hours.

Employee Assistance Program

This program is offered by IOME.

Wellness Program

Wellness program has been enhanced for all County employees through the addition and advancement of wellness resources and programs. Aetna will contribute $100,000 to the wellness program.

Executive Pay Plan

Elected Officials have a direct benefit plan for health purposes.

Mileage Reimbursement

Mileage is indexed two cents below the IRS mileage allowance rate.

Retirement Benefits

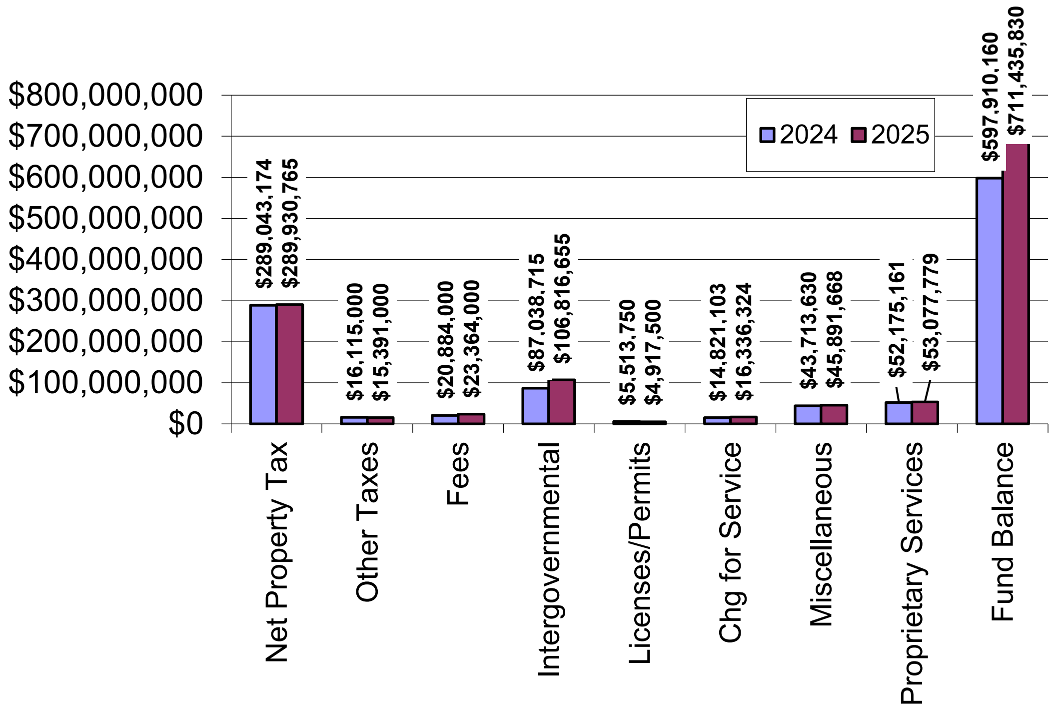
- **County Retirement Plan**: 12.5% of gross salary for the County and 9.0% employee contribution.
- **PERA – Health Department**: 14.78% of gross salary for County contribution and 9.0% employee contribution.
- **PERA – District Attorney Only**: 21.61% of gross salary for County contribution and 11% of gross salary for employee contribution.

Voluntary Coverages

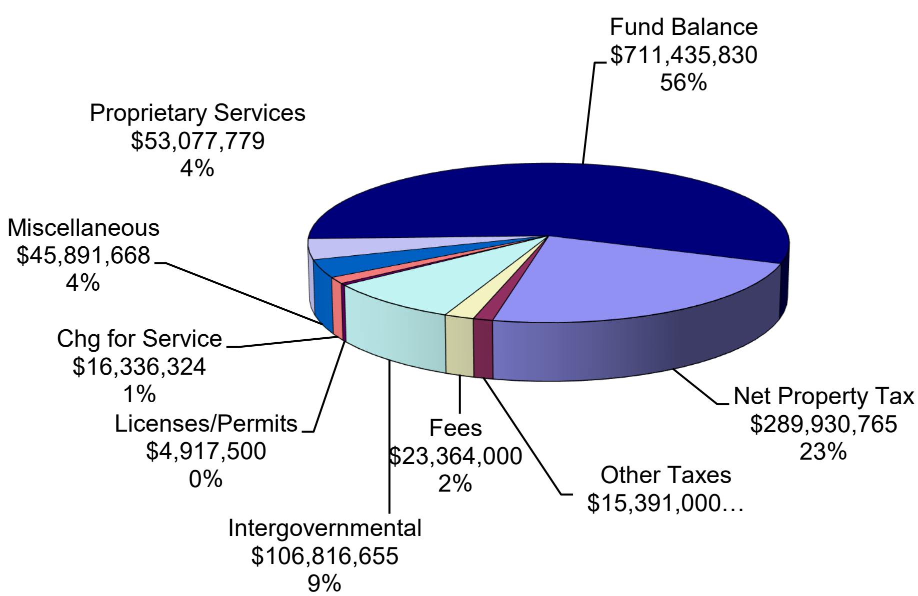
Includes supplemental life with accidental death and dismemberment, accident, hospital indemnity, critical illness, pet insurance, and Flexible Spending Accounts. These plans are 100% employee paid.

ALL FUNDS REVENUE

Total $1,267,161,521 (2023 $1,127,214,693)

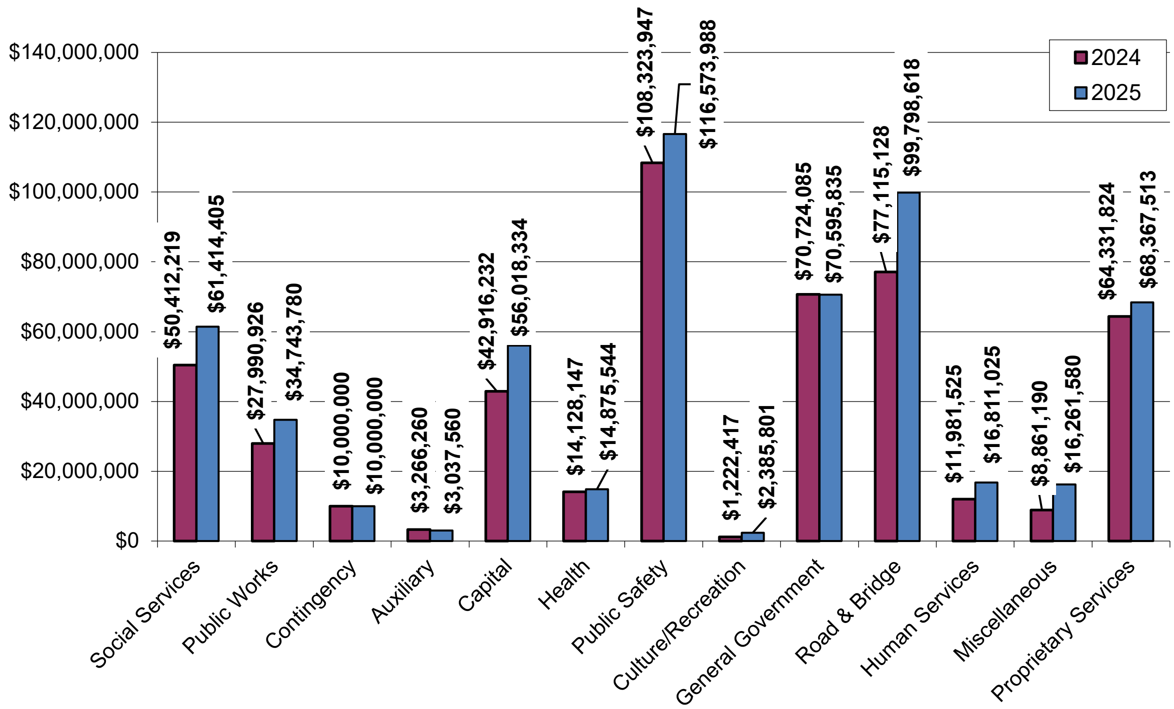


2025 ALL FUNDS RESOURCES

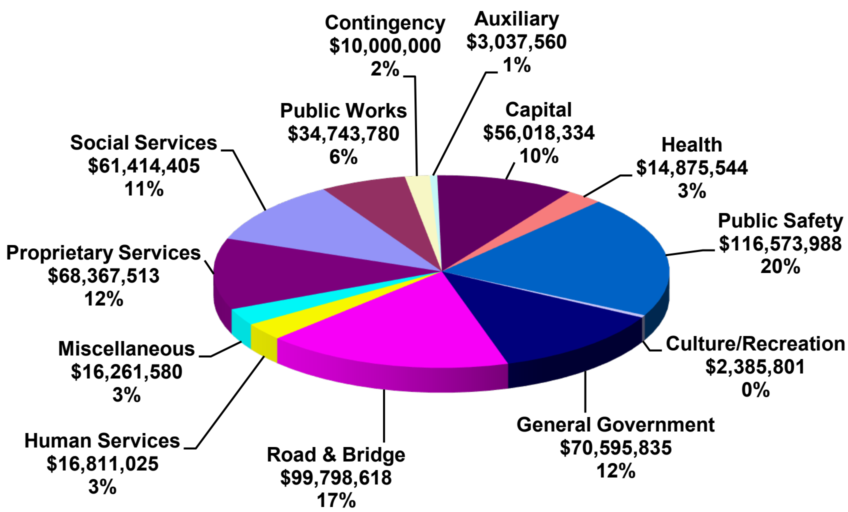


2025 EXPENDITURES

Total $570,883,983 (2024 $491,273,900)

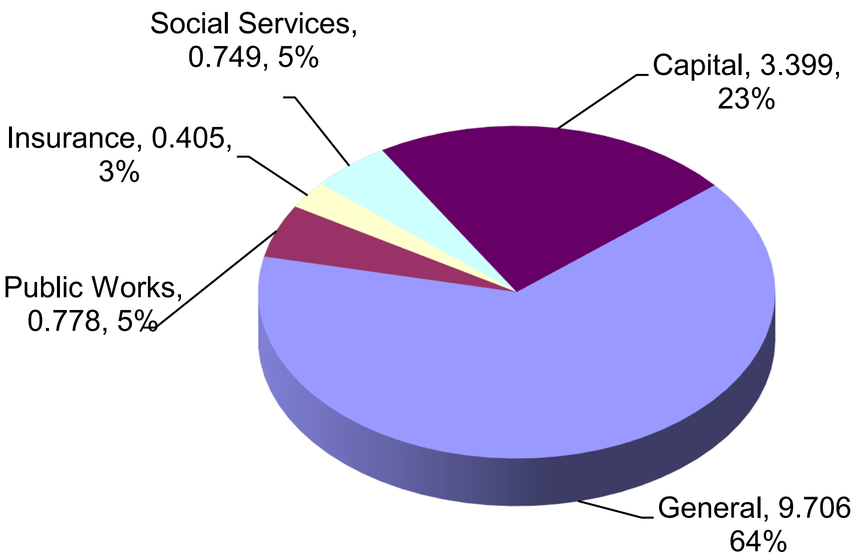


2025 ALL FUNDS EXPENDITURES

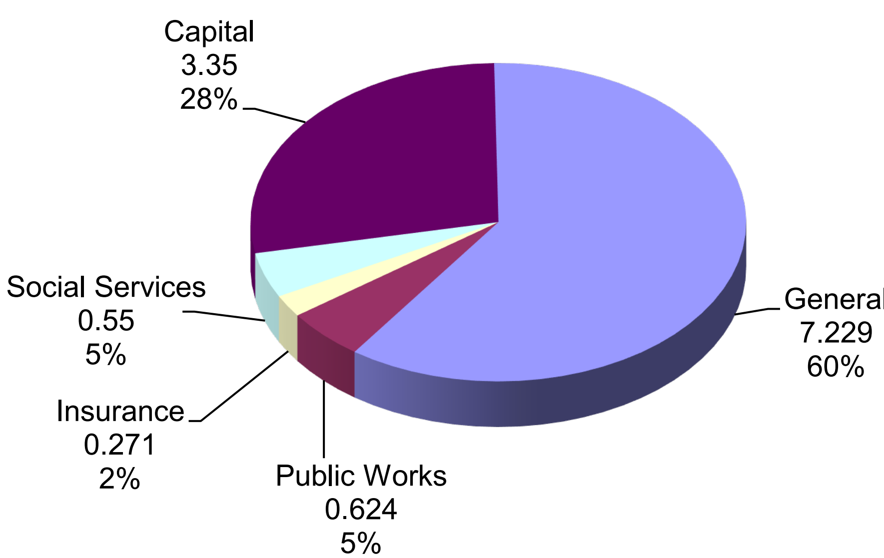


MILL LEVY

2025 TOTAL 15.038



2024 TOTAL 12.024



2025
SUMMARY OF FUND BALANCES

	FUND	2024 BEGINNING BALANCE	2024 MILL LEVY	2025 BEGINNING BALANCE	2025 MILL LEVY	2025 PROPERTY TAXES	2025 INTERGOV'T REVENUE
1000	General	78,793,238	7.229	$ 57,627,739	9.706	$ 187,121,957	$ 10,196,562
SPECIAL REVENUE FUNDS:							
2000	Public Works	268,625,182	0.624	268,625,182	0.778	15,000,000	24,971,581
2100	Social Services	6,610,811	0.550	6,610,811	0.749	14,450,000	37,191,840
2200	Conservation Trust	778,119	-	797,329	-	-	797,329
2300	Contingent	154,672,945	-	164,672,945	-	-	-
2500	Health Department	7,858,664	-	7,858,664	-	-	5,705,751
2600	Human Services	499,000	-	499,000	-	-	13,469,049
2700	Solid Waste	6,077,440	-	5,819,653	-	-	-
7400	Weld County Trust Fund	45,694,342	-	47,694,342	-	-	-
CAPITAL PROJECT FUNDS:							
4000	Capital Expenditure	124,925,136	3.350	124,925,136	3.399	65,541,739	-
4010	Communications Dev.	274,630		3,203,630			
GROSS TOTALS		$ 694,809,507	11.753	$ 688,334,431	14.633	$ 282,113,696	$ 92,332,112
LESS INTERFUND TRANSFERS			-		-	-	-
NET TOTAL		$ 694,809,507	11.753	$ 688,334,431	14.633	$ 282,113,696	$ 92,332,112
PROPRIETARY FUNDS:							
5200	Regional Crime Lab	636,209	-	626,209	-	-	-
6000	Fleet Services	2,911,070	-	6,254,345	-	-	-
6200	Health Insurance	7,996,915	-	7,074,508	-	-	-
6300	Insurance	8,251,829	0.271	8,248,829	0.405	7,817,069	-
6400	Telecom Service	887,508	-	887,508	-	-	-
6500	Weld Finance Corp	-	-	-	-	-	-
NET TOTAL - IS FUNDS		$ 20,683,531	0.271	$ 23,091,399	0.405	$ 7,817,069	$ -
GROSS TOTAL ALL FUNDS		$ 715,493,038	12.024	$ 711,425,830	15.038	$ 289,930,765	$ 92,332,112

2025
SUMMARY OF FUND BALANCES *(CONTINUED)*

Assessed Value $19,279,875,328

	FUND	2025 OTHER REVENUE	2025 INTERFUND TRANSFER	2025 AVAILABLE FINANCING	2025 APPRO-PRIATIONS	2025 ENDING BALANCE
1000	General	53,483,249	-	$ 308,429,507	250,801,768	$ 57,627,739
SPECIAL REVENUE FUNDS:						
2000	Public Works	42,051,000	-	$ 350,647,763	99,798,618	$ 250,849,145
2100	Social Services	-	-	$ 58,252,651	61,414,405	$ (3,161,754)
2200	Conservation Trust	10,000		$ 1,604,658	1,202,804	$ 401,854
2300	Contingent	-	-	$ 164,672,945	10,000,000	$ 154,672,945
2500	Health Department	2,787,430	6,118,644	$ 22,470,489	14,875,544	$ 7,594,945
2600	Human Services	938,000	1,233,400	$ 16,139,449	15,652,800	$ 486,649
2700	Solid Waste	1,700,000	857,187	$ 8,376,840	1,237,428	$ 7,139,412
7400	Weld County Trust Fund	2,500,000	2,000,000	$ 52,194,342	2,000,000	$ 50,194,342
CAPITAL PROJECT FUNDS:						
4000	Capital Expenditure	1,225,000	-	$ 191,691,875	52,070,334	139,621,541
4010	Communications Dev.	2,063,000		$ 5,266,630	3,948,000	1,318,630
GROSS TOTALS		$ 106,757,679	$ 10,209,231	$ 1,179,747,149	$ 513,001,701	$ 666,745,448
LESS INTERFUND TRANSFERS		-	(10,209,231)	(10,209,231)	(10,209,231)	-
NET TOTAL		$ 106,757,679	$ -	$ 1,169,537,918	$ 502,792,470	$ 666,745,448
PROPRIETARY FUNDS:						
5200	Regional Crime Lab	310,000	-	$ 936,209	310,000	626,209
6000	Fleet Services	16,812,547	-	$ 23,066,892	19,546,982	3,829,910
6200	Health Insurance	33,794,112	-	$ 40,868,620	33,610,500	7,258,120
6300	Insurance	370,000	-	$ 16,435,898	6,867,000	9,568,898
6400	Telecom Service	1,791,120	-	$ 2,678,628	1,807,342	871,286
6500	Weld Finance Corp	-	-	$ -	-	-
NET TOTAL - IS FUNDS		$ 53,077,779	$ -	$ 83,986,247	$ 61,831,824	$ 22,154,423
GROSS TOTAL ALL FUNDS		$ 159,835,458	$ -	$ 1,253,524,165	$ 564,624,294	$ 688,899,871

2025 BUDGETED
SUMMARY OF MAJOR REVENUES AND EXPENDITURES

	FUND	2025 BEGINNING BALANCE	2025 PROPERTY TAXES	2025 INTERGOV'T REVENUE	2025 OTHER REVENUE	2025 INTERFUND TRANSFER	2025 AVAILABLE FINANCING
1000	General Fund	$ 57,627,739	$ 187,121,957	$ 10,196,562	$ 53,483,249	$ -	$ 308,429,507
SPECIAL REVENUE FUNDS:							
2000	Public Works	268,625,182	15,000,000	24,971,581	42,051,000	-	350,647,763
2100	Social Services	6,610,811	14,450,000	37,191,840	-	-	58,252,651
2200	Conservation Trust	797,329	-	797,329	10,000	-	1,604,658
2300	Contingent	164,672,945	-	-	-	-	164,672,945
2500	Health Department	7,858,664	-	5,705,751	2,787,430	6,118,644	22,470,489
2600	Human Services	499,000	-	13,469,049	938,000	1,233,400	16,139,449
2700	Solid Waste	5,819,653	-	-	1,700,000	857,187	8,376,840
7400	Weld County Trust	47,694,342	-	-	2,500,000	2,000,000	52,194,342
CAPITAL PROJECT FUNDS:			-				
4000	Capital Expenditure	124,925,136	65,541,739	-	1,225,000	-	191,691,875
4010	Communications Dev.	3,203,630			2,063,000		5,266,630
GROSS TOTALS		$ 688,334,431	$ 282,113,696	$ 92,332,112	$ 106,757,679	$ 10,209,231	$ 1,179,747,149
LESS INTERFUND TRANSFERS			-	-	-	(10,209,231)	(10,209,231)
NET TOTAL		$ 688,334,431	$ 282,113,696	$ 92,332,112	$ 106,757,679	$ -	$ 1,169,537,918
PROPRIETARY FUNDS:							
5200	Regional Crime Lab	636,209	-	-	310,000	-	946,209
6000	Fleet Services	6,254,345	-	-	16,812,547	-	23,066,892
6200	Health Insurance	7,074,508	-	-	33,794,112	-	40,868,620
6300	Insurance	8,248,829	7,817,069	-	370,000	-	16,435,898
6400	Telecom Service	887,508	-	-	1,791,120	-	2,678,628
6500	Weld Finance Corp	-	-	-	-	-	-
NET TOTAL - IS FUNDS		$ 23,101,399	$ 7,817,069	$ -	$ 53,077,779	$ -	$ 83,996,247
GROSS TOTAL ALL FUNDS		$ 711,435,830	$ 289,930,765	$ 92,332,112	$ 159,835,458	$ -	$ 1,253,534,165

2025 BUDGETED
SUMMARY OF MAJOR REVENUES AND EXPENDITURES *(CONTINUED)*

Assessed Value $19,279,875,328

	FUND	2025 AVAILABLE FINANCING	2025 PERSONNEL	2025 SERVICE/ SUPPLIES	2025 CAPITAL	2025 APPRO- PRIATIONS	2025 ENDING BALANCE
1000	General Fund	$ 308,429,507	$ 150,719,449	$ 99,219,719	$ 862,600	250,801,768	$ 57,627,739
SPECIAL REVENUE FUNDS:							
2000	Public Works	350,647,763	21,287,273	78,511,345	-	99,798,618	250,849,145
2100	Social Services	58,252,651	45,000,000	16,414,405	-	61,414,405	(3,161,754)
2200	Conservation Trust	1,604,658	-	1,202,804	-	1,202,804	401,854
2300	Contingent	164,672,945	-	10,000,000	-	10,000,000	154,672,945
2500	Health Department	22,470,489	12,140,496	2,459,048		14,599,544	7,870,945
2600	Human Services	16,139,449	7,468,300	8,184,500	-	15,652,800	486,649
2700	Solid Waste	8,376,840	-	1,237,428	-	1,237,428	7,139,412
7400	Weld County Trust	52,194,342	-	2,000,000	-	2,000,000	50,194,342
CAPITAL PROJECT FUNDS:							
4000	Capital Expenditure	191,691,875	-	-	52,070,334	52,070,334	139,621,541
4010	Communications Dev.	5,266,630	-		3,948,000	3,948,000	1,318,630
GROSS TOTALS		$ 1,179,747,149	$ 236,615,518	$ 219,229,249	$ 56,880,934	$ 512,725,701	$ 667,021,448
LESS INTERFUND TRANSFE		(10,209,231)		(10,209,231)		(10,209,231)	-
NET TOTAL		$ 1,169,537,918	$ 236,615,518	$ 209,020,018	$ 56,880,934	$ 502,516,470	$ 667,021,448
PROPRIETARY FUNDS:							
5200	Regional Crime Lab	946,209	-	310,000	-	310,000	636,209
6000	Fleet Services	23,066,892	2,554,676	13,164,317	7,162,500	22,881,493	185,399
6200	Health Insurance	40,868,620	-	35,144,500	-	35,144,500	5,724,120
6300	Insurance	16,435,898	-	8,240,400	-	8,240,400	8,195,498
6400	Telecom Service	2,678,628	266,402	1,524,718	-	1,791,120	887,508
6500	Weld Finance Corp	-	-	-	-	-	-
NET TOTAL - IS FUNDS		$ 83,996,247	$ 2,821,078	$ 58,383,935	$ 7,162,500	$ 68,367,513	$ 15,628,734
GROSS TOTAL ALL FUNDS		$ 1,253,534,165	$ 239,436,596	$ 267,403,953	$ 64,043,434	$ 570,883,983	$ 682,650,182

2024 ESTIMATED
SUMMARY OF MAJOR REVENUES AND EXPENDITURES

	FUND	2024 BEGINNING BALANCE	2024 PROPERTY TAXES	2024 INTERGOV'T REVENUE	2024 OTHER REVENUE	2024 INTERFUND TRANSFER	2024 AVAILABLE FINANCING
1000	General Fund	$ 73,902,463	$ 173,787,486	$ 9,899,823	$ 48,394,708	$ -	$ 305,984,480
SPECIAL REVENUE FUNDS:							
2000	Public Works	263,132,365	15,000,000	24,032,945	43,175,000	400,000	345,740,310
2100	Social Services	6,610,811	13,220,379	37,191,840	-	-	57,023,030
2200	Conservation Trust	797,329	-	545,000	10,000	-	1,352,329
2300	Contingent	164,672,945	-	-	-	-	164,672,945
2500	Health Department	7,858,664	-	5,542,408	1,508,525	6,826,214	21,735,811
2600	Human Services	499,000	-	9,826,699	684,250	12,351	11,022,300
2700	Solid Waste	5,948,603	-	-	1,700,000	-	7,648,603
7400	Weld County Trust	45,694,342	-	-	2,500,000	2,000,000	50,194,342
CAPITAL PROJECT FUNDS:			-				
4000	Capital Expenditure	81,302,059	80,535,309	-	1,225,000	-	163,062,368
4010	Communications Dev.	3,203,630			1,850,000		5,053,630
GROSS TOTALS		$ 653,622,211	$ 282,543,174	$ 87,038,715	$ 101,047,483	$ 9,238,565	$ 1,133,490,148
LESS INTERFUND TRANSFERS			-	-	-	(9,238,565)	(9,238,565)
NET TOTAL		$ 653,622,211	$ 282,543,174	$ 87,038,715	$ 101,047,483	$ -	$ 1,124,251,583
PROPRIETARY FUNDS:							
5200	Regional Crime Lab	636,209	-	-	310,000	-	946,209
6000	Fleet Services	6,254,345	-	-	15,893,707	-	22,148,052
6200	Health Insurance	7,813,303	-	-	33,794,112	-	41,607,415
6300	Insurance	8,248,829	6,500,000	-	370,000	-	15,118,829
6400	Telecom Service	887,508	-	-	1,807,342	-	2,694,850
6500	Weld Finance Corp	-	-	-	-	-	-
NET TOTAL - IS FUNDS		$ 23,840,194	$ 6,500,000	$ -	$ 52,175,161	$ -	$ 82,515,355
GROSS TOTAL ALL FUNDS		$ 677,462,405	$ 289,043,174	$ 87,038,715	$ 153,222,644	$ -	$ 1,206,766,938

2024 ESTIMATED
SUMMARY OF MAJOR REVENUES AND EXPENDITURES *(CONTINUED)*

Assessed Value $24,037,727,539

	FUND	2024 AVAILABLE FINANCING	2024 PERSONNEL	2024 SERVICE/ SUPPLIES	2024 CAPITAL	2024 APPRO- PRIATIONS	2024 ENDING BALANCE
1000	General Fund	$ 305,984,480	$ 129,553,545	$ 96,775,097	$ 862,600	227,191,242	$ 78,793,238
SPECIAL REVENUE FUNDS:							
2000	Public Works	345,740,310	20,476,538	56,638,590	-	77,115,128	268,625,182
2100	Social Services	57,023,030	37,000,000	13,412,219	-	50,412,219	6,610,811
2200	Conservation Trust	1,352,329	-	574,210	-	574,210	778,119
2300	Contingent	164,672,945	-	10,000,000	-	10,000,000	154,672,945
2500	Health Department	21,735,811	11,594,070	2,253,577	29,500	13,877,147	7,858,664
2600	Human Services	11,022,300	6,468,300	4,055,000	-	10,523,300	499,000
2700	Solid Waste	7,648,603	-	1,571,163	-	1,571,163	6,077,440
7400	Weld County Trust	50,194,342	-	4,500,000	-	4,500,000	45,694,342
CAPITAL PROJECT FUNDS:							
4000	Capital Expenditure	163,062,368	-	-	38,137,232	38,137,232	124,925,136
4010	Communications Dev.	5,053,630	-		4,779,000	4,779,000	274,630
GROSS TOTALS		$ 1,133,490,148	$ 205,092,453	$ 189,779,856	$ 43,808,332	$ 438,680,641	$ 694,809,507
LESS INTERFUND TRANSFE		(9,238,565)		(9,238,565)		(9,238,565)	-
NET TOTAL		$ 1,124,251,583	$ 205,092,453	$ 180,541,291	$ 43,808,332	$ 429,442,076	$ 694,809,507
PROPRIETARY FUNDS:							
5200	Regional Crime Lab	946,209	-	310,000	-	310,000	636,209
6000	Fleet Services	22,148,052	2,554,676	12,615,031	4,067,275	19,236,982	2,911,070
6200	Health Insurance	41,607,415	-	33,610,500	-	33,610,500	7,996,915
6300	Insurance	15,118,829	-	6,867,000	-	6,867,000	8,251,829
6400	Telecom Service	2,694,850	266,402	1,540,940	-	1,807,342	887,508
6500	Weld Finance Corp	-	-	-	-	-	-
NET TOTAL - IS FUNDS		$ 82,515,355	$ 2,821,078	$ 54,943,471	$ 4,067,275	$ 61,831,824	$ 20,683,531
GROSS TOTAL ALL FUNDS		$ 1,206,766,938	$ 207,913,531	$ 235,484,762	$ 47,875,607	$ 491,273,900	$ 715,493,038

2023 ACTUAL
SUMMARY OF MAJOR REVENUES AND EXPENDITURES

	FUND	2023 BEGINNING BALANCE	2023 PROPERTY TAXES	2023 INTERGOV'T REVENUE	2023 OTHER REVENUE	2023 INTERFUND TRANSFER	2023 AVAILABLE FINANCING
1000	General Fund	$ 38,311,471	$ 149,369,003	$ 10,660,288	$ 45,889,238	$ -	$ 244,230,000
SPECIAL REVENUE FUNDS:							
2000	Public Works	223,648,967	15,000,000	22,106,459	50,018,332	400,000	311,173,758
2100	Social Services	8,001,486	13,101,560	33,211,957	-	-	54,315,003
2200	Conservation Trust	734,535	-	560,000	3,000	-	1,297,535
2300	Contingent	100,120,000	65,000,000	-	-	-	165,120,000
2500	Health Department	5,969,139	-	6,666,674	1,814,684	6,912,957	21,363,454
2600	Human Services	688,911	-	9,196,299	592,150	12,351	10,489,711
2700	Solid Waste	4,514,085	-	-	1,700,000	-	6,214,085
7400	Weld County Trust	61,175,699	-	-	2,500,000	2,500,000	66,175,699
CAPITAL PROJECT FUNDS:			-				
4000	Capital Expenditure	65,472,103	25,000,000	-	975,000	-	91,447,103
4010	Communications Dev.	6,576,212			1,850,000		8,426,212
GROSS TOTALS		$ 515,212,608	$ 267,470,563	$ 82,401,677	$ 105,342,404	$ 9,825,308	$ 980,252,560
LESS INTERFUND TRANSFERS			-	-	-	(9,825,308)	(9,825,308)
NET TOTAL		$ 515,212,608	$ 267,470,563	$ 82,401,677	$ 105,342,404	$ -	$ 970,427,252
PROPRIETARY FUNDS:							
5200	Regional Crime Lab	895,868	-	-	310,000	-	1,205,868
6000	Fleet Services	4,056,432	-	-	13,205,090	-	17,261,522
6200	Health Insurance	8,350,144	-	-	26,833,520	-	35,183,664
6300	Insurance	7,552,959	5,000,000	-	345,000	-	12,897,959
6400	Telecom Service	823,276	-	-	1,694,502	-	2,517,778
6500	Weld Finance Corp	-	-	-	-	-	-
NET TOTAL - IS FUNDS		$ 21,678,679	$ 5,000,000	$ -	$ 42,388,112	$ -	$ 69,066,791
GROSS TOTAL ALL FUNDS		$ 536,891,287	$ 272,470,563	$ 82,401,677	$ 147,730,516	$ -	$ 1,039,494,043

2023 ACTUAL
SUMMARY OF MAJOR REVENUES AND EXPENDITURES *(CONTINUED)*

Assessed Value $18,118,803,231

FUND		2023 AVAILABLE FINANCING	2023 PERSONNEL	2023 SERVICE/ SUPPLIES	2023 CAPITAL	2023 APPRO-PRIATIONS	2023 ENDING BALANCE
1000	General Fund	$ 244,230,000	$ 123,846,085	$ 74,818,359	$ 338,210	199,002,654	$ 45,227,346
SPECIAL REVENUE FUNDS:							
2000	Public Works	311,173,758	19,072,888	62,031,602	78,000	81,182,490	229,991,268
2100	Social Services	54,315,003	32,241,200	14,072,317	-	46,313,517	8,001,486
2200	Conservation Trust	1,297,535	-	563,000	-	563,000	734,535
2300	Contingent	165,120,000	-	10,000,000	-	10,000,000	155,120,000
2500	Health Department	21,363,454	11,589,581	3,774,234	30,500	15,394,315	5,969,139
2600	Human Services	10,489,711	6,216,900	3,583,900	-	9,800,800	688,911
2700	Solid Waste	6,214,085	-	2,157,906	-	2,157,906	4,056,179
7400	Weld County Trust	66,175,699	-	2,600,000	-	2,600,000	63,575,699
CAPITAL PROJECT FUNDS:							
4000	Capital Expenditure	91,447,103	-	-	31,045,020	31,045,020	60,402,083
4010	Communications Dev.	8,426,212	-		5,222,582	5,222,582	3,203,630
GROSS TOTALS		$ 980,252,560	$ 192,966,654	$ 173,601,318	$ 36,714,312	$ 403,282,284	$ 576,970,276
LESS INTERFUND TRANSFE		(9,825,308)		(9,825,308)		(9,825,308)	-
NET TOTAL		$ 970,427,252	$ 192,966,654	$ 163,776,010	$ 36,714,312	$ 393,456,976	$ 576,970,276
PROPRIETARY FUNDS:							
5200	Regional Crime Lab	1,205,868	-	310,000	-	310,000	895,868
6000	Fleet Services	17,261,522	1,907,256	11,297,834	-	13,205,090	4,056,432
6200	Health Insurance	35,183,664	-	27,572,315	-	27,572,315	7,611,349
6300	Insurance	12,897,959	-	5,345,000	-	5,345,000	7,552,959
6400	Telecom Service	2,517,778	252,772	1,441,730	-	1,694,502	823,276
6500	Weld Finance Corp	-	-	-	-	-	-
NET TOTAL - IS FUNDS		$ 69,066,791	$ 2,160,028	$ 45,966,879	$ -	$ 48,126,907	$ 20,939,884
GROSS TOTAL ALL FUNDS		$ 1,039,494,043	$ 195,126,682	$ 209,742,889	$ 36,714,312	$ 441,583,883	$ 597,910,160

GOVERNMENT FUNDS
2023-2025
SUMMARY OF ESTIMATED FINANCIAL SOURCES AND USES

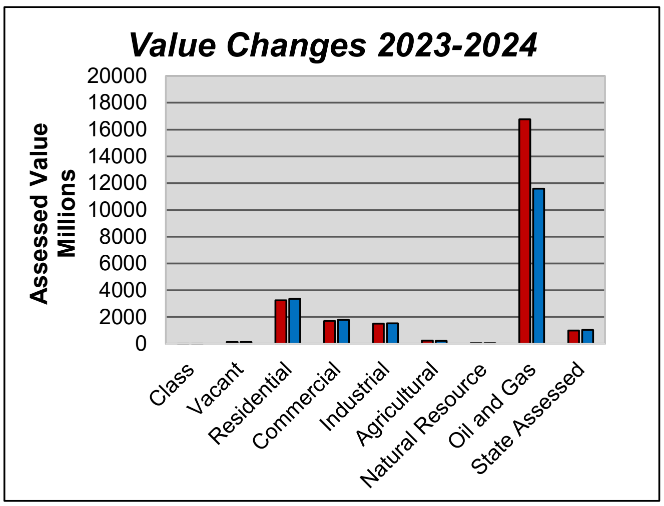
REVENUES	ACTUAL 2023	PROJECTED 2024	BUDGET 2025
Taxes	286,530,563	298,658,174	297,504,696
Licenses and Permits	5,610,550	5,513,750	4,917,500
Intergovernmental	81,901,677	87,038,715	106,816,655
Miscellaneous	45,855,856	43,713,630	45,891,668
Fees	20,182,750	20,884,000	23,364,000
Charges for Services	14,633,248	14,821,103	16,336,324
Total Estimated Financial Sources	$ 454,714,644	$ 470,629,372	$ 494,830,843
EXPENDITURES			
Current:			
General Government	61,073,550	70,724,085	70,595,835
Public Safety	97,495,240	108,323,947	116,573,988
Public Works	103,122,933	105,106,054	134,542,398
Public Health and Welfare	61,923,832	64,540,366	76,289,949
Human Services	11,244,025	14,093,147	16,811,025
Culture and Recreation	1,189,511	1,222,417	2,385,801
Miscellaneous	10,640,283	8,861,190	19,299,140
Capital Outlay	36,267,602	42,916,232	56,018,334
Contingency/Reserves	$ 10,000,000	$ 10,000,000	$ 10,000,000
Total Use of Resources	$ 392,956,976	$ 425,787,438	$ 502,516,470
Net Increase (Decrease) in Fund Balance	61,757,668	44,841,934	(7,685,627)
Fund Balance at Beginning of the Year	$ -	$ 61,757,668	$ 116,599,602
Fund Balance at End of Year - without Unspent Contingencies/Reserves	$ 61,757,668	$ 106,599,602	$ 108,913,975
Contingencies/Reserves Appropriated but Unspent	-	10,000,000	10,000,000
Fund Balance at End of Year - with Contingencies/Reserves	$ 61,757,668	$ 116,599,602	$ 118,913,975

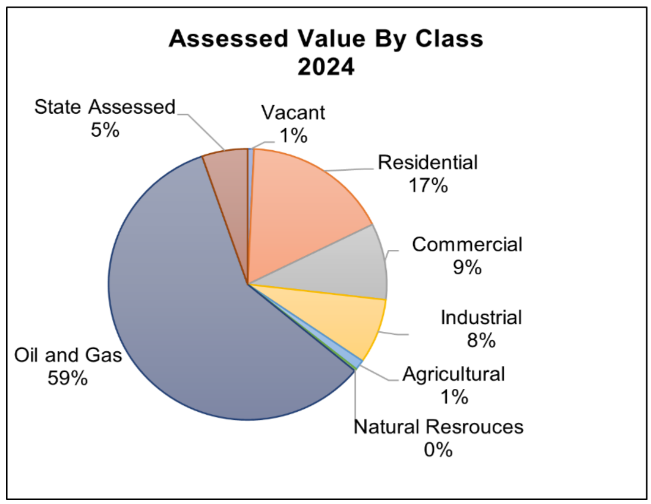
PROPRIETARY FUNDS
2023-2025
SUMMARY OF ESTIMATED FINANCIAL SOURCES AND USES

REVENUES	ACTUAL 2023	PROJECTED 2024	BUDGET 2025
Taxes	$ 3,990,783	$ 6,500,000	$ 7,817,069
Intergovernmental	-	-	-
Transfers	-	-	-
Charges for Services	39,138,233	52,175,161	53,077,779
Total Estimated Financial Sources	$ 43,129,016	$ 58,675,161	$ 60,894,848
EXPENDITURES			
Regional Crime Lab	$ 232,368	$ 310,000	$ 310,000
Fleet Services	14,788,086	15,169,707	15,718,993
Health Insurance	28,887,178	33,610,500	35,144,500
Insurance	4,076,722	6,867,000	8,240,400
Telecom Service	1,671,668	1,807,342	1,791,120
Weld Finance Corp	-	-	-
Total Use of Resources	$ 49,656,022	$ 57,764,549	$ 61,205,013
Net Increase (Decrease) in Fund Balance	(6,527,006)	910,612	(310,165)
Fund Balance at Beginning of the Year	28,205,685	21,678,679	22,589,291
Fund Balance at End of Year - without Unspent Contingencies/Reserves	21,678,679	22,589,291	22,279,126
Contingencies/Reserves Appropriated but Unspent	-	-	-
Fund Balance at End of Year - with Contingencies/Reserves	$ 21,678,679	$ 22,589,291	$ 22,279,126

WELD COUNTY
TOTAL TAXABLE PROPERTY
2024 ASSESSED VALUES
TO BE USED FOR 2025 BUDGET

Class	***2023 Final Assessed Value***		***2024 Proposed Assessed Value***		***Change $***		***Change %***
Vacant	$	149,465,100	$	143,462,780	$	(6,002,320)	-4.02%
Residential	$	3,246,947,670	$	3,355,377,220	$	108,429,550	3.34%
Commercial	$	1,704,699,230	$	1,799,017,550	$	94,318,320	5.53%
Industrial	$	1,518,783,640	$	1,527,619,290	$	8,835,650	0.58%
Agricultural	$	240,677,200	$	233,124,170	$	(7,553,030)	-3.14%
Natural Resource	$	45,612,990	$	53,041,410	$	7,428,420	16.29%
Oil and Gas	$	16,766,317,290	$	11,589,888,710	$	(5,176,428,580)	-30.87%
State Assessed	$	1,002,715,100	$	1,048,997,900	$	46,282,800	4.62%
Total Value:	**$**	**24,675,218,220**	**$**	**19,750,529,030**	**$**	**(4,924,689,190)**	-19.96%
Less TIF Value	$	637,490,681	$	470,653,702	**$**	**(166,836,979)**	-26.17%
Net Total	**$**	**24,037,727,539**	**$**	**19,279,875,328**	**$**	**(4,757,852,211)**	-19.79%





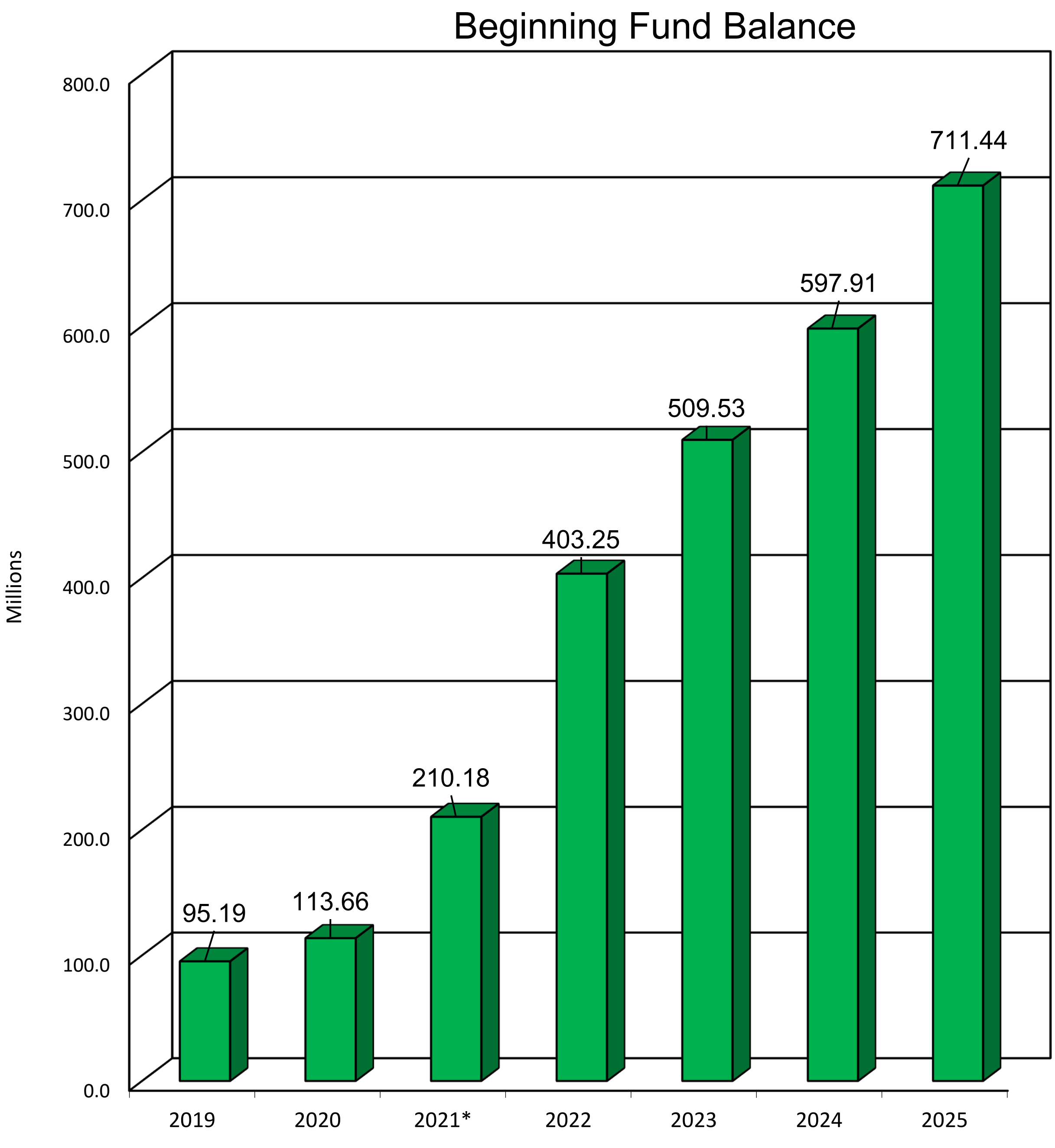
N E T   P R O G R A M   C O S T

		NET COST		ALLOCATED SUPPORT		TOTAL
MANDATED: CHARTER/STATE CONSTITUTIONAL OFFICES						
OFFICE OF THE BOARD	$	1,092,821	$	722,370	$	1,815,191
PUBLIC TRUSTEE		(94,513)	$	21,396		(73,117)
CLERK & RECORDER		(4,684,843)	$	1,689,740		(2,995,103)
ELECTIONS		1,435,643	$	257,513		1,693,156
TREASURER		(10,515,802)	$	-		(10,515,802)
ASSESSOR		5,016,361	$	841,236		5,857,597
COUNTY COUNCIL		62,948	$	14,364		77,312
DISTRICT ATTORNEY		10,028,742	$	1,123,972		11,152,714
SHERIFF		9,694,804	$	3,179,860		12,874,664
CORONER		1,868,809	$	582,174		2,450,983
CLERK TO THE BOARD		856,796	$	192,774		1,049,570
TOTAL	$	14,761,766	$	8,625,399	$	23,387,165
MANDATED:STATE/FEDERAL COUNTY COST						
INMATE SERVICES AND SECURITY	$	43,492,682	$	8,928,109	$	52,420,791
COURTS AND TRANSPORTATION		6,419,622	$	-		6,419,622
COMMUNITY CORRECTIONS		2,850	$	435,979		438,829
SOCIAL SERVICES		14,450,000	$	5,098,872		19,548,872
HUMAN SERVICES SUPPORT		12,351	$	1,315,230		1,327,581
PUBLIC HEALTH		6,118,644	$	1,903,999		8,022,643
TOTAL	$	70,496,149	$	17,682,188	$	88,178,337
CRITICAL -- NON-MANDATED COUNTY COST						
PUBLIC SAFETY INFORMATION SYSTEM	$	1,617,979	$	-	$	1,617,979
CRIME LAB		888,323	$	183,527		1,071,850
POLICE SERVICES (LEVEL)		15,856,994	$	3,372,289		19,229,283
SHERIFF CONTRACT SERVICES / SRO		992,039	$	-		992,039
COMMUNICATIONS-COUNTY-WIDE		5,670,965	$	-		5,670,965
OFFICE EMERGENCY SERVICES		534,509	$	292,382		826,891
DRUG TASK FORCE		424,877	$	9,368		434,245
TOTAL	$	25,985,686	$	3,857,566	$	29,843,252

N E T P R O G R A M C O S T

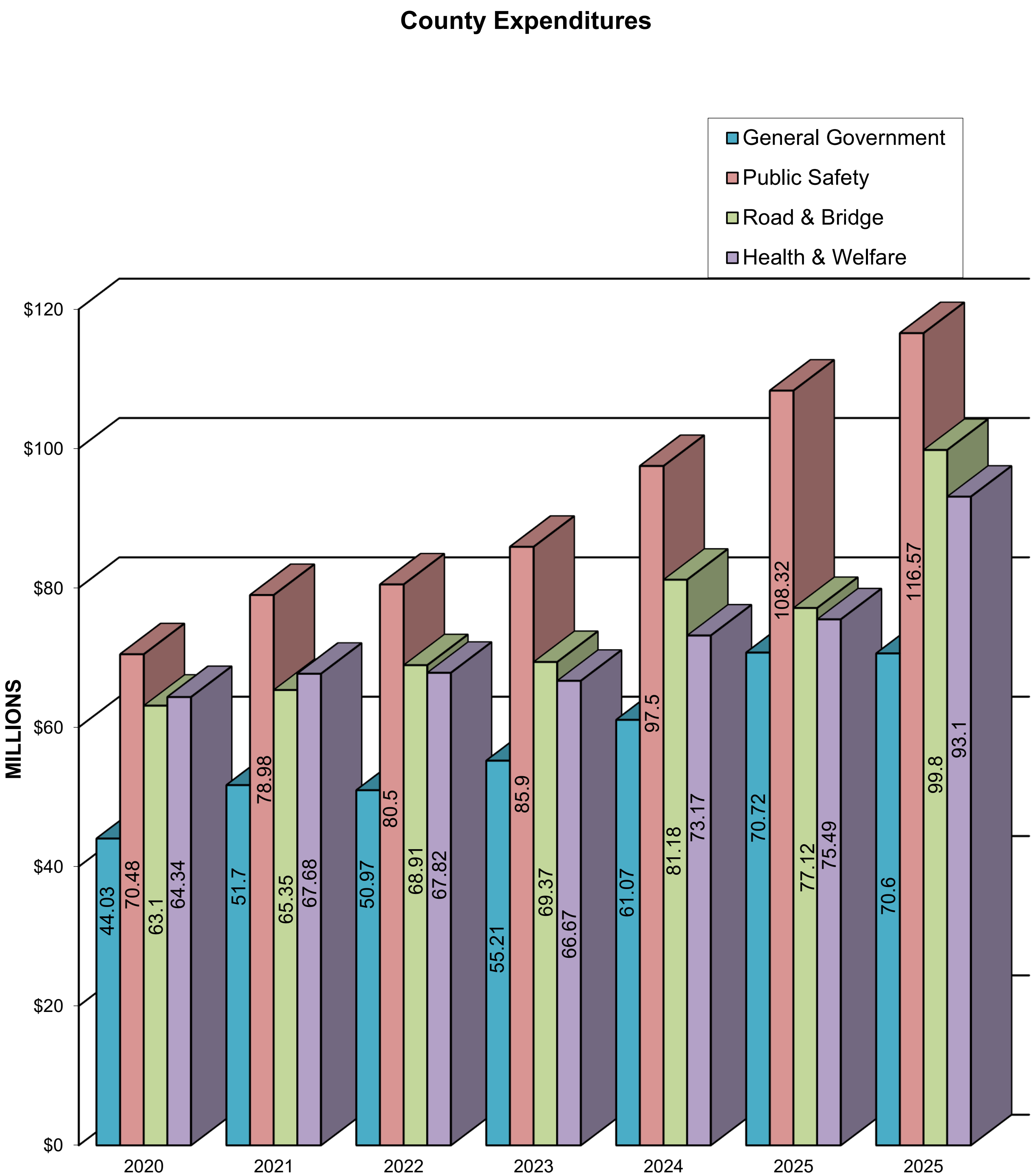
		NET COST		ALLOCATED SUPPORT		TOTAL
LOCAL DISCRETION						
PLANNING & ZONING/BLDG INSP		2,657,168	$	1,063,459		3,720,627
OIL AND GAS ENERGY		1,051,621	$	320,410		1,372,031
COMMUNITY DEVELOPMENT BLOCK GRANT		0	$	-		0
ANIMAL CONTROL/CODE ENFORCEMENT		573,656	$	-		573,656
NOXIOUS WEEDS		1,410,352	$	86,310		1,496,662
EXTENSION SERVICE		722,153	$	248,123		970,276
VETERANS SERVICES		0	$	46,048		46,048
AIRPORT		0	$	13,703		13,703
MENTAL HEALTH		276,000	$	-		276,000
MISSILE SITE PARK		0	$	132		132
COUNTY FAIR		214,030	$	9,807		223,837
DEVELOPMENTALLY DISABLED		38,225	$	-		38,225
SENIOR COORDINATORS		40,000	$	-		40,000
VICTIM/WITNESS ASSISTANCE		1,050,248	$	79,938		1,130,186
JUVENILE DIVERSION		46,391	$	9,361		55,752
VICTIM ADVOCATES		209,804	$	-		209,804
WASTE WATER MANAGEMENT		10,000	$	-		10,000
ECONOMIC DEVELOPMENT		1,000,000	$	920		1,000,920
PUBLIC INFORMATION		535,243	$	31,409		566,652
GEOGRAPHICAL INFORMATION SYSTEM		458,738	$	633,848		1,092,586
COMMUNITY AGENCY GRANTS		80,000	$	-		80,000
PARKS AND TRAILS		67,000	$	-		67,000
ISLAND GROVE BUILDING		901,967	$	-		901,967
JUSTICE SERVICES		2,291,013	$	425,903		2,716,916
WORK RELEASE		1,903,339	$	440,085		2,343,424
ADULT DIVERSION		170,301	$	-		170,301
WELD PLAZA BUILDING		0	$	-		0
WELLNESS PROGRAM		876,700	$	-		876,700
BRIGHT FUTURES		2,315,407	$	-		2,315,407
ASSET & RESOURCE MANAGEMENT		5,173,848	$	-		5,173,848
TOTAL		$24,073,204	$	3,409,455	$	27,482,659
PUBLIC WORKS	$	15,000,000	$	5,390,258	$	20,390,258
ENGINEERING		34,743,780	$	903,087		35,646,867
TOTAL	$	49,743,780	$	6,293,345	$	56,037,125
CAPITAL:						
EQUIPMENT	$	-	$	-	$	-
BUILDINGS		52,070,334	$	-		52,070,334
TOTAL	$	52,070,334	$	-	$	52,070,334
SUPPORT FUNCTION						
COUNTY ATTORNEY	$	1,891,417	$	(1,891,417)	$	-
FACILITIES		13,709,386		(13,709,386)		0
FINANCE & ADMINISTRATION		1,107,198		(1,107,198)		0
ACCOUNTING		1,461,369		(1,461,369)		0
PURCHASING		432,423		(432,423)		0
HUMAN RESOURCES		3,551,921		(3,551,921)		0
TELECOM SERVICES		0		0		0
INSURANCE		7,817,069		(7,817,069)		0
NON-DEPARTMENTAL		1,321,665		(1,321,665)		0
BUILDING RENTS		0		0		0
INFORMATION TECHNOLOGY		12,689,817		(12,689,817)		0
PRINTING & SUPPLY		373,505		(373,505)		0
TOTAL	$	44,355,770	$	(44,355,770)	$	-

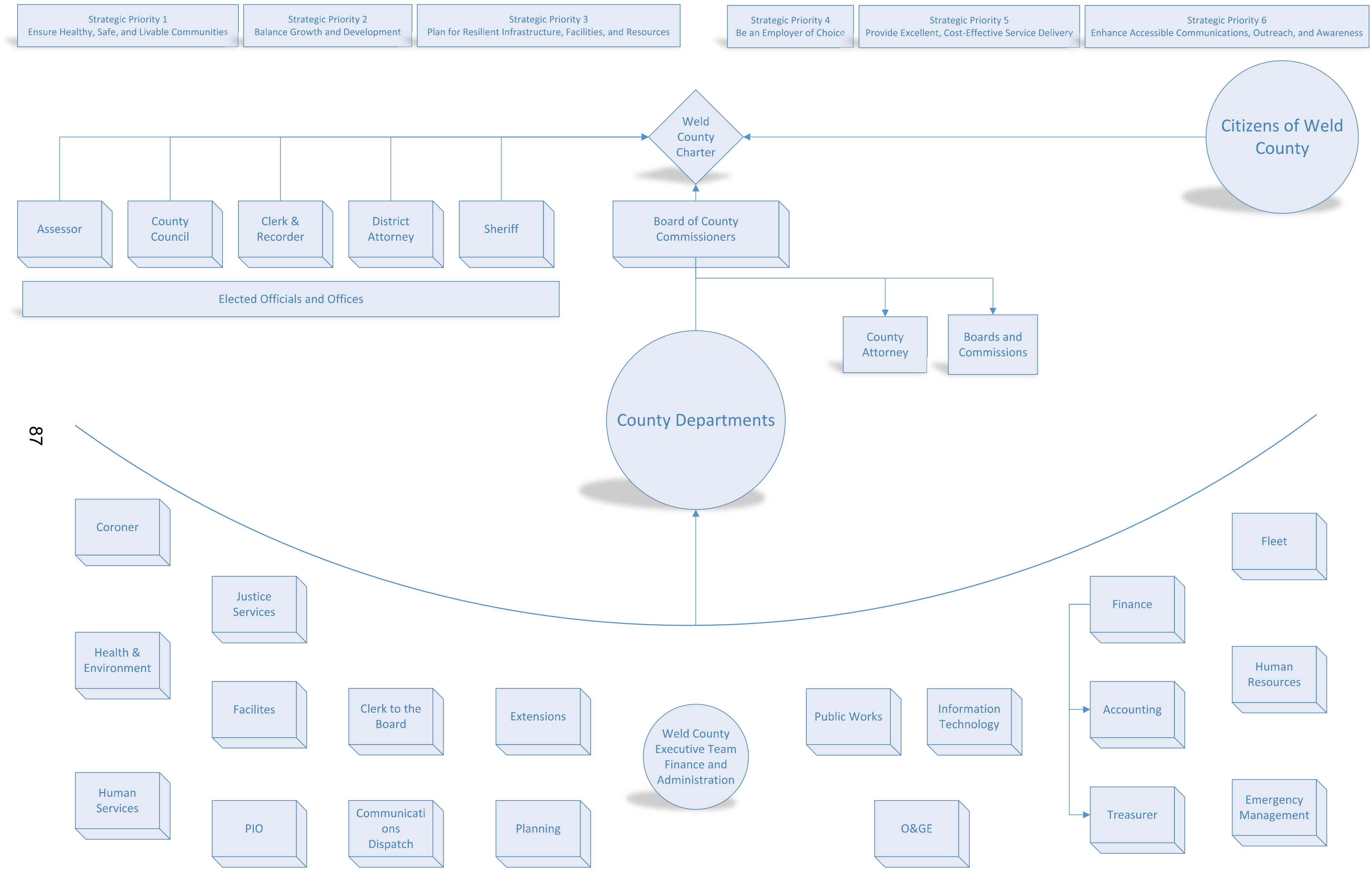
SEVEN YEAR TREND



**Note: In 2020, Weld County created the Weld County Trust Fund from the $63 million procedes of the sale of a hospital property. The Weld County Trust Fund accounts for the assets held by the Weld Trust, a Colorado nonprofit corporation. The earnings of the fund are being used to fund Bright Futures student grants each year.*

SEVEN YEAR TREND




Strategic Priority 1
Ensure Healthy, Safe, and Livable Communities
Strategic Priority 2
Balance Growth and Development
Strategic Priority 3
Plan for Resilient Infrastructure, Facilities, and Resources
Strategic Priority 4
Be an Employer of Choice
Strategic Priority 5
Provide Excellent, Cost-Effective Service Delivery
Strategic Priority 6
Enhance Accessible Communications, Outreach, and Awareness
Weld County Charter
Citizens of Weld County
Assessor
County Council
Clerk & Recorder
District Attorney
Sheriff
Board of County Commissioners
Elected Officials and Offices
County Attorney
Boards and Commissions
County Departments
Coroner
Justice Services
Health & Environment
Facilites
Clerk to the Board
Extensions
Weld County Executive Team Finance and Administration
Public Works
Information Technology
Finance
Accounting
Treasurer
Fleet
Human Resources
Emergency Management
Human Services
PIO
Communications Dispatch
Planning
O&GE

SUMMARY OF
COUNTY FUNDED FULL TIME EQUIVALENTS (FTE)
2025

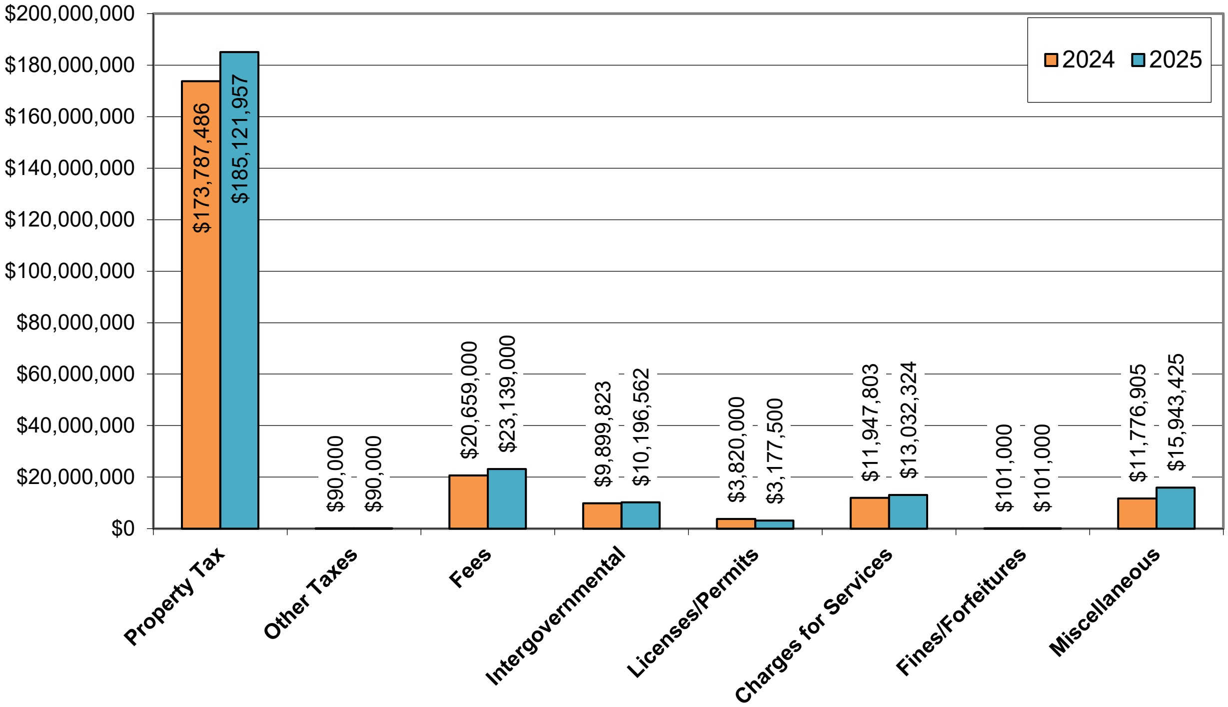
DEPARTMENT	LAST YEAR ACTUAL 2023	CURRENT YEAR 2024	REQUEST BUDGET 2025	RECOMMEND BUDGET 2025	CURRENT TO RECOMMEND CHANGE
GENERAL FUND:					
Office of the Board	6.000	6.000	6.000	6.000	
Public Information	4.000	5.000	5.000	5.000	
County Attorney	6.000	7.000	7.000	7.000	
Public Trustee	2.500	2.500	2.500	2.500	
Clerk to the Board	7.000	7.000	7.000	7.000	
Clerk and Recorder	9.000	9.000	8.000	8.000	- 1.00
Elections	7.000	7.000	7.000	7.000	
Motor Vehicle	50.00	51.00	55.00	54.00	+ 3.00
Treasurer	10.000	10.000	10.000	10.000	
Assessor	39.500	41.500	41.500	41.500	
County Council	1.000	1.000	1.000	1.000	
District Attorney	65.000	65.000	69.000	69.000	+ 4.00
Juvenile Diversion	1.500	2.500	2.500	2.500	
Victim Witness	16.000	16.000	16.000	16.000	
Finance and Administration	2.500	4.000	4.000	5.000	+1.00
Accounting	8.000	9.500	9.500	9.500	
Purchasing	3.000	3.000	3.000	3.000	
Human Resources	19.000	23.000	22.000	22.000	- 1.00
Planning and Zoning	25.000	25.000	26.000	26.000	+ 1.00
Community Develop (CDBG)	1.500	1.000	2.000	1.000	
Facilities	50.000	53.000	53.000	53.000	
Information Services	54.000	56.000	54.000	54.000	- 2.00
Printing and Supply	4.000	4.000	4.000	4.000	
SO Admin Patrol	16.000	16.000	16.000	16.000	
SO Admin Detention	30.000	30.000	30.000	30.000	
SO Prof. Standards	12.000	12.000	12.000	12.000	
SO Civil Unit	7.200	7.200	7.200	7.200	
SO Support Services	3.000	1.000	1.000	1.000	
SO Records Unit	14.000	14.000	14.000	14.000	
SO Evidence Unit	2.000	3.000	3.000	3.000	
Sheriff Patrol	62.000	62.000	62.000	62.000	
Sheriff Investigations	20.000	23.000	23.000	23.000	
Municipal Contract	1.000	1.000	1.000	1.000	
School Resource Officers	0.0	7.000	7.000	7.000	

DEPARTMENT	LAST YEAR ACTUAL 2023	CURRENT YEAR 2024	REQUEST BUDGET 2025	RECOMMEND BUDGET 2025	CURRENT TO RECOMMEND CHANGE
Animal Control/Code Enforcement	3.000	3.000	3.000	3.000	
Crime Lab	5.000	5.000	5.000	5.000	
Victim Advocates	2.000	2.000	2.000	2.000	
Drug Task Force	2.000	2.000	2.000	2.000	
Inmate Services	20.000	20.000	20.000	20.000	
Security	229.000	205.000	205.000	205.000	
Courts and Transport	35.000	35.000	35.000	35.000	
Communications	84.000	102.000	115.000	109.000	+ 7.00
PS Information Systems	10.000	10.000	10.000	10.000	
PS Wireless Communications	1.000	1.000	1.000	1.000	
Coroner	12.000	12.000	12.500	12.500	+ 0.50
Justice Services	15.500	16.500	17.000	17.000	+ 0.50
Work Release	21.000	20.000	20.000	20.000	
Adult Diversion	1.500	1.500	1.500	1.500	
Community Corrections	1.400	1.400	1.400	1.400	
Building Inspection	14.000	14.000	14.000	14.000	
Oil and Gas Energy	7.000	8.000	9.000	9.000	+ 1.00
Noxious Weeds	3.000	4.000	6.000	6.000	+ 2.00
Office of Emergency Mgt.	5.000	5.000	5.000	5.000	
General Engineering	29.000	32.000	34.000	33.000	+ 1.00
Extension Service	12.375	12.975	12.975	12.975	
Fair	1.250	1.250	1.250	1.250	
Veteran’s Office	2.000	0.000	0.000	0.000	
TOTAL GENERAL FUND	1,074.725	1,098.825	1,123.825	1,115.825	+ 17.00
PUBLIC WORKS:					
Administration	8.000	8.000	9.000	9.000	+ 1.00
Trucking	33.000	33.000	33.000	33.000	
Motor Graders	53.000	53.000	55.000	55.000	+ 2.00
Bridge Construction	33.000	33.000	33.000	33.000	
Maintenance Support	15.000	15.000	15.000	15.000	
Mining	7.000	8.000	8.000	8.000	
Pavement Management	26.000	26.000	38.000	32.000	+ 6.00
TOTAL PUBLIC WORKS	175.000	176.000	191.000	185.000	+ 9.000

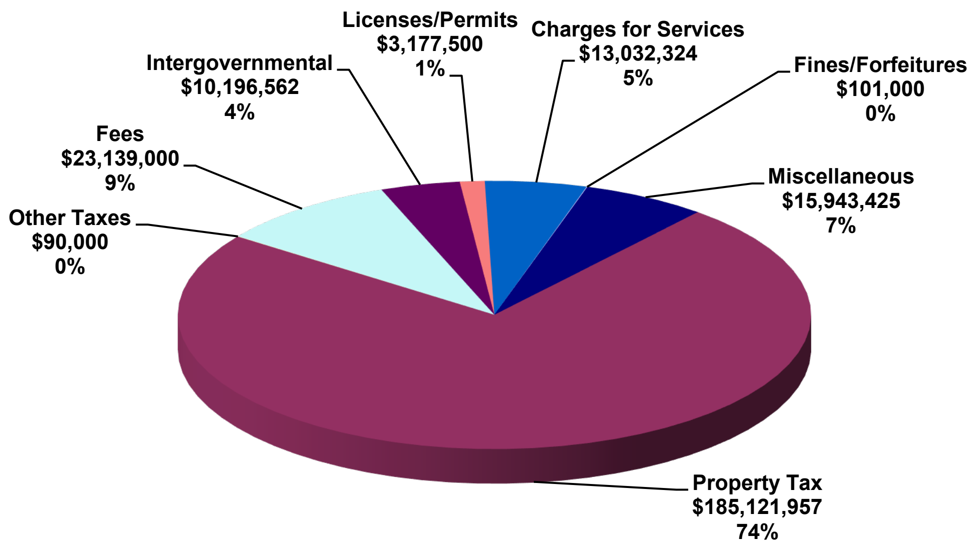
DEPARTMENT	*LAST YEAR ACTUAL 2023*	*CURRENT YEAR 2024*	*REQUEST BUDGET 2025*	*RECOMMEND BUDGET 2025*	*CURRENT TO RECOMMEND CHANGE*
HEALTH FUND:					
Administration	12.375	10.000	8.000	8.000	- 2.000
Health Communication	17.725	19.300	20.185	20.185	+ 0.885
Community Health Service	13.500	13.600	13.000	13.000	- 0.600
Environmental Services	35.90	36.200	36.600	35.600	- 0.600
Health Preparedness	18.725	2.000	2.000	2.000	
Public Health Services	17.000	17.800	21.610	21.610	+ 3.810
TOTAL HEALTH FUND	115.225	98.900	101.400	100.400	+ 1.495
SOCIAL SERVICES	392.000	413.000	416.000	416.000	+ 3.000
HUMAN SERVICES	90.000	141.000	141.000	141.000	0
FLEET SERVICES	19.000	22.000	22.000	22.000	0
TELECOM SERVICES	2.000	2.000	2.000	2.000	
GRAND TOTAL	**1,867.95**	**1,951.725**	**1,997.225**	**1,982.225**	**+ 30.495**

GENERAL FUND

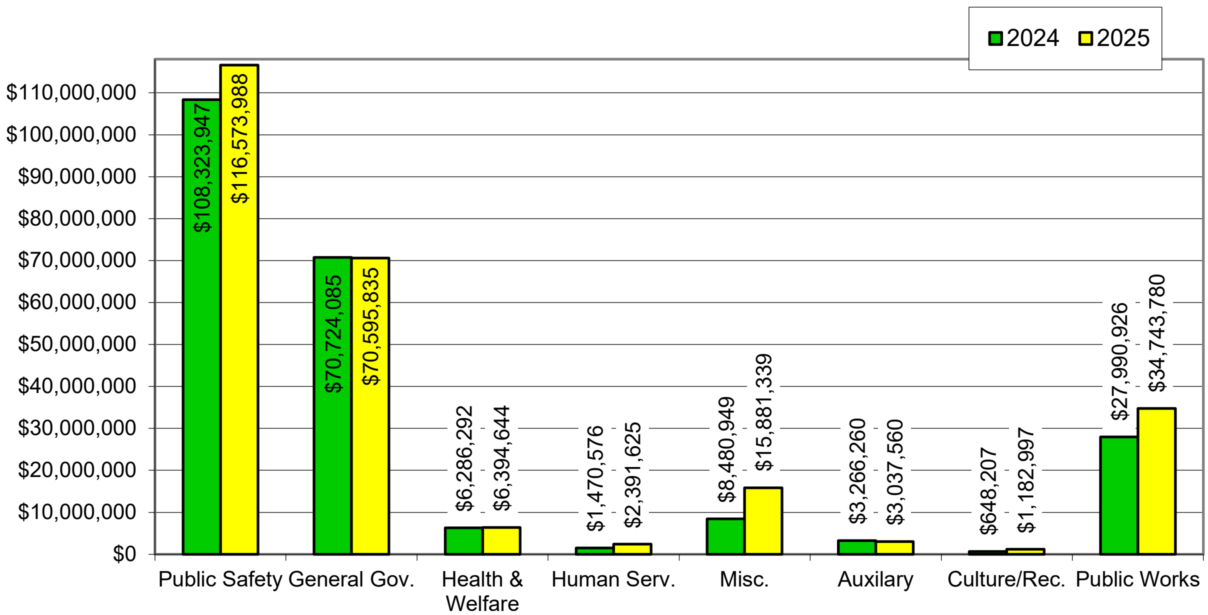
Revenue and Resource Changes



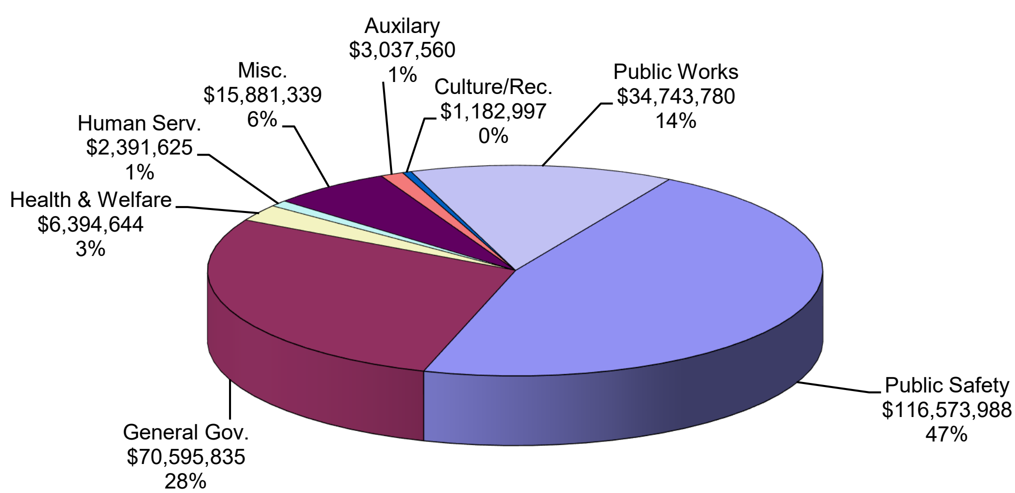
2025 Revenue
Total $250,801,768 (2024 $232,082,017)



GENERAL FUND
EXPENDITURE CHANGES

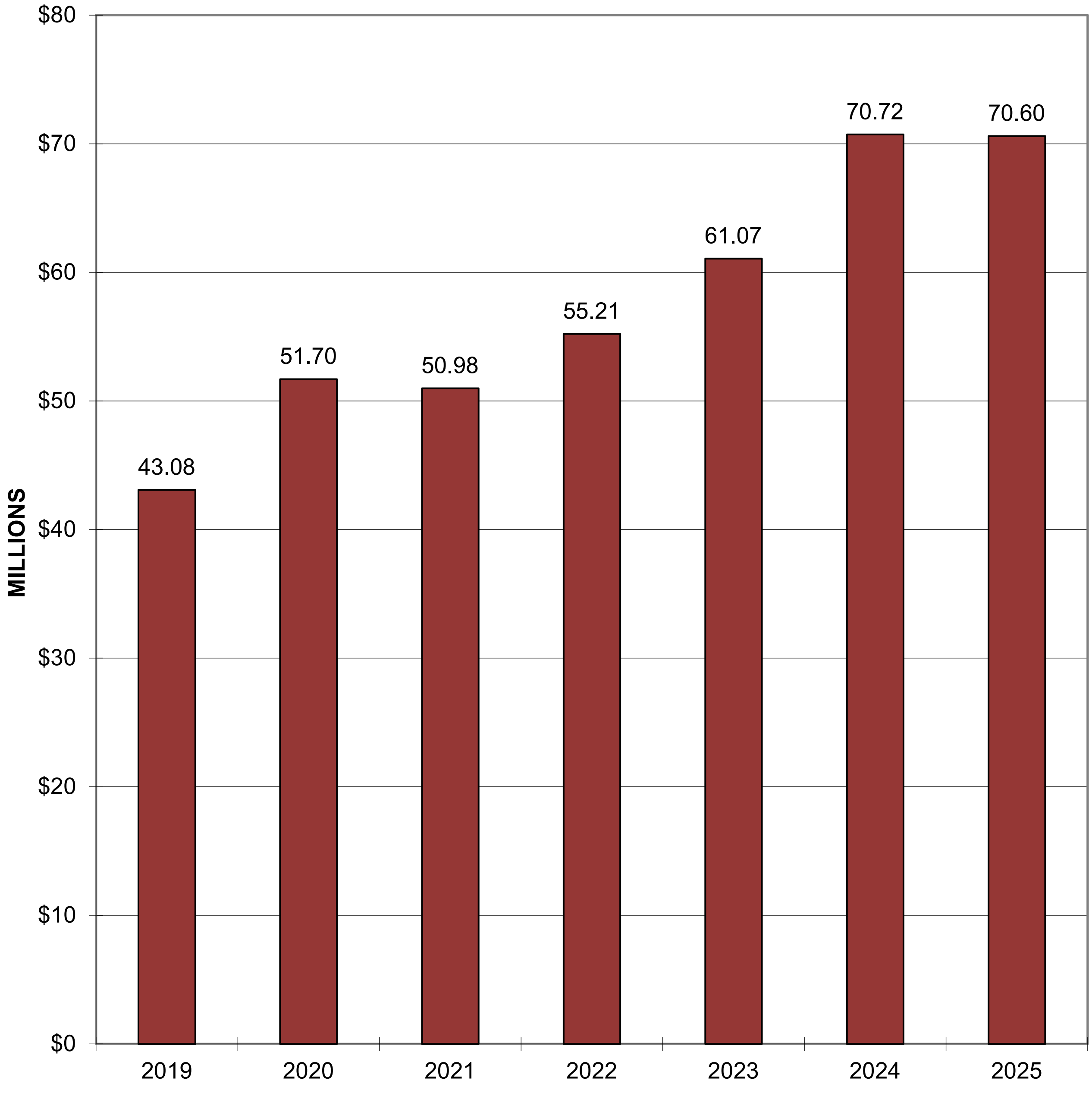


2025 Expenditures
Total $250,801,768 (2024 $227,191,242)



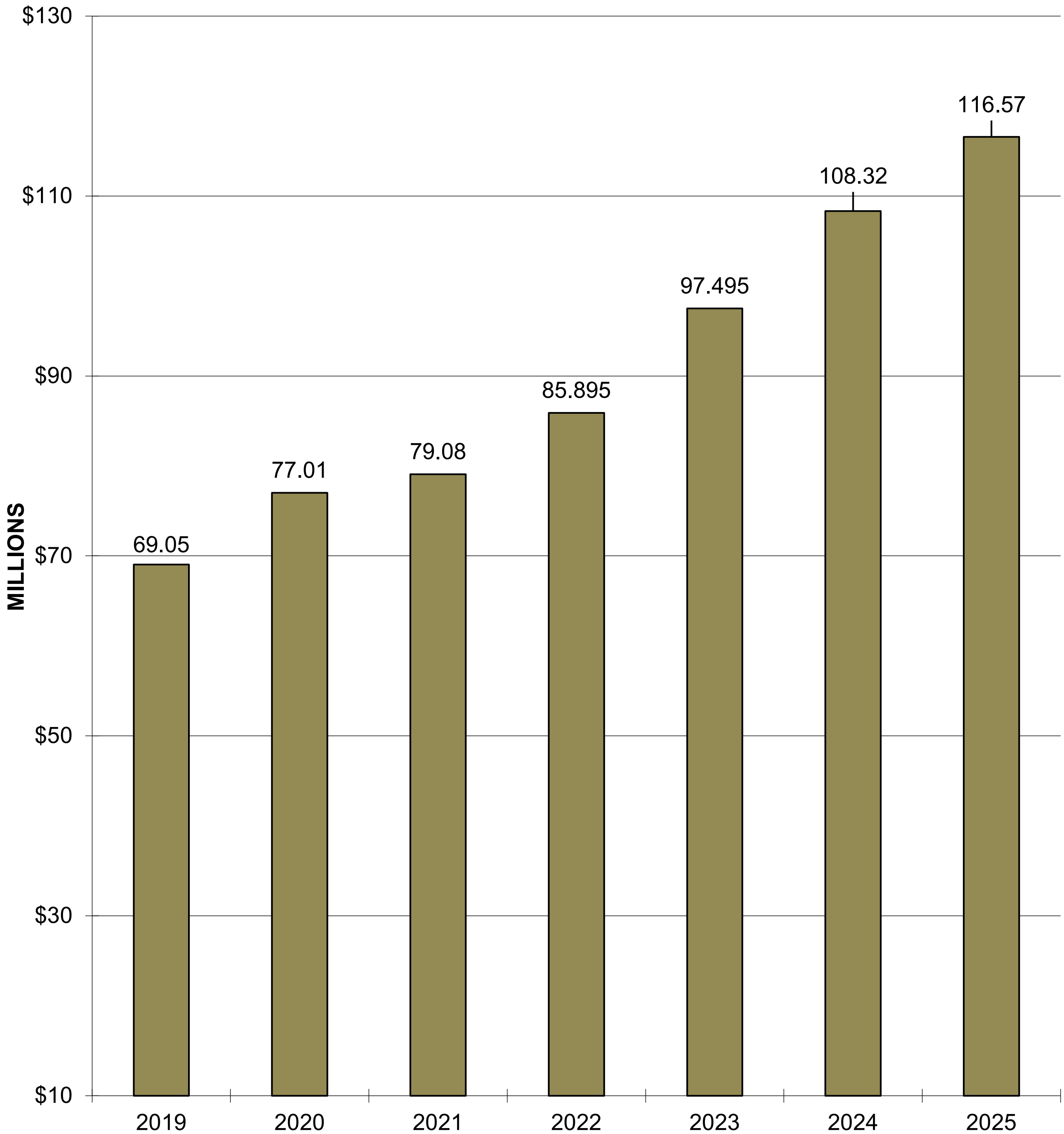
SEVEN YEAR TREND

General Government



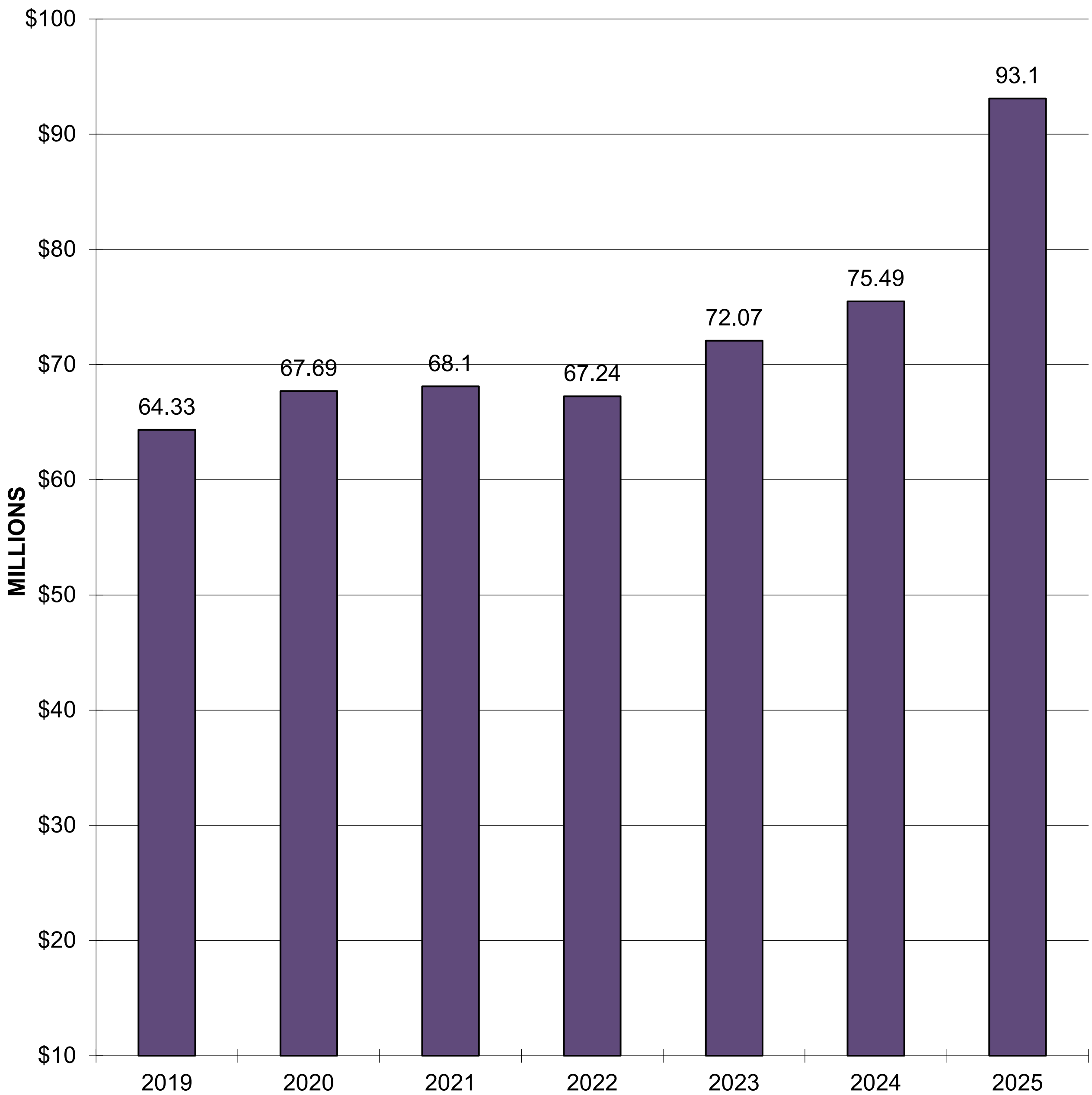
SEVEN YEAR TREND

Public Safety



SEVEN YEAR TREND

Health & Welfare



GENERAL FUND SUMMARY

For 2025, the requested General Fund funding appropriations are $250,801,768, up $23,610,526, or 10.4%, from 2024. The largest increases are specific to the
’s Office mid-year approved changes in compensation, and additions to Engineering and Dispatch. A total of 25 new FTE were requested, and 17.0 new FTE are recommended in the General Fund, a 1.5% increase in staffing over 2024 numbers. Public Safety Communications, or Dispatch, is in year two of a four to improve service and effectiveness to all contracted agencies where guard terminal, call taking, and dispatch services are provided.

Elections decreases significantly after a presidential election year, and that shows in a $1.5 million decrease in 2025. Facilities budgets for the operating costs of all Weld County buildings, and maintenance of the buildings and grounds. County leadership is working on a Master Space Plan and changes are coming to how the funds are budgeted to improve the efficiencies in overall operations as needed.

As a part of the strategic plan execution, Finance and Administration continue to work on the Workday ERP implementation. Part of the 2025 request includes contract services for the financial conversion from Banner to Workday, as well as additional training. There is also a few slight increases for bilingual program and employee appreciation, included to help Weld County be an Employer of Choice, Strategic Priority #4. Included in the miscellaneous expenditure category of the General Fund is a 3% proposed cost of living increase and budgeted up to a 15% increase in health insurance provided by the employer. As salaries and benefits are a major part of the ongoing operating costs of the General Fund, this results in a larger increase of total expenses.

Revenues for 2025 also must increase to cover the increase in expenses. Revenues are budgeted at $250,801,768, which includes property tax revenue of $187,121,957, an increase of $11,334,471 from 2024 (or 6.5%). Urban Renewal Authority shared revenues will increase by approximately $482,000 for 2025 as a result of the mill levy returning to prior year levels, and other revenues remained relatively stagnant for the year. Property Tax continues to be the main source of funding at 74.6% for General Fund appropriations.

GENERAL FUND
SUMMARY OF REVENUES
2025

Fund	Org	Acct	Account Title	2024 Budget	2025 Request	2025 Recommend	2025 Final
			TAXES				
1000	90100	4112	CURRENT PROPERTY TAXES	175,787,486	179,465,202	187,121,957	
1000	90100	4116	PROPERTY TAX ADJUSTMENT	(2,000,000)	(2,000,000)	(2,000,000)	
1000	90100	4117	PERSONAL PROPERTY TAX INCENTIVE	-	-	-	
1000	90100	4140	SEVERANCE TAXES	-	-	-	
1000	90100	4150	TOBACCO PRODUCTS	90,000	90,000	90,000	
			TOTAL TAXES	**173,877,486**	**177,555,202**	**185,211,957**	**-**
			LICENSES AND PERMITS				
1000	90100	4215	LICENSES, LIQUOR/DANCE	5,000	5,000	5,000	
1000	17100	4221	PERMITS	350,000	350,000	350,000	
1000	25200	4221	PERMITS	415,000	537,500	537,500	
1000	25100	4222	BUILDING	1,500,000	900,000	900,000	
1000	25100	4224	ELECTRICAL	900,000	800,000	800,000	
1000	25100	4226	PLAN CHECK	650,000	585,000	585,000	
			TOTAL LICENSES AND PERMITS	**3,820,000**	**3,177,500**	**3,177,500**	**-**
			INTERGOVERNMENTAL				
1000	21300	4320	FEDERAL GRANTS	85,614	42,807	42,807	
1000	26200	4320	FEDERAL GRANTS	207,721	328,379	328,379	
1000	15100	4336	REIMBURSEMENTS	127,270	127,270	127,270	
1000	21200	4336	REIMBURSEMENTS	15,000	13,000	13,000	
1000	21260	4336	REIMBURSEMENTS	0	0	0	
1000	24410	4336	REIMBURSEMENTS	10,000	10,000	10,000	
1000	15200	4340	GRANTS	153,000	168,300	168,300	
1000	15300	4340	GRANTS	129,950	119,000	119,000	
1120	15300	4340	GRANTS	327,286	232,791	232,791	
1130	15300	4340	GRANTS	159,700	156,200	156,200	
1000	17150	4340	GRANTS	1,177,685	1,211,310	1,211,310	
1000	21260	4340	GRANTS	38,000	36,270	36,270	
1000	21300	4340	GRANTS	39,930	39,930	39,930	
1000	24200	4340	GRANTS	145,488	153,965	153,965	
1000	24410	4340	GRANTS	380,000	300,000	300,000	
1000	26200	4340	GRANTS	129,110	83,788	83,788	
1000	96400	4340	GRANTS	28,560	0	0	
116023	24220	4340	GRANTS	4,121,996	0	0	
116024	24220	4340	GRANTS	0	4,068,414	4,068,414	
1000	90100	4351	TOWN OF FREDRICK	705	9,415	9,415	
1000	90100	4352	THORNTON	78,714	78,714	78,714	
1000	90100	4353	BRIGHTON URBAN RENEWAL AUTHORIT	160,340	200,932	200,932	
1000	24415	4354	CITIES AND TOWNS	520,000	480,000	480,000	
1000	90100	4355	ERIE URBAN RENEWAL AUTHORITY	5,000	6,749	6,749	
1000	90100	4357	SOUTH FIRESTONE URA	5,709	7,154	7,154	
1000	90100	4358	FORT LUPTON URA	38,581	48,349	48,349	
1000	90100	4359	MEAD URA (MURA)	204,852	256,713	256,713	
1000	90100	4360	EAGLE BUSINESS PARK URA	106,121	132,987	132,987	
1000	90100	4361	EVANS URA	0	0	0	
1000	90100	4362	NORTH FIRESTONE URA	249,553	312,731	312,731	
1000	90100	4363	WYNDAM HILL URA	468	587	587	
1000	90100	4364	DACONO URA	1,096,863	1,374,552	1,374,552	
1000	90100	4365	CENTRAL FIRESTONE URA	156,607	196,255	196,255	
			TOTAL INTERGOVERNMENTAL	**9,899,823**	**10,196,562**	**10,196,562**	**-**

GENERAL FUND
SUMMARY OF REVENUES
2025

Fund	Org	Acct	Account Title	2024 Budget	2025 Request	2025 Recommend	2025 Final
			CHARGES FOR SERVICES				
1000	11200	4410	CHARGE FOR SERVICES	350,000	600,000	600,000	
1000	15100	4410	CHARGE FOR SERVICES	44,000	40,000	40,000	
1000	15200	4410	CHARGE FOR SERVICES	4,000	4,000	4,000	
1000	17200	4410	CHARGE FOR SERVICES	200	200	200	
1000	17350	4410	CHARGE FOR SERVICES	1,600	1,600	1,600	
1000	17600	4410	CHARGE FOR SERVICES	180,000	190,000	190,000	
1000	21100	4410	CHARGE FOR SERVICES	90,000	110,000	110,000	
1000	21110	4410	CHARGE FOR SERVICES	35,000	25,000	25,000	
1000	21130	4410	CHARGE FOR SERVICES	150,000	170,000	170,000	
1000	21150	4410	CHARGE FOR SERVICES	35,000	20,000	20,000	
1000	21210	4410	CHARGE FOR SERVICES	177,174	186,264	186,264	
1000	22100	4410	CHARGE FOR SERVICES	7,785,290	8,811,951	8,811,951	
1000	22400	4410	CHARGE FOR SERVICES	1,553,119	1,227,309	1,227,309	
1000	22500	4410	CHARGE FOR SERVICES	314,920	361,500	361,500	
1000	24100	4410	CHARGE FOR SERVICES	35,000	35,000	35,000	
1000	24125	4410	CHARGE FOR SERVICES	600,000	600,000	600,000	
1000	24150	4410	CHARGE FOR SERVICES	10,000	10,000	10,000	
1000	24410	4410	CHARGE FOR SERVICES	550,000	600,000	600,000	
1000	26100	4410	CHARGE FOR SERVICES	6,000	6,000	6,000	
1000	90100	4420	PARKING	20,000	20,000	20,000	
1000	13100	4430	SALE OF SUPPLIES	500	500	500	
1000	17600	4430	SALE OF SUPPLIES	2,000	1,000	1,000	
1000	24100	4430	SALE OF SUPPLIES	4,000	12,000	12,000	
			TOTAL CHARGES FOR SERVICES	**11,947,803**	**13,032,324**	**13,032,324**	**-**
			FINES				
1000	21200	4510	FINES	65,000	65,000	65,000	
1000	90100	4510	FINES	36,000	36,000	36,000	
			TOTAL FINES	**101,000**	**101,000**	**101,000**	**-**
			MISCELLANEOUS				
1000	90100	4610	EARNINGS ON INVESTMENTS	4,000,000	8,000,000	8,000,000	
1000	17250	4624	RENTS FROM BUILDINGS	371,374	371,374	371,374	
1000	22100	4624	RENTS FROM BUILDINGS	142,161	142,161	142,161	
1000	90100	4624	RENTS FROM BUILDINGS	515,632	529,122	529,122	
1000	90100	4650	OVERHEAD	6,077,323	6,192,275	6,192,275	
1000	21110	4670	REFUND OF EXPENDITURE	1,500	1,500	1,500	
1000	21260	4670	REFUND OF EXPENDITURE	45,000	45,000	45,000	
1000	22100	4670	REFUND OF EXPENDITURE	516,915	554,493	554,493	
1000	24410	4670	REFUND OF EXPENDITURE	4,000	4,500	4,500	
1000	24420	4670	REFUND OF EXPENDITURE	40,000	40,000	40,000	
1000	23200	4680	OTHER	63,000	63,000	63,000	
			TOTAL MISCELLANEOUS	**11,776,905**	**15,943,425**	**15,943,425**	**-**
			FEES, CABLE, FRANCHISE				
1000	12100	4720	ADVERTISING FEES	50,000	50,000	50,000	
1000	10300	4730	OTHER FEES	340,000	340,000	340,000	
1000	11100	4730	OTHER FEES	10,500,000	10,500,000	10,500,000	
1000	12100	4730	OTHER FEES	9,500,000	12,000,000	12,000,000	
1000	13100	4730	OTHER FEES	60,000	60,000	60,000	
1000	21110	4730	OTHER FEES	120,000	100,000	100,000	
1000	22100	4730	OTHER FEES	0	0	0	
1000	90100	4740	FEES, CABLE FRANCHISE	89,000	89,000	89,000	
			TOTAL FEES	**20,659,000**	**23,139,000**	**23,139,000**	**-**
			TOTAL GENERAL FUND	**232,082,017**	**243,145,013**	**250,801,768**	**-**

GENERAL FUND
SUMMARY OF EXPENDITURES
2025

Fund	Org	Expenditure Function	2024 Budget	2025 Request	2025 Recommend	2025 Final
		GENERAL GOVERNMENT				
1000	10100	OFFICE OF THE BOARD	991,956	991,956	1,092,821	
1000	10150	PUBLIC INFORMATION	533,416	535,243	535,243	
1000	10200	COUNTY ATTORNEY	1,831,197	1,891,417	1,891,417	
1000	10300	PUBLIC TRUSTEE	245,487	245,487	245,487	
1000	10400	CLERK TO THE BOARD	856,796	856,796	856,796	
1000	11100	COUNTY CLERK	1,207,974	1,135,005	1,135,005	
1000	11200	ELECTIONS AND REGISTRATION	3,639,991	2,035,643	2,035,643	
1000	11300	MOTOR VEHICLE	4,382,140	4,772,481	4,680,152	
1000	12100	TREASURER'S OFFICE	1,537,598	1,534,198	1,534,198	
1000	13100	ASSESSOR	5,027,039	5,076,861	5,076,861	
1000	14100	COUNTY COUNCIL	62,948	62,948	62,948	
1000	15100	DISTRICT ATTORNEY	9,362,924	10,175,516	10,196,012	
1000	15200	JUVENILE DIVERSION	218,691	218,691	218,691	
1000	15300	VICTIM WITNESS	1,092,669	1,169,248	1,169,248	
1120	15300	VICTIM WITNESS	313,310	232,791	232,791	
1130	15300	VICTIM WITNESS	142,000	156,200	156,200	
1000	16100	FINANCE	849,590	855,590	1,107,198	
1000	16200	ACCOUNTING	1,414,828	1,461,369	1,461,369	
1000	16300	PURCHASING	433,223	432,423	432,423	
1000	16400	HUMAN RESOURCES	3,839,895	3,563,204	3,551,921	
1000	16450	WELLNESS PROGRAM	925,200	876,700	876,700	
1000	17100	PLANNING OFFICE	3,159,076	3,048,781	3,048,781	
1000	17150	COMMUNITY DEV BLOCK GRANT	1,177,685	1,227,633	1,211,310	
1000	17200	FACILITIES DEPARTMENT	13,951,675	14,400,536	14,080,960	
1000	17250	WELD PLAZA	0	0	0	
1000	17300	INFORMATION SERVICES	12,576,917	13,094,817	12,689,817	
1000	17350	GEOGRAPHICAL INFORMATION SYSTEM	395,355	460,338	460,338	
1000	17600	PRINTING AND SUPPLY	554,505	615,505	555,505	
		TOTAL GENERAL GOVERNMENT	**70,724,085**	**71,127,377**	**70,595,835**	**0**
		PUBLIC SAFETY				
1000	21100	ADMINISTRATION	2,707,237	2,924,185	2,924,185	
1000	21110	BOOKING	3,046,249	3,306,391	3,306,391	
1000	21120	PROFESSIONAL STD	2,763,712	2,903,488	3,420,488	
1000	21130	CIVIL	695,484	752,382	752,382	
1000	21140	SUPPORT SERVICES	1,176,244	1,137,630	1,137,630	
1000	21150	RECORDS UNIT	1,194,559	1,323,019	1,323,019	
1000	21160	EVIDENCE UNIT	383,288	427,100	437,100	
1000	21200	PATROL	10,921,509	11,906,574	11,906,574	
1000	21205	INVESTIGATIONS	3,794,271	3,995,223	4,028,420	
1000	21210	CONTRACT SERVICES	166,009	179,687	179,687	
1000	21215	SCHOOL RESOURCE OFFICER	1,100,554	1,112,309	1,112,309	
1000	21230	ORDINANCE ENFORCEMENT	503,042	573,656	573,656	
1000	21260	REGIONAL LAB	929,646	969,593	969,593	
1000	21300	VICTIM ADVOCATES	236,301	292,541	292,541	
1000	21410	DRUG TASK FORCE	408,670	424,877	424,877	
1000	22100	COMMUNICATIONS SERVICE	13,345,056	15,600,353	15,037,409	
1000	22400	PUBLIC SAFETY INFORMATION SYSTEM	2,906,244	2,845,288	2,845,288	
1000	22500	PUBLIC SAFETY WIRELESS COMM	314,920	361,500	361,500	
1000	23200	COUNTY CORONER	1,885,453	1,927,918	1,931,809	
1000	24100	JUSTICE SERVICES	1,904,947	2,045,663	2,338,013	
1000	24125	WORK RELEASE	2,451,339	2,453,339	2,503,339	
1000	24150	ADULT DIVERSION	180,301	180,301	180,301	
1000	24200	COMMUNITY CORRECTIONS-ADMIN	145,487	156,614	156,614	
116023	24220	COMMUNITY CORRECTIONS-SERVICES	4,121,996	0	0	
116024	24220	COMMUNITY CORRECTIONS-SERVICES	0	4,068,414	4,068,414	
1000	24410	INMATE SERVICES	12,396,416	13,245,464	13,245,464	
1000	24415	SECURITY	26,844,438	28,461,827	28,461,827	
1000	24420	COURTS AND TRANSPORTATION	6,027,731	6,459,622	6,459,622	
1000	25100	BUILDING INSPECTION	2,178,463	2,243,387	2,243,387	
1000	25200	OIL AND GAS ENERGY	1,526,449	1,641,277	1,589,121	
1000	26100	WEED AND PEST	1,246,829	1,416,352	1,416,352	
1000	26200	OFFICE OF EMERGENCY MANAGEMENT	821,103	946,676	946,676	
		TOTAL PUBLIC SAFETY	**108,323,947**	**116,282,650**	**116,573,988**	**0**

GENERAL FUND
SUMMARY OF EXPENDITURES
2025

Fund	Org	Expenditure Function	2024 Budget	2025 Request	2025 Recommend	2025 Final
		PUBLIC WORKS				
1000	31100	ENGINEERING	**27,990,926**	**34,889,047**	**34,743,780**	
		CULTURE AND RECURATION				
1000	50200	PARKS AND TRAILS	**277,000**	**287,000**	**67,000**	
		HEALTH AND WELFARE				
1000	56110	SENIOR PROGRAMS	40,000	40,000	40,000	
1000	56120	WASTE WATER	10,000	10,000	10,000	
1000	56130	DEVELOPMENTALLY DISABLED	38,225	51,225	38,225	
1000	56140	MENTAL HEALTH	251,000	776,000	276,000	
1000	56160	COUNTY CONTRIBUTION	6,047,643	7,427,786	7,352,044	
		TOTAL HEALTH AND WELFARE	**6,386,868**	**8,305,011**	**7,716,269**	**0**
		ECONOMIC ASSISTANCE				
1000	60200	ECONOMIC ASSISTANCE	**1,300,000**	**1,565,000**	**1,000,000**	
		MISCELLANEOUS				
1000	90100	NON DEPARTMENTAL	1,516,965	2,003,265	2,303,265	
1000	90150	COMMUNITY AGENCIES GRANTS	80,000	1,081,000	80,000	
1000	90160	BRIGHTER WELD	2,315,407	2,394,560	2,315,407	
1000	96100	EXTENSION	685,415	770,120	722,153	
1000	96200	FAIR	184,030	214,030	214,030	
1000	96400	VETERANS	265,438	0	0	
1000	96500	ISLAND GROVE BUILDINGS	187,177	901,967	901,967	
1000	96600	ASSET AND RESOURCE MANAGEMENT	5,173,848	5,173,848	5,173,848	
1000	99999	CONTINGENCY	1,780,136	7,998,555	7,998,555	
1000	752200	TRANSFER TO CTF		0	395,671	
		TOTAL MISCELLANEOUS	**12,188,416**	**20,537,345**	**20,104,896**	**0**
		TOTAL GENERAL FUND	**227,191,242**	**252,993,430**	**250,801,768**	**0**

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: BOARD OF COUNTY COMMISSIONERS

BUDGET UNIT TITLE AND NUMBER: Office of the Board - - 1000-10100

DEPARTMENT DESCRIPTION: The Board of County Commissioners is the statutory head of county government. Each major department is overseen by one Commissioner, with each Commissioner serving as an assistant in another area, on a rotating basis each year. Statutory duties also include: sitting as the Board of Equalization to hear appeals on tax assessments; sitting as the County Board of Social Services; and filling, by appointment, all vacancies in county offices except the Board of Commissioners.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 818,941	$ 867,776	$ 867,776	$ 958,641
Supplies	1,288	1,900	1,900	1,900
Purchased Services	104,016	122,280	122,280	132,280
Contra	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 924,245	$ 991,956	$ 991,956	$ 1,092,821
Revenue	0	0	0	0
Net County Cost	$ 924,245	$ 991,956	$ 991,956	$ 1,092,821
Budgeted Positions	6.0	6.0	6.0	6.0

SUMMARY OF CHANGES: No increases requested. Some membership fees increased, and others were removed to remain cost neutral for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: In 2022, the County Council increased the salary of commissioners from $105,000 to $120,000 to start in 2025. With the increase in retirement and taxes, the total increase for 2025 adds $90,865 to Personnel Services. Also, after the budget was submitted, the CCI dues for 2025 were received and reflect a $10,000 increase, so that was added to Purchased Services. Recommend approval of the amended budget.

BOARD ACTION:

OFFICE OF THE BOARD
(CONTINUED)
1000-10100

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Efficiency Measures			
FTE's per 10,000/capita	0.168	0.164	0.160
Per capita cost (county support)	\$2.58	\$2.71	\$2.65

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FINANCE AND ADMINISTRATION

BUDGET UNIT TITLE AND NUMBER: Public Information - - 1000-10150

DEPARTMENT DESCRIPTION: The public information function of the county is funded in this budget unit. The director serves as the county's Public Information Officer. The staff of this department assist all departments in developing and disseminating information to the public about Weld County government and services.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 345,484	$ 471,882	$ 471,882	$ 471,882
Supplies	30,415	33,519	36,844	36,844
Purchased Services	16,389	28,015	26,517	26,517
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 392,288	$ 533,416	$ 535,243	$ 535,243
Revenue	0	0	0	0
Net County Cost	$ 392,288	$ 533,416	$ 535,243	$ 535,243
Budgeted Positions	4.0	5.0	5.0	5.0

SUMMARY OF CHANGES: No significant changes for 2025. Current staff levels and abilities will easily carry us through the county's communications needs as outlined in job descriptions and goals. The 2025 budget request includes a 0.3% increase from 2024 stemming from software subscription increases, with cuts made in other areas to offset the increase.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

PUBLIC INFORMATION
(CONTINUED)
1000-10150

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Branding, Style Guides and Design Standards completed for use by all departments. (Priority 6, Objective C)
2. Update of Chapter 4 of County Code completed. (Priority 6, Objective C)
3. Departmental needs and goals developed.
4. News Releases from the county incorporated into GovDelivery. (Priority 5, Objective E; Priority 6, Objective D and E).
5. Website content standards for ADA Accessibility for PIO and related department pages complete. (Priority 6, Objective B)
6. Define baselines for public engagement with county. (Priority 5, Objectives C and D)

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Communications Project Request process and workflow defined for departments. (Priority 6, Objective C)
2. New communication project launched to diversify county engagement platforms and increase public awareness of county programs and services. (Priority 5, Objective E).
3. Develop needs assessment and use-plan for public engagement platforms to increase awareness and public input on county projects. (Priority 5 Objective C)

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
County Roots Newsletter Issues	27	26	26
County Roots Newsletter viewership	5,308	5,838	6,421
Other county newsletters	5	8	8
Intranet Articles/Employee Communication	76	76	76
News Releases	60	60	60
Social Media: Facebook followers	31,542	32,488	33,462
Social Media: Twitter followers	2,353	2,423	2,495
Efficiency Measures			
FTE’s per 10,000/capita	0.112	0.136	0.133
Per capita cost (county support)	$1.10	$1.46	$1.43

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: COUNTY ATTORNEY

BUDGET UNIT TITLE AND NUMBER: County Attorney -- 1000-10200

DEPARTMENT DESCRIPTION: The County Attorney renders opinions on constitutional questions, defends any lawsuits against Weld County, and brings civil actions for enforcement of County regulations. The six full-time assistant county attorneys share the responsibilities of the office.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 1,017,219	$ 1,350,197	$ 1,350,197	$ 1,350,197
Supplies	1,427	2,780	32,500	32,500
Purchased Services	528,862	478,220	508,720	508,720
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 1,547,508	$ 1,831,197	$ 1,891,417	$ 1,891,417
Revenue	0	0	0	0
Net County Cost	$ 1,547,508	$ 1,831,197	$ 1,891,417	$ 1,891,417
Budgeted Positions	6	7	7	7

SUMMARY OF CHANGES: The increase in Supplies is related to the $29,600 contract cost of the Colorado Open Records Act (CORA) software used to track and manage inquiries that will be charged to this budget starting in 2025. The additional Services includes $30,000 for Board of Equalization needs to support the Clerk to the Board during a reappraisal year, and $500 is for the contract shredding service charged to this account that had not been previously budgeted for. No other increases or requests are needed for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: *As employees that deal with internal and external personal or sensitive information, the County Attorney's Office does not provide workload measures or goals in the budget document.*

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: PUBLIC TRUSTEE

BUDGET UNIT TITLE AND NUMBER: Public Trustee -- 1000-10300

DEPARTMENT DESCRIPTION: The Public Trustee performs the duties of public trustee in the County as prescribed in Section 38-37-101, C.R.S., et. seq.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 208,522	$ 209,362	$ 209,362	$ 209,362
Supplies	0	1,500	1,500	1,500
Purchased Services	14,177	34,625	34,625	34,625
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 222,699	245,487	245,487	245,487
Revenue	0	340,000	340,000	340,000
Net County Cost	$ 222,699	$ - 94,513	$ - 94,513	$ - 94,513
Budgeted Positions	2.5	2.5	2.5	2.5

SUMMARY OF CHANGES: No changes are requested for the 2025 budget.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

PUBLIC TRUSTEE (CONTINUED) 1000-10300

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Public Trustees platform is migrating from Amazon Workspace to Weld County. This conversion gives Weld County, versus a 3rd party, full access to manage and improve website, file management, accounting/reporting, and all aspects of Public Trustee operations. Strategic Priority #6; Enhance accessible communication, outreach and awareness.
2. Hire (approved) and train new Public Trustee position.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Secure vendor for online foreclosure auctions.
2. Implement Treasurer tax lien sales into Public Trustee
3. Crosstrain for all bookkeeping processes

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Foreclosures	407	500	500
Releases	9,154	9,000	9,000
Efficiency Measures			
FTE's per 10,000/capita	0.070	0.068	0.067
Per capita contribution	$0.62	$0.67	$0.65

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: CLERK TO THE BOARD

BUDGET UNIT TITLE AND NUMBER: Clerk to the Board -- 1000-10400

DEPARTMENT DESCRIPTION: The Clerk to the Board records all meetings and hearings of the County Commissioners and manages all official records of the Board concerning land use, special districts, liquor licenses, property tax abatements, road right-of-way vacation petitions, and County Board of Equalization.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 673,174	$ 750,571	$ 750,571	$ 750,571
Supplies	54,346	72,100	72,100	72,100
Purchased Services	21,850	34,125	34,125	34,125
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 749,370	$ 856,796	$ 856,796	$ 856,796
Revenue	1,031	0	0	0
Net County Cost	$ 748,339	$ 856,796	$ 856,796	$ 856,796
Budgeted Positions	7.00	7.00	7.00	7.00

SUMMARY OF CHANGES: No changes requested for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

CLERK TO THE BOARD (CONTINUED) 1000-10400

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. *Priority 3.D – Maximize partnerships and involvement with non-profit and private sectors to solve infrastructure challenges. Specifically, inventory of all contracts, agreements, memorandums of understanding, etc. complete by all departments by December, 2024.* Prepared, published, indexed, and scanned all Commissioner Agendas, Minutes, Ordinances Land Use Hearings, Liquor Licenses, Road Right-of-Way Petitions, and Oil and Gas records, as well as, all related documents within the specified timelines.
2. *Priority 6.A – Provide mobile/digital access to applicable County services and investigate opportunities to integrate with existing systems.* Completed onboarding for the Departments of Human Resources, Extension, Accounting and Print Shop to implement use of the existing Contract Management System (OnBase) for digital document routing and review processing.
3. *Priority 5.A – Review process and procedures to ensure that citizens and communities receive best and most cost-effective services, specifically to identify and prioritize between one and three processes or procedures for revision/streamlining annually, beginning in 2024.* Supported the Assessor's Office with second year of transition to conduct annual County Board of Equalization process within the statutory deadlines, while also incorporating the use of independent referees with experience in property valuation to conduct public hearings regarding property valuation and classification, make findings, and submit recommendations to the Board of Equalization for its final approval.
4. *Priority 4.D – Provide training and opportunities that support career advancement and foster new ideas and innovation.* Retained a full office staff, conducted additional cross-training and succession planning, and increased office efficiency through full coverage of responsibilities during scheduled absences.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. *Priority 2.A – Continue to review County Code and policies to improve customer experience.* Specifically, work with new personnel and MuniCode to increase speed at which supplements are completed and published for public use.
2. *Priority 3.D – Maximize partnerships and involvement with non-profit and private sectors to solve infrastructure challenges.* Specifically, inventory of all contracts, agreements, memorandums of understanding, etc. complete by all departments by December 31, 2025.
3. *Priority 5.A – Review process and procedures to ensure that citizens and communities receive best and most cost-effective services.* Specifically, increase administrative tasks being automated by use of software by December 31, 2025. Participate in software upgrade, as necessary (Power2Pay), to ensure compatibility with the new Countywide ERP system.
4. *Priority 6.C – Centralize and formalize communications and marketing processes for all departments.* Specifically, County Code will be updated, as needed, to ensure alignment with formalized communications processes by March 31, 2025, and review bi-annually thereafter. Draft and propose updates to Chapter 2 Administration of the Weld County Code, to incorporate and be consistent with new Consent Agenda policies and various departmental and procurement policy changes.

CLERK TO THE BOARD (CONTINUED) 1000-10400

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Number of meetings/hearings transcribed	160	190	205
Number of documents optically scanned	3,716	4,200	3,800
Number of BOE appeals processed	120	400	150
Efficiency Measures			
FTE’s per 10,000/capita	0.225	0.198	0.194
Per capita cost (county support)	$2.03	$2.20	$2.37
Cost per meeting/hearing	$4,369.01	$4,086.93	$4,895.98

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: CLERK AND RECORDER

BUDGET UNIT TITLE AND NUMBER: Recording/Administration -- 1000-11100

DEPARTMENT DESCRIPTION: The Recording Department records, scans, retrieves and reproduces copies of legal documents, and issues marriage licenses.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 964,889	$ 1,014,159	$ 936,190	$ 936,190
Supplies	3,317	115,045	119,145	119,145
Purchased Services	39,058	78,770	79,670	79,670
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 1,007,264	$ 1,207,941	$ 1,135,005	$ 1,135,005
Revenue	8,465,973	10,500,000	10,500,000	10,500,000
Net County Cost	$ - 7,458,709	$ - 9,292,026	$ -9,364,995	$ -9,364,995
Budgeted Positions	6 FTE Recording 3 FTE Admin.	6 FTE Recording 3 FTE Admin.	5 FTE Recording 3 FTE Admin.	5 FTE Recording 3 FTE Admin.

SUMMARY OF CHANGES: There is a reduction of 1.0 FTE approved by the board in early 2024. This is a reduction of $79,969 to Recording, but a corresponding increase in Motor Vehicle. The $4,100 increase in Supplies is specific to the software maintenance contracts and verified by IT.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

CLERK AND RECORDER
(CONTINUED)
1000-11100

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:
1. Purchase service or items using the recording technology fund to improve customer service.
2. Continue to meet statutory guidelines.
3. Continue high customer service rating.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:
1. **Ensure Healthy, Safe, and Livable Communities:** Self-sufficiency with e-filing documents and feeding other departments documentation such as subdivision and annexation plats to ensure public safety in our growing communities.
2. **Balance Growth and Development:** Ease of research to search and purchase records online to support businesses, municipalities, and land/homeowners.
3. **Plan for Resilient Infrastructure, Facilities, and Resources:** Maintaining historical and current documents so they may be accessed in perpetuity.
4. **Be an Employer of Choice:** Employees to have access to continuing education with tuition assistance, attend online and in-person training provided by the County, and opportunities to attend National and State conferences. This allows us to build leadership and advancement opportunities to foster new ideas and innovation.
5. **Provide Excellent, Cost-Effective Service Delivery:** Eighty-seven percent of documents are E-recorded. There is no need to hand deliver or mail documents to be recorded. E-Recording offers protection from natural disasters because it is more resilient and secure.
6. **Enhance Accessible Communication, Outreach, and Awareness:** Continue education around recording documents and protection against fraud.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Number of documents recorded	84,703	59,293	65,000
Number of copies produced	16,892	15,000	16,000
Number of marriage licenses issued	2,028	2,100	2,200
Efficiency Measures			
FTE’s per 10,000/capita – Recording	0.290	0.254	0.249
Per capita contribution	$2.52	$3.22	$3.34
Number of documents recorded per FTE	9,411	6,588	7,222

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: CLERK AND RECORDER

BUDGET UNIT TITLE AND NUMBER: Elections -- 1000-11200

DEPARTMENT DESCRIPTION: The Elections Department conducts primary and general elections every two years, conducts voter registration, maintains records alphabetically and by precinct, conducts schools for election judges, provides supplies for elections, issues certificates of registration for proof of age and citizenship for international travel, services municipal clerks, school districts, special districts, and conducts special elections each November in the off year. Starting in 2020 there will be a Presidential Primary every four years.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 629,251	$ 1,943,780	$ 1,040,310	$ 1,040,310
Supplies	801,179	1,185,500	569,500	569,500
Purchased Services	290,562	465,711	380,833	380,833
Fixed Charges	4,788	45,000	45,000	45,000
Capital	172,125	0	0	0
Gross County Cost	$ 1,897,905	$ 3,639,991	$ 2,035,643	$ 2,035,643
Revenue	733,129	600,000	600,000	600,000
Net County Cost	$ 1,164,776	$ 3,039,991	$ 1,435,643	$ 1,435,643
Budgeted Positions	7.0	7.0	7.0	7.0

SUMMARY OF CHANGES: The decrease of $1,599,348 is typical in an odd year where only one election is scheduled in the fall of 2025. All expenses associated with the multiple elections have been removed.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

ELECTIONS (CONTINUED)
1000-11200

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:
1. Conduct a Presidential Primary Election.
2. Conduct a Primary Election.
3. Conduct a General Election.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:
1. **Ensure Healthy, Safe, and Livable Communities:** Collaborate and involve community to build a strong volunteer base to conduct elections.
2. **Balance Growth and Development:** Hold secure fair and transparent elections to make sure the will of the people is known.
3. **Plan for Resilient Infrastructure, Facilities, and Resources:** The Department of Homeland Security has designated elections systems part of our nation's critical infrastructure. Continue working with county stakeholders to make sure the Elections Department has the resources to ensure safe and secure elections.
4. **Be an Employer of Choice:** Provide training opportunities such as state certification and attend conferences to continue building leadership and advancement opportunities to foster new ideas and innovation.
5. **Provide Excellent, Cost-Effective Service Delivery:** Continue voter outreach in our community. Participate in national and state involvement for best practices and policies.
6. **Enhance Accessible Communication, Outreach, and Awareness:** Increase awareness through voter education by engaging with the public in person and communication platforms.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Number of voter transactions	426,279	447,593	469,973
Revenue generated from elections	$430,119	$250,000	$600,000
Efficiency Measures			
FTE'S per 10,000/capita	0.203	0.198	0.194
Per capita cost (county support)	$4.02	$4.13	$8.41
Transactions per FTE	60,897	63,942	67,942

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: CLERK AND RECORDER

BUDGET UNIT TITLE AND NUMBER: Motor Vehicle - - 1000-11300

DEPARTMENT DESCRIPTION: Motor Vehicle collects registration fees, specific ownership tax, sales tax, and files chattel mortgages on motor vehicles, processes title applications, maintains files on all titles and license plates issued in Weld County, and provides law enforcement agencies with vehicle registration information.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 3,270,301	$ 3,938,408	$ 4,295,364	$ 4,203,035
Supplies	18,521	45,720	46,470	46,470
Purchased Services	388,412	398,012	430,647	430,647
Fixed Charges	2,031	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 3,679,265	$ 4,382,140	$ 4,772,481	$ 4,680,152
Revenue	0	0	0	0
Net County Cost	$ 3,679,265	$ 4,382,140	$ 4,772,481	$ 4,680,152
Budgeted Positions	46 Full-time 4 Temporary	51 Full-time	55 Full-time	54 Full-time

SUMMARY OF CHANGES: The budget request reflects an increase of $79,969 from a transfer of 1.0 FTE from Recording that was previously approved by the board, and the Clerk and Recorder is requesting three Auditor positions at Grade 25 and will cost $276,987 if approved. Supplies increased by $750 to reflect an increase of software maintenance from Nemo-Q and verified by IT. Purchased Services is up $32,635, made up of a 10% increase in postage expenses due to an increase in E-services and postage increase that will go into effect in July of 2024.

FINANCE/ADMINISTRATION RECOMMENDATION: Finance recommends adding two of the three FTE requested to see if the increase is sufficient to meet the workload. The additional positions are a policy issue for the board.

BOARD ACTION:

Clerk and Recorder Goals:
1. Look for additional purchased services to save employee time so they may assist more customers.
2. Continue coordination with the Department of Revenue for future developments to enhance customer service.
3. Enhance community outreach to educate the public.

MOTOR VEHICLE
(CONTINUED)
1000-11300

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Increased the number of appointments available to the public every day.
2. Renewal kiosks continue to be the most productive in the state.
3. Provided more E-Services on our website to reduce in-office visits.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. **Ensure Healthy, Safe, and Livable Communities:** Vehicle Roadworthiness to preserve and protect the safety and environment, Emissions Practices to protect the health and environment, and Fraud training and auditing positions for community policing to identify and divert crime.
2. **Balance Growth and Development:** Expand services at Business and Dealer Desk to attract and retain businesses/workforce.
3. **Plan for Resilient Infrastructure, Facilities, and Resources:** The accurate of collection of road and bridge fees. Over the last five years our office has collected $7,052,433.60 to help ensure resilient infrastructure.
4. **Be an Employer of Choice:** Provide training opportunities such as state certification and attend conferences to continue building leadership and advancement opportunities to foster new ideas and innovation.
5. **Provide Excellent, Cost-Effective Service Delivery:** Continue to expand online services in collaboration with the Department of Revenue to apply technologies to provide excellent services.
6. **Enhance Accessible Communication, Outreach, and Awareness:** Motor Vehicle education and service announcements around fraud and scams.

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Number of titles/registrations issued	420,673	483,774	493,239
FORT LUPTON BRANCH OFFICE: Number of marriage licenses issued	340	346	353
DEL CAMINO BRANCH OFFICE: Number of marriage licenses issued	183	187	193
Efficiency Measures			
FTE'S per 10,000/capita – DMV	1.420	1.414	1.410
Per capita cost	$9.65	$11.23	$12.12
Number of titles/registrations issued per FTE	8,413	9,675	9,671

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FINANCE AND ADMINISTRATION

BUDGET UNIT TITLE AND NUMBER: Treasurer - - 1000-12100

DEPARTMENT DESCRIPTION: The Weld County Treasurer takes custody of county funds, such as property taxes, and disbursing funds collected for the state, county school districts, municipalities, and special districts. The Treasurer deposits County funds with banks in the county and invests reserve funds as allowed by statute and approved by the Board of Commissioners.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 792,599	$ 1,001,483	$ 1,001,483	$ 1,001,483
Supplies	132,479	152,840	162,240	162,240
Purchased Services	316,040	401,400	388,600	388,600
Fixed Charges	0	-18,125	-18,125	-18,125
Capital	0	0	0	0
Gross County Cost	$ 1,241,118	$ 1,537,598	$ 1,534,198	$ 1,534,198
Revenue	10,226,735	9,550,000	12,050,000	12,050,000
Net County Cost	$ - 8,985,617	$ - 8,012,402	$ -10,515,802	$ -10,515,802
Budgeted Positions	10	10	10	10

SUMMARY OF CHANGES: The total request for 2025 reflects a decrease of $3,400. “Supplies” and “Purchased Services” offset each other – moving contracted expenses from Purchased Services into Software maintenance. Other expenses were reduced for efficiencies, such as a decrease in travel expenses with an increase in Training to allow for new staff to do more online or web-based training, as a part of career development within the Strategic plan.

Revenue also increased to reflect the increase in tax revenues collected and processed by the Treasurer’s Office for the entire county. The overall impact is over a $2 million benefit to Weld County.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

TREASURER (CONTINUED) 1000-12100

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Implemented cross training for all positions - Strategic Priority #5, to provide responsive, innovative, and cost-effective services.
2. Implemented online chat function – Strategic Priority #5, to provide responsive, innovative, and cost-effective services.
3. Transitioned Public Trustee to Weld.gov environment (website, QuickBooks, email, release & foreclosure software)
4. Reclassified 2 positions to better meet the internal needs of the office.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. WorkDay implementation - Strategic Priority #5, to provide responsive, innovative, and cost-effective services
2. WorkDay combine Treasurer general ledger into WorkDay - Strategic Priority #5, to provide responsive, innovative, and cost-effective services
3. Consolidate all online, Integrated Voice Response (IVR), and point of sale to one vendor - Strategic Priority #6, enhance accessible communication, outreach, and awareness.

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Property Tax Collected	\$1.4 B	\$1.8 B	\$1.50 B
Percentage of Property Tax Collected	99.48%	99.50%	99.50%
Efficiency Measures			
FTE’s per 10,000/capita	0.279	0.273	0.267
Per capita contribution	\$3.47	\$4.20	\$4.09

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: ASSESSOR'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Assessor's Office - - 1000-13100

DEPARTMENT DESCRIPTION: The Assessor's Office discovers and lists all real and personal property in Weld County; maintains accurate public records, including ownership history, parcel values and parcel maps; completes appraisals of all real and personal property using statutory mandates and mass appraisal techniques; completes statutory reports and certifications for Weld County taxing authorities for use in the property tax system; and completes and delivers an accurate tax warrant to the Treasurer for collection of property taxes.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 3,781,622	$ 4,449,845	$ 4,529,267	$ 4,529,267
Supplies	251,610	332,850	303,150	303,150
Purchased Services	353,112	244,344	244,444	244,444
Fixed Charges	0	0		
Capital	0	0		
Gross County Cost	$ 4,386,344	$ 5,027,039	$ 5,076,861	$ 5,076,861
Revenue	73,020	60,500	60,500	60,500
Net County Cost	$ 4,313,324	$ 4,966,539	$ 5,016,361	$ 5,016,361
Budgeted Positions	39.5	41.5	41.5	41.5

SUMMARY OF CHANGES: Salaries are increasing to reflect the request for 4 reclassifications: Chief Appraiser, Commercial Appeals Appraiser, Senior Valuation Analyst, and Senior Administrator. These reclassifications will result in a better distribution of the workload and ensure adequate resources for continued accuracy in the valuation and taxation processes. Supplies decreased due to the discontinuation of one software. Purchased services remained the same. All changes result in a net increase of $49,822.

FINANCE/ADMINISTRATION RECOMMENDATION: The reclassifications are policy issues for the board. Recommend approval.

BOARD ACTION:

ASSESSOR
(CONTINUED)
1000-13100

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Number of parcels (including personal property, OG equipment and SA)	188,795	189,500	191,500
Number of administrative updates to database	160,000	165,000	170,000
Tax Authorities	597	610	625
Number of Permits reviewed	7,800	7,200	8,000
New Construction units added	3,100	3,700	4,300
Sales Verification	14,000	16,000	17,000
Efficiency Measures			
FTE's per 10,000/capita	1.103	1.133	1.107
Per capita cost (county support)	$11.62	$13.56	$13.38
Cost per parcel	$22.05	$26.21	$26.20
Parcels Per FTE	4,779	4,566	4,614
Effectiveness Measures (desired results)			
Deed Processing Time (days)	5	5	5
Requests for Information per FTE	825	825	825
Percent of Properties Site Reviewed	5%	5%	5%
Assessment Levels compared to market value	100%	100%	100%

ASSESSOR (CONTINUED) 1000-13100

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Create an accessible, secure process for primary ownership applications that is efficient for property owners (This was carried over from 2024 budget however this program is not needed as a result of legislative changes). Aligns with Strategic Priority #5 – Provide Excellent, Cost-Effective Service.
2. Develop public outreach program to ensure all property owners apply for available property tax reduction programs, including senior portability and owner-occupied discounts. Aligns with Strategic Priority #6 – Enhance Accessible Communication, Outreach and Awareness.
3. Develop expanded appeal program and streamline BOE appeal and hearing process to improve efficiency and accessibility. Aligns with Strategic Priority #5 – Provide Excellent, Cost-Effective Service.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Develop sales comparison value review process that identifies appropriate residential comparables and tests value prior to taxpayer notice of value. The intent is to have another method for verifying value to ensure accuracy and minimize value adjustments during appeals. Aligns with Strategic Priority #5 – Provide Excellent, Cost-Effective Service.
2. Identify opportunities for collective communications with municipal planning departments and establish expectations for mapping correct parcel ownership based on conveyance and dedication documents. Aligns with Strategic Priority #6 – Enhance Accessible Communication, Outreach and Awareness.
3. Develop Intranet page for Assessor's Office employees that includes notices, standard procedures, reference materials, and calendar items to improve internal communication. Aligns with Strategic Priority #6 – Enhance Accessible Communication, Outreach and Awareness.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: COUNTY COUNCIL

BUDGET UNIT TITLE AND NUMBER: County Council - - 1000-14100

DEPARTMENT DESCRIPTION: Weld County's Home Rule Charter provides for a five-member, unsalaried County Council chosen in non-partisan elections. Major responsibilities of the Council are setting salaries of all elected officials, filling vacancies in the Board of County Commissioners, reviewing county government and making periodic reports to the citizens, and authorizing an increased levy in ad valorem taxes if requested by the County Commissioners.

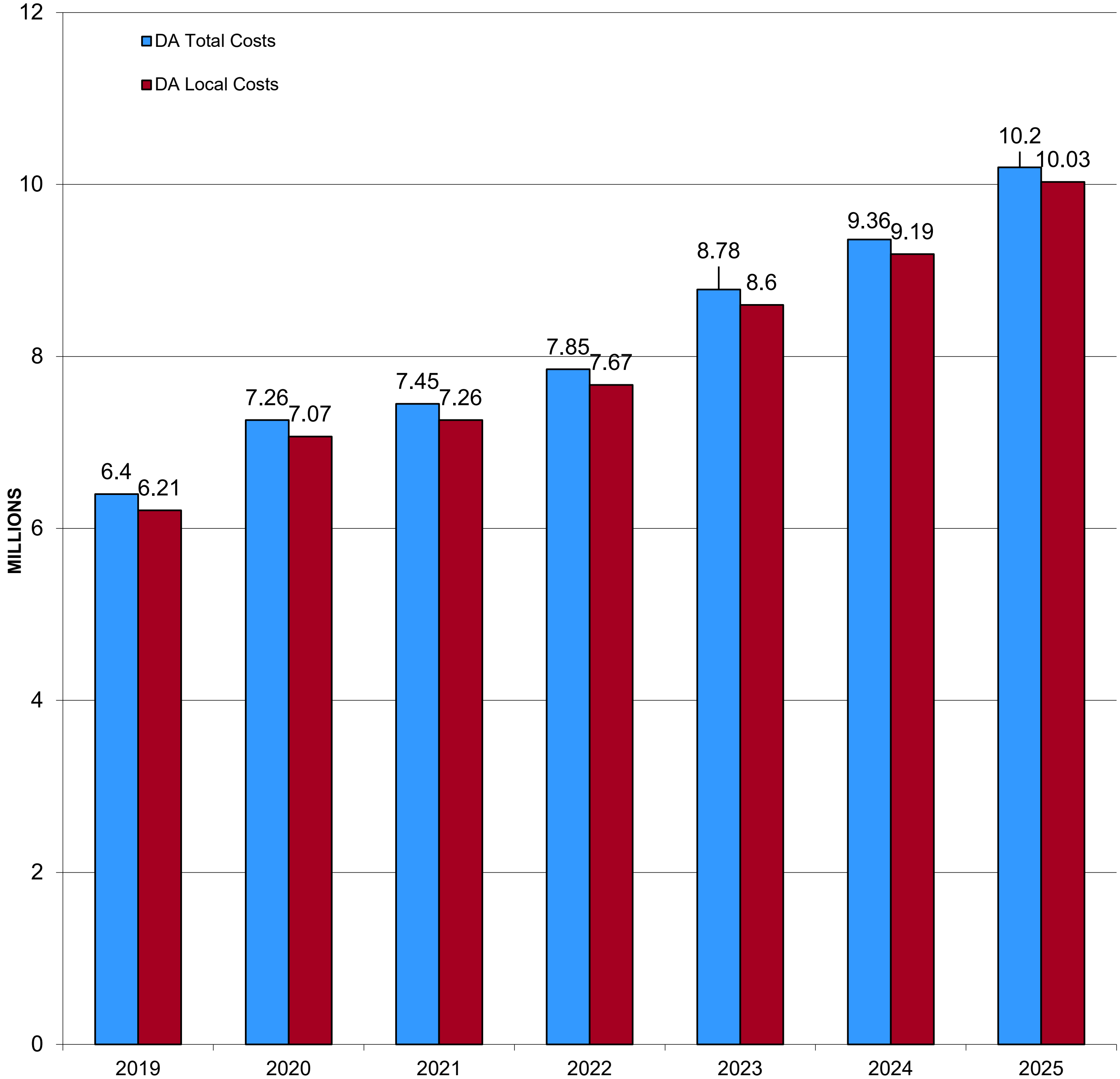
RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 29,397	$ 30,748	$ 30,748	$ 30,748
Supplies	0	300	300	300
Purchased Services	909	31,900	31,900	31,900
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 30,306	$ 62,948	$ 62,948	$ 62,948
Revenue	0	0	0	0
Net County Cost	$ 30,306	$ 62,948	$ 62,948	$ 62,948
Budgeted Positions	1 PT	1 PT	1 PT	1 PT

SUMMARY OF CHANGES: No changes requested for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

SEVEN YEAR TREND
District Attorney's Office



BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DISTRICT ATTORNEY

BUDGET UNIT TITLE AND NUMBER: District Attorney - - 1000-15100

DEPARTMENT DESCRIPTION: The District Attorney's Office prosecutes crimes upon complaints of citizens or investigation and complaint of law enforcement agencies; answers all criminal complaints of the people; handles such civil matters as juvenile actions and non-support actions; serves as attorney for all county officers, except the County Commissioners; and handles consumer fraud and welfare fraud complaints.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 7,928,018	$ 9,057,642	9,763,038	9,783,534
Supplies	60,026	58,309	160,018	160,018
Purchased Services	231,182	246,973	252,460	252,460
Fixed Charges	-8,150	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 8,211,076	$ 9,362,924	$10,175,516	$10,196,012
Revenue	170,174	171,270	$167,270	$167,270
Net County Cost	$ 8,040,902	$ 9,191,654	$10,008,246	$10,028,742
Budgeted Positions	65.00	65.00	69.00	69.00

SUMMARY OF CHANGES: The largest change is in Personnel Services, and is reflected with a reclassification of DA Investigator II (7 positions) from Grade 40 to Grade 45 for a total Increase $103,669. A reclassification of 1.0 FTE as DA Chief Investigator from Grade 44 to Grade 51 for a total Increase $26,358. The increase 1.0 FTE at Grade 49 as a Deputy District Attorney III – Intake for an increase of $155,689. The Personnel Services also includes the 2024 mid-year approval of three additional FTE positions and one reclassification requests that totaled $482,037.

Also reflected in Supplies is an increase in software maintenance for Axon Justice Premier for $101,718, and other adjustments to various line items were made.

FINANCE/ADMINISTRATION RECOMMENDATION: The position reclassifications are policy issues for the board. The point-factor review and market analysis support an increase of the DA Investigator II positions from Grade 40 to Grade 44 (for a total increase of $91,931). The Chief Investigator is supported at a Grade 48 for a total increase of $14,496. And, in July 2024, the board was asked to revisit the upcoming elected term salaries for the District Attorney, and the recommended budget includes the 2025 salary agreed on by the board, showing an increase of approximately $44,126 for salary and benefits.

BOARD ACTION:

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: *As a state official the District Attorney does not provide workload measures or goals in the budget document.*

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DISTRICT ATTORNEY

BUDGET UNIT TITLE AND NUMBER: Juvenile Diversion -- 1000-15200

DEPARTMENT DESCRIPTION: The Juvenile Diversion unit reviews and recommends charges in juvenile cases to reduce the juvenile caseloads for the Courts and Probation. The counseling component provides supervision, counseling, an apology letter to victim, restitution payments, community service hours, and a variety of groups and other services to juvenile offenders who would otherwise be prosecuted through the Courts.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 197,320	$ 216,422	$216,422	$216,422
Supplies	616	764	764	764
Purchased Services	5,708	1,505	1,505	1,505
Fixed Charges	0	0	0	0
Gross County Cost	$ 203,644	$ 218,691	218,691	218,691
Revenue	182,148	157,000	172,300	172,300
Net County Cost	$ 21,496	$ 61,691	$46,391	$46,391
Budgeted Positions	1.5	2.5	2.5	2.5

SUMMARY OF CHANGES: The allocation from the state to support this work has increased.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommendation approval.

BOARD ACTION:

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: *As a state official the District Attorney does not provide workload measures or goals in the budget document.*

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DISTRICT ATTORNEY

BUDGET UNIT TITLE AND NUMBER: Victim Witness Assistance -- 1000-15300

DEPARTMENT DESCRIPTION: The Victim Witness Assistance Unit provides services for victims of crime through the Federal Victims of Crime Act, Victim Assistance Law Enforcement, Crime Victim Compensation and the Victims' Rights Amendment. The VW Program provides services to all victims/witnesses involved in cases being prosecuted through the District Attorney's Office. Crime Victim Compensation provides monetary assistance to eligible crime victims who have reported the crime to a law enforcement agency.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 1,392,807	$ 1,514,479	$ 1,524,804	$ 1,524,804
Supplies	93	300	385	385
Purchased Services	173,801	33,200	33,050	33,050
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 1,566,701	$ 1,547,979	$ 1,558,239	$ 1,558,239
Revenue	666,357	616,936	507,991	507,991
Net County Cost	$ 900,344	$ 931,043	$ 1,050,248	$ 1,050,248
Budgeted Positions	16.0	16.0	16.0	16.0

SUMMARY OF CHANGES:
Personnel:
The VW Unit currently has 16 FTE staff. One request for staff reclassification has been submitted due to increased skills required for the job duties. This request will increase the position cost by 15.97% or approximately $10,325. This position is for a statutorily mandated program. The unit continues to utilize interns to reduce costs and assist as available. The Crime Victim Compensation is dependent upon the assistance of volunteers to keep application entry within the required state time frames.

Purchased Services:
Even while costs increase nationally, the unit has been able to maintain the same level of purchased services, and reduced expenses to offset increases in costs. This is primarily due to the number of victims utilizing on-line access for both court notifications and Crime Victim Compensation forms which decreases printing and other purchased services.

Revenue:
Revenue for the program comes from the following sources: VALE grant ($156,200), VOCA Grant ($232,791), VALE Administrative Fund ($56,500), and Crime Victim Compensation Administrative Funds ($58,000). The Division of Criminal Justice notified all VOCA recipients that they will receive decreased funding for 2025. Originally, the decrease was estimated as potentially a 50% decrease. After the 2025 State Budget was finalized, the decrease is 28.9% of the grant. This decrease is due to significant cuts in the level of federal surcharges paid into the VOCA fund.

VICTIM WITNESS ASSISTANCE (CONTINUED) 1000-15300

SUMMARY OF CHANGES: (continued)

Many federal changes were implemented to assess diverted cases, but it will not be a quick fix. All the positions in the Victim Witness department provide services to assist the office in complying with the Victims Rights Act. In addition to the statutory mandate, the unit serves to assist Weld County citizens at what is often their lowest points in life. The services are essential to providing victims support and justice as a result of the crime.

Both VALE Administrative Funds and Crime Victim Compensation Administrative Fund surcharges have continued to decrease in 2023 and 2024 to levels prior to 2007 income. This is due to compounding issues such as: more judges declaring indigency for offenders and waiving fees, less traffic fines are getting assessed, and more cases are diverted through a diversion program which do not pay fines. In the 2024 Colorado legislative session, the Crime Victim Compensation Administrative assessment was increased from 10% of offender fines to 20% of offender fines which will help offset the total decline. However, the VALE Administrative fund, which has traditionally accounted for the larger amount of income, continues to decrease.

FINANCE/ADMINISTRATION RECOMMENDATION: The position reclassification was supported by point-factor and market analysis. Recommend approval.

BOARD ACTION:

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: *As a state official the District Attorney does not provide workload measures or goals in the budget document.*

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FINANCE AND ADMINISTRATION

BUDGET UNIT TITLE AND NUMBER: Finance and Administration - - 1000-16100

DEPARTMENT DESCRIPTION: The Finance and Administration office provides financial and administrative support to the Board of County Commissioners.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 493,850	$ 830,090	$ 830,090	$ 1,076,698
Supplies	298	300	500	500
Purchased Services	5,826	19,200	25,000	30,000
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 499,974	$ 849,590	$ 855,590	$ 1,107,198
Revenue	0	0	0	0
Net County Cost	$ 499,974	$ 849,590	$ 855,590	$ 1,107,198
Budgeted Positions	2.5	4.0	4.0	5.0

SUMMARY OF CHANGES: The addition of two staff has led to some small increases in office supplies to support operations. The increase in Purchased Services is to allow for travel and conference attendance for other governmental accounting trainings and classes. Travel was increased to $1,500 per person to choose which seminars, conferences, or training events to be able to attend throughout the year.

FINANCE/ADMINISTRATION RECOMMENDATION: In August 2024, the board approved the addition of a Grade 63 Grant and Program Officer position, accounting for an additional $246,608 in Personnel Services, as well as an additional FTE. Staff included an additional $5,000 for travel and training for this additional position. Recommend approval.

BOARD ACTION:

FINANCE AND ADMINISTRATION (CONTINUED) 1000-16100

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Budget presentations to the board for 2025 showed vast improvements of connection to the county-wide strategic plan.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Continue to develop incentives for increasing commercial industry development in the county.
2. Continue to implement the ERP system with focus on Phase 2 – Finance.

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Excess revenue over expenditures	2.61%	3.00%	3.00%
Budgeted fund balance vs. actual variance	4.79%	3.00%	3.00%
Efficiency Measures			
FTE'S per 10,000/capita	0.087	0.071	0.111
Per capita cost (county support)	$2.69	$2.09	$2.35

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FINANCE AND ADMINISTRATION

BUDGET UNIT TITLE AND NUMBER: Accounting - - 1000-16200

DEPARTMENT DESCRIPTION: The Accounting Department oversees all general accounting functions and must maintain and produce accurate records for various departments' use to allow proper budgetary control. The department maintains records for grants in the County and assists in the annual audit by an independent auditor, issues County warrants, and provides budgetary control by processing supplemental appropriations, etcetera.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 980,254	$ 1,180,778	$ 1,206,309	$ 1,206,309
Supplies	196,416	184,000	199,760	199,760
Purchased Services	57,173	50,050	55,300	55,300
Fixed Charges	-8,596	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 1,225,247	$ 1,414,828	$ 1,461,369	$ 1,461,369
Revenue	0	0	0	0
Net County Cost	$ 1,225,247	$ 1,414,828	$ 1,461,369	$ 1,461,369
Budgeted Positions	8.0	9.0	9.0	9.0

SUMMARY OF CHANGES: The board approved a midyear reclassification of a vacant position from an Accountant I to an Assistant Controller at a Grade 57 for a cost increase of $25,531 per year. This is accounted for in the increase in Personnel and includes the increase in benefits. The increase in Supplies is due to existing software increases each year, as anticipated by IT at $15,760. The increase in Purchased Services includes $1,000 for postage to reflect historical expenses, $800 for shredding contract services, and $5,250 for training to account for staff turnover and new positions, as well as the Workday implementation that may require additional certifications in each department. Improved staff proficiency is vital during the Workday transition.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

ACCOUNTING
(CONTINUED)
1000-16200

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:
1. Expanded employee training opportunities for staff development and satisfaction.
2. Completed the 2023 Audited Financials and Popular Annual Financial Reports.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:
1. Implementation of the Financial sides of the ERP Workday Conversion.

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Number of Account Payable warrants issued	17,440	16,770	16,770
Average number of employees paid	1,920	1,950	1,99
Number of employees trained on General Ledger	150	150	150
Total Intergovernmental funds	$118.12M	$89.4M	$83.9M
Efficiency Measures			
FTE's per 10,000/capita	0.223	0.246	0.240
Per capita cost (county support)	$3.42	$3.86	$3.90
Account Payable warrants per week per A/P FTE	340	330	330
Employees paid monthly per Payroll FTE	960	650	667

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FINANCE AND ADMINISTRATION

BUDGET UNIT TITLE AND NUMBER: Homeland Security Grant – 7067-90100

DEPARTMENT DESCRIPTION: Weld County took fiscal ownership of the Department of Homeland Security regional grant in mid-2023. The grant will be in place for multiple years, and will roll up into the General Fund.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 46,641	$ 46,641	$ 46,641
Supplies	0	233,723		
Purchased Services	34,448	129,060		
Fixed Charges	116,350	363,750	495,444	495,444
Capital	0	0	0	0
Gross County Cost	$ 150,798	$ 773,174	$ 542,085	$ 542,085
Revenue	7,254	773,174	542,085	542,085
Net County Cost	$ 143,544	$ 0	$ 0	$ 0
Budgeted Positions	0	0.5	0.5	0.5

SUMMARY OF CHANGES: The grant for 2025 is Weld County's second full year as the fiscal agent, and is detailed in the grant documents to allow for full cost recovery. The program is managed by the Accounting office and the only significant changes for 2025 are that all expenses are reported as fixed charges for grant reporting purposes.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FINANCE AND ADMINISTRATION

BUDGET UNIT TITLE AND NUMBER: Purchasing - - 1000-16300

DEPARTMENT DESCRIPTION: The Purchasing department is responsible for all purchases whether by formal bid, telephone proposal, or quotation. The department maintains vendor bid list for all types of bidding and seeks approval from the Board of County Commissioners on all bids over $50,000.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 303,985	$ 422,573	$ 422,573	$ 422,573
Supplies	154	400	400	400
Purchased Services	2,383	10,250	9,450	9,450
Fixed Charges	0	0	0	0
Gross County Cost	$ 306,522	$ 433,223	$ 432,423	$ 432,423
Revenue	0	0	0	0
Net County Cost	$ 306,522	$ 433,223	$ 432,423	$ 432,423
Budgeted Positions	3.0	3.0	3.0	3.0

SUMMARY OF CHANGES: Small decreases in Purchased Services reflect stability in staff and less dollars needed for training and employee moves. Purchasing typically comes in under budget, so some potential excess dollars were removed, but still allows for training to occur, when necessary.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

PURCHASING (CONTINUED) 1000-16300

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Review and update County contact templates to reduce risk exposure.
2. Boost efficiency by creating standardized bid templates that also meet WCAG 2.1 accessibility requirements.
3. Collaborate, streamline, and reduce costs of recurrent office supply purchases.

2024 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Continue to improve paperless processes and removing duplicative processes.
2. Implement Workday in order to improve procurement process efficiencies.
3. Continue to leverage cooperative purchasing agreements to reduce spend while increasing efficiencies.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Number of formal bids presented to BOCC	217	200	200
Number of Purchase Orders placed	801	800	850
Efficiency Measures			
FTE’S per 10,000/capita	0.084	0.082	0.080
Per capita cost (county support)	$0.85	$1.18	$1.15
No. of formal bids/FTE presented to BOCC	67	67	50

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FINANCE AND ADMINISTRATION

BUDGET UNIT TITLE AND NUMBER: Human Resources -- 1000-16400

DEPARTMENT DESCRIPTION: Human Resources is responsible for setting up employment policies, rules, job classification, and compensation. Full scope employment efforts managed by Human Resources, with assistance given as needed, especially in the areas of recruiting, hiring, discipline and terminations. Training of staff including supervisors, managers and line employees play an important role in this department. The county's risk management and wellness programs are also funded in this budget unit.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 1,981,171	$ 2,685,717	$ 2,800,804	$ 2,789,521
Supplies	374,150	485,978	479,000	479,000
Purchased Services	194,279	668,200	283,400	283,400
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 2,549,600	$ 3,839,895	$ 3,563,204	$ 3,551,921
Revenue	0	0	0	0
Net County Cost	$ 2,549,600	$ 3,839,895	$ 3,563,204	$ 3,551,921
Budgeted Positions	19	23	22	22

SUMMARY OF CHANGES: Personnel was adjusted to accurately reflect previously approved changes including 1.0 FTE removed mid-year 2024, as well as three reclassification requests for the budget process, as staff has been requested to take on additional duties. Purchased Services and Supplies were both decreased to reflect the completion of the compensation study in 2024, and some minor decreases with Workday software as the implementation process is completed for Human Resources. The total budget request for 2025 is a 7% reduction from the approved 2024 budget.

FINANCE/ADMINISTRATION RECOMMENDATION: Two of the three requested reclassifications were removed by the department, to be addressed within the compensation strategy discussions to be held in 2025. The remaining reclassification is a policy issue for the board, as well as the increase in training for Workday certifications. Recommend approval.

BOARD ACTION:

HUMAN RESOURCES (CONTINUED) 1000-16400

The Human Resources department aligns with all 6 strategic initiatives of Weld County by supporting a modern workforce and staying on top of initiatives that attract and retain top talent. Each of the below goals will aid in our continued commitment to being an employer of choice. As an Employer of Choice, Weld must implement flexible, creative and diverse methods of attracting, training, and retaining a workforce that is skilled, dedicated and supporting employees in achieving their goals.

Mission Statement (Department of Human Resources)
Weld County Human Resources is a strategic business partner dedicated to enhancing the employee experience, collaborating with individual departments, and supporting the values and goals of Weld County Government.

Vision Statement (Department of Human Resources)
To cultivate a thriving workforce through exemplary leadership and strategic talent management, ensuring organizational success and employee fulfillment. Where passion meets purpose.

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:
1. Successfully launched new ERP Workday (6/16/2024)
2. Successfully completed a county-wide compensation study
3. Partnered with a new benefits partner – HUB International; ensuring Weld has a comprehensive and competitive benefits program to attract and retain top talent.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:
1. Focus on Leadership Development county-wide to assist with decreasing turnover
2. Work with the Board of County Commissioners to develop a competitive and equitable compensation strategy, taking the findings from the comp study.
3. Partner with vendors and IT to use analytics to predict and assess functional areas from employee retention to robust recruitment strategies to data needed to gauge the successfulness of our benefits/wellness programs. Technology will allow Weld to provide our workforce with a more enriching employment experience while providing 24/7 accessibility in a way that the modern workforce has come to expect.

HUMAN RESOURCES (CONTINUED) 1000-16400

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Authorized County positions (FTE'S)	1,868	1,951	2,000
Occupied FTE'S	1,757	1,885	1,950
Employees Terminated/Resigned/Retired	299	300	300
Employees Hired	304	415	425
Turnover Rate	16%	15%	15%
Efficiency Measures			
FTE'S per 10,000/capita	0.531	0.628	0.587
Per capita cost (county support)	$7.12	$10.48	$9.50
Personnel served per FTE	101	98	91

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FINANCE AND ADMINISTRATION

BUDGET UNIT TITLE AND NUMBER: Wellness Program - - 1000-16450

DEPARTMENT DESCRIPTION: The Wellness Program is a subsidiary of Human Resources that focuses on the health and well-being of all Weld County employees by addressing department as well as individual risk factors and building programming to reduce risk and promote a healthy lifestyle.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	49,247	49,500	101,000	101,000
Purchased Services	412,624	875,700	775,700	775,700
Fixed Charges	0	0	0	0
Gross County Cost	$ 461,871	$ 925,200	$ 876,700	$ 876,700
Revenue	0	0	0	0
Net County Cost	$ 461,871	$ 925,200	$ 876,700	$ 876,700
Budgeted Positions	0.0	0.0	0.0	0.0

SUMMARY OF CHANGES: Hinge Health was removed from the 2025 Budget request, reducing $150,000. There was an offsetting increase in software of $51,500 for the new wellness incentive platform, and an additional $15,000 for retirement and longevity appreciation.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommendation approval.

BOARD ACTION:

WELLNESS PROGRAM (CONTINUED) 1000-16450

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Continue to create engagement with preventative cardiovascular screening programs and screen approximately 550 employees annually.
2. Implement continual motor vehicle record monitoring program to include all county employees that operate a vehicle while performing essentials functions of their position.
3. Implement a new wellness portal to include an updated healthy rewards program for employees both enrolled in county sponsored health insurance and those who are not. A comprehensive healthy workforce is essential to ensuring services are provided to the citizens of Weld County.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Create wellness programming that focuses on population health and insurance plan performance improvement.
2. Create innovative safety and wellness programming that creates employee engagement and assists in establishing Weld County as an Employer of Choice and creating a culture of safety.
3. Implement county-wide drug and alcohol screening programs.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Wellness Incentive Program Completion	969	750	900
inBody Scans	1,548	1,800	1,800
IOME 50 Minute Counseling Sessions	856	900	900
Cardiovascular Screenings	535	550	550
Efficiency Measures			
Per capita cost (county support)	$1.29	$2.53	$2.34

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: PLANNING AND ZONING

BUDGET UNIT TITLE AND NUMBER: Planning and Zoning - - 1000-17100

DEPARTMENT DESCRIPTION: The Planning and Zoning department provides the Weld County Planning Commission and Board of County Commissioners with research and recommendations regarding land use decisions in relationship to the Weld County Comprehensive Plan, zoning, development review, and the issuance of land use entitlements. The department provides information, guidance, and assistance to Weld County citizens and jurisdictions with land use decisions and community development activities.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 2,797,604	$ 3,218,575	$ 3,232,179	$ 3,232,179
Supplies	3,209	15,750	27,810	27,810
Purchased Services	278,610	300,435	164,476	164,476
Contra Account	-525,386	-375,684	-375,684	-375,684
Gross County Cost	$ 2,554,037	$ 3,159,076	$ 3,048,781	$ 3,048,781
Revenue	416,771	350,000	350,000	350,000
Net County Cost	$ 2,137,266	$ 2,809,076	$ 2,698,781	$ 2,698,781
Budgeted Positions	25.0	25.0	26.0	26.0

SUMMARY OF CHANGES: Personnel Services included a mid-year 2024 approval requesting to not fill the 2023 approved shared Planning/Public Works Professional Land Surveyor position (Grade 45/1), based on changes to both departments and replace it with an annual on-call surveying contract. The position was requested and approved to be replaced with an Engineer I position (Grade 38/1) and was approved midyear by the board. The 2025 request includes two promotions of existing positions, resulting in a $13,604 increase in Personnel. The promotions are to reclassify the Engineer II position to an Engineer III due to obtaining the Certified Floodplain Certification and an Engineer Tech I to an Engineer Tech II. Not included in the request is the move of two positions from Engineering to Planning and will be adjusted in the final budget reconciliation.

Supplies are increasing by $8,060 to include one-time purchases of large monitors for Accela users, camera, TV, and small desktop scanners and printers. The increase also includes an additional $4,000 for clothing allowance to match Engineering's staff.

Workday is eliminating the need for Chargeback account, so the Contra Account dollars may be removed. The Purchased Services account the 2025 budget includes On-Call Surveying ($30,000) budget line-item, and $130,138 was removed to offset other increases.

FINANCE/ADMINISTRATION RECOMMENDATION: The reclassifications are policy issues for the board, and supported by point-factor review and market analysis. Recommend approval.

BOARD ACTION:

PLANNING AND ZONING
(CONTINUED)
1000-17100

PERFORMANCE MEASURES

	ACTUAL 2023	ESTIMATED 2024	PROJECTED 2025
Planning Activity			
Land Use Permits (USR, COZ, ZPAG, etc.)	186	152	150
Land Division Permits (FFD, MINF, LLA, etc.)	179	106	100
Total Number of Cases Processed	365	258	250
Pre-Application Meetings	253	300	300
Code Revisions	4	6	5
Small Business Incentive Program	2	0	2
Development Review Activity			
Grading Permits Issued	80	75	75
Access Permits Issued	623	590	575
IA's Project Collateral Dollars Collected/YR	$696,978	$5,750,000	$500,000
Number of Flood Hazard Dev. Permits (FHDP) Issued	73	75	75
Number of Flood Plain (FP) Permits Issued	29	35	35
Compliance Activity			
Number of complaints (COMP)	339	250	200
Number of violations initiated (CCV)	229	200	150
Number of violations closed	233	150	150
Violations referred to County Attorney's Office	71	50	50
Vouchers (Property clean up assistance)	13	10	100
Efficiency Measures			
FTE's per 10,000/capita	0.724	0.707	1.09
Per capita cost (county support)	$7.81	$7.67	$7.77

PLANNING AND ZONING (CONTINUED) 1000-17100

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. The department continues to update codes and policies that support *Balanced Growth and Development, Strategic Priority 2.* These improved processes align with *Strategic Priority 5, to Provide Excellent, Cost-Effective Service Delivery* to ensure county codes and policies continue to improve customer service and experiences.
2. Coordination with the Communications Department to help assist the department to *Enhance Accessible Communication, Outreach, and Awareness, Strategic Priority 6* by proactively communicating and engaging with communities, employees, and residents.
3. Perform a department audit to ensure services are adequately provided and staff workload is reasonable to accommodate.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Promote *Balanced Growth and Development, Strategic Priority 2* by revising the Coordinated Planning Agreements (CPAs) with our municipal partners to plan for the anticipated growth and development expected in Weld County.
2. Support *Priority 4 to be an Employer of Choice* by implementing creative and diverse methods for attracting and retaining department workforce that is skilled, dedicated and supports employees in achieving their goals by providing increased training opportunities and leadership programs for supervisory positions.
3. *Provide Excellent, Cost-Effective Service Delivery, Strategic Priority 5* by evaluating land use processes to ensure a streamlined, reasonable development procedure that promotes economic development to Weld County.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FINANCE AND ADMINISTRATION

BUDGET UNIT TITLE AND NUMBER: Community Development Block Grant - - 1000-17150

DEPARTMENT DESCRIPTION: The CDBG department administers the Community Development Block Grant program which is funded through an allocation from the U.S. Department of Housing and Urban Development.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 78,452	$ 99,514	$ 217,785	$ 99,514
Supplies	286	5,500	5,500	5,500
Purchased Services	6,821	68,443	35,300	35,300
Fixed Charges	248,007	1,004,228	969,048	1,070,996
Capital	0	0	0	0
Gross County Cost	$ 333,566	$ 1,177,685	$ 1,227,633	$ 1,211,310
17Revenue	32,577	1,177,685	1,211,310	1,211,310
Net County Cost	$ 300,989	$ 0	$ 16,323	$ 0
Budgeted Positions	1.5	1.0	2.0	1.0

SUMMARY OF CHANGES: The amount of revenue from HUD increased $140,913. Administrative expenses can total 20%, or $242,262 of the available funding to fully administer the grant program. Personnel services includes the addition of 1.0 FTE, a CDBG Analyst at a Grade 32. This position would report to the Senior CDBG Analyst and allow for more effective response times to agencies and federal reporting.

Fixed charges are reduced to only reflect grant dollars, and Overhead reimbursement is no longer feasible with the increase in personnel. Purchased Services were reduced to reflect the decreases in administrative expenses for 2025, but still reflect a county cost of $16,323.

FINANCE/ADMINISTRATION RECOMMENDATION: Finance recommends that the additional FTE be suspended until closer to the current employee expresses interest in retiring to double-encumber the position for less than a year. The fixed charges were increased to allow for more of the indirect cost to be recouped with the Grant and Program Officer position being funded under Finance.

BOARD ACTION:

COMMUNITY DEVELOPMENT BLOCK GRANT (CONTINUED) 1000-17150

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. In 2024, the CDBG Program received grant applications from three new communities. The Board awarded $969,048 in grants to the Town of Ault to replace a waterline; the Towns of Eaton and Evans for ADA ramp and sidewalk replacements; the Town of Platteville for Park Playground ADA Enhancements; and the town of Firestone for their Day of Service program providing minor exterior home repairs at no cost to low and moderate-income homeowners.

2. The CDBG Program continues to fulfill the county's strategic priorities. In addition to planning for resilient infrastructure, the program supports the strategic priorities of ensuring health, safe and livable communities and enhancing accessible communication, outreach and awareness through our proclamations, news releases, and social media campaigns highlighting CDBG funded projects.

3. In addition, the CDBG public participation plan and social media campaigns for public input enhanced civic and social engagement.

4. All contracts and agreements entered and tracked in OnBase in 2024.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Perform HNA for rural Weld County to inform affordable housing efforts thereby promoting self-sufficiency in LMI persons and improving their quality of life. (P1)
2. 90% of all contracts, agreements, memorandums of understanding etc. and entered and tracked in OnBase during 2024. (P3)
3. Increase social and/or civic engagement by 10% in 2024. (P6)

Relevant strategic priorities:

Priority 1: Ensure Healthy, Safe and Livable Communities; invest in innovative and collaborative community partnerships that promote self-sufficiency and enable people to improve their quality of life; none of the objectives fit, only the description of the strategy itself.

Priority 3: Plan for Resilient Infrastructure, Facilities and Resources; design, maintain, improve and protect the county's roads, bridges, buildings, facilities and resources to ensure safe, efficient access, use, transport, and availability by current and future generations in Weld County; objective A maximize resources to leverage infrastructure funding; objective D maximize partnerships with non-profits and private sectors to solve infrastructure challenges; ex. outcome measures 100% infrastructure meets or exceeds industry *(read Federal)* standards and 90% of all contracts, agreements, memorandums of understanding, etc., and entered and tracked using appropriate system by December 31, 2025.

Priority 6: Enhance Accessible Communication, Outreach and Awareness; objective B strive to ensure systems, services and facilities are accessible to communities.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FACILITIES

BUDGET UNIT TITLE AND NUMBER: Facilities -- 1000-17200

DEPARTMENT DESCRIPTION: Facilities maintains all county buildings and grounds in the areas of air conditioning, heating, plumbing, carpentry, painting, electrical, lawn and grounds care, furniture moves, snow removal, etc. This Department performs cleaning tasks in the Courthouse, Centennial Complex, Human Services Buildings, South County Services Building, Public Works Headquarters, North County Jail, Health Building, Training Center, Southwest Weld Administration Building, Public Safety Administration Building, Alternative Programs Building, Community Corrections Building, Regional Crime Lab, and Weld Business Park Administrative Buildings.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 4,556,553	$ 5,877,602	$ 5,877,602	$ 5,877,602
Supplies	621,010	860,300	867,000	867,000
Purchased Services	5,953,242	7,443,773	7,885,934	7,566,358
Fixed Charges	46,261	70,000	70,000	70,000
Contra Account	- 111,829	-300,000	-300,000	-300,000
Capital	0	0	0	0
Gross County Cost	$ 11,065,237	$ 13,951,675	$ 14,400,536	$ 14,080,960
Revenue	185	371,574	371,574	371,574
Net County Cost	$ 11,065,052	$ 13,580,101	$ 14,028,962	$ 13,709,386
Budgeted Positions	50.0	53.0	53.0	53.0

SUMMARY OF CHANGES*:* Increases in Supplies due to Small Items of Equipment increasing by $4,000 for a new printer as determined by the Print Shop, and Uniforms increasing by $2,700 to account for the rising inflation costs and more staff. Services increased by $442,161. Of which, $176,464 is for the contracted increases accounting for a 4% escalation each year. Increases in Outside Professional Services ($206,870) and Depreciation ($53,827) were increased based on actual expenses, and $5,000 was added to training to improve the knowledge, efficiency, and safety of staff and county workers.

FINANCE/ADMINISTRATION RECOMMENDATION: Finance removed $319,576 from Purchased Services, reflecting additional expenses already budgeted for in 2024.

BOARD ACTION:

FACILITIES
(CONTINUED)
1000-17200

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Responded to operational repair issues within 7 days of receipt and goal of completion within 30 days.
2. Completed 2023 capital projects within established budgets.
3. Ensured 100% infrastructure meets and/or exceeds industry standards.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Acquire project management software to establish formal review/report process for capital projects.
2. Finish Facilities Master Space Plan to formalize the 10-year Facilities Capital and Infrastructure plan.
3. Continue exploration and implementation of operational technologies departments need for mission success.

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Number of square feet maintained	1,767,712	1,767,712	1,767,712
Number of preventative maintenance work orders (PMs)	275	300	300
Number of tracked repair work orders	11,816	12,000	12,000
Efficiency Measures			
FTE'S per 10,000/capita	1.396	1.447	1.414
Per capita cost (county support)	$30.92	$37.07	$37.42
Cost per square foot	$6.26	$7.68	$7.94

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FACILITIES

BUDGET UNIT TITLE AND NUMBER: Weld Plaza Building - - 1000-17250

DEPARTMENT DESCRIPTION: The Weld Plaza Building was purchased in 2014 for future justice services and court related county offices. The building has excess space that will be leased until there is a county need. This budget accounts for the costs and rental revenues of the building.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	3,221	0	0	0
Purchased Services	348,378	0	0	0
Fixed Charges	865	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 352,464	$ 0	$ 0	$ 0
Revenue	846,009	0	0	0
Net County Cost	$ - 493,545	$ 0	$ 0	$ 0
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES: As of 2023, with the majority of tenants outside of county business were no longer renting space, the Weld Plaza expenses and revenues are being moved to Facilities.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: INFORMATION TECHNOLOGY

BUDGET UNIT TITLE AND NUMBER: Information Technology - - 1000-17300

DEPARTMENT DESCRIPTION: Information Technology provides the technology involving the development, maintenance, and use of computer systems, software, networks, and telecommunications for the processing and distribution of data support services to Weld County.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 8,026,612	$ 9,039,599	$ 8,563,441	$ 8,563,441
Supplies	4,219,182	4,082,461	4,725,807	4,320,807
Purchased Services	1,016,032	1,144,857	1,094,900	1,094,900
Fixed Charges	0	0	0	0
Contra Account	-2,585,339	-2,250,000	-2,204,331	-2,204,331
Capital	0	560,000	915,000	915,000
Gross County Cost	$ 10,676,487	$ 12,576,917	$ 13,094,817	$ 12,689,817
Revenue	0	0	0	0
Net County Cost	$ 10,676,487	$ 12,576,917	$ 13,094,817	$ 12,689,817
Budgeted Positions	54.0	56.0	54.0	54.0

SUMMARY OF CHANGES: The 2025 request includes a decrease of Personnel Services by $476,158 with two positions reduced to new steps, and 2.0 FTE sunset with the completion of Phase 1 of the Workday ERP implementation. The increase in Supplies is reflected in the addition of mobile device terminal (MDT) replacements for the Sheriff's Office at $171,600 and additional $75,000 for annual PC refresh and replacement docking stations and monitors based on historical expenses. Software contract increases adds an additional $246,346 in Supplies, and Small Items of Equipment is increasing for Network Communications and Data Center equipment that does not fall under Capital.

Services will experience a decrease of approximately $50,000 made up of the elimination of the InfoTech Group membership ($22,972) and negotiated improvements in phone contracts totaling approximately $25,000. There is also a decrease in training of $2,000 to reflect the reduction in staff.

FINANCE/ADMINISTRATION RECOMMENDATION: After reviewing the submitted IT projects with the Finance and Administrative team, it is recommended that the four lowest priority projects be delayed for further information and opportunities. That removed $405,000 from the category of Supplies. Recommend approval.

BOARD ACTION:

INFORMATION TECHNOLOGY (CONTINUED) 1000-17300

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Ensure Healthy, Safe and Livable Communities
   a. Enhance awareness, use and exchange of survey data, and other strategies across departments to support effective service provision.
      i. Assist Health department and staff by providing the tools necessary to develop and deliver the survey and display/sharing of the results.
      ii. Collaborate with the Health department to identify and define technology and resources needed to establish WCDPHE Mobile outreach objective.

2. Plan for Resilient Infrastructure, Facilities and Resources
   a. Plan for growth to balance capacity of infrastructure.
      i. Annual IT budget and project planning are dedicated to current future projections for growth.

      *If we want to continue prior goal description: "Budget consistency and re-evaluation through early procurement, review of potential cost increase and availability of equipment and services."

      *Cyber Security – Updating and evaluating resources used to provide more effective and efficient visibility into and management of client endpoints through segmentation and visibility.

   b. Use data and technology to develop project budgets, forecasts, and other department work plans.
      i. Respond to operational issues within department specified service level agreements or levels of services and provide annual report to leadership regarding levels of service and any barriers experiences over the past year.
         1. Review and update existing IT service levels clarifying and redefining response to end-user requests.
      ii. Ensure 100% of leadership and departments have access to available data and technologies needed to make informed decisions.
         1. Continuation and expansion of efforts to support departmental use of data and technologies through scheduled management meetings and annual project request processes.
      iii. Project accounting system implementation – IT will continue to serve and assist with the implementation of the Workday ERP system.

3. Provide excellent, cost-effective service delivery.
   a. Expand Business Process Analyst (BPA) capacity to evaluate department systems and process.
   b. Create mechanisms for feedback and dialogue with the community regarding projects, initiatives and service needs to increase awareness and understanding.
      i. Assist DHS with annual BPA project review and submission.
      ii. Develop internal infrastructure, support and resources needed to complete 100% of BPAs initiated during FY 2025.
      iii. Identify and prioritize between one and three processes or procedures for revision/streamlining in 2024.

INFORMATION TECHNOLOGY (CONTINUED) 1000-17300

4. Enhance accessible communication, outreach, and awareness.
    a. Provide mobile/digital access to applicable County services and investigate opportunity to integrate with existing systems.
        i. Implement and adhere to guidelines governing accessibility through HB21-1110.
        ii. Define and establish targets for increased use of County intranet.
        iii. Facilitate project implementation of updated and streamlined CTB Agenda Management Live Stream system.

        *General election preparation, maintenance and support of all on-premises and off-premises technology resources, including Ballot On-Demand, Signature Verification, Wait time indicators, data presentation.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Conduct Annual IT Risk Assessment - focusing on internal processes and technologies that are used to support and maintain the County's computing environment. Develop remediation plan to ensure identified risks are being categorized by criticality and setting specific tasks to ensure risks are being addressed and documented for future planning and/or budgetary discussions. Conduct internal and external penetration testing of mission critical systems and applications to ensure compliance such as HIPAA, PCI and CJIS requirements. Evaluate IT patch management processes and baseline progress of risk mitigation for all IT systems.

2. Enhance the client experience by incorporating cloud resources– through ongoing evaluation and implementation of new and existing technologies provided by vendors (Microsoft, Adobe, Application Vendors, etc.) as they continue development and availability of cloud services.

3. Managing computing devices is a critical component of the business of the County – the ability to react quickly to end-user issues requires a well-trained IT team and technologies that empower them to be proactive in response and provide the ability to be dynamic with how devices are deployed and configured. Being able to assist remotely saves time for both support staff and the end-user. The ability to inventory, audit and remotely install software to the County computing devices will optimize end-user and IT team time. Standardization of the device operating system (Windows OS) helps address security, support, and a consistent experience for end users.

4. Implement an Enterprise Resource Planning system (Phase 2) – that will allow for the collapsing of several systems, software application, and hardware platforms. Migrating legacy data from aging systems into a new platform will enable users of the systems to better interact with the data, communicate better with one another, and increase efficiencies within the administrative services departments.

5. Design and implement a fully-functional DR/BC site – at a strategic location. Establish network connectivity, install server environment, build and architect a secure storage system and enable the ability to have mission critical services established from the facility.

INFORMATION TECHNOLOGY (CONTINUED) 1000-17300

Mission Statement (Information Technology): The mission of the Weld County Information Technology (IT) Department is to provide responsive, adaptive, transformative, innovative, and cost-effective information technology solutions and services. This assists County departments and offices to successfully achieve their objectives. IT will assist with the implementation and support of technology solutions empowering the citizens of Weld County to access information and mission critical services in a comprehensive, responsive and effective manner.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Number of Computing Devices Supported	3,750	3,750	4,000
Number of Personal Computer systems installed/replaced	350	250	350
Number of IT Managed Projects	162	150	160
Number of Technical Support Calls/Month	1,400	1,400	1,500
Number of Virtual Servers Managed	325	325	330
Number of Application Managed	130	130	180
Efficiency Measures			
FTE'S per 10,000/capita	1.508	1.529	1.440
Per capita cost (county support)	$29.81	$34.33	$34.93

NOTE: INFORMATION TECHNOLOGY HAS A COMPREHENSIVE STRATEGIC PLAN AVAILABLE BY EMAILING: RROSE@WELD.GOV

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: INFORMATION TECHNOLOGY

BUDGET UNIT TITLE AND NUMBER: Geographical Information System - - 1000-17350

DEPARTMENT DESCRIPTION: Geographical Information Systems (GIS) provides the technical support for the development and maintenance of the Weld County geographical information system that serves the entire county and some outside entities.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	169,065	391,695	449,178	449,178
Purchased Services	3,256	3,660	3,160	3,160
Fixed Charges	0	0	0	0
Capital	0	0	8,000	8,000
Gross County Cost	$ 172,321	$ 395,355	$ 460,338	$ 460,338
Revenue	1,389	1,600	1,600	1,600
Net County Cost	$ 170,932	$ 393,755	$ 458,738	$ 458,738
Budgeted Positions	0	0	0	0

SUMMARY OF CHANGES: The increase in Supplies reflects contractual increases for the ESRI and EagleView Aerial Imagery software expenses, offset by removing consumable supplies and software no longer used. Small decreases in printing and phones allow for an overall reduction in Services. The plotter printer is due to be replaced, resulting in a one-time $8,000 purchase of capital equipment.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

GEOGRAPHICAL INFORMATION SYSTEM (CONTINUED) 1000-17350

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Revamped the Property Portal to a platform that leverages current technology to better meet citizen needs.
2. Reviewed and updated County mapping systems to meet standards of digital accessibility.
3. Collaborated with County Departments to ensure the GIS technology they are using is current and aligns with their business needs. This included development and deployment of new applications and integrations, as well as review and modifications to existing systems.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Leverage the benefits of the Esri Enterprise License Agreement to deploy innovative and cutting-edge GIS technology.
2. Review GIS systems and update or migrate from software and web mapping applications that are being retired or deprecated.
3. Ensure that new GIS applications adhere to digital accessibility standards.
4. Provide GIS support for initiatives that preserve, promote, and protect the health, safety, and environment of Weld County.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
# Parcels in Database	155,202	158,306	161,472
# Parcels Updated	3,220	3,104	3,166
# Available Coverage (Layers) in GIS	85	90	95
Efficiency Measures			
FTE'S per 10,000/capita	0.000	0.000	0.000
Per capita costs (County support)	$0.48	$1.07	$1.22

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: GIS is a division of Information Services, see goals for Budget Unit 1000-17300.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FINANCE AND ADMINISTRATION

BUDGET UNIT TITLE AND NUMBER: Printing and Supplies - - 1000-17600

DEPARTMENT DESCRIPTION: The Print Shop provides printing and supply support, mail processing, and courier services to the County.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 341,723	$ 411,005	$ 411,005	$ 411,005
Supplies	85,974	74,000	74,000	74,000
Purchased Services	55,883	69,500	70,500	70,500
Fixed Charges	0	0	0	0
Capital	18,896	0	60,000	0
Gross County Cost	$ 502,476	$ 554,505	$ 615,505	$ 555,505
Revenue	234,753	182,000	182,000	182,000
Net County Cost	$ 267,723	$ 372,505	$ 433,505	$ 373,505
Budgeted Positions	4	4	4	4

SUMMARY OF CHANGES: There is a slight increase of $1,000 in Purchased Services to accommodate the increase in expenses for the Print Shop van and gas prices. The other increase of $60,000 is a replacement of a large printer that has reached end of life and has a useful life of approximately 10 years.

FINANCE/ADMINISTRATION RECOMMENDATION: Finance recommends delaying the replacement of the large printer for at least one year. Recommend approval.

BOARD ACTION:

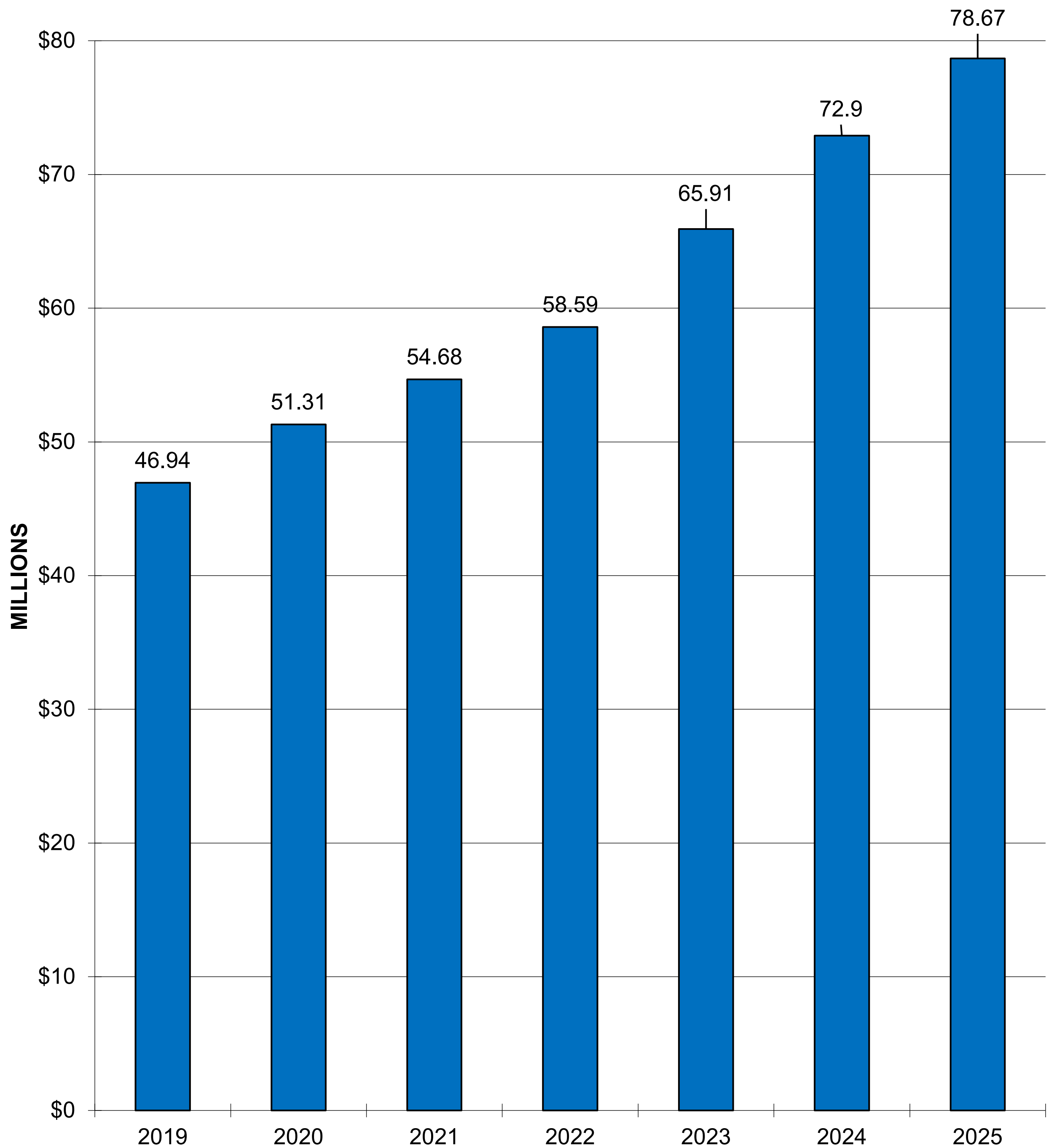
PRINTING AND SUPPLIES (CONTINUED) 1000-17600

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Print Orders	1,575	1,476	1,500
Mail Pieces	350,167	416,075	450,000
Supply Orders	234	300	250
Efficiency Measures			
FTE's per 10,000/capita	0.112	0.109	0.107
Per Capita cost (county support)	$0.75	$1.02	$1.16

SEVEN YEAR TREND

Sheriff's Office Local Costs



BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SHERIFF'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Summary All Departments

DEPARTMENT DESCRIPTION: See individual budget units.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 51,319,447	$ 57,970,427	$ 61,602,344	$ 61,635,541
Supplies	1,558,582	2,348,402	2,340,691	2,350,691
Purchased Services	11,641,594	14,939,931	16,368,334	16,885,333
Fixed Charges	-85,000	-85,000	-85,000	-85,000
Capital	94,797	121,600	169,200	169,200
Gross County Cost	$ 64,529,420	$ 75,295,360	$ 80,395,569	$ 80,955,765
Revenue	3,530,032	2,401,218	2,289,271	2,289,271
Net County Cost	$ 60,999,388	$ 72,894,142	$ 78,106,298	$ 78,666,494
Budget Positions	463.2	448.2	448.2	448.2

SUMMARY OF CHANGES: The Weld County Sheriff's Office (WCSO) is requesting an increase of $5,212,156, or 7.2%, in Net County Cost for 2025. A summary of the notable changes and brief justifications are listed below:

Revenues:
Revenues are projected to decrease in 2025 by $111,947, or 4.7% compared to 2024.

- $20,000 increase in concealed weapon permit fees due to slight increase in permit renewals and new permit issuance.
- $15,000 projected decrease in the Records Dept due to a true up of the revenue shift from Records to Dispatch for the Guard Terminal user fee; combined with a lower actual record revenue intake.
- $2,000 decrease in Patrol reimbursements due to decreases in grant funding.
- $9,090 increase in charges for Contract Services (AIMS Law Enforcement services contract). Adjusted to cover recent cost inflation.
- $20,000 increase in Civil revenue due to increased service volume.
- $1,730 decrease in Regional Lab revenue, applicable to slightly lower grant awards.
- $42,807 decrease for Victim Services due to a lower projected VOCA grant award.
- $30,000 decrease in Booking Unit due to lower booking fee revenue and lower expected revenue for jail services.
- $29,500 decrease in overall Inmate Services revenue, applicable to a decrease of $80,000 in the State Jail Based Behavioral Health Services contract award and $50,000 higher projected inmate telecommunication and commissary revenue.
- $40,000 decrease in cities & towns intergovernmental and Department of Corrections revenue due to shorter inmate jail stays.

SHERIFF'S OFFICE

Summary, Continued

Personnel:

WCSO will not add any additional FTEs to its workforce in 2025.
The Sheriff's Office personnel cost is projected to increase by $3,631,917 or 6.3%. This change is the result of the WCSO job classification restructure, approved by the Weld County Board of Commissioners on 04/24/2024.

- $129,653 increase in 21100 SO Admin
- $97,240 increase in 21120 Professional Standards
- $8,103 increase in 21140 Support Services
- $113,447 increase in 21150 Records
- $24,310 increase in 21160 Evidence
- $502,407 increase in 21200 Patrol
- $186,377 increase in 21205 Investigations
- $8,103 increase in 21210 Contract Services
- $56,723 increase in 21215 School resource Officer Program
- $24,310 increase in 21230 Animal Control
- $58,344 increase in 21130 Civil
- $40,517 increase in 21260 Regional Lab
- $16,207 increase in 21300 Victim Services Unit
- $16,207 increase in 21410 Drug Taskforce
- $243,100 increase in 21110 Booking
- $162,067 increase in 24410 Inmate
- $1,661,185 increase in 24415 Security
- $283,617 increase in 24420 Courts & Transport

Supplies:
Supplies are decreasing by $7,711.

- $50,591 increase in small equipment cost, including night vision head gear replacements, increase in cost to purchase/replace a trained K9, outfitting the jail and court with ballistic shields and overall higher prices due to inflation.
- $17,040 increase in software applications due to overall increased pricing and budgeting for additional licenses of existing Tracker software.
- $144,365 decrease in firearms and supplies because in 2024 additional staff and rifle equipment was budgeted whereas in 2025 no additional personnel needs are present.
- $8,998 decrease client supplies due to increased cost in inmate supplies.
- $63,625 increase in uniform and clothing, aligning projected cost with the actual cost to outfit cadets with a basic uniform.
- $14,396 increase in other operating supplies due to overall increase in purchase price for concealed carry supplies, and operational supplies for the Posse unit.

Purchased Services:
Purchased Services are increasing by $ 1,428,403 or 9.6%

- $38,000 increase in inmate transportation cost due to higher flight, hotel and rental car cost.
- $12,200 increase in vehicle towing due to higher service cost.
- $1,987 decrease in postage and printing cost.
- $5,875 increase in Subscription Services, reflecting a rising cost in existing electronic subscriptions.
- $4,106 increase in memberships.

- $10,650 decrease in other purchased services, projecting lower cost for yearly external car wash services.
- $263,136 increase in phone expense, including an organizational wide increase in contractual fees and aligning cost to actuals including a full year of 9 additional deputies (hired 2023/2024) and budgeting for 5 additional I-Phones for our court transport deputies. This increase also reflects additional sim cards for pole cameras and drone jet packs.
- $502,080 increase in inmate medical services cost due to contractual price increase and higher cost of prescriptions that exceeds the contractual set medical cap.
- $37,042 decrease in contract payments which is made up of $80,000 reduction in JBBS contract cost and a $43,000 projected increase in cost for the body worn camera service contract.
- $267,531 increase in other professional services, reflecting an increase of $5,000 for K9 insurance premiums, $34,000 increase in vet services contract, $251,000 increase in jail kitchen service contract, $20,000 increase in guest instructor cost and a $50,000 decrease in cost for the security contract in court, aligning it with the actual new established contract expense.
- $406,747 increase in vehicle cost incl Repair & Maintenance, fuel and depreciation. WCSO requested 12 Patrol replacement vehicles for its fleet.
- $30,800 decrease in training cost.
- $7,220 increase in local travel for the POST academy cadet travel to local training sites.

<u>Capital Equipment Requests</u>:
Capital equipment purchase requests are projected to increase by $47,600 vs 2024.Total capital equipment request is projected to be $169,200:

- $19,500 including new fingerprint scanner and commercial copier/printer replacements in SO Admin.
- $10,400 for 2 camera replacements in Patrol due to aged equipment.
- $100,000 for frequency boosters in Grover and Briggsdale. Currently no consistent radio service.
- $9,300 DME Forensic workstation replacement due to aged equipment.
- $30,000 for replacing three commercial copiers/printers in the booking and bond area of the jail.

FINANCE/ADMINISTRATION RECOMMENDATION: See individual unit requests.

BOARD ACTION: See individual unit requests.

COMBINED GOAL/DESIRED OUTCOMES

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Recruiting
    a. Continued to hire quality law enforcement staff through enhanced recruitment efforts to minimize staff vacancies and maintain the provision of high-level public safety services to the citizens of Weld County.
        i. Worked with BOCC to make WCSO a destination for law enforcement employees to improve employee retention and enhance public safety services to the citizens.
        ii. Continued the utilization of a grant funded advertising/recruiting campaign to increase recruiting efforts; through the course of the grant, we increased our applicant pool and increased the number of people we hired.
        iii. Implemented National Testing Network (NTN) in cooperation with Weld County Human Resources, to improve our hiring process. This decreased workload for HR recruiting, reduced the time it takes to test and hire an applicant, and applicants can test at their convenience from their homes, making it easier for applicants to apply.
2. Records
    a. Reduced the number of backlogged items in Records from 4866 to 1650.
    b. Reduced the backlog of the National Incident-Based Reporting System (NIBRS) entries by completing entries for all of 2022 and the first four months of 2023.
3. Evidence
    a. Completed the first drug destruction operation in the Evidence Unit since its inception in 2020. Also refined policy and County Code to allow for more streamlined evidence dispositions.
    b. Completed a transition in evidence management software to SAFE, to include all data migration.
4. Administrative staff worked in cooperation with Weld County Human Resources for the implementation of the Workday software.
5. Transitioned to a new uniform vendor at the beginning of the year and worked with them to establish better practices to outfit academies and staff members.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Recruiting
    a. Accomplish a better hiring to separation ratio. This will be done through the utilization of NTN and our own home-grown advertising campaign.
    b. Work with Weld County HR and other entities to improve staff retention.
2. Establish a training program utilizing the new and improved training areas at the Sam Brownlee Memorial Training Facility, upon its completion.
3. Establish and maintain a reasonable expectation of workload and performance in the Records Unit.
4. Establish and maintain a reasonable expectation of evidence dispositions in the Evidence Unit.
5. Continue to refine policy regarding administrative and internal investigations to stay in compliance with new legislation and best practices.
6. Focus on and refine the duties of the administrative team to provide more efficient customer service to the community.

SHERIFF'S OFFICE
DETENTIONS DIVISION
COMBINED GOAL/DESIRED OUTCOMES
KEY PERFORMANCE INDICATORS

Sheriff's Office Mission Statement: "To provide effective public safety services with honor and integrity."
Detentions Division Mission Statement: "To accept and lawfully hold prisoners in a safe, humane and wholesome environment that returns people to the community better, or no worse, than they arrived."

DESIRED OUTCOMES	PRELIMINARY PERFORMANCE OBJECTIVE/KEY PERFORMANCE INDICATOR(S)	ACTUAL	ESTIMATED	PROJECTED
SO DD 1-1: Inmates comply with facility rules and regulations	(1) Average number of rule violations per day in the jail.	6	7	8
	(2) The number of serious rule violations per day in the jail.	2	2	3
SO DD 1-2: Food service operations are hygienic, sanitary and provide a nutritional diet	(1) The number of meals served.	725,888	740,000	750,000
	(2) The number of documented inmate illnesses attributed to food service operations.	0	0	0
	(3) The number of inmate grievances about food service decided in favor of the inmate in the past 12 months.	6	6	7
SO DD 1-3: Actual secure bed occupancy is within reasonable operational jail capacity	(1) The average daily jail population in the past 12 months divided by the total number of general population beds available in the past 12 months.	44%	45%	49%
	(2) The number of sustained inmate grievances about confinement conditions.	10	11	12
SO DD 1-4: Inmates have access to a continuum of health care consistent with that available in the community	(1) The number of inmates with positive initial tests for TB, Hepatitis A, B, or C, HIV or MRSA.	8	5	6
	(2) The number of inmate deaths due to suicide or homicide.	0	0	0
	(3) Number of healthcare provider encounters	3,103	3,275	3,300
SO DD 1-5: Safe operation of the facility with the proper number of employees to ensure Inmate safety.	(1) The number of Deputy overtime sign-up to work a shift in the jail.	3,769	3,000	2,500
DESIRED OUTCOMES	PRELIMINARY PERFORMANCE OBJECTIVE/KEY PERFORMANCE INDICATOR(S)	ACTUAL	ESTIMATED	PROJECTED
SO DD 1-6: An investigation is conducted and documents sexual assault or threats reported in the jail.	(1) Number of sexual assaults reported in the jail population.	13	15	17
	(2) Number of reported sustained sexual assaults in the jail population.	0	0	0
SO DD 1-7: Contraband is minimized. It is detected when present in the facility.	(1) Percentage of personal searches conducted on intakes into facility.	100%	100%	100%
	(2) Percentage of times contraband is found while conducting personal searches on intakes into the facility.	<.1%	<.1%	<.1%

SHERIFF'S OFFICE
DETENTIONS DIVISION
COMBINED GOALS/DESIRED OUTCOMES
KEY PERFORMANCE INDICATORS

DESIRED OUTCOMES	PRELIMINARY PERFORMANCE OBJECTIVE/KEY PERFORMANCE INDICATOR(S)	ACTUAL	ESTIMATED	PROJECTED
SO DD 2-1: Secure county jail beds are used efficiently and effectively	(1) The average number of offenders released from jail within 24 hours of admission per day.	7	8	10
	(2) The average number of jail beds used per day for pre-trial detention	526	550	600
	(3) The average number of jail beds used per day for jail sentences.	65	90	100
	(4) The average number of jail beds used per day by inmates awaiting transfer to DOC.	16	12	10

SHERIFF'S OFFICE
PATROL DIVISION
COMBINED GOAL/DESIRED OUTCOMES
KEY PERFORMANCE INDICATORS

Patrol Division Mission Statement: "To provide effective public safety services with honor and integrity."

DESIRED OUTCOMES	PRELIMINARY PERFORMANCE OBJECTIVE/KEY PERFORMANCE INDICATOR(S)	ACTUAL	ESTIMATED	PROJECTED
SO PD 1-1: Proactively work to reduce crime	Total number of Violent Crimes Reported to CBI per 10,000 population.	8.37	8.78	9.22
	Total number of Property Crimes Reported to CBI per 10,000 population.	55.22	57.99	60.88
	Total patrol division FTEs per 10,000 population	2.44	2.52	2.65
SO PD 1-2: Identify crime trends and effectiveness of forensic science to reduce crime	Total submissions to the crime lab (Assigned)	3,555	3,614	3,752
	Total cases generated (completed)	3,185	4,671	6,157
	Total pieces of evidence processed	14,785	16,263	17,889
SO PD 1-3: Traffic Safety	Total traffic accidents in Sheriff's Office Jurisdiction	455	477	501
	Total traffic tickets (State and MTC)	1830	1875	1922
	Total written warnings	4383	4492	4604
	Traffic fatalities (all Weld County)	55	56	57
SO PD 1-4: Recover victim property	Maximize the rate of property recovery by monitoring the reported value of recovered property in relation to the reported value of stolen property (reported in NIBR for Sheriff's Office jurisdiction).	Recovered $4,025,31327 27% increase Stolen $12,318,395 44% increase Theft Recovery Rate 32.68%	Recovered $8,127,707 101% increase Stolen $16,983,363 43% increase Theft Recovery Rate 34.61%	Recovered $8,534,092 5% increase Stolen $16,134,194 5% decrease Theft Recovery Rate 36.5%
SO PD 1-5: Service of civil process	Total civil process served/attempted.	6,527	6,364	6,682

SHERIFF'S OFFICE
PATROL DIVISION
COMBINED GOALS/DESIRED OUTCOMES
KEY PERFORMANCE INDICATORS

DESIRED OUTCOMES	PRELIMINARY PERFORMANCE OBJECTIVE/KEY PERFORMANCE INDICATOR(S)	ACTUAL	ESTIMATED	PROJECTED
SO PD 2-1: Inform victims of restorative services available to them in the community	Advocate contacts for Sheriff's Office Service area	448	475	498
SO PD 2-2: Appropriate dissemination of public safety information	Number of required violent sexual offender notifications.	3	3	3
	Number of registered sex offenders for unincorporated Weld County and the jurisdictions serviced by the Weld County Sheriff's Office for sex offender registration.	220	250	262

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SHERIFF'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Sheriff's Administration Patrol - - 1000-21100

DEPARTMENT DESCRIPTION: The Administration Patrol Unit supports other budget units within the Sheriff's Office. This budget unit provides for policy development, formulation of written directives and overall direction by the Sheriff and upper agency staff. Typical activities performed within this budget unit include clerical staff support, agency service billing and accounting, agency procurement, Human Resources Department support, and lobby counter service access to the public.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 2,063,910	$ 2,381,857	$ 2,511,510	$ 2,511,510
Supplies	59,411	122,425	133,610	133,610
Purchased Services	153,236	189,455	259,565	259,565
Fixed Charges	0	0	0	0
Capital	0	13,500	19,500	19,500
Gross County Cost	$ 2,276,557	$ 2,707,237	$ 2,924,185	$ 2,924,185
Revenue	132,794	90,000	110,000	110,000
Net County Cost	$ 2,143,763	$ 2,617,237	$ 2,814,185	$ 2,814,185
Budget Positions	16.0	16.0	16.0	16.0

SUMMARY OF CHANGES: 2025 Net County Cost is increasing by $196,948 or 7.5%. This increase includes $129,653 in higher personnel cost, approved mid-year 2024 by the Board of Commissioners for deputies and specific support staff. Supplies increase by $11,185 and purchased services increase by $70,110, made up of $53,104 in phone service cost and $16,996 for small equipment replacements, shields, overall inflationary increase in supplies and services, along with increased cost in vehicle depreciation and repair. The capital request in the amount of $19,500 covers two printer replacements and one new fingerprint scanner. Revenue is adjusted to historical actuals, increasing slightly by $20,000, due to a higher amount of permit sales.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

SHERIFF ADMINISTRATION PATROL (CONTINUED) 1000-21100

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Press Releases (PIO)	15	25	35
Social Media Posts (PIO)	623	660	710
Vin Checks	1,614	1,900	2,000
Fingerprints	3,100	3,500	3,800
Concealed Handgun Permits Issued	5,370	5,600	5,900
CORA/CCJRA Requests and Releases	1,357	1,500	1,800
Efficiency Measures			
FTE's per 10,000/capita	0.447	0.437	0.427
Per Capita Net County Cost	$5.99	$7.14	$7.51

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Detention Division and Patrol Division Goals following Sheriff's Office Summary page.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SHERIFF'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Sheriff's Booking Unit - - 1000-21110

DEPARTMENT DESCRIPTION: The Booking Unit supports other budget units within the Sheriff's Office. This budget unit provides 24-hour data entry of prisoner information needed to complete the booking process. Additional responsibilities include managing prisoner property, money, inmate, and staff supplies, inmate mail processing, facilitating personal and professional visitation for inmates and lobby counter service access to the public. Revenue is generated from inmate telephone and commissary contracts.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 2,159,022	$ 2,553,838	$2,796,938	$2,796,938
Supplies	303,545	432,081	418,623	418,623
Purchased Services	43,322	60,330	60,830	60,830
Fixed Charges	0	0	0	0
Capital	0	0	30,000	30,000
Gross County Cost	$ 2,505,889	$ 3,046,249	$3,306,391	$3,306,391
Revenue	130,807	156,500	126,500	126,500
Net County Cost	$ 2,375,082	$ 2,889,749	$3,179,891	$3,179,891
Budget Positions	30.0	30.0	30.0	30.0

SUMMARY OF CHANGES: 2025 Net County Cost is projected to increase by $290,142 or 10%. The increase includes higher salary of $243,100 for deputies and specific support staff. The WCSO job classification restructure was approved by the Weld County Board of Commissioners in April 2024. Supply cost decreases by $13,458 due to lower software and lower inmate supply cost. Purchased services increase by $500 for higher repair cost. Capital cost of $30,000 includes printer replacements for booking/bond department. Revenue is projected to decrease by $30,000 due to shorter inmate stays which results in lower reimbursements from DOC and municipalities.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

SHERIFF BOOKING UNIT (CONTINUED) 1000-21110

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Output			
Inmate Book-In	9,315	9,400	9,550
Inmate Book-Out	9,125	9,200	9,350
Jail Inmate mail outs	14,988	14,000	14,000
Jail Inmate mail ins	17,318	16,000	15,000
Personal Remote Inmate Visitation	7,472	8,100	9,000
Personal Onsite Inmate Visitation	3,211	3,000	2,800
Professional Onsite Inmate Visitation	6,924	7,100	7,300
Fingerprinting of Public	2,860	3,000	3,150
Efficiency Measures			
FTE's per 10,000/capita	0.838	0.819	0.800
Per Capita Net County Cost	$6.63	$7.89	$8.48

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Detention Division and Patrol Division Goals following Sheriff's Office Summary page.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SHERIFF'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Sheriff's Professional Standards - - 1000-21120

DEPARTMENT DESCRIPTION: The Professional Standards Unit supports other budget units within the Sheriff's Office. This unit is responsible for the administration of the internal affairs investigative process, recruitment, and screening applicants for employment within the Sheriff's Office. Additionally, this unit is responsible for developing, scheduling, facilitating, and documenting/tracking training for all divisions, updating policy and procedure to comply with current case law, best practice, and ensuring the Sheriff's Office practice and procedure are aligned.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 1,300,382	$ 1,436,113	$ 1,533,353	$ 1,533,353
Supplies	97,252	170,223	171,979	171,979
Purchased Services	1,051,961	1,157,376	1,198,156	1,715,156
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 2,449,595	$ 2,763,712	$2,903,488	$3,420,488
Revenue	148,306	0	0	0
Net County Cost	$ 2,301,289	$ 2,763,712	$2,903,488	$3,420,488
Budget Positions	12.0	12.0	12.0	12.0

SUMMARY OF CHANGES: 2025 Net County Cost is projected to increase by $139,776 or 5.1%. The increase includes higher salary of $97,240 for deputies and specific support staff. The WCSO job classification restructure was approved by the Weld County Board of Commissioners in April 2024.Supply cost is projected to increase by $1,756 and includes higher cost for supplies and software licenses. Purchased services increases by $40,780 due to increasing cost for the body worn camera service contract, inhouse training and phone services. The out of house-training budget was reduced by $30,000.

FINANCE/ADMINISTRATION RECOMMENDATION: A work session in August 2024 led to an increase of $517,000 to account for the potential increase due to bidding out a new contract for the body worn camera system. Recommend approval.

BOARD ACTION:

SHERIFF PROFESSIONAL STANDARDS (CONTINUED) 1000-21120

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Output			
Polygraph	174	195	195
Hiring	95	100	100
Training (hours) Provided to WCSO	24,360	14,120	15,000
Academies	9	11	10
Use of force	239	262	289
Investigations	76	84	92
Detention Incidents Reviewed	2,820	3,310	3,640
Inmate Discipline Appeals	293	322	354
Detention Videos Copied	135	150	165
Efficiency Measures			
FTE's per 10,000/capita	0.335	0.328	0.32
Per Capita Net County Cost	$6.43	$7.54	$7.74

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Detention Division and Patrol Division Goals following Sheriff's Office Summary page.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SHERIFF'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Sheriff's Civil Unit - - 1000-21130

DEPARTMENT DESCRIPTION: The Civil Unit provides a statutorily required function by serving civil process and precepts issued from the courts. Civil papers are generally court-issued documents but may also pertain to small claims, court summons, or subpoenas.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 700,344	$ 671,424	$ 729,768	$ 729,768
Supplies	0	500	1,200	1,200
Purchased Services	18,945	23,560	21,414	21,414
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 719,289	$ 695,484	$752,382	$752,382
Revenue	189,034	150,000	170,000	170,000
Net County Cost	$ 530,255	$ 545,484	$582,382	$582,382
Budget Positions	7.2	7.2	7.2	7.2

SUMMARY OF CHANGES: 2025 Net County Cost is increasing by $36,898 or 6.7%. The increase includes higher salary of $58,344 for support staff. The WCSO job classification restructure was approved by the Weld County Board of Commissioners in April 2024.
Supplies increase by $700 for office equipment. Purchased services decrease by $2,146, based on projected lower vehicle cost. Revenue is forecasted to increase by $20,000, accounting for an increase in civil services provided.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

SHERIFF CIVIL UNIT
(CONTINUED)
1000-21130

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Civil Process Served	6,527	6,364	6,682
Evictions	706	699	733
Sheriff's Sales (Court Orders for ceased property & equipment)	8	8	9
Efficiency Measures			
FTE's per 10,000/capita	0.201	0.197	0.192
Per Capita Net County Cost	$1.48	$1.49	$1.55

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Detention Division and Patrol Division Goals following Sheriff's Office Summary page.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SHERIFF'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Sheriff's Support Services - - 1000-21140

DEPARTMENT DESCRIPTION: The Support Services Unit supports other budget units within the Sheriff's Office. This unit is responsible for the coordination and facilitation of tracking, ordering, and maintaining designated equipment assigned in all divisions.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 143,763	$ 83,931	$ 92,034	$ 92,034
Supplies	648,246	1,089,313	1,041,516	1,041,516
Purchased Services	2,002	3,000	4,080	4,080
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 794,011	$ 1,176,244	$1,137,630	$1,137,630
Revenue	43,182	0	0	0
Net County Cost	$ 750,829	$ 1,176,244	$1,137,630	$1,137,630
Budget Positions	3.0	1.0	1.0	1.0

SUMMARY OF CHANGES: 2025 Net County Cost is decreasing by $38,614 or 3.3%. The increase includes higher salary of $8,103 for specific support staff. The WCSO job classification restructure was approved by the Weld County Board of Commissioners in April 2024.
Supply cost is decreasing by $47,797 due to a lower budgeted cost for firearms and firearm supplies. Purchased Services increase by $1,080 due to overall inflationary price increases.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

SHERIFF SUPPORT SERVICES
(CONTINUED)
1000-21140

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work output			
New Hire Equipment Procurement and Issue (QM)	74	40	75
Critical Equipment and Firearm Inventory (QM)	12	12	12
Efficiency Measures			
FTE’s per 10,000/capita	0.084	0.027	0.027
Per Capita Net County Cost	$2.10	$3.21	$3.03

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Administration, Detention, and Patrol Division Goals specific to new projects, physical plant maintenance, and equipment allocation and new personnel hires.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SHERIFF'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Sheriff's Records Unit - - 1000-21150

DEPARTMENT DESCRIPTION: The Records Unit was established in 2020 when Law Enforcement Records services, which used to be contracted out to the Greeley Police Department, was brought inhouse. The Records Unit is responsible for the processing, storage, dissemination to other criminal justice stakeholders, and the appropriate and legal release of criminal justice records for the Weld County Sheriff's Office. These responsibilities are accomplished while complying with all federal, state, and local regulations.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 1,110,815	$ 1,160,595	$1,274,042	$1,274,042
Supplies	13,937	18,890	19,420	19,420
Purchased Services	10,274	15,074	29,557	29,557
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 1,135,026	$ 1,194,559	1,323,019	1,323,019
Revenue	81,194	35,000	20,000	20,000
Net County Cost	$ 1,053,832	$ 1,159,559	$1,303,019	$1,303,019
Budget Positions	14.0	14.0	14.0	14.0

SUMMARY OF CHANGES: 2025 Net County Cost is increasing by $143,460 or 12.4%. The increase includes higher salary of $113,447 for specific support staff. The WCSO job classification restructure was approved by the Weld County Board of Commissioners in April 2024.

Supply cost reflects a slight increase of $530 and purchased services is increasing by $14,483, including $3,366 higher cost in software applications and $11,117 higher phone contract services cost. Revenue is reduced by $15,000, adjusting it to actuals and considering historical revenue data.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

SHERIFF RECORDS UNIT
(CONTINUED)
1000-21150

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Citations Processed	2,674	2,861	3,061
Weld County Criminal Reports Processed	9,379	10,035	10,737
Warrants – Added/Modified/Cleared	17,593	18,824	20,141
CORA/CCJRA Requests and Releases	6,024	6,445	6,896
Records Revenue	$15,374	$16,450	$17,601
Efficiency Measures			
FTE's per 10,000/capita	0.391	0.382	0.373
Per Capita Net County Cost	$2.94	$3.17	$3.48

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: 2023 total Records reports processed increased in total over 2022 actuals by 153%. It should be noted that report processing time has reduced significantly because of a new RMS. The new system is much more constrictive and processing times are slower. A 4-year trend shows a 10% increase over 2020 actuals. Projected growth of new items is estimated at 7% on average.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SHERIFF'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Sheriff's Evidence Unit - - 1000-21160

DEPARTMENT DESCRIPTION: The Evidence Unit was established in 2020 when Law Enforcement Evidence services, which used to be contracted out to the Greeley Police Department, was brought inhouse. The Evidence Unit is responsible for the intake, storage, security, and disposition of evidence (both physical and digital) and other property for the Weld County Sheriff's Office. These responsibilities are accomplished while complying with all federal, state, local and chain of custody regulations.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 172,794	$ 274,198	$298,508	$298,508
Supplies	42,773	76,448	90,970	100,970
Purchased Services	12,897	32,642	37,622	37,622
Fixed Charges	0	0	0	0
Capital	7,918	0	0	0
Gross County Cost	$ 236,382	$ 383,288	$427,100	$437,100
Revenue	8,485	0	0	0
Net County Cost	$ 227,897	$ 383,288	$427,100	$437,100
Budget Positions	2.0	3.0	3.0	3.0

SUMMARY OF CHANGES: 2025 Net County Cost is increasing by $43,812 or 11.4%. The increase includes higher salary of $24,310 for specific support staff. The WCSO job classification restructure was approved by the Weld County Board of Commissioners in April 2024.

Supply cost is projected to increase by $14,522 for additional software license and an increase in packaging material cost. Purchased services increases by $4,980, which includes increased cost for drug destruction and phone service contract.

FINANCE/ADMINISTRATION RECOMMENDATION: After the submission of the budget, it was requested to increase software expenses by an additional $10,000 for the increase in service for a tracker system. Recommend approval.

BOARD ACTION:

SHERIFF EVIDENCE UNIT (CONTINUED) 1000-21160

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Total Evidence Items in Inventory	96,026	103,367	110,928
New Physical Evidence Items	4,058	4,180	4,305
New Digital Evidence Items	4,654	4,794	4,938
Total New Evidence Items	8,712	8,974	9,243
Items Disposed or Destroyed	1,585	1,633	1,682
Efficiency Measures			
FTE's per 10,000/capita	0.056	0.082	0.080
Per Capita Net County Cost	$0.64	$1.05	$1.14

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: 2023 evidence submissions decreased in total over 2022 actuals by 6.9%, but the 5-year trend shows a 7.1% increase over 2019 actuals. Estimated and projected growth of new items is estimated at 3% on average. A key element to effective Evidence Management is maintaining a 1:1 ratio of new physical items submitted to items disposed or destroyed. Significant investment in time and manpower will be necessary to improve this key performance metric.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SHERIFF'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Sheriff's Patrol - - 1000-21200

DEPARTMENT DESCRIPTION: The Patrol Unit provides field response to reports of possible criminal activity or threat to general public safety to include traffic safety enforcement in unincorporated areas of county and within municipalities contracting for law enforcement service. Unit provides crime prevention information and strategy education, serves arrest warrants, transports prisoners, and conducts criminal investigations. Activities are frequently coordinated with municipal, other county, state, and federal law enforcement and regulatory agencies.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 8,426,177	$ 9,278,205	$9,780,612	$9,780,612
Supplies	155,411	158,071	162,496	162,496
Purchased Services	1,537,085	1,430,233	1,853,066	1,853,066
Fixed Charges	0	0	0	0
Capital	29,799	55,000	110,400	110,400
Gross County Cost	$ 10,148,472	$ 10,921,509	$11,906,574	$11,906,574
Revenue	100,286	80,000	78,000	78,000
Net County Cost	$ 10,048,186	$ 10,841,509	$11,828,574	$11,828,574
Budgeted Positions	62.0	62.0	62.0	62.0

SUMMARY OF CHANGES: 2025 Net County Cost is increasing by $987,065 or 9.1%. The increase includes higher salary of $502,407 for deputies. The WCSO job classification restructure was approved by the Weld County Board of Commissioners in April 2024.

Supplies are increasing by $4,425 due to two newly added software licenses. Purchased services increases by $422,833 based on added vehicle cost of $393,176. This includes additional depreciation for 12 new replacement vehicles, along with higher fuel and repair & maintenance cost. Patrol experiences higher towing cost of $11,200, K9 services $6,200 and phone cost $30,621 for MDTs, sim cards and an overall increase in the phone service contract fees. The capital request includes $10,400 for camera replacements and $100,000 for two frequency boosters to improve the radio service in Grover and Briggsdale, supporting the SRO program. Revenue projections are forecasted to decrease by $2,000 from prior year based on historical actuals and current year data.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

SHERIFF'S PATROL
(CONTINUED)
1000-21200

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Developed reporting metrics from Central Square.
2. Transitioned to "E-tickets" within Central Square.
3. Adjusted our operation to send support to the jail to temporarily reduce/eliminate overtime.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Receive and utilize the Mobile Command Center.
2. Transition K9's to Colorado based certifications, instead of all handlers and their K9 partners having to travel to Montana for a week every year.
3. Receive and deploy the Crime-Lite AUTO device, which is a compact, handheld device that uses forensic imaging technology and high-intensity multi-spectral illumination to search, detect, and capture evidence.
4. Receive and issue updated red dot sights for Patrol rifles.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Adult Arrest	1,073	1,126	1,182
Juvenile Arrest	18	19	20
Total Traffic Stops	6,961	7,000	7,200
Total Traffic Warnings	4,383	4,492	4,604
Dispatched Calls for Service	50,736	55,800	60,200
Efficiency Measures			
FTEs per 10,000/capita	1.731	1.693	1.654
Per capita net cost	$28.06	$29.60	$31.55

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Detention Division and Patrol Division Goals following Sheriff's Office Summary page.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SHERIFF'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Sheriff's Investigations Unit- - 1000-21205

DEPARTMENT DESCRIPTION: This Investigations Unit is responsible to review reports of criminal activity documented by patrol deputies and determine if a criminal act was committed, attempt to identify and apprehend the person(s) responsible and attempt to recover property that has been reported stolen. The investigations unit is available 24/7 to respond to the scene of criminal activity. This unit responds to, and investigates, any major persons and property crimes, including the collection and preservation of evidence, interviewing victims and potential suspects and people of interest, writing search and arrest warrants, preparing written reports, establishing probable cause, apprehending suspects, and testifying in court.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 3,005,188	$ 3,541,448	$ 3,727,825	$ 3,761,022
Supplies	32,905	63,163	71,020	71,020
Purchased Services	100,886	183,760	196,378	196,378
Fixed Charges	0	0		
Capital	15,000	5,900	0	0
Gross County Cost	$ 3,153,979	$ 3,794,271	$ 3,995,223	$ 4,028,420
Revenue	16,370	0	0	0
Net County Cost	$ 3,137,609	$ 3,794,271	$3,995,223	$4,028,420
Budgeted Positions	20.0	23.0	23.0	23.0

SUMMARY OF CHANGES: 2025 Net County Cost is increasing by $200,952 or 5.3%. The increase includes higher salary of $186,377 for deputies and specific support staff. The WCSO job classification restructure was approved by the Weld County Board of Commissioners in April 2024.

Supply cost and purchased services increase by $7,857 and $12,618 respectively, due to an added software license, increased LPR maintenance and repairs and higher fees for phone services.

FINANCE/ADMINISTRATION RECOMMENDATION: In June 2024, the board approved the reclassification of 10 FTE from Grade 41 to Grade 42 for the Investigations Unit, after the budget was submitted. Finance included $33,197 to reflect that increase. Recommendation approved.

BOARD ACTION:

SHERIFF'S INVESTIGATIONS UNIT (CONTINUED) 1000-21205

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Cases Assigned	336	400	425
Cases Solved	255	295	315
Efficiency Measures			
FTE's per 10,000/capita	0.558	0.628	0.613
Per capita net cost	$8.76	$10.36	$10.66

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Detention Division and Patrol Division Goals following Sheriff's Office Summary page.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SHERIFF'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Municipal Contract Enforcement - - 1000-21210

DEPARTMENT DESCRIPTION: The Municipal Contract Enforcement Unit provides law enforcement services for contract towns, Weld Central High School, and Aims Community College.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 155,356	$ 142,349	$ 150,452	$ 150,452
Supplies	0	0	0	0
Purchased Services	28,003	23,660	29,235	29,235
Contra	0	0		
Capital	0	0		
Gross County Cost	$ 183,359	$ 166,009	$179,687	$179,687
Revenue	159,661	177,174	186,264	186,264
Net County Cost	$ 23,698	$ -11,165	$-6,577	$-6,577
Budget Positions	1.0	1.0	1.0	1.0

SUMMARY OF CHANGES: The 2025 Net County Cost is increasing by $4,588 because the AIMS Community College service contract rate was increased to cover inflationary equipment and personnel cost. The increase includes higher salary of $8,103 for deputies. The WCSO job classification restructure was approved by the Weld County Board of Commissioners in April 2024.

Purchased services is increasing by $5,575 due to higher vehicle maintenance and fuel cost. Revenue is projected to increase by $9,090 to a slightly higher contract service rate. Net County cost reflects a positive amount, which will cover a portion of administrative cost for 1FTE.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

MUNICIPAL CONTRACT ENFORCEMENT (CONTINUED)
1000-21210

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Number of Dispatched Calls	79	83	88
Adult Arrests	0	0	2
Juvenile Arrests	0	0	0
Efficiency Measures			
FTE's per 10,000/capita	0.0028	0.027	0.027
Per capita net cost	$0.07	-$0.03	- $0.02

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Detention Division and Patrol Division Goals following Sheriff's Office Summary page.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SHERIFF'S OFFICE

BUDGET UNIT TITLE AND NUMBER: School Resource Officers Unit - - 1000-21215

DEPARTMENT DESCRIPTION: The School Resource Officer Unit provides law enforcement services for contract schools in unincorporated Weld County. The Unit will ensure safety and security of assigned schools, work with the schools for student intervention, investigate criminal incidents, and act as liaison between the school and the Sheriff's Office.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 448,771	$ 1,006,854	$ 1,063,577	$ 1,063,577
Supplies	0	0	0	0
Purchased Services	12,218	93,700	48,732	48,732
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 460,989	$ 1,100,554	$ 1,112,309	$ 1,112,309
Revenue	0	0	0	0
Net County Cost	$ 460,989	$ 1,100,554	$ 1,112,309	$ 1,112,309
Budget Positions	7.0	7.0	7.0	7.0

SUMMARY OF CHANGES: 2025 Net County Cost is projected to increase by $11,755. The increase includes higher salary of $56,723 for deputies as part of the 2024 WCSO restructure. The job classification restructure was approved by the Weld County Board of Commissioners in April 2024. Purchased Services is decreasing by $44,968 because of higher cost in 2023 due to it being a startup year.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

SCHOOL RESOURCE OFFICERS
(CONTINUED)
1000-21215

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Number of Dispatched Calls	278*	556	585
Adult Arrests	1*	2	3
Juvenile Arrests	0*	1	2
Efficiency Measures			
FTE’s per 10,000/capita	0.195	0.191	0.187
Per capita net cost	$1.29	$3.00	$2.97

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: *Actual data reflects Aug – Dec 2023. Program was started in the summer of 2023.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SHERIFF'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Ordinance Enforcement - - 1000-21230

DEPARTMENT DESCRIPTION: The Ordinance Enforcement Unit provides limited enforcement of Weld County Ordinance 88, as amended, pertaining to dogs-at-large. Animal control officers are only available on a limited basis. Deputy response outside the dedicated time is limited to cases where public safety threat exists. This unit is also responsible for handling all calls for illegal dumping of trash/waste within the county, as enforceable by Weld County Ordinance. Animal control officers routinely collect illegally dumped items from county roadways and public property to ensure the safety of motorists traveling within the county.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 225,992	$ 236,260	$ 260,570	$ 260,570
Supplies	2,239	8,150	10,890	10,890
Purchased Services	221,635	343,632	387,196	387,196
Fixed Charges	-85,000	-85,000	-85,000	-85,000
Capital	0	0	0	0
Gross County Cost	$ 364,866	$ 503,042	$573,656	$573,656
Revenue	0	0	0	0
Net County Cost	$ 364,866	$ 503,042	$573,656	$573,656
Budgeted Positions	3.0	3.0	3.0	3.0

SUMMARY OF CHANGES: 2025 Net County Cost is increasing by $70,614 or 14%. The increase includes higher salary of $24,310 for deputies. The WCSO job classification restructure was approved by the Weld County Board of Commissioners in April 2024.

Supplies increase by $2,740 for replacement animal cages. Purchased services increase by $43,564, mainly due to $34,000 increased cost in animal emergency hospital services. 24hr animal emergency hospital fees have increased from $156 to $635 per case. Vehicle cost has also seen an increase by $7,258 for fuel, repair and depreciation and phone services charges increase by $807.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

ORDINANCE ENFORCEMENT (CONTINUED) 1000-21230

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Number of dispatched calls	3,103	3,129	3,285
Animals Transported to Shelter	556	589	618
Efficiency Measures			
FTE's per 10,000/capita	0.084	0.082	0.080
Per capita cost (county support)	$1.02	$1.37	$1.53

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Detention Division and Patrol Division Goals following Sheriff's Office Summary page.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SHERIFF'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Regional Forensic Laboratory - - 1000-21260

DEPARTMENT DESCRIPTION: The limited forensic laboratory is jointly funded by the City of Greeley and Weld County. The two entities also have agreements for services on a contract basis. The laboratory provides forensic analysis of evidence and forensic computer analysis, latent prints, shoes and tires, controlled substances, and fire debris. It also has a DNA position assigned to the Denver CBI facility performing DNA analyses for Weld County in that lab. The laboratory meets the stringent requirements necessary for accreditation by the American Society of Crime Lab Directors.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 684,115	$ 755,713	$ 796,230	$ 796,230
Supplies	46,149	64,325	62,602	62,602
Purchased Services	88,520	100,408	101,461	101,461
Fixed Charges	0	0	0	0
Capital	8,904	9,200	9,300	9,300
Gross County Cost	$ 827,688	$ 929,646	$ 969,593	$ 969,593
Revenue	62,574	83,000	81,270	81,270
Net County Cost	$ 765,114	$ 846,646	$888,323	$888,323
Budget Positions	5.0	5.0	5.0	5.0

SUMMARY OF CHANGES: 2025 Net County Cost is increasing by $41,677 or 4.9%. The increase includes higher salary of $40,517 for staff. The WCSO job classification restructure was approved by the Weld County Board of Commissioners in April 2024.

Supplies decrease slightly by $1,723. Purchased services increase by $1,053 due to tuition cost which is offset by grant revenue. The capital equipment request includes replacement of a DME workstation. Revenue decreased by $1,730 due to lower projected grant funding.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

REGIONAL FORENSIC LABORATORY (CONTINUED) 1000-21260

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Partner agency cases submitted/ partner agency cases completed	1,993 / 2,555	2,063 / 2,811	2,187 / 3,120
Total cases submitted to the NCRFL/ Total cases submitted to CBI Lab System.	3,555 / 19,185	3,614 / 20,766	3,752 / 22,347
Court Testimony Appearances	48	52	60
Efficiency Measures			
FTE's per 10,000/capita (23 FTE's, 8 GPD/WCSO)	0.140	0.136	0.133
Per capita cost (county support)	$2.14	$2.31	$2.37
Effectiveness Measures (desired results)			
Quality Audit – Vault/ Personal Evidence/ Internal	52	52	58
Proficiency Testing (Test Run/Errors)	20 / 0	24 / 0	24 / 0

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: The Northern Colorado Regional Forensic Laboratory (NCRFL) is a consortium of 5 law enforcement agencies that have combined lab staff, along with CBI staff housed in Greeley, to provide forensic services to the Northern Colorado region, primarily to the participating agencies.

Over the next year we will be aggressively working to lessen our backlog, provide continued education training to our staff members and decrease our turn-around times for all services we provide.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SHERIFF'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Victim Advocate Services - - 1000-21300

DEPARTMENT DESCRIPTION: The Victim Advocate Services Unit provides service for victims of crime through Victim Assistance (VALE/VOCA) funding.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 192,448	$ 202,163	$ 218,370	$ 218,370
Supplies	3,740	4,800	4,850	4,850
Purchased Services	58,261	29,338	69,321	69,321
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 254,449	$ 236,301	$292,541	$292,541
Revenue	118,248	125,544	82,737	82,737
Net County Cost	$ 136,201	$ 110,757	$209,804	$209,804
Budgeted Positions	2.0	2.0	2.0	2.0

SUMMARY OF CHANGES: 2025 Net County Cost increases by $97,679 or 89.4%. The increase includes higher salary of $16,207 for staff. The WCSO job classification restructure was approved by the Weld County Board of Commissioners in April 2024.

Purchased services increase by $39,983 due to higher vehicle repair cost and $1,368 in additional phone service fees. Revenue is projected to decrease by $42,807 based on a projected 50% decrease in VOCA grant revenue to support salary cost increase.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

VICTIM ADVOCATE SERVICES (CONTINUED) 1000-21300

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Number of victims and witnesses served	448	475	498
Victims served per 10,000/capita	12.51	12.97	13.28
Efficiency Measures			
FTE's per 10,000/capita	0.056	0.055	0.053
Per capita cost (county support)	$0.38	$0.30	$0.56

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Detention Division and Patrol Division Goals following Sheriff's Office Summary page.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SHERIFF'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Multi-Jurisdictional Drug Task Force - - 1000-21410

DEPARTMENT DESCRIPTION: Multi-Jurisdictional Drug Task Force provides drug interdiction by overt and covert investigation throughout Weld County. This is the only drug or narcotics unit for any law enforcement agency in Weld County. Task Force personnel are directly supervised by the Greeley Police Department with policy and strategic direction from a Control Group of area chiefs and the Sheriff.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 328,868	$ 337,670	$ 353,877	$ 353,877
Supplies	0	0	0	0
Purchased Services	70,248	71,000	71,000	71,000
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 399,116	$ 408,670	$ 424,877	$ 424,877
Revenue	0	0	0	0
Net County Cost	$ 399,116	$ 408,670	$424,877	$424,877
Budgeted Positions	2.0	2.0	2.0	2.0

SUMMARY OF CHANGES: 2025 Net County Cost is increasing by $16,207 or 4%. The increase is due to higher salary for deputies. The WCSO job classification restructure was approved by the Weld County Board of Commissioners in April 2024.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

MULTI-JURISDICTIONAL DRUG TASK FORCE (CONTINUED) 1000-21410

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Criminal Cases Opened	143	150	158
Drug Arrests	102	138	146
Search Warrants Executed	40	57	61
Cocaine Seizures (Pounds)	2.88	16	18
Methamphetamine Seizures (Pounds)	41.79	127	131
Marijuana Seizures (Pounds)	227.91	43	47
Meth Lab Seized	0	1	1
Efficiency Measures			
FTE's per 10,000/capita	0.056	0.055	0.053
Per capita cost (county support)	$1.11	$1.12	$1.13

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Detention Division and Patrol Division Goals following Sheriff's Office Summary page.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SHERIFF'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Inmate Services - - 1000-24410

DEPARTMENT DESCRIPTION: The Inmate Services Unit provides and oversees professional jail support services such as medical care, food preparation, and facility programming to meet statutory mandates. This unit consists of licensed and unlicensed mental health professionals, inmate classification staff and a part-time inmate chaplain who coordinates community volunteer services. The staff assesses inmate suicide risk, develops case management plans for inmates with special needs, and provides other programming to include Right to Read, trusty prisoner work and the coordination of community-based services.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 1,617,948	$ 2,337,585	$2,499,652	$2,499,652
Supplies	110,775	53,981	52,626	52,626
Purchased Services	7,470,322	10,004,850	10,693,186	10,693,186
Fixed Charges	0	0	0	0
Capital	25,640	0	0	0
Gross County Cost	$ 9,224,685	$ 12,396,416	$13,245,464	$13,245,464
Revenue	1,397,674	944,000	914,500	914,500
Net County Cost	$ 7,827,011	$ 11,452,416	$12,330,964	$12,330,964
Budgeted Positions	20.0	20.0	20.0	20.0

SUMMARY OF CHANGES: 2025 Net County Cost is increasing by $878,548 or 7.7%. The increase includes higher salary of $162,067 for support staff. The WCSO job classification restructure was approved by the Weld County Board of Commissioners in April 2024.

Supply cost slightly decreases by $1,355. Purchased services cost is projected to increase by $688,336. This rise in cost is primarily attributable to an increase of $500,000 in the existing inmate health services contract, including 5% contractual increase, higher medication cost not covered under the med cap and added Medial-Assisted Treatment (MAT) cost for inmates. The inmate food service contract is increasing by $251,600, as part of the set contractual increase. Revenue is forecasted to decrease by $80,000 compared to 2024 budget. This is based on a decrease in funding from the JBBS Behavioral Health contract, which also results in $80,000 less expense under the purchased service accounts and therefore has zero impact on the net county cost. Charges for service revenue is projected to increase by $50,000 due to higher commission received for the inmate phone contract.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

PERFORMANCE MEASURES: Included in Security Unit (1000-24415) Summary.

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Detention Division and Patrol Division Goals following Sheriff's Office Summary page.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SHERIFF'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Security Unit - - 1000-24415

DEPARTMENT DESCRIPTION: The North Jail is a secure adult detention facility for offenders awaiting adjudication or serving court sentences. Colorado Statutes require the Sheriff to receive and safely keep all adult prisoners lawfully committed and hold them in a clean, wholesome, safe, and well-maintained jail. Additionally, a custodial crew is part of this unit and responsible to clean the North Jail Complex.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 23,929,746	$ 26,618,770	$28,279,955	$28,279,955
Supplies	32,636	54,653	63,086	63,086
Purchased Services	115,025	133,015	118,786	118,786
Fixed Charges	0	0	0	0
Capital	7,536	38,000	0	0
Gross County Cost	$ 24,084,943	$ 26,844,438	$28,461,827	$28,461,827
Revenue	902,038	520,000	480,000	480,000
Net County Cost	$ 23,182,905	$ 26,324,438	$27,981,827	$27,981,827
Budgeted Positions	229.0	205.0	205.0	205.0

SUMMARY OF CHANGES: 2025 Net County Cost is increasing by $1,657,389 or 6.3%. The increase includes higher salary of $1,661,185 for deputies and specific support staff. The WCSO job classification restructure was approved by the Weld County Board of Commissioners in April 2024.
Supply cost is projected to increase by $8,433 due to restrain equipment replacement. Purchased services decrease by $14,229, driven by a $7,957 reduction in vehicle cost and $8,180 less in maintenance and repair cost. Phone services fees are projected to increase by $4,320. Revenue is forecasted to decrease by $40,000 based on 2024 actuals and shorter DOC holdings which affect inmate stay reimbursements.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

SECURITY UNIT (CONTINUED) 1000-24415

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Began the process to remodel the jail booking area to increase efficiency in the booking process and have adequate space for booking operations.
2. Leveraged technology by implementing an electronic system for inmates to receive personal mail and make requests of jail staff to create workflow efficiencies and increase the safety and security of the jail.
3. Conducted an audit of the Detentions Academy curriculum to ensure we provide the most effective and efficient material and course of study to students to enhance their learning experience and ensure they are set up for excellence with their professional development.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Begin the planning phase of the jail lobby remodel project to provide citizens with an enhanced customer service experience while improving the safety of those citizens as well as the overall safety of the Weld County Jail.
2. Implement new operational procedures in the newly remodeled Booking area with a focus on assisting municipal police agencies process an arrestee efficiently to allow them to return to their community and provide public safety services.
3. Continue to seek and capitalize on outside funding streams to offset costs of the growing MAT services needs to remain complaint with state statute while reducing the cost to taxpayers.

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Detention Division and Patrol Division Goals following Sheriff's Office Summary page.

PLEASE NOTE: Detentions Division Efficiency Measures are calculated by combining Booking Unit (21110), Inmate Services (24410), Security Unit (24415) and Courts and Transportation Unit (24420). These are the numbers used for calculations:

Total FTE in Detentions Division:	**County Population:**		**Per Capita Net Cost:**
2017: 232	2017 (Past):	304,600	2017 Past: $24,972,838
2018: 265	2018 (Past):	314,350	2018 Past: $28,898,686
2019: 279	2019 (Past):	323,650	2019 Past: $31,333,165
2020: 286	2020 (Past):	331,893	2020 Past: $34,348,350
2021: 309	2021 (Past):	340,020	2021 Past: $36,474,547
2022: 314	2022 (Past):	345,150	2022 Past $37,396,579
2023: 314	2023 (Actual):	358,111	2023 Actual: $38,655,744
2024: 290	2024 (Estimated):	366,309	2024 Estimated: $46,654,334
2025: 290	2025 (Projected):	374,917	2025 Projected: $49,912,304

SECURITY UNIT (CONTINUED) 1000-24415

COMBINED PERFORMANCE MEASURES FOR ALL OFFENDER SUPERVISION

	ACTUAL	ESTIMATED	PROJECTED
Work Output			
Avg. Secure Jail Population	592	600	650
Number of Offenders Transported to Court Appearances	18,303	18,700	19,000
New Detention Deputies Entering Basic Training	87	80	60
Projects Managed (Quality control, safety standards, contractor compliance, completion timelines)	3	4	4
Facilities Managed (Maintenance coordination and contract compliance on SO buildings and Property)	5	5	5
Vendor Contracts Managed (Hardware, software, technologies associated with building and services)	5	5	6
Work Orders (Submitted and reviewed)	1,757	1,900	1,950
Efficiency Measures			
Detention Division FTEs per 10,000 Capita	8.768	7.917	7.735
Per Capita Net County Cost	$107.94	$127.36	$133.13
Average Medical Cost Per Inmate Daily	$27.10	$37.34	$36.67
Avg. Food Cost Per Inmate Daily	$5.99	$6.97	$6.75
Secure Facility Occupancy Rate	44% at 592/1335	45% at 600/1335	49% at 650/1,335

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SHERIFF'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Courts and Transportation Unit - - 1000-24420

DEPARTMENT DESCRIPTION: Colorado Revised Statute 30-1-114(2) requires the Sheriff to assist the District Attorney and the Courts of record in the county. 94 CV 419, Div. I, 19th Judicial District, August 17, 1994, ordered the Sheriff to provide security for the Weld County Courthouse. This unit provides the transportation of inmates held on Weld County court orders in other jurisdictions back to Weld County. Additionally, the unit is responsible to coordinate and facilitate the transportation of inmates to and from the North Jail Complex to their court appearances at the court complex. This unit supports the resources to comply with all of these requirements.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 4,653,808	$ 4,951,454	$5,235,071	$5,235,071
Supplies	9,563	31,379	35,803	35,803
Purchased Services	646,754	1,044,898	1,188,748	1,188,748
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 5,310,125	$ 6,027,731	$6,459,622	$6,459,622
Revenue	39,379	40,000	40,000	40,000
Net County Cost	$ 5,270,746	$ 5,987,731	$6,419,622	$6,419,622
Budgeted Positions	35.0	35.0	35.0	35.0

SUMMARY OF CHANGES: 2025 Net County Cost is increasing by $431,891 or 7.2%. The increase includes higher salary of $283,617 for deputies and specific support staff. The WCSO job classification restructure was approved by the Weld County Board of Commissioners in April 2024.

This change is explained by a projected increase of $4,424 in supplies made up of inflationary cost increase and additional cost for SCBA equipment in courts. Purchased services increases by $143,850, including $115,637 for an increase in phone service contract cost, $38,000 for additional prisoner transport, $24,170 in higher vehicle repair, fuel and depreciation cost and $3,300 to outfit transport deputies with i-phones. Other professional services cost decreased by $49,809 aligning the budget to actual contract cost for security services in Court.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

PERFORMANCE MEASURES: Included in Security Unit (1000-24415) Summary.

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Detention Division and Patrol Division Goals following Sheriff's Office Summary page.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: COMMUNICATIONS

BUDGET UNIT TITLE AND NUMBER: County-wide Communications - - 1000-22100

DEPARTMENT DESCRIPTION: The Weld County Regional Communications Center (WCRCC) provides dispatch services for 22 law enforcement agencies, 19 fire departments, 5 rescue/ambulance departments, and local government including Public Works. Weld County assumed management of the WCRCC on September 2, 2013.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$7,713,306	$ 11,245,603	$13,399,372	$ 12,836,428
Supplies	$19,148	$42,170	$51,700	51,700
Purchased Services	$2,168,240	$1,344,248	$2,149,281	2,149,281
Fixed Charges				
Contra Account				
Capital				
Gross County Cost	$9,898,504	$ 13,345,056	$ 15,600,353	$ 15,037,409
Revenue	7,612,509	8,444,366	9,366,444	9,366,444
Net County Cost	$2,285,995	$ 4,900,690	$ 6,233,909	$ 5,670,965
Budgeted Positions	84	102	115	109

SUMMARY OF CHANGES: The 2025 budget request includes 13 FTE from the stepped-out, 3-year plan presented in 2023 to bring Dispatch up to staffing needed to serve the growth level seen over the past few years. The request is 10 FTE less than originally anticipated, due to the results of the contracted firm to remodel the cost allocation plan, and was adjusted to provide the most efficiency at the least cost. Ten of the FTE requested are Emergency Call Takers at Grade 25, two grades lower than a typical Dispatcher I position. The other three positions include 2 Quality Assurance Specialist positions, one dedicated to Law, one to Fire, and one Program Specialist to allow for workload and redundancy needs in the department. The total FTE requested totals $2,168,769, and overtime was reduced by $15,000 to help offset this request.

Supplies increased by $6,730 to allow for additional headset equipment to account for the increase in staff. Training is up $2,250 due to 2025 being our ACE reaccreditation year. Contracts increased by $83,547 due to our 3% annual increases, and the Motorola NICE Tech Support 5-year contract renewing in 2025. Small increases in phone contracts and other software are included here as well.

Revenue increases by $922,078 which accounts for the cost allocation plan still contributing to 40% of unreimbursed expenses, and small increases with the Adams County FRCC user agreement which is in year 5 out of 10 years total.

COMMUNICATIONS
(CONTINUED)
1000-22100

FINANCE/ADMINISTRATION RECOMMENDATION: The department removed five of the ten call-taker positions after the budget was submitted due to lack of space for the positions to work. Finance recommends two of the three remaining positions be approved to see if the workload can be completed with those additional staff. Recommend approval.

BOARD ACTION:

2024 ACCOMPLISHMENTS:
1. Maintained status as an IAED Accredited Center of Excellence for the 11th consecutive year.
2. Implemented First-In Station Alerting.
3. Implemented automatic call distribution for enhanced customer service and answer times.

2025 BUDGET GOALS AND PRIORITIES:
1. Ensure ninety percent (90%) of all 9-1-1 calls are answered within fifteen seconds.
2. Apply for APCO Agency Training Program Certification to demonstrate adherence to industry recommended standards.
3. Implement Emergency Communications Supervisor certification process to include training curriculum complaint with APCO ANS 3.102.0-207.

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
E-911 Calls	147,605	155,000	160,000
Non-911 Calls	207,124	290,000	315,000
CAD Incidents for Law and Fire/Ambulance	391,878	410,000	420,000
EMD Calls	23,216	25,000	26,000
Wireless Subscriber Service Tickets	466	480	500
Efficiency Measures			
FTE's per 10,000 per Capita	2.346	2.785	3.067
Per Capita Cost - Operating Budget	$6.38	$13.38	$16.63
EMD Call per FTE	227	245	250
CAD Incident per FTE	3,841	4,000	4,100

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: INFORMATION TECHNOLOGY

BUDGET UNIT TITLE AND NUMBER: Public Safety Information System - - 1000-22400

DEPARTMENT DESCRIPTION: Public Safety Information System provides a comprehensive, integrated criminal justice system serving multiple public safety agencies including computer-aided dispatch, criminal records management, jail records management, and prosecution system.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 1,498,337	$ 1,613,588	$ 1,613,588	$ 1,613,588
Supplies	1,131,283	1,264,106	1,209,150	1,209,150
Purchased Services	25,507	28,550	22,550	22,550
Fixed Charges	0	0	0	0
Contra Account	0	0	0	0
Capital	108,534	0	0	0
Gross County Cost	$ 2,763,661	$ 2,906,244	$ 2,845,288	$ 2,845,288
Revenue	1,908,295	1,553,119	1,227,309	1,227,309
Net County Cost	$ 855,366	$ 1,353,125	$ 1,617,979	$ 1,617,979
Budgeted Positions	10.0	10.0	10.0	10.0

SUMMARY OF CHANGES: Overall, the expenses for 2025 are decreasing by $60,956, reflected in $6,000 for a reduction in travel and training and approximately $55,000 reduction in software maintenance. Revenue is also decreasing to reflect the original agreement of a 35% reimbursement of expenses from the E-911 fund. The 2025 budget reflects moving to a new agreement of using one year in arrears to reflect the revenues, so revenue is based on the 2024 approved budget, plus additional outside revenues for agency maintenance and support.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

PUBLIC SAFETY INFORMATION SYSTEM (CONTINUED) 1000-22400

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Continued to develop the full analytical suite for Central Square. In 2023 the Focus was on CAD and mobile. In 2024 we continued to use existing software such as Microsoft PowerBI, ESIR arc portal, CentralSquare CrimeView and Microsoft SSRS to deliver specific highly useful data and metrics for first responders and their municipality specifically in RMS.
2. Go-live of CentralSquare's interface to First-In. Automation to the CAD system was a goal, with First-in we continue to customize the level of automation by automatically notify fire agencies and consistently delivering the data as needed. This goal will continue to be on-going and will continue to deliver more advanced features as agencies adopt and integrate into 2025 and beyond.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Integrate CentralSquare Cad to Cad. Partnering with Neighboring counties has a significate value to Weld County Public Safety. Choosing CentralSquare has allowed us to review the interoperability with our CentralSquare CAD and Mobile agencies in Northern Colorado. Considerable effort is needed to align with partnering counties, but significant value will be added when neighboring cad systems can interoperate together.
2. Support and Customer response is a large priority in Public Safety. Public Safety IT will continue to look for ways to innovate our support module to assist first responders and municipal agencies. On going training and 24/7 support is a strategic priority in 2025.
3. IT strongly embraces a 5-year capital improvement cycle. Critical infrastructure is consistently being invested in with upgrades and replacements. 2025 includes priority replacement of hardware and improvements to the infrastructure including additional fiber infrastructure for improved first responder redundancy and server replacements for aging equipment.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Service Tickets	5,092	5,000	6,000
Efficiency Measures			
FTE'S per 10,000/capita	0.279	0.273	0.267
Per capita cost (county support)	$2.39	$3.69	$4.32

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: COMMUNICATIONS

BUDGET UNIT TITLE AND NUMBER: Public Safety Wireless Communications - - 1000-22500

DEPARTMENT DESCRIPTION: Public Safety Wireless Communications provides wireless communication maintenance of radio equipment for all Weld County Regional Communications Center (WCRCC) users which are for 22 law enforcement agencies, 19 fire departments, 5 rescue/ambulance departments, and local government including public works. Weld County began offering this service in-house June 2018.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$131,777	$138,915	$147,698	$147,698
Supplies	13,978	$8,045	$9,300	$9,300
Purchased Services	19,636	19,350	$95,622	$95,622
Fixed Charges	1,095	148,610	108,880	108,880
Contra Account			-	-
Capital	0	0	0	0
Gross County Cost	$164,296	$314,920	$361,500	$361,500
Revenue	$284,632	$314,920	$361,500	$361,500
Net County Cost	($ 120,336)	0	0	0
Budgeted Positions	1.0	1.0	1.0	1.0

SUMMARY OF CHANGES: Personnel charges are up due to anticipated COLA and benefits. Supplies are up $1,255 based on increase in costs for supplies and tools. Contractual costs are up $80,000 due to moving the subscriber repair bank changes to the 22500 from the 22100. Training is up $3,442 due to certification classes the position most obtain. Memberships are down $207 due to changes in membership fees. Phones increased by $1,096 for wireless hotspots to be able to work in remote areas. Fixed charges include the miscellaneous purchases for supplies that are then reimbursed by partnering agencies.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

PUBLIC SAFETY WIRELESS COMMUNICATIONS (CONTINUED) 1000-22500

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Implemented TDMA to all Weld County sites.
2. Increased interoperability with public safety agencies surrounding Weld County.
3. Upgraded all backhaul microwave paths to be encrypted with AES encryption.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Perform radio system upgrade to newest release at time of implementation.
2. Obtain ICS/NIMS level certifications.
3. Assume more involvement with regional planning committees.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Service Tickets	466	480	500
Efficiency Measures			
FTE'S per 10,000/capita	0.028	0.027	0.027
Per capita cost (county support)	-$0.34	$0.00	$0.00

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: CORONER'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Coroner - - 1000-23200

DEPARTMENT DESCRIPTION: The Coroner's Office responds to all unattended deaths in Weld County. Autopsies are performed in all cases of suspicious death or at the discretion of the Coroner's or District Attorney's Office.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 1,351,275	$ 1,464,589	1,499,054	1,502,945
Supplies	27,468	48,948	48,948	48,948
Purchased Services	436,849	371,916	371,916	371,916
Fixed Charges	0	0	0	0
Capital	0	0	8,000	8,000
Gross County Cost	$ 1,815,592	$ 1,885,453	1,927,918	1,931,809
Revenue	46,375	63,000	63,000	63,000
Net County Cost	$ 1,769,217	$ 1,822,453	1,864,918	1,868,809
Budgeted Positions	12.0	12.0	12.5	12.5

SUMMARY OF CHANGES: The Coroner's Office requests that a temporary 0.5 FTE autopsy assistant position be made permanent to support the functions of the office at an additional cost of $42,465. This will improve efficiencies and provide a more reliable service to the community and allow for back-up management of the morgue facility. As the population continues to grow and workload increases we anticipate this being a 1.0 FTE position in the future.

FINANCE/ADMINISTRATION RECOMMENDATION: After the budget was submitted, the Coroner's Office requested the reclassification of a vacant Morgue Manager position from Grade 27 to Grade 29 at an additional cost of $3,891, which is added to the Recommended budget. The additional 0.5 FTE is a policy issue for the board. Recommend approval.

BOARD ACTION:

CORONER (CONTINUED) 1000-23200

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Continued 100% participation in C-Corps, a quarterly meeting amongst Chief Investigators and Coroners across the state to discuss coroner-related issues, current and upcoming legislation as it relates to Colorado Coroners.
2. Continue to host well-received team building events with other agencies to build comradery and better working relationships.
3. Successfully selected a coroner-specific database and have begun weekly trainings with the vendor, in addition to having successfully providing historical cases for integration into the new system prior to our go-live date.
4. Established ourselves as a preferred provided of forensic services to neighboring jurisdictions.
5. Established a reputation within the forensic community as a reliable and competent standard with our investigations and how we run our office.
6. We have proactively changed vendors of routine supplies to continue to provide high-quality services to the community at a lower cost.
7. Continue to focus on mental health awareness within our field and provide resources to our staff to ensure longevity and avoid burnout.
    - Piloted “dog therapy” encounter with staff
    - Re-evaluated current schedule and structured it to minimize complacency and stagnation, while still providing the best service to the community.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Complete the integration of a coroner-specific database and save time with report writing and extracting real-time data for statistical purposes.
2. Utilize in-county training opportunities for staff.
3. Expand on coroner grant opportunities.
4. Continue to focus on mental health with our staff.
5. To be 100% staffed.
6. Continue to evaluate the level of examination necessary to provide the best service for the deceased and the community, while minimizing the cost to Weld County.

CORONER
(CONTINUED)
1000-23200

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Total number of cases reviewed	1224	1,750	1,775
Number of cases investigated	787	825	1,010
Number of autopsies/examinations	295	295	300
Efficiency Measures			
FTEs per 10,000/capita	0.335	0.328	0.333
Per capita cost (county support)	$4.94	$4.98	$4.97
Average cost per autopsy/examination (with toxicology)	$1,291	$1,291	$1,300

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: JUSTICE SERVICES

BUDGET UNIT TITLE AND NUMBER: Pretrial Services – 1000-24100

DEPARTMENT DESCRIPTION: Pretrial Services personnel gather and present information to the Court about newly arrested persons entering the jail and offer recommendations on possible safe release options of these persons. They also provide supervision methods for selected defendants released from jail before trial in order to decrease any unnecessary and costly pretrial incarceration to assure that they will appear and answer before the Court and to reduce any future criminal acts.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 1,467,172	$ 1,745,497	$ 1,854,513	$ 1,854,513
Supplies	21,801	49,600	49,600	49,600
Purchased Services	101,160	141,550	141,550	433,900
Gross County Cost	$ 1,590,133	$ 1,936,647	$ 2,045,663	$ 2,338,013
Revenue	29,958	39,000	47,000	47,000
Net County Cost	$ 1,560,175	$ 1,867,647	$ 1,998,663	$ 2,291,013
Budgeted Positions	15.50	16.50	17.00	17.00

SUMMARY OF CHANGES: The 2025 request includes a 0.50 FTE increase in Personnel Services, to move two (2) part-time positions to full-time. The increase reflects the highest possible cost of $109,016. The increase in revenue is due to new telecommunication commissions rates. All other requests remain the same as approved for 2024.

FINANCE/ADMINISTRATION RECOMMENDATION: After the budget was submitted, the board approved a change in services for GPS tracking and monitoring, increasing Purchased Services in this unit by $262,350. Also included is an existing increase reflected in a 2024 supplemental budget increase for $30,000 for the contract security service approved at the end of 2023. Both of these changes are reflected as the board has already approved both of them for 2025. The additional 0.5 FTE is still a policy issue for the board. Recommend approval.

BOARD ACTION:

PRETIAL SERVICES (CONTINUED) 1000-24100

Weld County Strategic Priority #1: Ensure Healthy, Safe, and Livable Communities
Weld County Strategic Priority #4 – Be an Employer of Choice
Weld County Strategic Priority #5: Provide Excellent, Cost-Effective Service Delivery

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Continued variable cost avoidance to help manage expense of operating the jail.
2. Continued evidence based pretrial release risk assessment and supervision best practices of defendants in the community; assure defendants' court appearance and law abidance.
3. Integrated transferred FTE resource to meet high workloads; hired new Pretrial Services Manager.
4. Assist Courts and justice system stakeholders deliver enhanced services to pretrial defendants with co-occurring illicit substance use and behavioral health disorders.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Continued variable cost avoidance to help manage expense of operating the jail.
2. Collaborate with UNC to complete research of local and statewide practices of pretrial release decisions, of defendant community supervision conditions and delivery of pretrial services.
3. Develop competency restoration support services for certain pretrial defendants.
4. Professional development and training to enhance employee job satisfaction.
5. Assist Courts and justice system stakeholders deliver enhanced services to pretrial defendants with co-occurring illicit substance use and behavioral health disorders.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Pretrial Services Risk Assessments	3,021	3,084	3,090
Defendants on Pretrial Supervision (ADP)	1,557	1,599	1,600
Domestic Violence Screening Assessments	852	850	860
Efficiency Measures			
FTE's per 10,000/capita	0.46	0.47	0.48
Per capita net cost	$4.59	$5.37	$5.60

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: JUSTICE SERVICES

BUDGET UNIT TITLE AND NUMBER: Work Release - - 24125

DEPARTMENT DESCRIPTION: Section 18-1.3-106, C.R.S., allows for the operation of jail alternative programs to be used by the court in sentencing. This unit offers a cost-effective alternative to secure custody for low-risk offenders.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 2,038,711	$ 2,205,110	$ 2,205,110	$ 2,205,110
Supplies	10,242	28,890	28,890	28,890
Purchased Services	154,068	219,339	219,339	269,339
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 2,203,021	$ 2,453,339	$ 2,453,339	$ 2,503,339
Revenue	402,364	600,000	600,000	600,000
Net County Cost	$ 1,800,657	$ 1,853,339	$ 1,853,339	$ 1,903,339
Budgeted Positions	21.0	20.0	20.0	20.0

SUMMARY OF CHANGES: No changes were requested for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: After the budget was submitted, the board approved a change in the service agreement for the GPS tracking system, and $50,000 is reflected in the Work Release budget. As the board has already approved this, it is reflected in the Recommended Budget. Recommend approval.

BOARD ACTION:

Work Release / Electronic Monitoring (Continued) 1000-24125

Weld County Strategic Priority #1 – Ensure Healthy, Safe, and Livable Communities
Weld County Strategic Priority #4 – Be an Employer of Choice
Weld County Strategic Priority #5 – Provide Excellent, Cost-Effective Service Delivery

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Increase residential daily subsistence rate at Work Release program by 1.07%.
2. Sustain utilization of both programs and assist Courts and justice system stakeholders to deliver enhanced services to justice-involved individuals with co-occurring illicit substance use and behavioral health disorders.
3. Ensure high successful sentence/placement completion rates.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Deliver, safe community-based sentencing alternatives to create variable costs avoidance and savings and effective programs and employment and life-skills building opportunities to clients.
2. Diversify services for specialized offenders.
3. Enhance and develop on-premises health education, cognitive restructuring, and living skills groups for the offender clientele.
4. Professional development and training to enhance employee job satisfaction.

PERFORMANCE MEASURES

	ACTUAL	*ESTIMATED*	*PROJECTED*
Work Outputs			
Avg. Work Release Clients - ADP	80	80	90-100
Avg. Electronic Home Monitoring - ADP	45	45	50
Efficiency Measures			
FTE's per 10,000/capita	0.62	0.57	0.56
Per capita net cost	$5.30	$5.33	$5.20

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DISTRICT ATTORNEY'S OFFICE

BUDGET UNIT TITLE AND NUMBER: Adult Diversion Services – 1000-24150

DEPARTMENT DESCRIPTION: Adult Diversion Services offers persons charged with criminal offenses alternatives to traditional criminal justice or juvenile justice proceedings. Staff screens defendants for acceptance into the program and develop service plans to address defendants' risks and needs. Completion of the program will result in dismissal of charges or its equivalent.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 104,970	$ 179,301	$179,301	$179,301
Supplies	0	500	500	500
Purchased Services	399	500	500	500
Fixed Charges	0	0	0	0
Gross County Cost	$ 105,369	$180,301	$180,301	$180,301
Revenue	8,030	10,000	10,000	10,000
Net County Cost	$ 97,339	$170,301	$170,301	$170,301
Budgeted Positions	1.50	1.50	1.50	1.50

SUMMARY OF CHANGES: There are no changes to this budget requested for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: *As a state official the District Attorney does not provide workload measures or goals in the budget document.*

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: JUSTICE SERVICES

BUDGET UNIT TITLE AND NUMBER: Community Corrections - 24200 & 24220

DEPARTMENT DESCRIPTION: Through local government, a Community Corrections Board is authorized, under Title 17, Article 27 of the Colorado Revised Statute, to administer funds allocated by the Colorado legislature through the Division of Criminal Justice (DCJ) for administration and placement of offenders into a community corrections program. The Weld County Community Corrections Board, under the authority of the Board of Commissioners of Weld County, and through the department, sub-contracts with a selected vendor to provide residential and non-residential supervision services of adult felony offenders sentenced directly to the program as, or in lieu of, a transition from prison. Justice Services oversees all aspects to the daily administration of community corrections.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 123,944	$ 113,211	$ 118,211	$ 118,211
Supplies	1,372	5,000	5,000	5,000
Purchased Services	4,448,195	4,149,272	4,099,167	4,099,167
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 4,573,511	$ 4,267,483	$ 4,225,028	$ 4,225,028
Revenue	4,324,920	4,267,483	4,222,378	4,222,378
Net County Cost	$ 248,591	$ 0	$ 2,850	$ 2,850
Budgeted Positions	1.4	1.4	1.4	1.4

SUMMARY OF CHANGES: State allocation for the placement of adult offenders for these services for SFY 24/25: $3,688,136.84 for Residential Diversion, Transition, Condition of Probation and Condition of Parole placements (145 beds); $129,538.50 for Non-Residential Diversion services (35 slots); $90,000 for Offender Treatment Support Services; $160,738.39 for Facility Payment funding to lessen vendor staff turnover and promote evidence-based programming, and $153,964.61 for Community Corrections Board and Department administration and program oversight. Total = $4,222,378.37. Slight increase for Personnel Services costs to account for COLA, accurate accounting of benefits, and proper alignment of job duties of 1.0 FTE by the Board in current budget to other comparable positions in the County, new employee appreciation funds; no change in Fixed Charges.

The contractor lease rate was adjusted to cover the increase in utilities and other maintenance costs at the facility, for a budgeted amount of $342,488 for 2025. This amount is listed as a revenue under Budget Unit #1000-90100.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

COMMUNITY CORRECTIONS ADMINISTRATION (CONTINUED) 1000-24200 & 24220

Weld County Strategic Priority #1: Ensure Healthy, Safe, and Livable Communities
Weld County Strategic Priority #4 – Be an Employer of Choice
Weld County Strategic Priority #5: Provide Excellent, Cost-Effective Service Delivery

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Correctly received, managed, and processed all state-allocated funds.
2. Correctly and promptly, screened all offender referrals from the Courts, the DOC/Parole for possible placement in a community corrections program; screened to assure for low recidivism and successful placements.
3. Provided ongoing taxpayers' savings with less expensive and effective placement alternatives to jail and prison incarceration for adult offenders.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Remain a self-supported, grant-funded/allocated function.
2. Consider re-bid of subcontracted services.
3. Enter new Master Contract with the State; further implement new Performance Standards within contract and continue day-to-day oversight of local program to assure healthy, safe operations.
4. Professional development and training to enhance employee job satisfaction.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Intervention Community Correction Services:			
Total Average Daily Populations of Offender Populations by Type - Residential Transition, Residential Diversion, Non-Residential Diversion and IRT Placements	170	170	170
Efficiency Measures			
FTE's per 10,000/capita	0.041	0.040	0.039

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: PLANNING AND ZONING

BUDGET UNIT TITLE AND NUMBER: Building Inspection 1000-25100

DEPARTMENT DESCRIPTION: Building Inspection administers building codes, reviews plans, and makes on-site inspections during each phase of building construction to ensure minimum life safety requirements are met. The Department also assists Weld County citizens in understanding and applying the International Building Codes consistent with protecting the health, safety, and welfare of our citizens.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 1,426,559	$ 1,620,816	$ 1,626,816	$ 1,626,816
Supplies	105,601	132,700	158,945	158,945
Purchased Services	47,461	49,299	81,978	81,978
Fixed Charges	333,032	375,648	375,648	375,648
Capital	0	0	0	0
Gross County Cost	$ 1,912,653	$ 2,178,463	$ 2,243,387	$ 2,243,387
Revenue	2,566,275	3,050,000	2,285,000	2,285,000
Net County Cost	$ -653,622	$ - 871,537	$ - 41,613	$ - 41,613
Budgeted Positions	14.00	14.00	14.00	14.00

SUMMARY OF CHANGES: With recent retirements, personnel services included a mid-year request to reclassify the Combination Inspector I position (Grade 37/9) to a Lead Inspector position (Grade 45/1). Reorganization of the building department will create a future ladder structure for the Inspectors, Plans Examiners, and Building Technician positions that will improve operations and promote redundancy. These changes were approved midyear 2024, and result in an overall cost savings in 2025, however $6,000 was added for potential overtime as services increase. The increase in Supplies is due to the software maintenance contracts increasing, and small increases in operating supplies.

Personnel reflects the increase in vehicle expenses from a replacement vehicle requested in Fleet, and fuel usage based on historical expenses. There is also a $1,500 increase in training to allow for more certifications to be achieved in 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

BUILDING INSPECTION (CONTINUED) 1000-25100

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Utilize data and technology to develop department efficiencies with purchases, such as Selectron Interactive Voice Response (IVR), which is an automated phone system integrated with Accela to streamline inspection requests. This supports *Strategic Priority 3, Plan for Resilient Infrastructure, Facilities, and Resources* to improve department productivity and customer services.
2. *Strategic Priority 3* was also utilized to maximize partnerships to help ensure infrastructure challenges are overcome by increasing membership on the Building Trades Advisory Committee.
3. Created the "Express" permit, which reduces staff time to provide a "same day" permit for items that do not require a plan review, for items like water heaters, furnaces, etc. This effort supports *Strategic Priorities 2 and 6.*
4. Reorganized the Building Department structure to create a Lead Building inspector position in order to improved staffing efficiencies, inspection quality, consistency, and customer service, which supports *Strategic Priorities 4 and 5.*

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Department code updates continue to support *Balance Growth and Development, Strategic Priority 2 and Provide Excellent, Cost-Effective Service Delivery, Strategic Priority 5* by reviewing county code and policies to improve customer service and experiences.
2. Coordination with the Communications Department to help assist the department to *Enhance Accessible Communication, Outreach, and Awareness, Strategic Priority 6* by proactively communicating the Accela Citizen Access online building permit submittal process to improve government efficiencies.
3. Perform a department audit to ensure services are adequately provided and staff workload is reasonable to accommodate. Promote employee trainings to improve customer service and improve efficiency.

PERFORMANCE MEASURES

Building Activity	**ACTUAL 2023**	**ESTIMATED 2024**	**PROJECTED 2025**
Total Number of Building Permits Issued	1,925	1,650	1,550
Number of inspections performed	22,815	20,500	19,500
Number of Inspectors	5	5	5
Number of Plan Reviews	1,790	1,450	1,400
Number of Plans Examiners	3	3	3

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: OIL AND GAS ENERGY DEPARTMENT

BUDGET UNIT TITLE AND NUMBER: Oil and Gas Energy - - 1000-25200

DEPARTMENT DESCRIPTION: The Oil and Gas Energy Department is responsible for permitting, regulating, and enforcing surface and air oil-and-gas operations for drilling sites located in unincorporated areas of Weld County.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 815,517	$ 1,023,621	$1,142,049	$1,171,118
Supplies	29,374	39,300	35,200	35,200
Purchased Services	415,052	463,528	464,028	382,803
Fixed Charges	0	0		
Capital	0	0		
Gross County Cost	$ 1,259,943	$ 1,526,449	1,641,277	1,589,121
Revenue	761,576	415,000	537,500	537,500
Net County Cost	$ 498,367	$ 1,111,449	1,103,777	1,051,621
Budgeted Positions	7.0	8.0	9.0	9.0

SUMMARY OF CHANGES: Personnel Services is increasing due to request to reclassify Oil & Gas Inspector I position to Regulatory Analyst I position, and to request adding one FTE (Oil & Gas Inspector I). Request to reclassify is due to increase in permitting activity in 2023 and so far to date in 2024, along with additional permitting roles assigned to OGED which include deep geothermal, Class II Wells, and Class VI Wells. Request for additional FTE for 2025 replaces the Oil & Gas Inspector I position that was approved for 2024, which will assist with increasing number of inspections, and responsiveness to citizen questions or concerns. Supplies able to decrease due to IT taking on ePlanSoft charges for 2025 budget, however Accela charges are increasing by approximately 5%. Revenue increasing due to new 1041 WOGLA & Sundry charges implemented in Appendix 5D which took effect January 2024.

FINANCE/ADMINISTRATION RECOMMENDATION: In August 2024, the Health Department requested to transfer an Environmental Health Specialist position to Oil and Gas, at a Grade 35, which the board approved. This will result in the Inspector II (Grade 35) replacing the Inspector I requested and eliminates $82,125 in transfers between departments to help offset those expenses. The other changes include a small increase for the anticipation of a new Department Director, and $900 for increases in subscriptions for 2025, requested after the budget was submitted. Recommend approval.

BOARD ACTION:

OIL AND GAS ENERGY
(CONTINUED)
1000-25200

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Tied to Strategic Priority 2 – IGAs continue to be developed and signed with municipalities, which allows OGED to take lead on oil & gas permitting while partnering with the municipality on inspection and enforcement items.
2. Tied to Strategic Priority 5 – Removed oil & gas building permit process for equipment from Department of Planning Services and moved to OGED. This eliminated a duplicative process which saved additional time and submittal requirements (which also equates to saving money).
3. Tied to Strategic Priority 6 – OGED webpage 97%+ ADA accessible.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Retain qualified staff.
2. Develop code and processes for deep geothermal and enhance current processes for 1041 WOGLA (upstream / Class II / Class VI) and LAP permitting, with the goal of maintaining or improving upon processes which efficiently and effectively regulates land use issues pertaining to oil & gas development.
3. Identify additional opportunities to assist our municipal partners with oil & gas permitting within their boundaries.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
LAP Permits	11	13	12
WOGLA permits	60	50	40
Sundry requests	89	70	75
Inspections	586	500	500
Efficiency Measures			
FTE's per 10,000/capita	0.203	0.198	0.221
Per capita cost (county support)	$2.02	$2.56	$3.07

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEPARTMENT OF PUBLIC WORKS

BUDGET UNIT TITLE AND NUMBER: Noxious Weeds - - 1000-26100

DEPARTMENT DESCRIPTION: The Noxious Weeds division is responsible for noxious weed control and enforcement in the County.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 582,125	$ 677,299	$780,794	$780,794
Supplies	37,560	81,030	90,480	90,480
Purchased Services	348,931	439,000	500,578	500,578
Fixed Charges	32,223	24,500	24,500	24,500
Capital	18,000	25,000	20,000	20,000
Gross County Cost	$ 1,018,839	$ 1,246,829	$1,416,352	$1,416,352
Revenue	19,084	6,000	6,000	6,000
Net County Cost	$ 999,755	$ 1,240,829	$1,410,352	$1,410,352
Budgeted Positions	3 FTE 9 PT	4 FTE 8 PT	6 FTE 5 PT	6 FTE 5 PT

SUMMARY OF CHANGES: Personnel Services increased $103,495 with the conversion of 2 seasonal Landowner Specialist positions to 1 FTE Landowner Specialist and 1 seasonal mower position to 1 FTE Mower. Supplies increased a total of $9,450. Software is up $10,500 for Accela licenses for 4 staff members. Uniforms and Clothing decreased $1,050 with the conversion of seasonal employees to full-time.

Purchased Services is up a total of $61,578. Memberships and Registrations increased $495 for anticipated conference fees. Other Professional Services is up $44,097 due to increasing tree trimming and removal costs. Vehicle Expense is up $14,236 for maintenance repair costs. Repair and Maintenance Other increased $2,750 for replacement parts for the UAS (drone) fleet and to convert chain saws and string trimmers from gas to electric. Capital decreased $5,000 for a new UAS drone which will be the last addition to the fleet.

FINANCE/ADMINISTRATION RECOMMENDATION: The increase in FTE is still a policy issue for the board. Recommend approval.

BOARD ACTION:

NOXIOUS WEEDS (CONTINUED) 1000-26100

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Completed the ReSTORE grant, including seeding and noxious weed control
2. Worked with more than 400 landowners providing noxious weed education
3. Began using the UAS spray drone to treat noxious weeds and treat bare-ground sites

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Hire two full-time, year-round staff members to carry out landowner compliance/education and to mow and address gravel roads and tumble weeds
2. Continue to expand the UAS program to document projects, vegetation species and establishment, as well as find other uses for the units
3. Work within the current budget to carry out regular spraying and mowing activities

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Mowing Lane Miles	2,278	2,400	2,400
Spraying Lane Miles	6,728	7,500	7,500
Acres Sprayed	911	1,000	1,000
Efficiency Measures			
FTE's per 10,000/capita	0.058	0.085	0.111
Per capita cost (county support)	$2.69	$3.36	$3.41

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: BOARD OF COUNTY COMMISSIONERS

BUDGET UNIT TITLE AND NUMBER: Office of Emergency Management - - 1000-26200

DEPARTMENT DESCRIPTION: Section 24-33.5-707 (2), C.R.S., requires each county to maintain a Disaster Agency which has jurisdiction over and serves the entire county. The Director or Coordinator of the Disaster Agency is responsible for the planning and coordination of local disaster services, developing plans, and coordinating emergency planning in case of either natural or other disasters on county, state, and federal level. The focus for OEM is All-Hazards Planning and Coordination with county departments, agencies organizations in cooperation with towns and cities.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 599,810	$ 661,524	661,524	661,524
Supplies	34,670	90,694	111,896	111,896
Purchased Services	43,296	68,885	173,256	173,256
Fixed Charges	0	0		
Capital	0	0		
Gross County Cost	$ 677,776	$ 821,103	946,676	946,676
Revenue	187,809	336,831	412,167	412,167
Net County Cost	$ 489,967	$ 484,272	534,509	534,509
Budgeted Positions	5.0	5.0	5.0	5.0

SUMMARY OF CHANGES: Changes to the OEM budget include an increase for the Water and Earth Contract for our stream gauge monitoring. Annual license agreements for the OEM Operations system of $11,430 (VEOCI),, increase in phone costs (3,792) and Salamander program fees (100). budgeting for the updates to the County Multi-jurisdictional Hazard Mitigation Plan $100,579, and the additional Stream Gauges $60,642. the hazard mitigation plan and the stream gauges are FEMA projects and require a 25% match, our actual costs for these projects will be $25,145 and $15,160. There is also a reduction in the EMPG grant of 9% from Homeland Security. Total estimated grant funding will be $412,167.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

OFFICE OF EMERGENCY MANAGEMENT (CONTINUED) 1000-26200

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Continued to integrate Hazmat incidents and Access and Functional Needs into all drills and exercises.
2. Continue to develop hazard analysis reports for high hazard chemical facilities.
3. Conducted another Whole Community Immersion Course which included cyber security.
4. Prepare for the update to the Weld County Hazard Mitigation Plan which is due in January 2026.
5. Worked with dispatch to add premise warnings to hazmat facilities within Weld County.
6. Worked with Human Services and GIS to create a PowerBi and GIS tool to assist Human Services communicate with their customers during a hazmat incident.

2025 BUDGET GOALS AND PRIORITIES:

1. Continue to integrate Hazmat incidents and Access and Functional Needs into all drills and exercises.
2. Continue to develop hazard analysis reports for high hazard chemical facilities.
3. Coordinate with WCDPE Human Services, Sheriff’s Office, and dispatch on community events.
4. Update to the Weld County Hazard Mitigation Plan which is due in January 2026.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Number of Training and Exercise Hours	178	260	153
Number of people participating Trainings and Exercises	587	1033	735
Number of inspections and/or reports	15	20	28
Number of incidents OEM assigned to	333	381	436
Number of incidents OEM supported	5	8	12
Number of community events supported	15	14	16
Efficiency Measures			
FTE’s per 10,000/capita	0.140	0.136	0.133
Per capita cost	$1.37	$1.32	$1.43

OFFICE OF EMERGENCY MANAGEMENT (CONTINUED) 1000-26200

Mission Statement: To support Weld County and its citizens in Preparedness, Prevention, Mitigation, Response, and Recovery using a Comprehensive All-Hazards approach, and to develop and sustain broad and sincere relationships among individuals and organization to encourage trust, advocate a team atmosphere, build consensus, and facilitate communication.

Weld OEM Mission aligning to the Weld County 2023-2028 Strategic Plan

1A. Formalize a county-wide coalition focused on public health and safety programming to increase outreach and awareness.

- OEM will coordinate and work with WCDPHE, dispatch, Sheriff's Office, and dispatch to provide community outreach, preparedness, and resources.
- With the formation of Whole-Community Groups, OEM will continue to bolster current relationships, strive to increase relationships to grow the coalition.

1E. Enhance awareness, use, and exchange of survey data, and other strategies across departments to support effective service provision.

- OEM will continue to use all available data sources to address Whole Community needs and capability gaps.

1F. Enhance access to health and safety services to best reach all in our community.

- OEM will work with external stakeholders to ensure community members have access to vital emergency preparedness information to assist residents prepare for emergencies and actions needed to take during an emergency.

2D. Encourage and consider all potential forms of energy development.

1. OEM will continue to coordinate and work with Weld County Oil and Gas and Planning Departments to review all required Emergency Action plans and ensure they address all life safety and property conservations concerns.

2E. Continue to monitor, mitigate, and protect water resources to the best of Weld County's ability.

- OEM will monitor and recommend mitigation and action items as needed to help protect Weld County's water resources.
- Due to EPA changes, OEM will continue to coordinate with community water systems to mitigate potential impacts to their water systems.

3A. Maximize resources to leverage infrastructure funding and lifecycle infrastructure costs.

1. OEM will seek and recommend grant funding opportunities to help Weld County with funding infrastructure costs.

3C. Maintain operational plans to ensure resilient infrastructure.

- OEM will continue to maintain emergency plans to help protect Weld County infrastructure before, during, and after a disasters strike.

3D. Maximize partnerships and involvement with non-profit and private sectors to solve infrastructure challenges.

- OEM continues to strengthen relationships with the Colorado Preparedness Response Network (CPRN) to assist with protecting oil and gas assets within Weld County.

3E. Use data and technology to develop project budgets, forecasts, and other department work plans.

- OEM will utilize available data and technology to forecast unmet needs, challenges, or new innovations to assist us with identifying projects and work plans to adjust our budget accordingly.

4D. Provide training and opportunities that support career advancement and foster new ideas and innovation.

- OEM will identify training opportunities and innovation concepts to send OEM staff and county employees to it bolster out preparedness capabilities. In addition, OEM will, to the best of our abilities, bring the training back and provide the training to external stakeholders to continue to strengthen our capabilities county.

5A. Review process and procedures to ensure that citizens and communities receive best and most cost-effective services.

- OEM will continue to innovate our processes and procedures to ensure ALL stakeholders receive the best and most cost-effective service form Weld County OEM.

5C. Create mechanisms for feedback and dialogue with the community regarding projects, initiatives, and service needs to increase awareness and understanding.

- OEM continues to elicit information from the community and first responders on current incidents and needs to increase awareness and understanding.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEPARTMENT OF PUBLIC WORKS

BUDGET UNIT TITLE AND NUMBER: General Engineering - - 1000-31100

DEPARTMENT DESCRIPTION: The General Engineering division provides engineering services for bridge designs; field survey operations to establish line and grade control; administrative and inspection work in utility and subdivision construction; laboratory tests to determine soil properties, construction and materials quality; and all phases of highway engineering, bridge engineering, design and construction inspection.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 3,743,305	$ 4,494,696	$4,729,785	$4,584,518
Supplies	326,115	415,227	360,766	360,766
Purchased Services	6,016,720	23,105,141	29,731,996	29,731,996
Capital	0	156,000	66,500	66,500
Contra	- 154,879	-180,138	0	0
Gross County Cost	$ 9,931,261	$ 27,990,926	34,889,047	34,743,780
Revenue	0	0	0	0
Net County Cost	$ 9,931,261	$ 27,990,926	34,889,047	34,743,780
Budgeted Positions	29.0	32.0	34.0	33.0

SUMMARY OF CHANGES:

Personnel Services increased a total of $235,089 for the addition of 1 FTE Engineer I at Grade 38 and 1 FTE Survey Tech I at Grade 25 at a cost of $216,418. The ROW Specialist position is reclassified from Grade 44 to an Engineer I at Grade 38, for a reduction of $15,179. Overtime was increased $35,000 for anticipated needs. Outerwear reimbursement was reduced by $1,150.

Supplies is down a total of $54,461. Small Equipment is increased $16,400 mostly due to the replacement of all traffic counters and a radar/motion detector camera for counting difficult tube jnstallation locations. Software Maintenance is reduced $72,461 with the elimination of the eplan software and Autodesk Autocad subscription fees won't be due until 2026. Uniforms and Clothing was added for $1,600 for the one-time purchase of fire resistant coveralls for the permitting team to enter sites per Oil and Gas regulations.

Purchased Services increased a total of $6,626,855. Printing was increased $5,000 based on anticipated needs. Memberships and Registrations is down $1,847 as the Geotech Certifications were moved to the 6400 line item. Phones was increased $5,000 for new ipads for the inspection group. Engineering and Architectural is up $350,000 mostly due to an increase in on-call ROW acquisition services. Vehicle Expense is decreased $31,595 based on actual repair costs for last year and anticipated fuel gallons. Repair and Maintenance Equipment is down $4,000 as repairs for the construction trailer were completed last year. Infrastructure Projects is up $8,305,145 based on CIP projects and an additional cost for the engineering team to advance CIP projects consisting of design, right-of-way and utilities. Grants and Donations is reduced $2,000,848 based on IGA's.

The Contra Account was eliminated as department charge backs will be handled through the Workday program.

Capital is reduced $89,500 for the purchase of one survey rover to check construction elevations.

FINANCE/ADMINISTRATION RECOMMENDATION: Finance recommends waiting on the Survey Tech position to see if the outside services can meet the needs for the next few years. Also, the overtime was reduced to reflect closer to actual historical spending and can be discussed if the need is there in 2025 for a possible supplemental. Recommend approval.

BOARD ACTION:

GENERAL ENGINEERING
(CONTINUED)
1000-31100

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Developed public outreach materials to prevent stormwater pollution
2. Successfully implemented water quality requirements in compliance with state regulations
3. Updated specifications to communicate contractor work expectations
4. Completed all in-house design for CIP and Haul Road projects (HRP) survey projects
5. Completed right-of-way plans, legal descriptions, title research
6. Held monthly collaborative training of Civil-3D among Engineering and survey staff which has improved the quality of plans.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Build the survey team for better continuity for future growth
2. Review and implement new technology that may benefit surveying
3. Schedule surveys to allow Engineering, HRP, Low Volume Roads (LVR) projects to remain on the current construction schedule
4. Expand the soils lab to test more extensive soils, along with asphalt and concrete testing
5. Introduce new survey equipment technology to inspection staff for utility relocations and construction
6. Implement a best value process to select construction contractors for CDOT grant projects
7. Produce and publish a detailed right-of-way outline manual to explain the Weld County Public Works right-of-way process in coordination with Clerk to the Board and the County Attorney's Office.

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Number of designs completed	13	15	15
Number of construction projects completed	5	5	8
MS4 land use case reviews (post & active construction)	14	15	15
Special Transport Permits	2,268	2,300	2,400
Right-of-Way Permits	877	950	950
Efficiency Measures			
FTE's per 10,000/capita	0.840	0.820	0.885
Per capita cost	$26.47	$62.03	$77.41

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: BUILDINGS AND GROUNDS

BUDGET UNIT TITLE AND NUMBER: Parks and Trails - - 1000-50200

DEPARTMENT DESCRIPTION: The Parks and Trails division develops and maintains County trails and future park projects. The Poudre River Trail maintenance agreement is per the IGA approved by the County Commissioners November 3, 2021.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	77,000	277,000	287,000	67,000
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 77,000	$ 277,000	$ 287,000	$ 67,000
Revenue	0	0	0	0
Net County Cost	$ 77,000	$ 277,000	$ 287,000	$ 67,000
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES: The budget request includes $267,000 to the Poudre River Trail Corridor, Inc. Board. Of this amount, $35,000 covers one-third of the annual maintenance and operating costs as well as $32,000 for one-third of the Executive Director position for trail management. Combined with $200,000 contributions from Weld County, Windsor, and Greeley, the organization uses these funds to leverage grant dollars for planned trail improvements, protection, and repairs. This began in 2020 and the Poudre River Trail Board requests funding of $200,000 annually of each participant governments to repair the trail in accordance with the 2019 engineering plan. This is paid on a reimbursement basis once repairs are completed.

The Great Western Trail Authority is requesting $20,000, up from prior funding of $10,000 for ongoing trail maintenance and operations covering 6.5 miles between Eaton and Windsor in unincorporated Weld County. The support for the maintenance requested shows the expenditure.

FINANCE/ADMINISTRATION RECOMMENDATION: Finance recommends moving the capital and maintenance portions of these requests to the Conservation Trust Fund, leaving $67,000 in operating expenses to the Poudre River Trail Authority and City of Greeley in the General Fund.

BOARD ACTION:

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES

BUDGET UNIT TITLE AND NUMBER: Senior Programs - - 1000-56110

DEPARTMENT DESCRIPTION: Weld County's financial support to the twenty senior centers throughout the county.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	40,000	40,000	40,000	40,000
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 40,000	$ 40,000	$ 40,000	$ 40,000
Revenue	0	0	0	0
Net County Cost	$ 40,000	$ 40,000	$ 40,000	$ 40,000
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES: Recommended budget of $40,000 is the same as prior years.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: WASTE WATER MANAGEMENT

BUDGET UNIT TITLE AND NUMBER: Waste Water Management - - 1000-56120

DEPARTMENT DESCRIPTION: County assessment for North Front Range Water Quality Planning Association for waste water management.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	7,500	10,000	10,000	10,000
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 7,500	$ 10,000	$ 10,000	$ 10,000
Revenue	0	0	0	0
Net County Cost	$ 7,500	$ 10,000	$ 10,000	$ 10,000
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES: This budget is the same as prior years for the North Front Range Water Quality Planning Organization ($10,000).

Membership for the Little Dry Creek Watershed Group ($6,000) is included in the Budget Unit account 1000-31100-6340 budget since it involves drainage issues and not water quality.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEVELOPMENTALLY DISABLED

BUDGET UNIT TITLE AND NUMBER: Envision - - 1000-56130

DEPARTMENT DESCRIPTION: Weld County's financial support of Envision, formerly Centennial Development Services, Inc., which provides services for the developmentally disabled citizens of the county.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	38,225	38,225	51,225	38,225
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 38,225	$ 38,225	$ 51,225	$ 38,225
Revenue	0	0	0	0
Net County Cost	$ 38,225	$ 38,225	$ 51,225	$ 38,225
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES: Envision is requesting $51,225, which is $13,000 higher than the past many years funded at $38,225. The additional request is to cover one-time training and development of leadership.

FINANCE/ADMINISTRATION RECOMMENDATION: Finance recommends keeping funding the same as previous years. Recommend approval.

BOARD ACTION:

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: MENTAL HEALTH

BUDGET UNIT TITLE AND NUMBER: North Range Behavioral Health - - 1000-56140

DEPARTMENT DESCRIPTION: Weld County's financial support of the North Range Behavioral Health which provides extensive mental health services to citizens in Weld County. In addition, this budget funds client treatments in Weld County Adult Treatment Court.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	191,600	251,000	776,000	276,000
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 191,600	$ 251,000	$ 776,000	$ 276,000
Revenue	0	0	0	0
Net County Cost	$ 191,600	$ 251,000	$ 776,000	$ 276,000
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES: North Range Behavioral Health is requesting $726,000, which is $500,000 higher than the 2024 request. For years, the board has provided $121,000 for the base mental health programs, $50,000 for the Frederick expansion of mental health services, and $20,000 for the Suicide Education and Support Services (SESS) program. The increase in funding is to provide one-time emergency support to cover gaps in funding now that the Public Health Emergency has ended.

A total request of $50,000 is included for the Weld County Adult Treatment Court program to treat clients with alcohol, drug and other substance abuse issues. In 2016, the county and courts developed an ongoing MOU for this arrangement. The request was reduced in recent years to accommodate the grants received by the district for 2023 and remains below original funding of $100,000 in previous years. This is a reimbursement program, and only used as needed.

FINANCE/ADMINISTRATION RECOMMENDATION: Finance recommends approving North Range Behavioral Health at the same $226,000 as last year, however does recommend increasing the Adult Treatment Court back up to $50,000 as it is a reimbursement program and typically comes in well under the budgeted amount.

BOARD ACTION:

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: CHILD ADVOCACY CENTER

BUDGET UNIT TITLE AND NUMBER: A Kid's Place - - 1000-56150

DEPARTMENT DESCRIPTION: The Child Advocacy Center budget unit funds a facility for interviewing and providing services to young victims of child abuse and non-offending family members.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	0	0	0	0
Fixed Charges	0	0	0	0
Contra Account	0	0	0	0
Gross County Cost	$ 0	$ 0	$ 0	$ 0
Revenue	0	0	0	0
Net County Cost	$ 0	$ 0	$ 0	$ 0
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES: This program is now funded in the Social Services budget under Child Welfare since the usage justifies Social Services paying 100%.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend continuing to fund this program in the Social Services budget under Child Welfare in 2024 since the usage justifies Social Services paying 100%.

BOARD ACTION: Approved as recommended.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FINANCE AND ADMINISTRATION

BUDGET UNIT TITLE AND NUMBER: Retirement Transfer - - 1000-56160

DEPARTMENT DESCRIPTION: Central budget unit for the transfer of administrative costs for Weld County Retirement Plan.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	0	0	0	0
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 0	$ 0	$ 0	$ 0
Revenue	0	0	0	0
Net County Cost	$ 0	$ 0	$ 0	$ 0
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES: This unit is for the transfer to the Weld County Retirement Plan Fund for the administrative costs of the program. With the underfunding of the Weld County Retirement Plan the Board decided to reimburse the Retirement Fund for the administrative costs of the plan. The administrative costs include the investment fees and other administrative costs. Annually the costs are approximately $1,000,000. The County stopped paying the fees in the 1980's. From 2011-2015 the General Funds made substantial contributions to repay the Retirement Fund for the past administrative costs. As of December 31, 2015, the Weld County Retirement Plan was fully funded under the new accounting rules of GASB 67 and 68. The level of funding for this purpose can be reduced in years where the property tax revenues from oil and gas fluctuate downward and when the retirement fund is fully funded. Due the retirement plan being totally funded, no contribution is required in the 2023 budget.

The investment rate assumption will be 5.90% as of December 31, 2021. The 5.90% rate is much more realistic based upon projected investment returns for the Plan.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION: Approved as recommended.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: TRANSFERS

BUDGET UNIT TITLE AND NUMBER: Human Services Transfer - - 1000-56160

DEPARTMENT DESCRIPTION: General Fund contribution to Area Agency on Aging Program (Human Services Budget).

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	12,351	12,351	1,233,400	1,233,400
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 12,351	$ 12,351	$ 1,233,400	$ 1,233,400
Revenue	0	0	0	0
Net County Cost	$ 12,351	$ 12,351	$ 1,233,400	$ 1,233,400
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES: The transfer to the Human Services Fund has been $12,351 for many years for the Area Agency on Aging Administration match. The department is requesting additional dollars for program expenses, specifically related to Veteran’s Services and the prior increases in health insurance that have eliminated a majority of the Human Services Fund balance.

FINANCE/ADMINISTRATION RECOMMENDATION: This is a policy change for the board and needs to be discussed. It is included in the recommendation but must be decided by the board.

BOARD ACTION:

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Human Services Fund.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: TRANSFERS

BUDGET UNIT TITLE AND NUMBER: Health Department Transfer - - 1000-56160

DEPARTMENT DESCRIPTION: General Fund contribution to Health Department operations.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	0	0	0	0
Fixed Charges	2,680,275	6,035,292	6,194,386	6,118,644
Capital	0	0	0	0
Gross County Cost	$ 2,680,275	$ 6,035,292	$ 6,194,386	$ 6,118,644
Revenue	0	0	0	0
Net County Cost	$ 2,680,275	$ 6,035,292	$ 6,194,386	$ 6,118,644
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES: See Health Fund for details.

FINANCE/ADMINISTRATION RECOMMENDATION: The transfer was lowered by Finance to represent the changes made after the budget was submitted and the recommendations made to the board.

BOARD ACTION: Approved as recommended.

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Health Fund.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: TRANSFERS

BUDGET UNIT TITLE AND NUMBER: Motor Pool Transfer - - 1000-56160

DEPARTMENT DESCRIPTION: General Fund contribution to Fleet Services for capital purchase.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	0	0	0	0
Fixed Charges	0	550,000	0	0
Capital	0	0	0	0
Gross County Cost	$ 0	$ 550,000	$ 0	$ 0
Revenue	0	0	0	0
Net County Cost	$ 0	$ 550,000	$ 0	$ 0
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES: Currently, there are no recommendations for Motor Vehicle Transfers for the 2025 budget.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION: Approved as recommended.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FINANCE AND ADMINISTRATION

BUDGET UNIT TITLE AND NUMBER: Economic Development - - 1000-60200

DEPARTMENT DESCRIPTION: Economic Development is used to fund the County's economic development program through the Upstate Colorado Economic Development (Upstate Colorado), a public/private non-profit organization. Starting in 2009, the County began contributing to the East Colorado Small Business Development Center (SBDC) and to Upstate Colorado Economic Development.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	1,907,034	1,300,000	1,565,000	1,000,000
Gross County Cost	$ 1,907,034	$ 1,300,000	$ 1,565,000	$ 1,000,000
Revenue	0	0	0	0
Net County Cost	$ 1,907,034	$ 1,300,000	$ 1,565,000	$ 1,000,000
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES: East Colorado Small Business Development Center (SBDC) has requested $65,000 which matches what was contributed in prior years to serve Weld County.

Upstate Colorado requested $200,000, which is consistent with asks from the previous year.

$1,300,000 is budgeted in 2025 to continue coverage of consultants, legal review, and monitoring and preservation of air quality in Weld County to help preserve the quality of air while enabling the agriculture and energy industries to thrive in Weld County.

FINANCE/ADMINISTRATION RECOMMENDATION: A review of the upcoming legislation for air quality monitoring allowed Finance to recommend lowering the 2025 budget for this program to $1,000,000. As in prior years, Finance recommends paying for Upstate Colorado and the East Colorado Small Business Development Center (SBDC) out of the Economic Trust Fund.

BOARD ACTION:

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FINANCE AND ADMINISTRATION

BUDGET UNIT TITLE AND NUMBER: Building Rents - - 1000-60300

DEPARTMENT DESCRIPTION: Building Rents is a budget unit used to fund lease/purchase contracts for county buildings.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	0	0	0	0
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 0	$ 0	$ 0	$ 0
Revenue	0	0	0	0
Net County Cost	$ 0	$ 0	$ 0	$ 0
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES: Budget reflects the County's debt service on any long-term debt and/or lease purchase debt in any given year. With the payoff of the correctional facilities' Certificates of Participation (COP) as of August 1, 2007, Weld County has no long-term debt or long-term lease obligations.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION: Approved as recommended.

LEASE-PURCHASE AGREEMENTS

The following supplemental data regarding lease-purchase agreements involving real property is required under Section 29-1-104(2)(d), C.R.S., 1973:

A.	The total amount to be expended during the ensuing fiscal year for payment obligations under all lease-purchase agreements involving real property	$ -0-
B.	The total maximum payment liability of the local government under all lease-purchase agreements involving real property over the entire terms of such agreements, including all optional renewal terms	$ -0-
C.	The total amount to be expended during the ensuing fiscal year for payment obligations under all lease-purchase agreements other than those involving real property	$ -0-
D.	The total maximum payment liability of the local government under all lease-purchase agreements other than those involving real property over the entire terms of such agreements, including all optional renewal	$ -0-

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FINANCE AND ADMINISTRATION

BUDGET UNIT TITLE AND NUMBER: Non-Departmental - - 1000-90100

DEPARTMENT DESCRIPTION: Central budget unit containing county-wide costs that are not allocated to program budgets, e.g. training, audit fees, membership, professional contracts, etc.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	184,294	288,300	292,500	292,500
Purchased Services	666,209	978,665	1,410,765	1,710,765
Fixed Charges	106,630	250,000	300,000	300,000
Capital	7,784	0	0	0
Gross County Cost	$ 964,917	$ 1,516,965	$ 2,003,265	$ 2,303,265
Revenue	123,084,392	185,773,921	195,839,834	195,839,834
Net County Cost	$- 122,119,475	$ - 184,256,956	$ - 193,836,569	$ - 193,836,569

SUMMARY OF CHANGES: The largest increase in expenses for 2025 are the consultants and training for Phase 2 of the Workday Implementation, which were planned for and approved in prior years, but no longer reflected in any budget detail. There is also a $50,000 increase in Fixed Charges for county-wide training to focus on leadership development in 2025, towards the strategic plan of being an employer of choice.

Revenues are up $10,065,913 in total from 2024. Property taxes are budgeted at $xxx, up $23,468,450, or 15.7% from 2023. Revenue from interest earnings remains at $4,000,000 for 2024. Rents from Buildings total $515,632 from Social Services ($166,234), Grainery farm lease ($20,400), and Community Corrections Building ($328,998). Recovery of indirect costs is $6,077,323 and revenues from Urban Renewal Authorities (URA) are budgeted at $2,793,581; however, the revenues will decrease if the temporary mill credit is increased for 2024. Other smaller revenues are stable with little change.

FINANCE/ADMINISTRATION RECOMMENDATION: Finance received supporting document-tation to justify an increase for the bilingual program that started in midyear 2024. This was not originally included in the budget, so $300,000 was added to Purchased Services to support this program county-wide and should be reflected in lowered contract services calls as the program gains more traction and outside resources are reduced.

BOARD ACTION:

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: COMMUNITY AGENCY GRANTS

BUDGET UNIT TITLE AND NUMBER: Community Agency Grants - - 1000-90150

DEPARTMENT DESCRIPTION: Weld County's financial support to community agencies that do not fit under a specific county program.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Purchased Services	68,000	80,000	1,081,000	80,000
Gross County Cost	$ 68,000	$ 80,000	$ 1,081,000	$ 80,000
Revenue	0	0	0	0
Net County Cost	$ 68,000	$ 80,000	$ 1,081,000	$ 80,000
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES: Funding is included for the following community agencies:

AGENCY	PRIOR YEAR	REQUEST	RECOMMEND	FINAL
A Woman's Place	10,000	$ 10,000	$10,000	
Packz4Kidz	0	1,000	0	
Reading Great by 8	10,000	$ 10,000	10,000	
211 Information and Referral	50,000	50,000	50,000	
Weld's Way Home	10,000	1,010,000	10,000	
Total	**$ 80,000**	**$ 81,000**	**$80,000**	

FINANCE/ADMINISTRATION RECOMMENDATION: This budget unit consolidates community agencies with requests that do not fit under a specific program. The following is the recommendation for each agency:

A Woman's Place has requested $10,000 for 2025. This is the second year the agency has made a request. The agency is a domestic violence shelter for women, assisting over 450 women and offering 4,000 nights of stay estimated a year. The request for funding is due to increases in demand. The funding is requested to assist with staff salaries.

Reading Great by 8 *(formerly Promises for Children)***.** The Board, in May 2004, made a commitment to fund this program along with other partners in the community. A request for $10,000 was made.

COMMUNITY AGENCY GRANTS (CONTINUED) 1000-90150

FINANCE/ADMINISTRATION RECOMMENDATION (Continued):

211 Information and Referral program has requested $50,000 for the 211 information and referral system operated by United Way. The services indirectly offset staff needs in Human Services and the programs provided, resulting in an overall cost savings to the county. *The recommendation to fund at $50,000 is given because of the collaboration between Human Services and 211. Approved at the requested funding rate.*

Weld's Way Home has requested $10,000 for 2025. Since 2018, the county has funded this program at $5,000, with an increase to $10,000 in 2024. The funding would be for the Weld's Way Home (WWH) effort, which is a long-term countywide strategic plan to address homelessness and housing instability. WWH does not intend to offer direct services, instead they aim to support and expand the capacity of the expert service provider already addressing this challenge in Weld County.

Packz4Kidz has requested $1,000 towards the purchase of backpacks and supplies for

BOARD ACTION: See notes for each agency regarding funding in *italics*.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FINANCE AND ADMINISTRATION

BUDGET UNIT TITLE AND NUMBER: Weld County Bright Futures - 1000-90160

DEPARTMENT DESCRIPTION: The Weld County Bright Futures budget unit accounts for the Weld County Bright Futures Program and the donations and tax credits that support it. The program offers student grants from donations to eligible Weld County high school graduates, students earning GEDs and veterans pursuing post high school education or training. Under SB 15-82 the County is authorized to allow the use of county property tax incentive payments or credits to taxpayers contributing to the program for workforce development.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	296,043	315,407	394,560	315,407
Fixed Charges	2,500,000	2,000,000	2,000,000	2,000,000
Capital	0	0	0	0
Gross County Cost	$ 2,796,043	$ 2,315,407	$ 2,394,560	$ 2,315,407
Revenue	0	0	0	0
Net County Cost	$ 2,796,043	$ 2,315,407	$ 2,394,560	$ 2,315,407
Budgeted Positions	0	0	0	0

SUMMARY OF CHANGES: The 2025 request includes $87,500 to support one additional Scholar Relations Officer position to be included. Other expenses were reduced to help offset this increase.

$2,000,000 is included from the General Fund for the anticipated Bankhead Jones transfer in 2024 and reflects one quarter of the dollars received by that revenue in the Public Works Fund, which follows the policy for Bright Futures scholarships.

FINANCE/ADMINISTRATION RECOMMENDATION: The additional position, while nice, is not a necessary expense of the management of the Bright Futures program, and the review of the request does not seem to meet the objectives of the program as required. The additional expense was removed from the recommendation, and funding is recommended at the 2024 approved level. Recommend approval.

BOARD ACTION:

BRIGHT FUTURES (CONTINUED) 1000-90160

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Students in Program	1,003	1,083	1,137
Grant Dollars Awarded	$1.75 M	$2.17 M	$2.27 M
Efficiency Measures			
FTE's per 10,000/capita	0.000	0.000	0.000
Per capita administrative expenditure	$0.82	$0.79	$0.83
Per capita student grant expenditure	$5.15	$6.23	$6.38

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: EXTENSION SERVICES

BUDGET UNIT TITLE AND NUMBER: Extension - - 1000-96100

DEPARTMENT DESCRIPTION: The Extension Services Department provides adults and 4-H youth with unbiased, research-based education for agricultural, environmental, and consumer issues.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 573,976	$ 616,415	$701,120	$ 653,153
Supplies	4,337	8,300	8,300	8,300
Purchased Services	33,444	60,700	60,700	60,700
Fixed Charges	2,472	0		0
Capital	0	0		0
Gross County Cost	$ 614,229	$ 685,415	$ 770,120	$ 722,153
Revenue	0	0		0
Net County Cost	$ 614,229	$ 685,415	$770,120	$ 722,153
Budgeted Positions	12.375	12.975	12.975	12.975

SUMMARY OF CHANGES:
Increase in the personnel line item to cover CSU and County employees including the Outreach Coordinator Position as well as funding for additional internships in 2025. No other changes are proposed.

FINANCE/ADMINISTRATION RECOMMENDATION: Additional review of the Personnel Services determined that the requests could be met at a reduced cost. Personnel Services was reduced to reflect actual needs, and is recommended for approval.

BOARD ACTION:

EXTENSION SERVICES (CONTINUED) 1000-96100

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:
1. New partnerships were established, and opportunities were created.
2. Partnership and collaboration with City of Greeley Museums at White-Plumb Farm.
3. Colorado Women in Ag Conference

2025STRATEGIC PRIORITY OBJECTIVES AND GOALS:
1. Plan for growth to balance capacity of infrastructure.
2. Enhance methods of communication to provide communities with increased information, resources, and programing.
3. Continue to expand ways for communities to engage with and receive services from the Weld County Extension.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
4-H enrollment	931	1,000	1,050
4-H volunteers	201	200	200
4-H outreach (non-duplicate)	4,388	5,000	5,300
4-H outreach contact hours	4,499	5,200	5,500
Master Gardener contacts	2,000	2,500	2,700
Master Gardener volunteer hours	2,320	2,400	2,500
Family & Consumer Science social media outreach	4,391	12,000	12,000
Family & Consumer Science in person outreach	179	300	350
Efficiency Measures			
FTE’s per 10,000/capita	0.359	0.350	0.359
Per capita cost (county support)	$1.34	$1.54	$1.90

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: This Budget Unit’s goals and objectives are part of a separate CSU Extension’s published document available through Colorado State University.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: EXTENSION SERVICE

BUDGET UNIT TITLE AND NUMBER: County Fair - - 1000-96200

DEPARTMENT DESCRIPTION: The County Fair budget division organizes, plans, and administers the annual County Fair.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 46,459	$ 95,035	$ 95,035	$ 95,035
Supplies	14,859	20,000	50,000	50,000
Purchased Services	76,734	68,995	68,995	68,995
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 138,052	$ 184,030	$ 214,030	$ 214,030
Revenue	0	0	0	0
Net County Cost	$ 138,052	$ 184,030	$ 214,030	$ 214,030
Budgeted Positions	1.25	1.25	1.25	1.25

SUMMARY OF CHANGES:
Supplies to be increased for a one-time purchase of a golf cart to be used year-round by staff and board. Last increase to the supplies line item was 2014.

FINANCE/ADMINISTRATION RECOMMENDATION: If approved, the purchase of the golf cart will be moved to Fleet. Recommend approval.

BOARD ACTION:

COUNTY FAIR (CONTINUED) 1000-96200

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:
1. Effective and collaborative partnership between the Fair Board and Staff.
2. Livestock Sale grossed $1.78 million.
3. A successful search was conducted for a Fair Coordinator.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:
1. Increase entries and exhibitors' numbers through increased awareness of Fair.
2. Plan for growth to balance capacity of infrastructure.
3. Encourage and foster opportunities for community members and partnering organizations to engage in Fair.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Exhibits registered	4,954	5,000	5,200
Exhibitors registered	917	950	1,000
Attendees	20,000	30,000	32,000
Efficiency Measures			
FTE's per 10,000/capita	0.036	0.035	0.035
Per capita cost (county support)	$0.46	$0.50	$0.51

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FACILITIES

BUDGET UNIT TITLE AND NUMBER: Veterans Services - - 1000-96400

DEPARTMENT DESCRIPTION: In accordance with CRS Title 28, Article 5, Part 8, provides all types of services to veterans of Weld County.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 133,852	$ 251,940	0	0
Supplies	297	3,500	0	0
Purchased Services	6,269	9,998	0	0
Gross County Cost	$ 140,418	$ 265,438	0	0
Revenue	14,280	28,560	0	0
Net County Cost	$ 126,138	$ 236,878	0	0
Budgeted Positions	3.0	0.0	0.0	0.0

SUMMARY OF CHANGES: The Veteran’s Services unit was moved to Human Services at the end of 2023, and the budgeted dollars were moved with a budget supplemental in 2024. No budget in the General Fund will be prepared for this unit.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FINANCE AND ADMINISTRATION

BUDGET UNIT TITLE AND NUMBER: Island Grove Building - - 1000-96500

DEPARTMENT DESCRIPTION: Maintenance for the Island Grove Park Community Building (Event Center).

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	0	0	0	0
Fixed Charges	171,263	187,177	901,967	901,967
Capital	0	0	0	0
Gross County Cost	$ 171,263	$ 187,177	$ 901,967	$ 901,967
Revenue	0	0	0	0
Net County Cost	$ 171,263	$ 187,177	$ 901,967	$ 901,967
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES: The Event Center's proposed budget for 2024 is $610,879. Revenue from rents and facility use fees for 2024 is estimated to be $194,930. The County payment for the Event Center is proposed to be $187,177, which is up $15,914, or 9.29%. The increase is due to the increased costs of labor and utilities and anticipated higher usage. Historically, when the final costs are reconciled with the City of Greeley at the end of the year, the amount paid by the county is less than budgeted.

The City of Greeley will also contribute approximately $187,177 for 2024, per the Intergovernmental Agreement between Weld County and the City of Greeley for the operation of the facility.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION: Approved as recommended.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: FINANCE AND ADMINISTRATION

BUDGET UNIT TITLE AND NUMBER: Asset and Resource Management - - 1000-96600

DEPARTMENT DESCRIPTION: The Asset and Resource Management budget unit funds costs associated with the management of county property assets and leases.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	4,720,687	4,700,500	4,736,463	4,736,463
Fixed Charges	295,497	437,385	437,385	437,385
Capital	0	0	0	0
Gross County Cost	$ 5,016,184	$ 5,137,885	$ 5,173,848	$ 5,173,848
Revenue	0	0	0	0
Net County Cost	$ 5,016,184	$ 5,137,885	$ 5,173,848	$ 5,173,848
Budgeted Positions	0	0	0	0

SUMMARY OF CHANGES: This budget consolidates the funding of costs associated with the management of county property assets and leases, including $40,000 for engineering for water rights on gravel pits and $29,385 for water right assessments owned by the county. The leases of county assets are funded at $408,000. Additionally, depreciation of county assets is funded at $4,696,463.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: GENERAL FUND CONTINGENCY

BUDGET UNIT TITLE AND NUMBER: Contingency - - 1000-99999

DEPARTMENT DESCRIPTION: Contingency Funds are funds used to cover reasonably unforeseen expenditures.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 7,998,555	$ 7,998,555
Supplies	0	0	0	0
Purchased Services	0	0	0	0
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 0	$ 0	$ 7,998,555	$ 7,998,555
Revenue	0	0	0	0
Net County Cost	$ 0	$ 0	$ 7,998,555	$ 7,998,555
Budgeted Positions	n/a	n/a	n/a	n/a

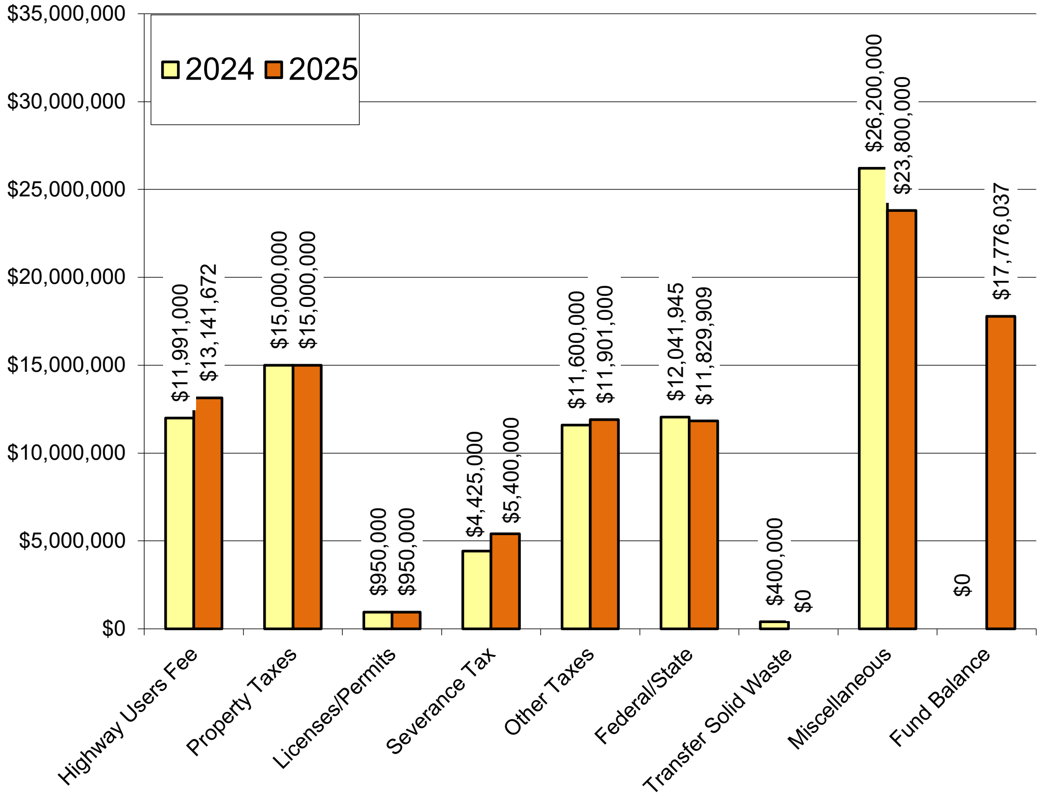
SUMMARY OF CHANGES: The 2025 salary adjustment includes a 3.0% cost of living adjustment (COLA) and up to a 10% increase to the county portion of paid health insurance costs per employee, and includes all newly requested positions for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Salary adjustment amounts, and all contingency dollars, are policy issues for the board.

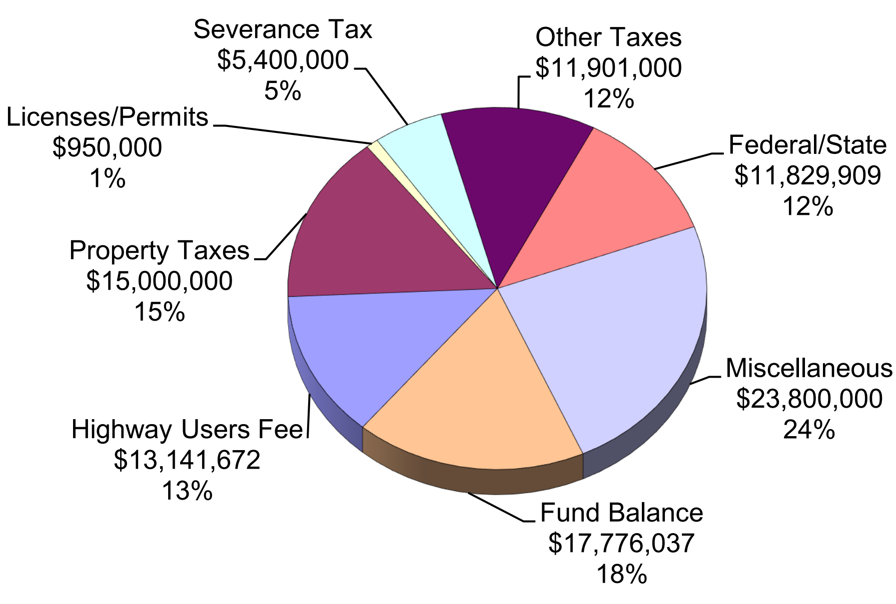
BOARD ACTION:

PUBLIC WORKS

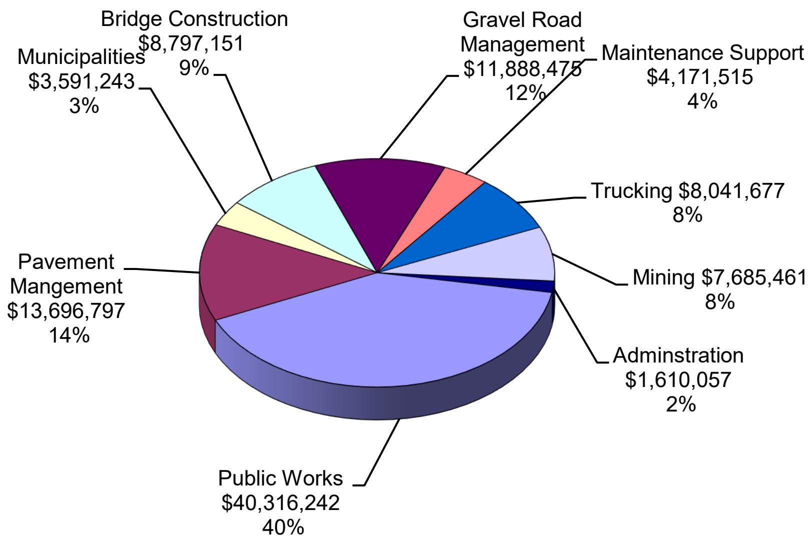
Revenue to Fund Expenses

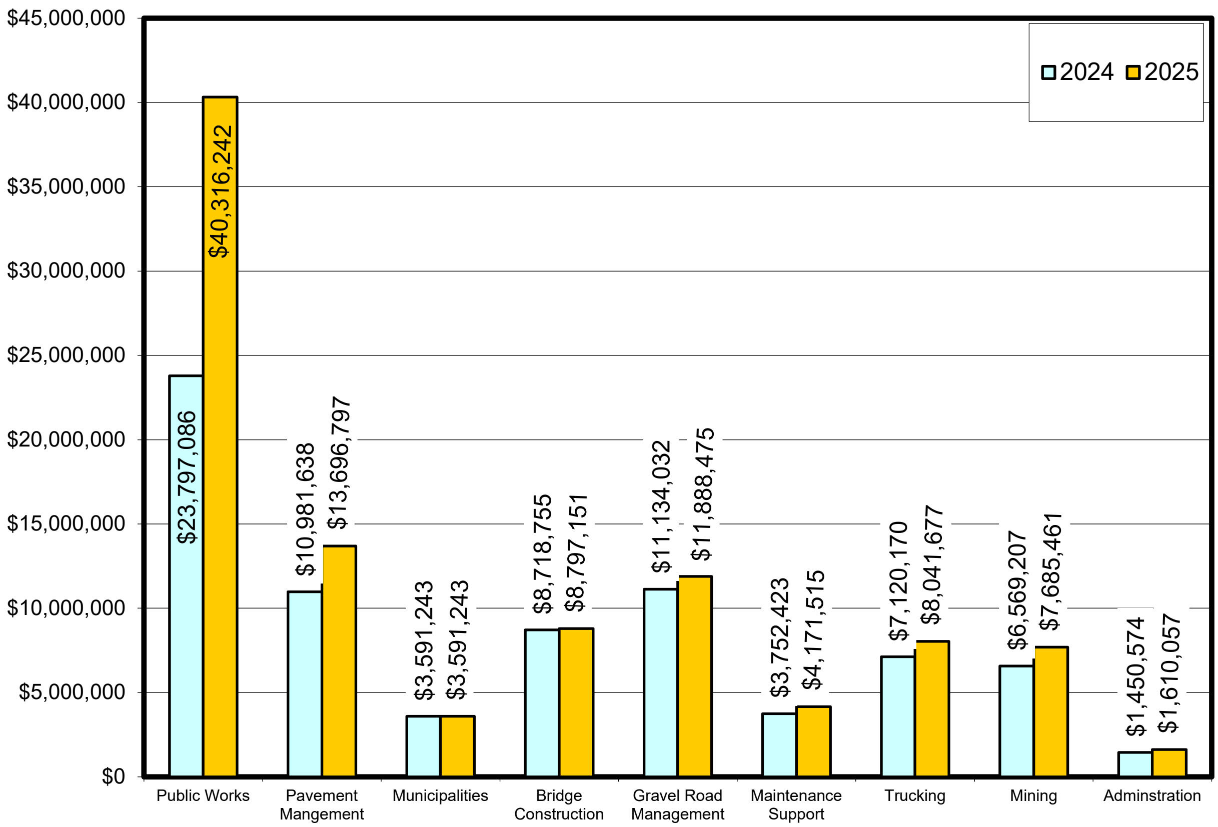


2025 Revenue
Total $99,798,618 (2024 $82,607,945)



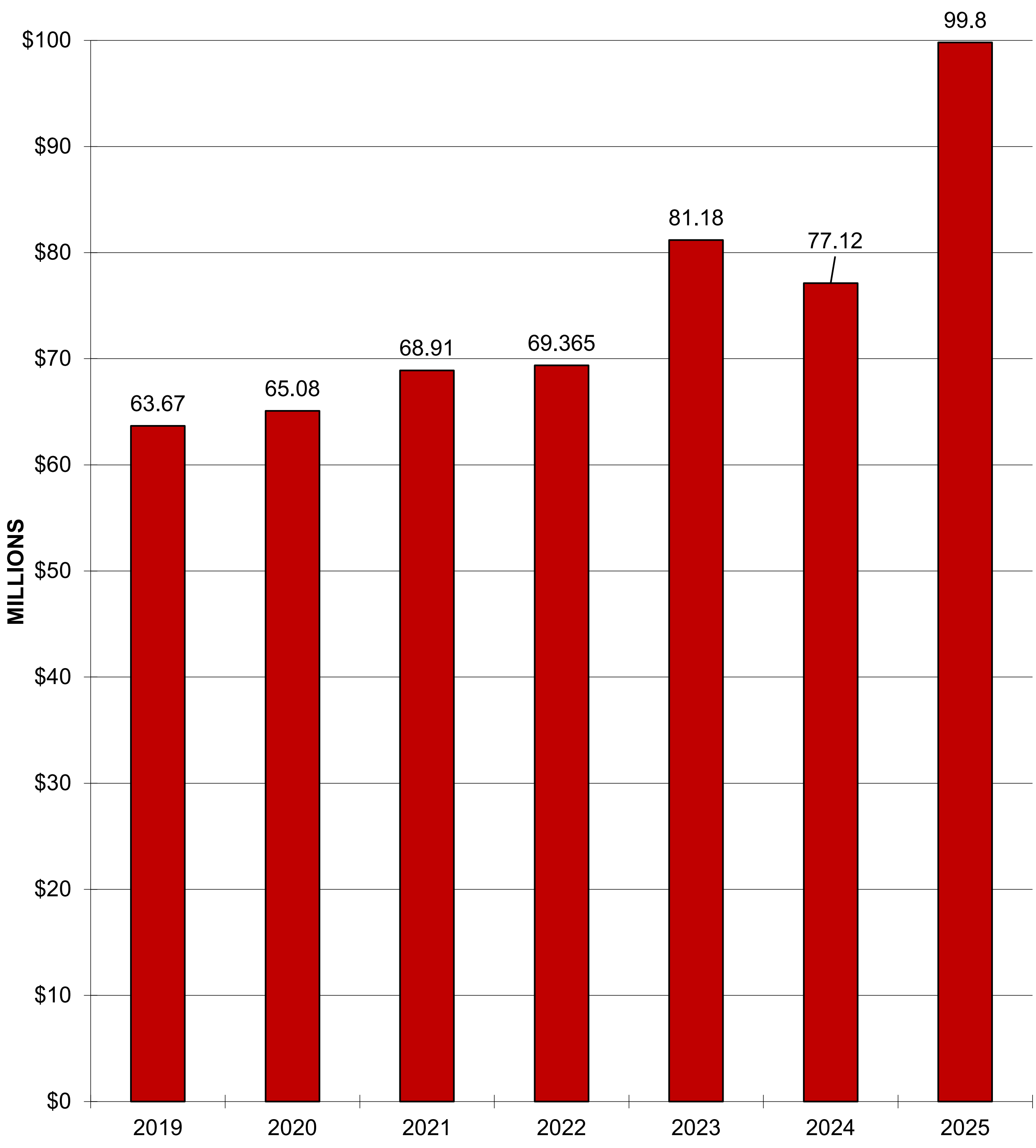
PUBLIC WORKS
2025 EXPENDITURES
Total $99,798,618 (2024 $77,115,128)





SEVEN YEAR TREND

Public Works



PUBLIC WORKS FUND SUMMARY

The Public Works Fund records all costs related to Weld County Road and Bridge construction and maintenance. This fund is also utilized for allocation of monies to cities and towns for use in their road and street activities. The resources for 2025 total $350,647,763 which includes a fund balance of $268,625,182. Property tax is set at $15,000,000, the same as 2024. Specific Ownership tax is estimated to increase slightly to $11,901,000, up $301,000, or 2.5% from 2024. Total HUTF is planned to be distributed by the state at $13,141,672, a $1,150,672 increase from 2024. Permit revenues and Motor Vehicle Registration Fees are budgeted at $950,000 and $400,000, respectively, remaining the same as 2024. Grazing fees are $7,500,000, which is $500,000 decrease from 2024, due to the decrease in assessed value and estimated production. Oil and gas revenues are estimated to decrease by $2.5 million to $22,500,000, for the same reason as the Grazing fees, a reduction in production and decrease in assessed value.

Federal mineral lease revenues are $1,200,000 due to the creation of the Weld County Federal Mineral Lease District. The federal mineral lease revenue will flow through the district and then Public Works will apply to the district for funding of projects. In 2025, the district is funding $1,200,000 in oil and gas haul route projects. PILT is budgeted at $88,500 remaining the same as expected in 2024. Severance tax is budgeted at $5,400,000, from information provided by the state. In accordance with policy adopted by the Board of County Commissioners in 2010, the severance tax revenue is budgeted at a five-year leveling average due to the fluctuations of the revenue created by the price and production levels of oil and gas commodities.

Grant Revenue is budgeted at $3,841,409 and includes the Energy Impact Assistance grants which are expected to total $1,500,000. There is a State grant for Bridge 19/46.5A for $500,000, CMAQ through CDOT grant of $954,445 for the intersection improvements at Hwy 52 and WCR 41, and an additional $600,000 expected from CDOT for the intersection improvements at Hwy 392 and WCR 35.

The budgeted appropriations for Public Works in 2025 total $99,798,618 and is up $22,683,490 from 2024. The increases are reflective of contractual support to get the numerous projects in the Capital Improvement Plan back on track from Covid related delays. The total staffing was requested at a 15.0 FTE increase, however the recommendation is that 6 of those FTE be delayed to another year. The nine FTE increase and additional projects are the main reason for the increase. The expected expenditures will utilize approximately $16 million of the fund balance, if approved as recommended.

While the growth in the County's assessed value and economic stimulus of the energy industry in Weld County has been positive in recent years, the downside is the County has had to add significant resources to the Public Works budget to accommodate heavy hauling traffic, address safety issues, and improve roads impacted by the oil and gas industry's heavy hauling on county roads due to new exploration and population growth. A five-year Public Works Capital Improvement Plan will continue to be updated annually and will ensure a fair and reasonable determination of project priorities in accordance with the County's overall transportation needs, especially in dealing with the impact of energy development and population growth in the County. As oil and gas prices and production stabilize, looking forward to 2025 and beyond, the amount spent on capital projects should also be stable.

The 2025 Public Works Capital Improvements Plan is available on the County web site at https://www.weld.gov/Government/Departments/Public-Works/Transportation-Planning.

CONCERNING LOCAL ACCOUNTABILITY FOR MONEY USED FOR HIGHWAY PURPOSES

In accordance with Section 29-1-110, C.R.S., 1973, at a public hearing on the budget, Weld County must discuss the proposed use of its allocation of highway users tax fund monies and the County Public Works Fund and provide an opportunity for any elector to be heard on the expenditure of such monies for the current year and for the fiscal year governed by the proposed budget.

The proposed use of the 2024 allocation of highway user tax fund monies and county road and bridge fund are as follows:

Gravel Road Management	$ 11,888,475
Maintenance Support	1,253,197
TOTAL	$ 13,141,672

CONSTRUCTION BIDDING FOR STATE-FUNDED LOCAL PROJECTS

In accordance with Sections 29-1-701 through 707, C.R.S., as amended, cities or counties of 30,000 persons or more are required to bid projects over $150,000. Local governments are required to bid competitively among private contractors for projects using Highway Users Tax Fund money (state funded projects) and are prohibited from dividing projects into two or more projects to evade provisions of the act.

"State-funded public project" means any construction, alteration, repair, demolition, or improvement by any agency of local government of any land, structure, facility, road, highway, bridge, or other public improvement suitable for and intended for use in the promotion of the public health, welfare, or safety and any defined maintenance project which is funded in whole, or in part, from the highway users tax fund and which may be reasonably expected to exceed $150,000 in the aggregate for any fiscal year.

"Defined maintenance project" means any project that involves a significant reconstruction, alteration, or improvement of any existing road, highway, bridge, structure, facility, or other public improvement, including, but not limited to, repairing or seal coating of roads or highways or major internal or external reconstruction or alteration of existing structures. "Defined maintenance project" does not include routine maintenance activities such as snow removal, minor surface repair of roads or highways, cleaning of ditches, regrading of unsurfaced roads, repainting, replacement of floor coverings, or minor reconstruction or alteration of existing structures.

Based upon the above definitions, Weld County's Public Works 2025 budget would be allocated as follows by the above categories:

	TOTAL	HUTF STATE	LOCAL/OTHER
Road and Bridge Construction	$ 8,797,151	$ 0	$ 8,797,151
Gravel Road Management	11,888,475	11,888,475	0
Maintenance Support	4,171,515	1,253,197	2,918,318
Trucking	8,041,677	0	8,041,677
Mining	7,685,461	0	7,685,461
Administration	1,610,057	0	1,610,057
Pavement Management	13,696,797	0	13,696,797
Municipalities	3,591,243	0	3,591,243
Contingency	1,191,203	0	1,191,203
Public Works:			
Haul Route Program (HARP)	3,000,000	0	3,000,000
Part-time	1,173,839	0	1,173,839
Contract	34,951,200	0	34,951,200
TOTAL	$99,798,618	$13,141,672	$86,656,946

Based on the above allocation, Weld County is not required to competitively bid any service. However, it is anticipated that Weld County will bid out $5,014,698 in asphalt purchases, $2,479,000 in contract material hauling, chip and seal of $1,372,731, and $3,900,000 in surface gravel for a total of $12,766,429 in bid projects for 2025. Maintenance of effort requirement was eliminated by the 1994 State Legislature, effective with the 1995 budget and, therefore, it is not demonstrated in this budget document.

PUBLIC WORKS
SUMMARY OF REVENUES
2025

Fund	Org	Acct	Account Title	2024 Budget	2025 Request	2025 Recommend	2025 Final
			TAXES				
2000	90100	4112	CURRENT PROPERTY TAXES	15,000,000	15,000,000	15,000,000	
2000	90100	4130	SPECIFIC OWNERSHIP TAXES	11,600,000	11,901,000	11,901,000	
2000	90100	4140	SEVERANCE TAXES	4,425,000	5,400,000	5,400,000	
			TOTAL TAXES	**31,025,000**	**32,301,000**	**32,301,000**	**-**
			PERMITS				
2000	90100	4221	PERMITS	**950,000**	**950,000**	**950,000**	
			INTERGOVERNMENTAL				
2000	90100	4316	GRAZING ACT	8,000,000	7,500,000	7,500,000	
2000	90100	4318	PAYMENT IN LIEU OF TAXES	88,500	88,500	88,500	
2000	90100	4334	HIGHWAY USER	11,991,000	13,141,672	13,141,672	
2000	90100	4338	MOTOR VEHICLE REG	400,000	400,000	400,000	
2000	90100	4340	GRANTS	3,553,445	3,841,409	3,841,409	
			TOTAL INTERGOVERNMENTAL	**24,032,945**	**24,971,581**	**24,971,581**	**-**
			MISCELLANEOUS				
2000	90100	4640	OIL AND GAS	25,000,000	22,500,000	22,500,000	
2000	90100	4680	OTHER	1,200,000	1,300,000	1,300,000	
			TOTAL MISCELLANEOUS	**26,200,000**	**23,800,000**	**23,800,000**	**-**
			TRANSFER				
2000	90100	712700	TRANSFER	**400,000**	**-**	**-**	
			TOTAL PUBLIC WORKS	**82,607,945**	**82,022,581**	**82,022,581**	**-**

PUBLIC WORKS
SUMMARY OF EXPENDITURES
2025

Fund	Org	Expenditure Function	2024 Budget	2025 Request	2025 Recommend	2025 Final
2000	30100	ADMINISTRATION	1,450,574	1,610,057	1,610,057	
2000	32100	TRUCKING	7,120,170	8,041,677	8,041,677	
2000	32200	GRAVEL ROAD MANAGEMENT	11,134,032	11,888,475	11,888,475	
2000	32300	ROAD AND BRIDGE CONSTRUCTION	8,718,755	8,797,151	8,797,151	
2000	32400	MAINTENANCE SUPPORT	3,752,423	4,171,515	4,171,515	
2000	32500	OTHER PUBLIC WORKS	23,797,086	39,125,039	39,125,039	
2000	32600	MINING	6,569,207	7,685,461	7,685,461	
2000	32700	PAVEMENT MANAGEMENT	10,981,638	14,218,016	13,696,797	
2000	56200	CITIES AND TOWNS	3,591,243	3,591,243	3,591,243	
2000	99999	CONTINGENCY	0	1,191,203	1,191,203	
		TOTAL PUBLIC WORKS	**77,115,128**	**100,319,837**	**99,798,618**	**0**

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEPARTMENT OF PUBLIC WORKS

BUDGET UNIT TITLE AND NUMBER: Summary - - All Departments - - Fund 2000

DEPARTMENT DESCRIPTION: See individual units.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 17,634,962	$ 20,476,538	$ 22,461,112	$ 21,939,893
Supplies	12,650,349	19,029,221	22,776,990	22,776,990
Purchased Services	36,006,822	37,539,369	55,003,735	55,003,735
Fixed Charges	14,940	70,000	70,000	70,000
Contra Expense	2,640,053	0	0	0
Capital	31,435	0	8,000	8,000
Gross County Cost	$ 68,978,561	$ 77,115,128	$ 100,319,837	$ 99,798,618
Revenue/Fund Bal.	83,074,295	67,607,945	67,022,581	67,022,581
Net Property Tax Contributed	$ 14,883,988	$ 15,000,000	$ 15,000,000	$ 15,000,000
Budgeted Positions	175	176	191	185

SUMMARY OF CHANGES: See individual units.

FINANCE/ADMINISTRATION RECOMMENDATION: See individual units.

BOARD ACTION: See individual units.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEPARTMENT OF PUBLIC WORKS

BUDGET UNIT TITLE AND NUMBER: Administration - - 2000-30100

DEPARTMENT DESCRIPTION: The Administration division directs the activities of Public Works, coordinates complaints, and maintains cost accounting records on projects.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 949,756	$ 1,049,061	$ 1,190,801	$ 1,190,801
Supplies	94,498	154,371	160,037	160,037
Purchased Services	203,837	247,142	259,219	259,219
Fixed Charges	-2,190	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 1,245,901	$ 1,450,574	$ 1,610,057	$ 1,610,057
Revenue	0	0	0	0
Net County Cost	$ 1,245,901	$ 1,450,574	$ 1,610,057	$ 1,610,057
Budgeted Positions	8	8	9	9

SUMMARY OF CHANGES: Personnel Services increased $141,740 for the addition of a new FTE PW Trainer at Grade 46. Supplies increased $5,666 for a radio, charger, and battery for the new position, if approved.

Purchased Services is up a total of $12,077. Publications and Subscriptions increased $200 based on the cost of manuals purchased last year. Other Purchased Services is up $121 for increased Dish Network service fees. Phones was increased $4,290 for new or replacement iPhones or iPads and an increase in the quantity and cost of air cards used for the message sign boards. Vehicle Expense is up $3,265 for fleet repair costs and anticipated fuel gallons. Repair and Maintenance Other was increased $7,451 based on annual service and maintenance agreements for office equipment. Travel and Meetings decreased $3,250 based on reduced out of town travel.

FINANCE/ADMINISTRATION RECOMMENDATION: The new position is a policy issue for the board. Recommend approval.

BOARD ACTION:

ADMINISTRATION (CONTINUED) 2000-30100

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:
1. Job description conversion into JDX for the department (75)
2. Completed 45% of historical scanning
3. 98% compliance A & AA with web accessibility ADA requirements on website (60 pages)

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:
1. Data tracking and analysis of service requests
2. Successful integration to Workday including reporting requirements
3. Data analysis/integrity/quality assurance between divisions for Cartegraph

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Service Requests	1,495	1,550	1,650
Utility Locates	919	960	1000
Efficiency Measures			
FTEs per 10,000/capita	0.223	0.218	0.240
Per capita cost (county support)	$3.48	$3.96	$4.29

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEPARTMENT OF PUBLIC WORKS

BUDGET UNIT TITLE AND NUMBER: Trucking - - 2000-32100

DEPARTMENT DESCRIPTION: The Trucking division conducts snow removal operations and provides loading and transportation of materials and equipment to all job sites, gravel roads, aggregate pits, stockpile sites, and capital improvement projects with 33 full-time employees, 30 assigned truck tractors and 36 trailers, 4 loaders, and 5 dump trucks. This department is responsible for organizing and supervising the County Community Service Work Program and operational supervision and management of the trucking contract.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 3,098,222	$ 3,455,494	$ 3,466,856	$ 3,466,856
Supplies	9,785	13,450	13,450	13,450
Purchased Services	4,559,457	3,651,226	4,561,371	4,561,371
Fixed Charges	-1,186	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 7,666,278	$ 7,120,170	$ 8,041,677	$ 8,041,677
Revenue	0	0	0	0
Net County Cost	$ 7,666,278	$ 7,120,170	$ 8,041,677	$ 8,041,677
Budgeted Positions	33	33	33	33

SUMMARY OF CHANGES: Personnel Services increased $11,362 due to Overtime rate of pay increasing. Purchased Services increased a total of $910,145. There was an increase in Utilities of $3,000 for port-o-let service fees; Vehicle Expenses was increased $95,645 for repair costs and increased fuel gallons; Contract Payments was increased $811,500 for utilizing contract trucks for gravel plan catch up.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

TRUCKING (CONTINUED) 2000-32100

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:
1. Safely satisfied 100% of hauling needs for construction and emergency operations.
2. Stayed within budget constraints.
3. Completed material hauling contract.to work toward a 5-year goal of completing all gravel road hauling needs
4. Implemented new training program for leadership group within the Division

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:
1. Continue to satisfy 100% of hauling needs for construction and emergency operations
2. Work toward 5-year goal of completing all gravel road hauling needs
3. Expand training program for leadership group and drivers to ensure safe operations

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Tons of Surface Gravel Transported	370,886	400,000	450,000
Tons of Construction and Emergency Materials Transported	233,314	200,000	200,000
Efficiency Measures			
FTE's per 10,000/capita	0.922	0.901	0.880
Per capita cost (county support)	$21.41	$19.44	$21.45

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEPARTMENT OF PUBLIC WORKS

BUDGET UNIT TITLE AND NUMBER: Gravel Road Management - 2000-32200

DEPARTMENT DESCRIPTION: The Gravel Road Management division manages a fleet of 46 motor graders, 13 water tankers, 9 rollers, 2 reclaimers, 29 grader zones, 20 satellite Public Works facilities, and 4 fugitive dust/roving maintenance teams responsible for the upkeep of gravel roads in Weld County (approximately 2,500 miles).

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 5,061,077	$ 5,471,012	$ 5,661,010	$ 5,661,010
Supplies	1,884,031	2,368,790	2,528,230	2,528,230
Purchased Services	3,257,185	3,294,230	3,699,235	3,699,235
Fixed Charges	- 510	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 10,201,783	$ 11,134,032	$ 11,888,475	$ 11,888,475
Revenue	0	0		
Net County Cost	$ 10,201,783	$ 11,134,032	$ 11,888,475	$ 11,888,475
Budgeted Positions	53	53	55	55

SUMMARY OF CHANGES: Personnel Services increased $189,998 with the conversion of two seasonal service workers to full-time employment at the position of Grader 3 which is a Grade 25.

Supplies increased a total of $159,440. Other Operating increased $160,140 due to costs for dust palliative chemicals and increased costs for grader tire chains and supplies for the county welder. Uniforms and Clothing was reduced $700 for reimbursements for the two seasonal employees converted to full-time.

Purchased Services is up $405,005 total. Utilities increased $27,605 for utility costs at satellite grader stations and an increase in port-o-let service fees. Vehicle Expense is up $371,900 for anticipated fleet repairs and increase fuel usage. Machinery and Equipment Rental was increased $5,500 for motor grader and roller rental fee increases.

FINANCE/ADMINISTRATION RECOMMENDATION: The additional FTE are a policy issue for the board. Recommend approval.

BOARD ACTION:

GRAVEL ROAD MANAGEMENT (CONTINUED) 2000-32200

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Accomplished all division tasks while improving gravel road infrastructure in the County and staying under budget.
2. 98% of operators attended all safety meetings throughout the year which reduced major incidents.
3. All citizen service calls were addressed and responded to within 24 hours and issues that were direct divisions issues were repaired within a week.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Keep Cartegraph assets up-to-date and develop an OCI for gravel roads while maintaining accurate information for use in division quarterly, HUTF and GASB reports. These reports would track the level of service or barriers.
2. Maintain a 98+% safety attendance with fewer accidents and incidents throughout the year.
3. Increase the safety awareness and training program for all operators and discuss Public Works incidences at safety meetings.
4. Improve and upgrade the gravel road infrastructure system, including all gravel collector functional classification roads while planning for growth and using best practices and cost effectiveness.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Miles of Topical Application	193	205	210
Miles of Full Depth Application	67	83	85
Miles of Road Rehabilitation	22	25	25
Miles of Gravel Replenished	253	415	400
Lane Miles of Gravel Roads Maintained	94,964	120,000	125,000
Hours of Snow Removal on Gravel Roads	19,287	20,000	22,000
Efficiency Measures			
FTE’s per 10,000/capita	1.480	1.447	1.467
Per capita cost (county support)	$28.49	$30.40	$31.71

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEPARTMENT OF PUBLIC WORKS

BUDGET UNIT TITLE AND NUMBER: Bridge Construction - - 2000-32300

DEPARTMENT DESCRIPTION: The Bridge Construction division consists of 33 full-time employees and 11 seasonal positions, with over $5 million of reportable equipment. It is organized as a Bridge section, Construction section, and Drainage section which perform a variety of tasks in those areas. This unit also supports snow and ice control and conducts tree removal on county rights-of-way.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 3,212,812	$ 3,517,482	$ 3,524,732	$ 3,524,732
Supplies	1,831,871	3,643,275	3,673,830	3,673,830
Purchased Services	1,182,835	1,512,998	1,553,589	1,553,589
Fixed Charges	-1,095	45,000	45,000	45,000
Capital	6,016	0	0	0
Gross County Cost	$ 6,232,439	$ 8,718,755	$ 8,797,151	$ 8,797,151
Revenue	3,312	0	0	0
Net County Cost	$ 6,229,127	$ 8,718,755	$ 8,797,151	$ 8,797,151
Budgeted Positions	33	33	33	33

SUMMARY OF CHANGES: Personnel Services is up $7,250 for increased Overtime average rate of pay. Supplies increased a total of $30,555 due to an increase in Road Construction Supplies of $6,750 for contract RAP crushing. Other Operating Supplies is up $22,145 due to increased costs for riprap, washed rock and concrete. Cost of Goods Sold increased $1,660 for 24 ft cattle guard costs.

Purchased Services is up $40,591 as Utilities increased $3,000 due to port-o-let service fees. Other Professional Services is up $20,000 for increased engineering review fees for culverts and bridges. Vehicle Expenses is up $17,591 for anticipated fuel gallons needed.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

BRIDGE CONSTRUCTION (CONTINUED) 2000-32300

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Entered over 17,000 possible culvert locations in Cartegraph to allow for task reporting of all Public Works Divisions
2. Improved the process and assigned personnel for culvert inspection to ensure resiliency
3. Entry level driver training process established and budgeted to encourage employee recruitment

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Inspect drainage assets and enter details in Cartegraph to improve work plans
2. Incorporate Cartegraph scenario builder for future work plan and budget predictions
3. Adjust and increase division crews to provide faster response and asset repair
4. Continued awareness and education of stormwater and natural resource protection measures

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Miles of Road Construction Completed	12.5	11	13
Bridge Projects Completed	5	7	5
Culverts Replaced	84	80	80
Efficiency Measures			
FTE's per 10,000/capita	0.922	0.901	0.880
Per capita cost (county support)	$17.39	$23.80	$23.46

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEPARTMENT OF PUBLIC WORKS

BUDGET UNIT TITLE AND NUMBER: Maintenance Support - - 2000-32400

DEPARTMENT DESCRIPTION: The Maintenance Support division all traffic control maintenance, management of signs, barricades, construction project signing, and roadway striping county-wide. The unit conducts routine and sustained snow removal operations as needed.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 1,480,906	$ 1,651,292	$ 1,667,292	$ 1,667,292
Supplies	1,067,621	1,798,750	2,090,350	2,090,350
Purchased Services	278,073	302,381	413,873	413,873
Fixed Charges	-1,095	0	0	0
Capital	25,419	0	0	0
Gross County Cost	$ 2,850,924	$ 3,752,423	$ 4,171,515	$ 4,171,515
Revenue	0	0	0	0
Net County Cost	$ 2,850,924	$ 3,752,423	$ 4,171,515	$ 4,171,515
Budgeted Positions	15	15	15	15

SUMMARY OF CHANGES: Personnel Services increased $16,000 due to an increase in Overtime based on increases in wages.

Supplies increased a total of $291,600. Road Construction Supplies increased $16,250 based on the price of liquid deicer for snow operations. Other Operating Supplies increased a total of $1,350 as the P20+ glass beads quantity was increased; high build paint costs were removed for 2025; and cellular reception boosters for vehicles was added. Cost of Goods Sold is up $274,000 due to anticipated higher costs and an increase in the quantity of white traffic paint and glass beads to meet FHWA standards.

Purchased Services increased by $111,492 due to costs for port-o-let service fees and dumpster fees paid from Utilities which is up $5,750. Vehicle Expense was increased $105,742 based on actual fleet repair costs for last year and estimated fuel gallons.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

MAINTENANCE SUPPORT
(CONTINUED)
2000-32400

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Began calibration verifications of snow removal equipment and begin reviewing data of product usage and efficiency.
2. Created automations and user layers in Cartegraph to keep real time data available for maintenance and replacement of assets.
3. Improved standardization of equipment and tools to better assist the traveling public by making task completion more efficiently.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Refine the plan to meet Federal Highway Administration standards for highway striping reflectivity.
2. Develop and refine strategies to address theft and vandalism of traffic signs.
3. Complete the training of all division staff members for the National Traffic Control Supervisor certification training.
4. Refine data driven decisions about snow and ice removal resources.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Stop Signs Repaired	298	285	285
Miles of Pavement Striped	751	875	875
Scheduled Construction Closures	71	90	90
Efficiency Measures			
FTE's per 10,000/capita	0.419	0.409	0.400
Per capita cost (county support)	$7.96	$10.24	$11.13

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEPARTMENT OF PUBLIC WORKS

BUDGET UNIT TITLE AND NUMBER: Other Public Works - - 2000-32500

DEPARTMENT DESCRIPTION: Other Public Works accounts for reserve/temporary employees for seasonal work and contract payments for bridge grants and road construction projects are included in this budget unit.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 831,816	$ 1,792,510	$ 1,173,839	$ 1,173,839
Supplies	0	0	0	0
Purchased Services	24,328,337	21,459,688	37,951,200	37,951,200
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 25,160,153	$ 23,252,198	$ 39,125,039	$ 39,125,039
Revenue	0	0	0	0
Net County Cost	$ 25,160,153	$ 23,252,198	$ 39,125,039	$ 39,125,039
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES:
Personnel Services decreased $618,671 with the conversion of 14 seasonal employees to full-time employment in various Public Works divisions due to difficulties in hiring.

Utilities increased $3,300 for streetlights for the CR 6/13 roundabout. Contract Payments decreased $760,580 for railroad closures. Infrastructure Projects increased $13,703,904 for the construction of the 6/13 roundabout and the High Plains Blvd (CR 9.5) project.

FINANCE/ADMINISTRATION RECOMMENDATION: While not all full-time conversions were recommended, it is recommended to leave the seasonals at the current budget and if needed, a supplemental can be requested during the year. Recommend approval.

BOARD ACTION:

OTHER PUBLIC WORKS
(CONTINUED)
2000-32500

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:
1. Updated bridge project cost estimates more often to keep up with cost increases due to inflation
2. Strengthened and clarified bid specifications to reduce change orders and add resiliency to projects
3. Provided more in-house training for engineers and inspectors on how to interpret specifications

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:
1. Use new underlayment technology to extend the life of HRP Roadways
2. Continue to build roundabouts for maximum safety using concrete paving to increase resiliency
3. Add larger shoulders when designing intersections and other roadway improvements

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Bridge Rehabilitation Projects	1	1	2
Efficiency Measures			
Per capita cost (county support)	$70.26	$63.48	$104.36

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEPARTMENT OF PUBLIC WORKS

BUDGET UNIT TITLE AND NUMBER: Mining - - 2000-32600

DEPARTMENT DESCRIPTION: The Mining division is responsible for mining, crushing, and screening of gravel in county-owned quarries.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 706,671	$ 895,816	$ 899,070	$ 899,070
Supplies	2,987,732	5,114,374	6,216,374	6,216,374
Purchased Services	333,039	559,017	562,017	562,017
Fixed Charges	0	0	0	0
Capital	0	0	8,000	8,000
Gross County Cost	$ 4,027,442	$ 6,569,207	$ 7,685,461	$ 7,685,461
Revenue	0	0	0	0
Net County Cost	$ 4,027,442	$ 6,569,207	$ 7,685,461	$ 7,685,461
Budgeted Positions	7	8	8	8

SUMMARY OF CHANGES: Personnel Services increased $3,254 for Overtime due to increases in wages from prior years. Supplies are up $1,102,000 largely due to an increase in the tons of surface gravel in Road Construction Supplies and an increased cost per ton for contract crushing. Other Operating supplies was increased $1,000 due to higher costs for small tools.

Purchased Services was increased $3,000 for port-o-let service fees. A welder generator combination unit is budgeted in Capital.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

MINING (CONTINUED) 2000-32600

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Implemented a new MSHA mobile equipment safety program to improve miner safety at gravel pits
2. Completed crushing contract utilizing resources to assist in meeting long-term agreement deadlines
3. Investigated using existing resources in new ways to assist in improving gravel road infrastructure
4. Fulfilled material production needs

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Continue to develop new MSHA safety programs to improve miner safety at gravel pits
2. Continue to pursue new gravel resources
3. Safely produce quality material to meet the County's resource needs

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Tons of Pit Run Material Processed	219,954	300,000	350,000
Tons of Road Base Produced	153,106	200,000	300,000
Efficiency Measures			
FTE's per 10,000/capita	0.195	0.218	0.213
Per capita cost (county support)	$11.25	$17.93	$20.50

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEPARTMENT OF PUBLIC WORKS

BUDGET UNIT TITLE AND NUMBER: Pavement Management -- 2000-32700

DEPARTMENT DESCRIPTION: The Pavement Management division performs paved road maintenance involving asphalt patching, potholes, and paving operations. It is also responsible for pavement testing, concrete curb and gutter, crack fill, seal coat, and gravel shoulder improvements as well as snow removal operation as needed.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 2,293,702	$ 2,643,871	$ 3,686,309	$ 3,165,090
Supplies	4,774,812	5,936,211	8,094,719	8,094,719
Purchased Services	1,877,921	2,376,556	2,411,988	2,411,988
Fixed Charges	-1,095	25,000	25,000	25,000
Capital	0	0	0	0
Gross County Cost	$ 8,945,340	$ 10,981,638	$ 14,218,016	$ 13,696,797
Revenue	0	0	0	0
Net County Cost	$ 8,945,340	$ 10,981,638	$ 14,218,016	$ 13,696,797
Budgeted Positions	26	26	38	32

SUMMARY OF CHANGES: Personnel Services increased $1,042,438 with the conversion of 8 seasonal Service Worker II positions to 8 FTE Service Worker III at Grade 25 and 4 seasonal flaggers to 4 FTE flaggers at Grade 15.

Supplies increased $2,158,508 largely due to the increase in Road Construction Supplies of $2,111,858 or the CR 41 project which will be a DOLA grant, paving fabric needed for the CR 37 detour and CR 77 project and increases in the cost of chip seal oil. Uniforms and Clothing is reduced $$4,200 for outerwear reimbursement with the conversion of seasonal employees to FTE. Other Operating Supplies is up $50,850 due to the increased cost for steel monument risers and replacement teeth for the milling machine.

Purchased Services is up $35,432 as Utilities increased $2,800 for port-o-let service fees. Vehicle Expense is up $32,632 for a bucket replacement for a loader and increased fuel gallons.

FINANCE/ADMINISTRATION RECOMMENDATION: Removed $521,219 from Personnel Services for half the positions requested in 2025, recommending 4 FTE Service Worker III at Grade 25, and 2 FTE Flaggers at Grade 15, with the understanding the remaining FTE may be requested for 2026.

BOARD ACTION:

PAVEMENT MANAGEMENT (CONTINUED) 2000-32700

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Completed the maintenance overlay, LVR, HRP, chip seal, concrete and slurry seal programs on time and under budget.
2. Completed a 5-year plan for maintenance overlay, FDR & LVR projects, chip seal, slurry seal and crack fill programs.
3. Developed and acquired equipment to complete shoulder maintenance on paved roadways.

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

1. Complete all Pavement Management projects on time and under budget. This includes grant projects.
2. Convert 12 seasonal positions to full-time, year-round staff. These positions will be for the paving and chip seal crews to assist with safety, quality, efficiency and production on these crews.
3. Implement the shoulder maintenance program that was developed in 2024.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Miles of Paving	20.29	20.96	20.00
Miles of Milling	12.39	13.69	13.00
Miles of Chip Seal	38.57	30.24	30.00
Miles of Crack Seal	37.96	45.00	45.00
Miles of Slurry Seal	16.84	10.43	9.00
Efficiency Measures			
FTE’s per 10,000/capita	0.726	0.710	1.014
Per capita cost (county support)	$24.98	$29.98	$37.92

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEPARTMENT OF PUBLIC WORKS

BUDGET UNIT TITLE AND NUMBER: Grants-In-Aid to Cities and Towns - - 2000-56200

DEPARTMENT DESCRIPTION: In accordance with Section 43-2-202, C.R.S., 1973, 50 percent of the mill levy collected by the County on assessed values within incorporated municipalities to maintain county roads is paid to municipalities.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	2,648,904	3,591,243	3,591,243	3,591,243
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 2,648,904	$ 3,591,243	$ 3,591,243	$ 3,591,243
Revenue	0	0	0	0
Net County Cost	$ 2,648,904	$ 3,591,243	$ 3,591,243	$ 3,591,243
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES: Budget is based upon the anticipated RECOMMEND assessed value of the municipalities with the 2024 mill levy applied.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: PUBLIC WORKS FUND

BUDGET UNIT TITLE AND NUMBER: Non-Departmental Revenue - - 2000-90100

DEPARTMENT DESCRIPTION: The Non-Departmental Revenue budget unit accounts for revenue generated by Public Works Fund.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	0	$ 0	0
Purchased Services	0	0	0	0
Gross County Cost	$ 0	$ 0	$ 0	$ 0
Revenue/Fund Balance	$ 83,070,983	$ 67,607,945	$ 82,022,581	$ 82,022,581
Net Property Tax Contributed	$ 14,970,410	$ 15,000,000	$ 15,000,000	$ 15,000,000
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES: The resources for 2025 total $335,647,763 which includes a beginning fund balance of $268,625,182. Property tax is set at $15,000,000, the same as prior years. Specific Ownership tax is estimated to increase slightly to $11,901,000, up $301,000 from the prior year. Total HUTF is estimated to be $13,141,672, which is up $1,041,672 from 2024. Permit revenues and Motor Vehicle Registration Fees are budgeted at $950,000 and $400,000, respectively, remaining the same as 2024. Grazing fees are estimated at $7,500,000, which is $500,000 lower than received in 2024. Oil and gas revenues are anticipated to reduce by $2.5 million based on the lower assessed value, being budgeted at $22,500,000. There is no revenue being transferred in from the Solid Waste Fund or Benefit Area Districts for 2025, with the fund balance absorbing any additional expenses. If the budget is approved as recommended, approximately $16 million of the fund balance will be used for the projects approved in 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: PUBLIC WORKS FUND

BUDGET UNIT TITLE AND NUMBER: Contingency - - 2000-99999

DEPARTMENT DESCRIPTION: Contingency funds will be used to cover recommended salary increase amounts.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 1,191,203	$ 1,191,203
Supplies	0	0	0	0
Purchased Services	0	0	0	0
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 0	$ 0	$ 1,191,203	$ 1,191,203
Revenue	0	0	0	0
Net County Cost	$ 0	$ 0	$ 1,191,203	$ 1,191,203
Budgeted Positions	n/a	n/a	n/a	n/a

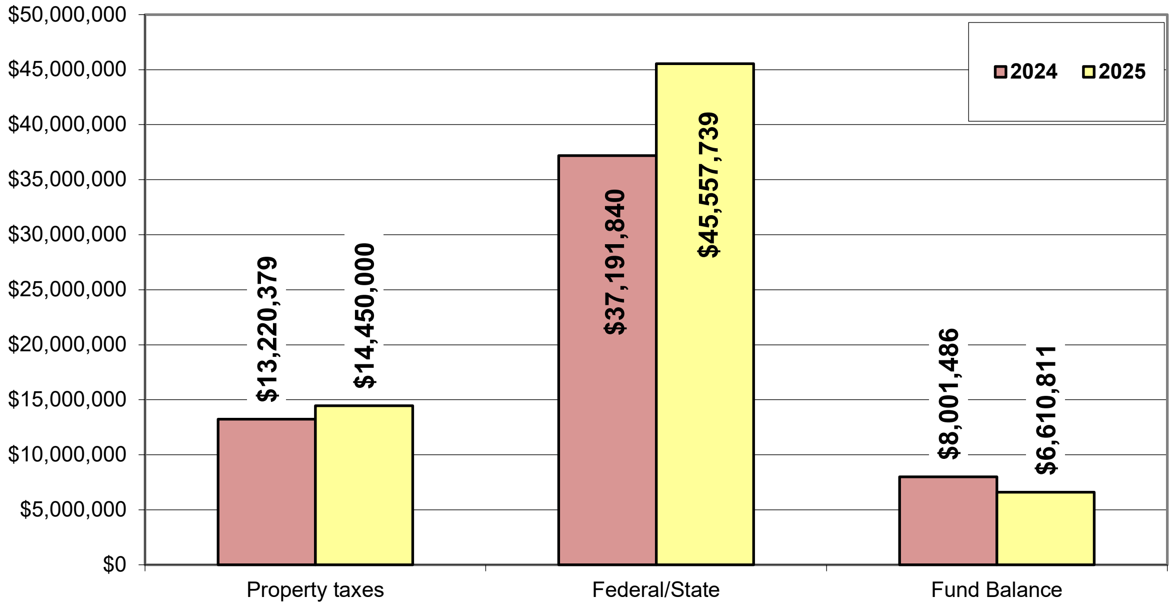
SUMMARY OF CHANGES: Estimated Cost of Living Amount (COLA) is based on 3% as indicated in mid-2024 by the regional CPI. Also includes an approximate 15% increase in the health insurance for each unit within the Fund.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

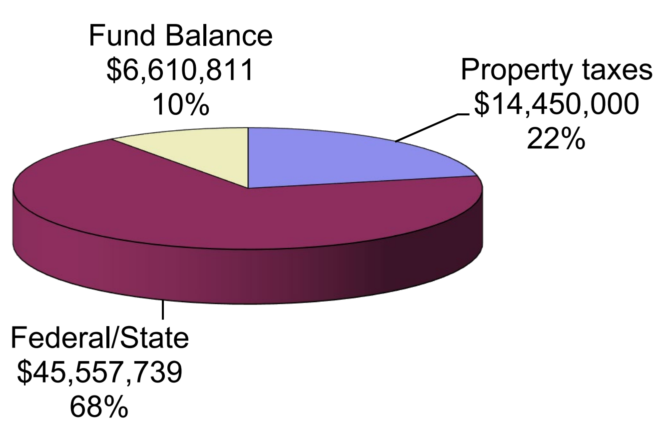
BOARD ACTION:

SOCIAL SERVICES

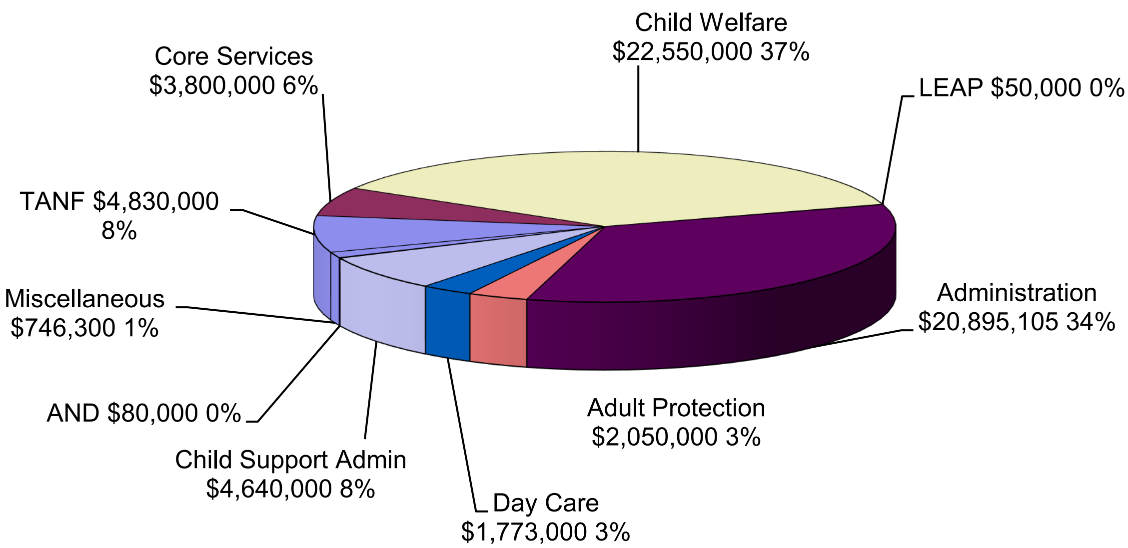
2025 Revenue
Total: $66,618,550 (2024 $58,413,705)

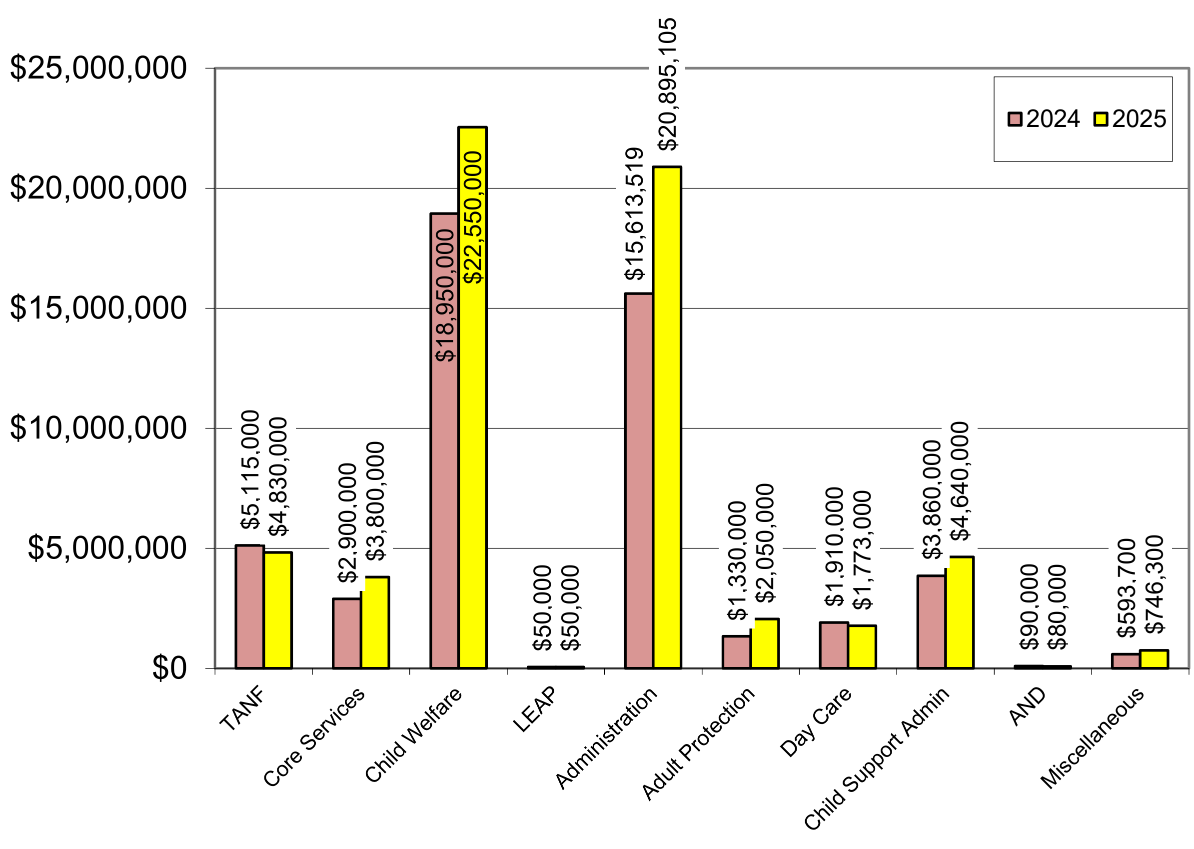


Social Services Revenue

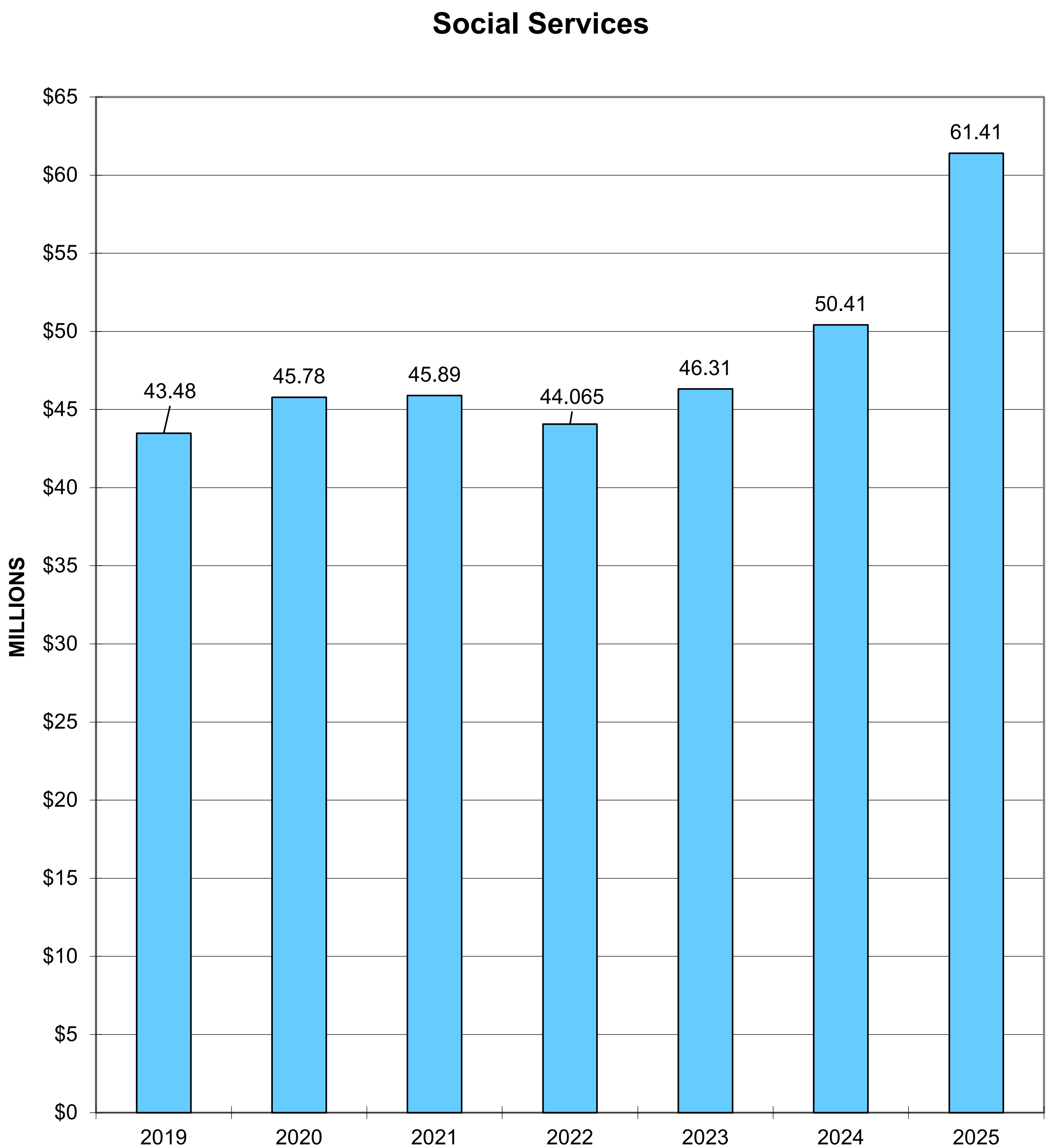


SOCIAL SERVICES
2025 Expenditures
Total $64,414,405 (2024 $50,412,419)





SEVEN YEAR TREND



SOCIAL SERVICES FUND SUMMARY

The total Social Services Fund budget is $61,419,300. The programs are funded by property tax of $14,450,000, and state and federal funds of $44,762,617, and the potential use of approximately $1,411,561 of fund balance to cover both anticipated and unanticipated cost overruns.

Recent increases in the cost of Health Insurance for departmental staff have increased overall costs by approximately 6.4% in the past two years, contributing to an overall cost increase of nearly 39%. Meanwhile, funding from the programs supervised by Federal and State partners has increased by only a 6.5% per year average over that same time. This combination creates greater reliance on local funds to continue providing the mandated services reflected in this section of the budget.

Funding from the American Rescue Plan Act of 2021 (ARPA) and other COVID-19-related legislation will likely be fully expended within the next year. Many of the programs we are mandated to administer have been expanded to meet increased need and/or partially funded through these revenue sources. As they become no longer available, significant changes to the programs, themselves, or the funding for them will need to occur. While some programs have anticipated this eventuality, and have conducted adequate transition plans, others have not yet determined what adaptations will be made. We continue to advocate for solutions that do not place the burden on county property taxpayers, nor on the most vulnerable residents.

In 2021, the Department established the High-Fidelity Wraparound unit, within the Family Resource Division. The unit has been funded through a grant from the Colorado Department of Human Services' Office of Behavioral Health. The unit works to preserve and rehabilitate families while addressing mental and behavioral health needs. The original grant ended on June 30, 2023. Therefore, the Department has secured additional funding from the Office of Behavioral Health and from the Tony Grampsas Youth Services program to continue the program through June 30, 2025.

We continue to monitor the impacts of House Bills 22-1259 and 22-1295 on the Colorado Works and Child Care Assistance Programs, respectively. Although the increase in expenditures resulting from these acts has been manageable, to this point, our concerns regarding the ability of available funding to support these increases continue. We will continue to make programmatic changes and/or seek increased funding from our State partners, as necessary.

Funding for the Adult Protective Services unit, within our Home and Community Supports Division (formerly Area Agency on Aging) continues to present challenges. While recent changes in demographic and workload data have increased our share of the state-wide allocation for this program, funding could still leave up to $175,000 of necessary expenditures unreimbursed.

SOCIAL SERVICES FUND
ESTIMATED REVENUE
2025

	FEDERAL AND STATE	COUNTY	TOTAL
County Administration	$ 13,400,000	$ 7,500,000	$ 20,900,000
Non-Program Revenue	0	- 170,000	- 170,000
Other Programs	260,700	76,600	337,300
Child Support Administration	3,480,000	1,160,000	4,640,000
TANF-Colorado Works	3,344,917	1,485,083	4,830,000
Aid to the Needy Disabled	0	80,000	80,000
Child Care	898,000	875,000	1,773,000
Old Age Pension	529,000	10,000	539,000
Child Welfare	18,350,000	4,200,000	22,550,000
Core Services	2,950,000	850,000	3,800,000
Adult Protective Services	1,500,000	550,000	2,050,000
LEAP	50,000	0	50,000
General Assistance	0	40,000	40,000
Sub-Total	$ 44,762,617	$ 16,656,683	$ 61,419,300

Federal/State Reimbursement	$ 44,762,617
Claims Collection Incentives	600,000
TANF Adjustment	195,122
Usage of Deferred Revenues	0
Sub-Total Revenue	$ 45,557,739
Potential Use of Fund Balance	1,411,561
County Property Tax / Penalties	14,450,000
Total Revenue	$ 61,419,300

SOCIAL SERVICES FUND
MANDATED FEDERAL AND STATE PROGRAMS

Assistance Payment Programs: Most assistance payment programs are mandated by the federal or state government. Consequently, local government is limited as to what can be done to reduce costs from these programs.

	Federally Mandated	State Mandated
Temporary Assistance to Needy Families – Colorado Works	X	X
Aid to the Needy Disabled		X
Old Age Pension		X
General Assistance*	Optional	Optional

* State law allows counties the option of having a general assistance program and, if established, to determine the benefit level.

Social Service Programs: Social service programs administered by the department are mandated by federal or state law; however, local governments have a higher degree of managerial flexibility with these programs.

	Federally Mandated	State Mandated
Child Protection – Casework Services	X	X
Youth Services – Casework Services	X	X
Adult Protective Services – Casework Services	X	X

Administration: Costs associated with administration include compensation for direct services through caseworkers, technicians and support staff. In addition, overhead such as rent, utilities, travel, supplies, and equipment are funded through administrative allocations. The State establishes administrative allocations and reimburses at various rates depending on the type of expenditure and program. Expenditures greater than allocation are not guaranteed to be reimbursed. Generally, they are at least partially reimbursed through the use of transferred TANF funds, surplus distribution, or Federal pass-thru revenues.

SOCIAL SERVICES
SUMMARY OF REVENUES
2025

Fund	Org	Acct	Account Title	2024 Budget	2025 Request	2025 Recommend	2025 Final
			TAXES				
2100	42111	4112	CURRENT PROPERTY TAXES	**13,220,379**	**14,450,000**	**14,450,000**	
			INTERGOVERNMENTAL				
2100	42110	4336	REIMBURSEMENTS	10,263,223	13,400,000	13,400,000	
2100	42111	4336	REIMBURSEMENTS	400,000	795,122	795,122	
2100	42115	4336	REIMBURSEMENTS	316,500	260,700	260,700	
2100	42200	4336	REIMBURSEMENTS	3,000,000	3,480,000	3,480,000	
2100	42365	4336	REIMBURSEMENTS	3,629,917	3,344,917	3,344,917	
2100	42375	4336	REIMBURSEMENTS	1,160,000	898,000	898,000	
2100	42380	4336	REIMBURSEMENTS	392,200	529,000	529,000	
2100	42410	4336	REIMBURSEMENTS	14,750,000	18,350,000	18,350,000	
2100	42415	4336	REIMBURSEMENTS	2,200,000	2,950,000	2,950,000	
2100	42450	4336	REIMBURSEMENTS	1,030,000	1,500,000	1,500,000	
2100	42610	4336	REIMBURSEMENTS	50,000	50,000	50,000	
			TOTAL INTERGOVERMENTAL	**37,191,840**	**45,557,739**	**45,557,739**	**-**
			TOTAL SOCIAL SERVICES	**50,412,219**	**60,007,739**	**60,007,739**	**-**

SOCIAL SERVICES
SUMMARY OF EXPENDITURES
2025

Fund	Org	Expenditure Function	2024 Budget	2025 Request	2025 Recommend	2025 Final
2100	42110	ADMINISTRATION-REGULAR	15,613,519	20,900,000	20,895,105	
2100	42111	NON PROGRAM REVENUE	-150,000	-170,000	-170,000	
2100	42115	OTHER PROGRAMS	326,500	337,300	337,300	
2100	42200	CHILD SUPPORT ADMINISTRATION	3,860,000	4,640,000	4,640,000	
2100	42365	COLORADO WORKS	5,115,000	4,830,000	4,830,000	
2100	42370	NEEDY AND DISABLED	90,000	80,000	80,000	
2100	42375	DAY CARE & ADMINISTRATION	1,910,000	1,773,000	1,773,000	
2100	42380	OLD AGE PENSION	402,200	539,000	539,000	
2100	42410	CHILD WELFARE & ADMINISTRATION	18,950,000	22,550,000	22,550,000	
2100	42415	PLACEMENT ALTERNATIVE CARE	2,900,000	3,800,000	3,800,000	
2100	42450	ADULT PROTECTION	1,330,000	2,050,000	2,050,000	
2100	42610	LEAP ADMINISTRATION	50,000	50,000	50,000	
2100	42700	GENERAL ASSISTANCE	15,000	40,000	40,000	
2100	427000	COMMON SUPPORT				
			50,412,219	**61,419,300**	**61,414,405**	**0**

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SOCIAL SERVICES

BUDGET UNIT TITLE AND NUMBER: Summary - - All Departments - - Fund 2100

DEPARTMENT DESCRIPTION: See individual units.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$32,241,200	$37,000,000	$45,515,000	$45,510,105
Supplies	310,500	486,500	510,300	510,300
Purchased Services	8,867,817	8,195,000	8,735,000	8,735,000
Fixed Charges	5,791,600	5,521,719	7,510,000	7,510,000
Capital	0	0	0	0
Contra Expense	- 897,600	- 791,000	- 851,000	- 851,000
Gross County Cost	$46,313,517	$50,412,219	$61,419,300	$61,414,405
Revenue / Fund Balance	33,211,957	37,191,840	46,969,300	46,965,384
Net Property Tax Contributed	$13,101,560	$13,220,379	$14,450,000	$14,450,000
Budget Positions	392.0	413.0	416.0	416.0

SUMMARY OF CHANGES: See Individual Budget Units.

FINANCE/ADMINISTRATION RECOMMENDATION: See Individual Budget Units.

BOARD ACTION: See Individual Budget Units.

SOCIAL SERVICES FUND

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS:

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

- The Child Support team collects and distributes more than $22 million dollars in child support to families in the community, maintaining the current support collection rate of approximately 67%, the highest of all 10 large counites in Colorado (Priority 1 [SP1])
- The Family Resources outreach team goes to the local jail to assist incarcerated individuals who will be released in the near future with public assistance benefits applications or can work with customers over the phone/virtual to provide these services. (SP1B)
- The Family Resources team oversees the Human Services Funds Distribution process and frequently refers customers to Catholic Charities and the District Attorney's office to apply for Victim Assistance and Compensation. (SP1C)
- The Assistance Payments team facilitates the application, approval and reapproval processes for multiple medical assistance categories to support citizens' access to essential health services. (SP1F)
- To ensure the best customer experience, DHS regularly reviews and follows the Civil Rights and Conflict of Interest policies in municipal code. (SP2A)
- WCDHS provides numerous opportunities to staff for structured communications and feedback to foster an environment of transparent, timely & relevant communication, including employee/ supervisor roundtables, focus groups, StaffSyncUp, department-initiated satisfaction surveys, weekly JT Show, Wellness Wednesday & bi-monthly NewsFlash, bi-weekly Department announcements & All About Us program. (SP4A)
- The Department employs several strategies to establish consistent application of leadership goals & objectives and supervisory roles to provide accountability including daily supervisor check-ins for information sharing, strategic workflow & supervision consistency, weekly management assembly to align vision & report on progress, monthly focused leadership development opportunities, development of training roadmaps including expectations of productivity, quality & professionalism. (SP4C)
- The Department implemented the Binti system to improve efficiencies for Child Welfare, Fiscal and external providers of services to our clients. (SP5)
- The Department prioritizes kinship care (Kin Culture Initiative), reflecting a commitment to placing children with relatives whenever possible, which can lead to better outcomes for the children involved. (SP5A)
- Our Child Support team installed a TouchPay payment machine in our lobby to streamline child support payment processing, improving timeliness of payments to recipients, and providing non-custodial parents with alternative methods for remitting monthly child support remittances. (SP5D)
- Our Child Welfare team conducts town halls for foster parents, indicating a commitment to keeping them informed and involved in the process. (SP5E)

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

- DHS will implement our Emergency Preparedness Team to ensure safety of DHS staff and continuity of operations in the event of an actual emergency. (SP1)
- DHS will implement updated appointment and client communications systems in child welfare and assistance payments units. (SP5D)

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SOCIAL SERVICES

BUDGET UNIT TITLE AND NUMBER: County Administration - - 2100-42110

DEPARTMENT DESCRIPTION: The County Administration budget unit includes expenditures for Staff Compensation and Operations attributable to Food Assistance, Medicaid, Common Support programs, and Fraud Investigation. The State establishes an allocation that limits the reimbursement for administrative expenditures.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 7,710,000	$ 9,875,000	$ 12,750,000	$ 12,745,105
Supplies	- 400,000	- 600,000	- 450,000	- 450,000
Purchased Services	3,253,617	2,100,000	2,400,000	2,400,000
Fixed Charges	4,570,000	4,268,519	6,250,000	6,250,000
Contra Expense	- 16,000	- 30,000	- 50,000	- 50,000
Gross County Cost	$ 15,117,617	$ 15,613,519	$ 20,900,000	$ 20,895,105
Revenue	8,887,754	10,263,223	13,400,000	13,396,084
Net County Cost	$ 6,229,863	$ 5,350,296	$ 7,500,000	$ 7,500,000
Budget Positions	174.0	193.0	193.0	193.0

SUMMARY OF CHANGES:
The Department is requesting the reclassification of two Assistance Payments Supervisors from their current Grade 35 to Grade 36, as well as the re-classification of a Part-time Fiscal Accounting Clerk to a Full-time position. We are also requesting the investigation and possible implementation of scheduling and texting software to streamline our processes of communicating with program participants.

FINANCE/ADMINISTRATION RECOMMENDATION: The review of the positions result in the recommendation of the part-time to full-time position, however the market analysis and point-factor of the job descriptions does not support the two reclassifications from Grade 35 to Grade 36. Those dollars are removed from the Personnel services request, and the 20% cost to the county is reflected with adjustments to other revenues as well. Approval of the adjusted budget is recommended.

BOARD ACTION:

COUNTY ADMINISTRATION
(CONTINUED)
2100-42110

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Case Load (Average) – Food Assistance	16,012	18,631	19,000
Case Load (Average) – Medicaid	41,065	37,000	36,000
Efficiency Measures			
Food Assistance Timeliness-Applications	N/A	95.0%	95.0%
Food Assistance Timeliness-RRR	N/A	95.0%	95.0%
Medical Assistance Timeliness-Applications	N/A	95.0%	95.0%
Medical Assistance Timeliness-RRR	N/A	95.0%	95.0%
FTEs per 10,000/capita	4.859	5.269	5.148
Per capita cost	$17.40	$14.61	$20.00

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Human Services goals following the Social Services Fund Summary.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SOCIAL SERVICES

BUDGET UNIT TITLE AND NUMBER: Non-Program Revenue - - 2100-42111

DEPARTMENT DESCRIPTION: The Non-Program Revenue budget unit includes property taxes, Claim-Collection Incentives, TANF Adjustment, TANF MOE Reduction, and Miscellaneous Revenue Sources.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	0	0	0	0
Fixed Charges	0	0	0	0
Contra	- 208,200	- 150,000	- 170,000	- 170,000
Gross County Cost	$ - 208,200	$ - 150,000	$ - 170,000	$ - 170,000
Revenue	635,086	400,000	795,122	795,122
Net County Cost	$ 13,101,560	$ 13,220,379	$ 14,450,000	$ 14,450,000
Budget Positions	- -	- -	- -	- -

SUMMARY OF CHANGES: The Department is requesting Property tax funding budgeted at $14,450,00 for 2025. The difference is a combination of special revenue from various department programs. The TANF Adjustment is $195,122. Incentives earned as the result of claims collections for Food Assistance, Medicaid, TANF, and State-Only programs are estimated to be $ 600,000. Fund Balance will likely be reduced by approximately $1,411,561.

FINANCE/ADMINISTRATION RECOMMENDATION: Historically programs are reduced when funding is unable to cover the increases. The department has made the argument that the large increases internally for personnel and cost of living raises to adapt to the rising inflation has left them underfunded by the county. The increase in funding is a policy issue for the board.

BOARD ACTION:

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SOCIAL SERVICES

BUDGET UNIT TITLE AND NUMBER: Other Programs - - 2100-42115

DEPARTMENT DESCRIPTION: The Other Programs budget unit was established for minor or temporary programs for the Department of Social Services. It includes Employment First Medical Exams, Food Stamps Refunds, AFDC Retained Collections, and Collaborative Management.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 260,000	$ 265,000	$ 280,000	$ 280,000
Supplies	1,500	1,500	7,300	7,300
Purchased Services	7,700	60,000	50,000	50,000
Fixed Charges	5,800	10,000	10,000	10,000
Contra	-15,000	- 10,000	- 10,000	- 10,000
Gross County Cost	$ 260,000	$ 326,500	$ 337,300	$ 337,300
Revenue	270,000	316,500	260,700	260,700
Net County Cost	$ -10,000	$ 10,000	$ 76,600	$ 76,600
Budget Positions	3	3	3	3

SUMMARY OF CHANGES:
No significant changes to the Employment First program are anticipated for 2025. The Department has hired a new coordinator for, and has reimplemented operation of, the Collaborative Management Program in Weld County.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

OTHER PROGRAMS (CONTINUED) 2100-42115

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Case Load – Employment First Program	802	1,894	1,800
Efficiency Measures			
FTE’s per 10,000/capita	0.084	0.082	0.080
Per capita cost (county support)	($0.03)	$0.03	$0.20

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Human Services goals following the Social Services Fund Summary.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SOCIAL SERVICES

BUDGET UNIT TITLE AND NUMBER: Child Support Administration - - 2100-42200

DEPARTMENT DESCRIPTION: The Child Support Administration program is designed to obtain and enforce child support and medical support for dependent children to offset part of the TANF and foster care costs. In addition, child support and medical support are enforced for non-TANF clients based on court orders.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 3,000,000	$ 3,200,000	$ 3,800,000	$ 3,800,000
Supplies	29,000	60,000	50,000	50,000
Purchased Services	506,500	550,000	750,000	750,000
Fixed Charges	39,000	50,000	40,000	40,000
Contra Expense	- 42,100	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 3,532,400	$ 3,860,000	$ 4,640,000	$ 4,640,000
Revenue	2,800,000	3,000,000	3,480,000	3,480,000
Net County Cost	$ 732,400	$ 860,000	$ 1,160,000	$ 1,160,000
Budget Positions	30	30	31	31

SUMMARY OF CHANGES:
The Department is requesting one additional full-time Establishment Technician at a Grade 27, for an additional cost of $95,810. Applications for this service and the State rules associated with processing those applications have caused significant delays in existing staff's ability to maintain timeliness measures.

FINANCE/ADMINISTRATION RECOMMENDATION: The increase of a position is a policy issue for the board. Recommend approval.

BOARD ACTION:

CHILD SUPPORT ADMINISTRATION (CONTINUED) 2100-42200

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Case Load	7,966	8,000	8,200
Money distributed to families	$22,899,222	$24,000,000	$25,000,000
Orders Established/Modified	483	500	520
Applications Received	1,705	1,800	1,900
Efficiency Measures			
FTEs per 10,000/capita	0.838	0.819	0.827
Per capita cost (county support)	$2.05	$2.35	$3.09

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Human Services goals following the Social Services Fund Summary.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SOCIAL SERVICES

BUDGET UNIT TITLE AND NUMBER: Temporary Assistance to Needy Families and Administration (TANF) - - 2100-42365

DEPARTMENT DESCRIPTION: The TANF program accounts for assistance payment grants for eligible recipients of the TANF program. It also has administrative funding for TANF staff and operating costs.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 2,575,000	$ 3,200,000	$ 3,100,000	$ 3,100,000
Supplies	265,000	350,000	375,000	375,000
Purchased Services	1,250,000	1,500,000	1,300,000	1,300,000
Fixed Charges	80,000	75,000	75,000	75,000
Contra Expense	- 12,000	- 10,000	- 20,000	- 20,000
Capital	0	0	0	0
Gross County Cost	$ 4,158,000	$ 5,115,000	$ 4,830,000	$ 4,830,000
Revenue	2,672,917	3,629,917	3,344,917	3,344,917
Net County Cost	$ 1,485,083	$ 1,485,083	$ 1,485,083	$ 1,485,083
Budget Positions	14	14	14	14

SUMMARY OF CHANGES:
The passage of Senate Bill 22-1259 will continue to increase the amount of funding required for payment of Basic Cash Assistance and for administrative costs associated with this program. The department anticipates that this will eventually limit the amount of funding that will be available to continue providing job training and placement services, as well as other supportive service needs in the community.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

TANF ADMINISTRATION
(CONTINUED)
2100-42365

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Benefit Case Loads (Average)	709	725	750
Employment Assistance Case Load	954	1,076	1,000
Efficiency Measures			
FTEs per 10,000/capita	0.391	0.382	0.373
Per capita cost (county support)	$4.15	$4.05	$3.96

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Human Services goals following the Social Services Fund Summary.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SOCIAL SERVICES

BUDGET UNIT TITLE AND NUMBER: Aid to Needy Disabled - - 2100-42370

DEPARTMENT DESCRIPTION: The Aid to Needy Disabled program account for assistance grants for eligible disabled and Medicaid benefits for SSI clients.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Fixed Charges	95,500	110,000	110,000	110,000
Contra Account	- 11,400	- 20,000	- 30,000	- 30,000
Gross County Cost	$ 84,100	$ 90,000	$ 80,000	$ 80,000
Revenue	0	0	0	0
Net County Cost	$ 84,100	$ 90,000	$ 80,000	$ 80,000
Budget Positions	- -	- -	- -	- -

SUMMARY OF CHANGES:
No significant changes are anticipated in this program for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

AID TO NEEDY DISABLED
(CONTINUED)
2100-42370

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Case Load	120	126	130
Efficiency Measures			
Timeliness of Application / RRR	N/A	99%	99%
Per capita cost (county support)	$0.23	$0.25	$0.21

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Human Services goals following the Social Services Fund Summary.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SOCIAL SERVICES

BUDGET UNIT TITLE AND NUMBER: Child Care - - 2100-42375

DEPARTMENT DESCRIPTION: The Child Care program provides day care services for children from TANF and "income eligible" households.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 915,000	$ 900,000	$ 750,000	$ 750,000
Supplies	0	0	3,000	3,000
Purchased Services	940,000	1,000,000	1,000,000	1,000,000
Fixed Charges	8,000	10,000	20,000	20,000
Contra Expense	- 1,550	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 1,861,450	$ 1,910,000	$ 1,773,000	$ 1,773,000
Revenue	1,270,000	1,160,000	898,000	898,000
Net County Cost	$ 591,450	$ 750,000	$ 875,000	$ 875,000
Budget Positions	6.0	6.0	6.0	6.0

SUMMARY OF CHANGES:
This program will continue to see significant changes in 2025 and in coming years as it transitions to the newly created Department of Early Childhood. House Bill 22-1295 instituted several changes to the rules governing how day care services are authorized and delivered. The full impact of those changes will take some time to quantify.

FINANCE/ADMINISTRATION RECOMMENDATION: No significant changes reflected for the 2025 budget. Recommend approval.

BOARD ACTION:

CHILD CARE
(CONTINUED)
2100-42375

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Case Load	1,019	1,100	1,250
Efficiency Measures			
FTE's per 10,000/capita	0.168	0.164	0.160
Per capita cost (county support)	$1.65	$2.05	$2.33

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Human Services goals following the Social Services Fund Summary.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SOCIAL SERVICES

BUDGET UNIT TITLE AND NUMBER: Old Age Pension - - 2100-42380

DEPARTMENT DESCRIPTION: The Old Age Pension program provides money payments to eligible seniors who meet income, resource and age tests. Program costs are reimbursed approximately 99.5 percent by the state. Administrative costs are reimbursed 100 percent.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 275,000	$ 300,000	$ 460,000	$ 460,000
Supplies	50,000	50,000	50,000	50,000
Purchased Services	30,000	50,000	25,000	25,000
Fixed Charges	3,300	3,200	5,000	5,000
Contra Expense	- 1,350	- 1,000	- 1,000	- 1,000
Gross County Cost	$ 356,950	$ 402,200	$ 539,000	$ 539,000
Revenue	347,500	392,200	529,000	529,000
Net County Cost	$ 9,450	$ 10,000	$ 10,000	$ 10,000
Budget Positions	- -	- -	- -	- -

SUMMARY OF CHANGES:
No significant changes are anticipated for this program in 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

OLD AGE PENSION (CONTINUED) 2100-42380

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Case Load	577	603	630
Efficiency Measures			
Timeliness of Application / RRR	N/A	99%	99%
Per capita cost (county support)	$0.03	$0.03	$0.03

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Human Services goals following the Social Services Fund Summary.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SOCIAL SERVICES

BUDGET UNIT TITLE AND NUMBER: Child Welfare and Administration - - 2100-42410

DEPARTMENT DESCRIPTION: The Child Welfare and Administration program delivers services to children and families at risk of or involved in the Child Welfare system in order to assure safety, permanency, and wellbeing.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 14,300,000	$ 15,700,000	$ 19,200,000	$ 19,200,000
Supplies	350,000	600,000	450,000	450,000
Purchased Services	2,750,000	2,750,000	3,000,000	3,000,000
Fixed Charges	370,000	450,000	450,000	450,000
Contra Expenses	-560,000	- 550,000	- 550,000	- 550,000
Gross County Cost	$ 17,210,000	$ 18,950,000	$ 22,550,000	$ 22,550,000
Revenue	13,575,000	14,750,000	18,350,000	18,350,000
Net County Cost	$ 3,635,000	$ 4,200,000	$ 4,200,000	$ 4,200,000
Budget Positions	157	157	157	157

SUMMARY OF CHANGES:
The Department is requesting the reclassification of one Family Time Center Supervisor from its current Grade 40 to Grade 44, as well as the formalization of a Progression Ladder procedure for caseworkers assigned to the Family Time Center, closely mirroring that existing in the Child Protection units. We are also requesting the investigation and possible implementation of scheduling software to streamline our processes of coordinating Family Time Center visitations.

FINANCE/ADMINISTRATION RECOMMENDATION: The reclassification presented is supported by the data provided and analysis completed, however is still a policy issue for the board. The career ladder progression was not detailed with a monetary impact or any specific reclassification requests, so it is recommended to be addressed as a part of the compensation strategy discussion being held.

BOARD ACTION:

CHILD WELFARE AND ADMINISTRATION (CONTINUED) 2100-42410

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Average Case Load	2,287	2,150	2,250
Efficiency Measures			
FTE's per 10,000/capita	4.288	4.439	4.342
Per capita cost (county support)	$ 12.07	$ 10.28	$ 11.62

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SOCIAL SERVICES

BUDGET UNIT TITLE AND NUMBER: Core Services - - 2100-42415

DEPARTMENT DESCRIPTION: The Core Services program is designed to safely maintain children at home or return children to home through services for children and parents, including, but not limited to, therapy and parental education.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 2,156,200	$ 2,400,000	$ 3,300,000	$ 3,300,000
Supplies	0	0	0	0
Purchased Services	0	0	0	0
Fixed Charges	585,000	520,000	520,000	520,000
Contra Expense	- 30,000	- 20,000	- 20,000	- 20,000
Gross County Cost	$ 2,711,200	$ 2,900,000	$ 3,800,000	$ 3,800,000
Revenue	1,899,700	2,200,000	2,950,000	2,950,000
Net County Cost	$ 811,500	$ 700,000	$ 850,000	$ 850,000
Budget Positions	0	0	0	0

SUMMARY OF CHANGES: No significant changes are anticipated for this program in 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

CORE SERVICES (CONTINUED) 2100-42415

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Case Load	317	305	300
Efficiency Measures			
Per capita cost (county support)	$2.27	$1.91	$2.27

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Human Services goals following the Social Services Fund Summary.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SOCIAL SERVICES

BUDGET UNIT TITLE AND NUMBER: Adult Protective Services - 42450

DEPARTMENT DESCRIPTION: Adult Protective Services offers protective services to prevent, reduce, or eliminate the current or potential risk of mistreatment, exploitation, or self-neglect to the at-risk adult using community-based services and resources, health care services, family and friends when appropriate, and other support systems.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 1,050,000	$ 1,160,000	$ 1,875,000	$ 1,875,000
Supplies	15,000	25,000	25,000	25,000
Purchased Services	120,000	120,000	120,000	120,000
Fixed Charges	35,000	25,000	30,000	30,000
Capital	0	0	0	0
Gross County Cost	$ 1,220,000	$ 1,330,000	$ 2,050,000	$ 2,050,000
Revenue	854,000	1,030,000	1,500,000	1,500,000
Net County Cost	$ 366,000	$ 300,000	$ 550,000	$ 550,000
Budget Positions	9	10	12	12

SUMMARY OF CHANGES:
The Department is requesting one additional full-time Adult Protection Caseworker position at Grade 35, and one additional full-time Adult Protection Services Supervisor position at a Grade 44. Current caseloads per caseworker and supervisory spans greatly exceed those experienced in other large counties. Adding these two positions will enable us to provide the level of services required for appropriate treatment of needs experienced within this client base.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

ADULT PROTECTIVE SERVICES (CONTINUED) 2100-42450

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Referrals Reviewed	1,451	1,812	2,160
Efficiency Measures			
FTE's per 10,000/capita	0.251	0.273	0.320
Per capita cost (county support)	$1.02	$0.82	$1.47

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Human Services goals following the Social Services Fund Summary.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SOCIAL SERVICES

BUDGET UNIT TITLE AND NUMBER: Low Income Energy Assistance Program and Administration - - 2100-42610/42620

DEPARTMENT DESCRIPTION: Administration of the Low Income Energy Assistance Program. This program is 100 percent federally funded.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ - 99	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	46,422	50,000	50,000	50,000
Fixed Charges	0	0	0	0
Contra Expenses	0	0	0	0
Gross County Cost	$ 46,323	$ 50,000	$ 50,000	$ 50,000
Revenue	46,322	50,000	50,000	50,000
Net County Cost	$ 1	$ 0	$ 0	$ 0
Budget Positions	0	0	0	0

SUMMARY OF CHANGES: Beginning October 1, 2016, this program was contracted at the State level to Discover Goodwill. Weld County's only participation in the program is that of referral and marketing.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SOCIAL SERVICES

BUDGET UNIT TITLE AND NUMBER: General Assistance - - 2100-42700

DEPARTMENT DESCRIPTION: Temporary and emergency assistance for applicants for Federal/State categorical assistance programs and help for some medical indigents. This program is entirely funded by the County and expenditures from this program are not covered by TANF, OAP, AND, etc.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	35,392	15,000	40,000	40,000
Contra Expense	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 35,392	$ 15,000	$ 40,000	$ 40,000
Revenue	0	0	0	0
Net County Cost	$ 35,392	$ 15,000	$ 40,000	$ 40,000
Budget Positions	- -	- -	- -	- -

SUMMARY OF CHANGES:
No significant changes are anticipated for this program in 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

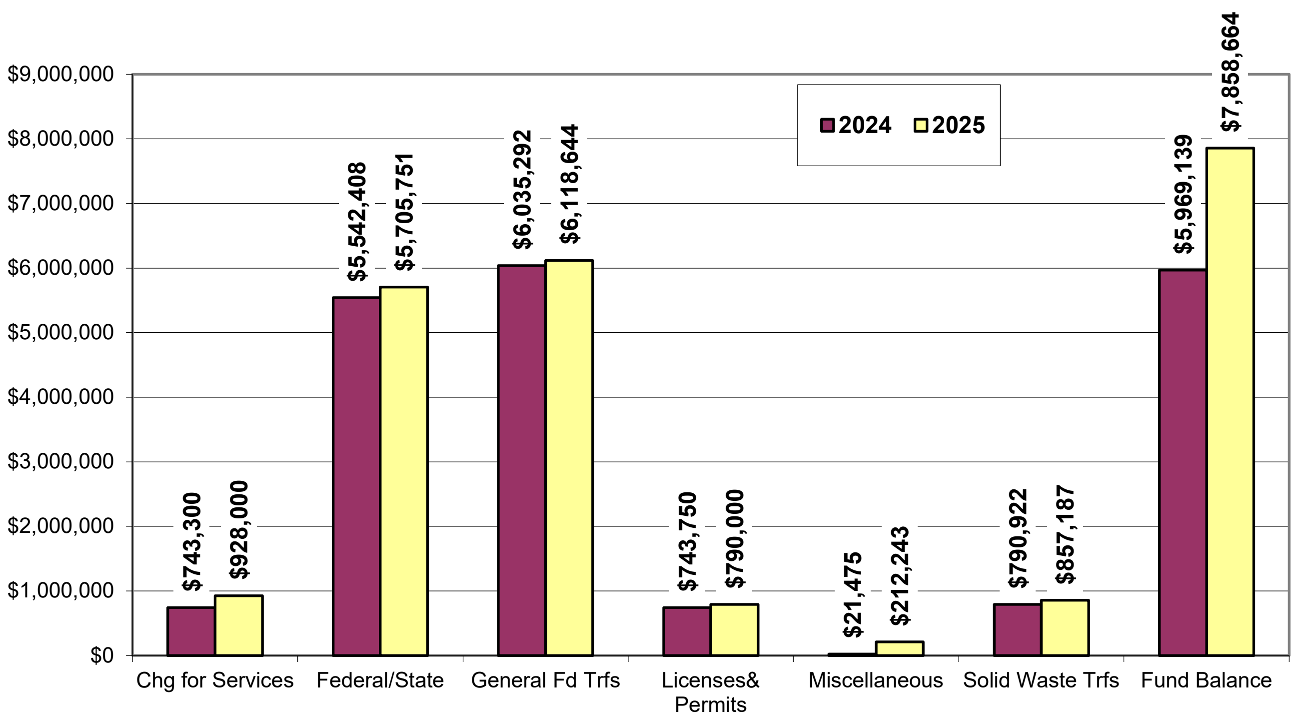
GENERAL ASSISTANCE (CONTINUED) 2100-42700

PERFORMANCE MEASURES

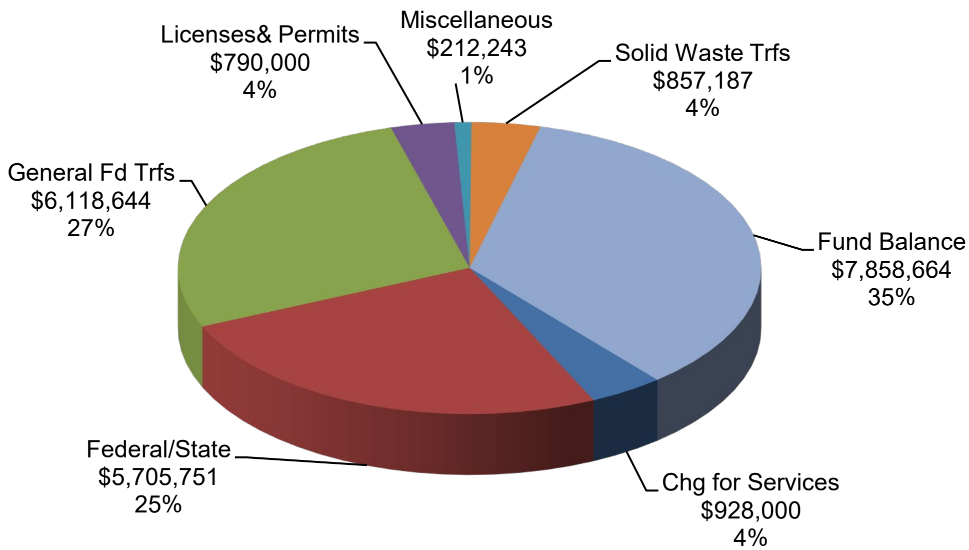
	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Burial Assistance	24	10	27
Efficiency Measures			
Per capita cost (county support)	$0.10	$0.04	$0.11

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Human Services goals following the Social Services Fund Summary.

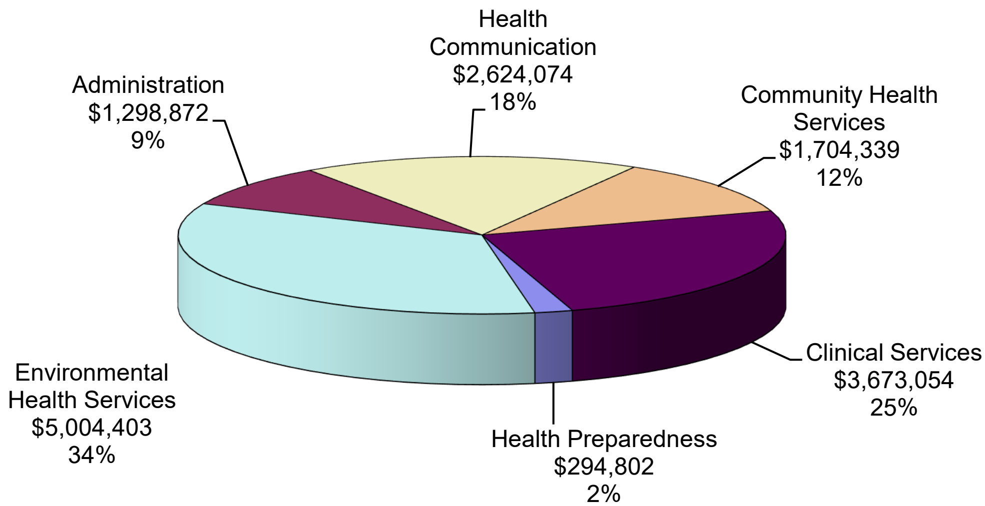
HEALTH FUND
Revenue Changes

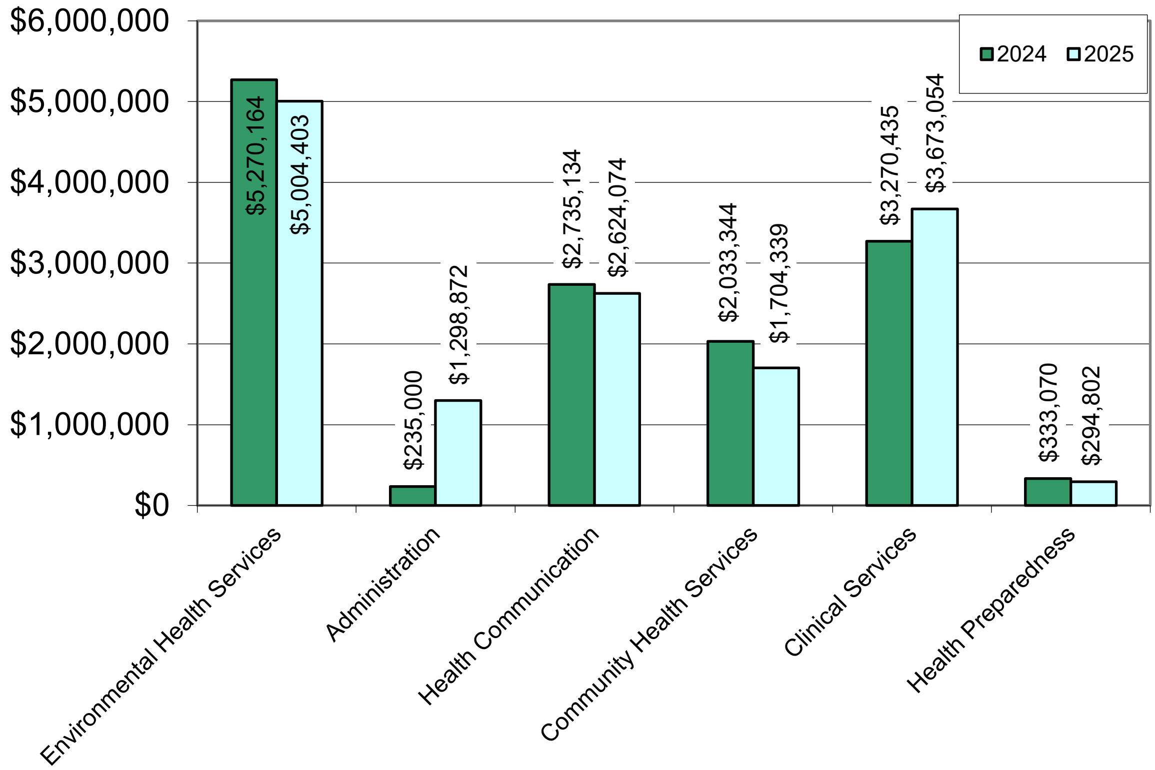


2025 Revenue
Total $22,470,489 (2024 $19,846,286)



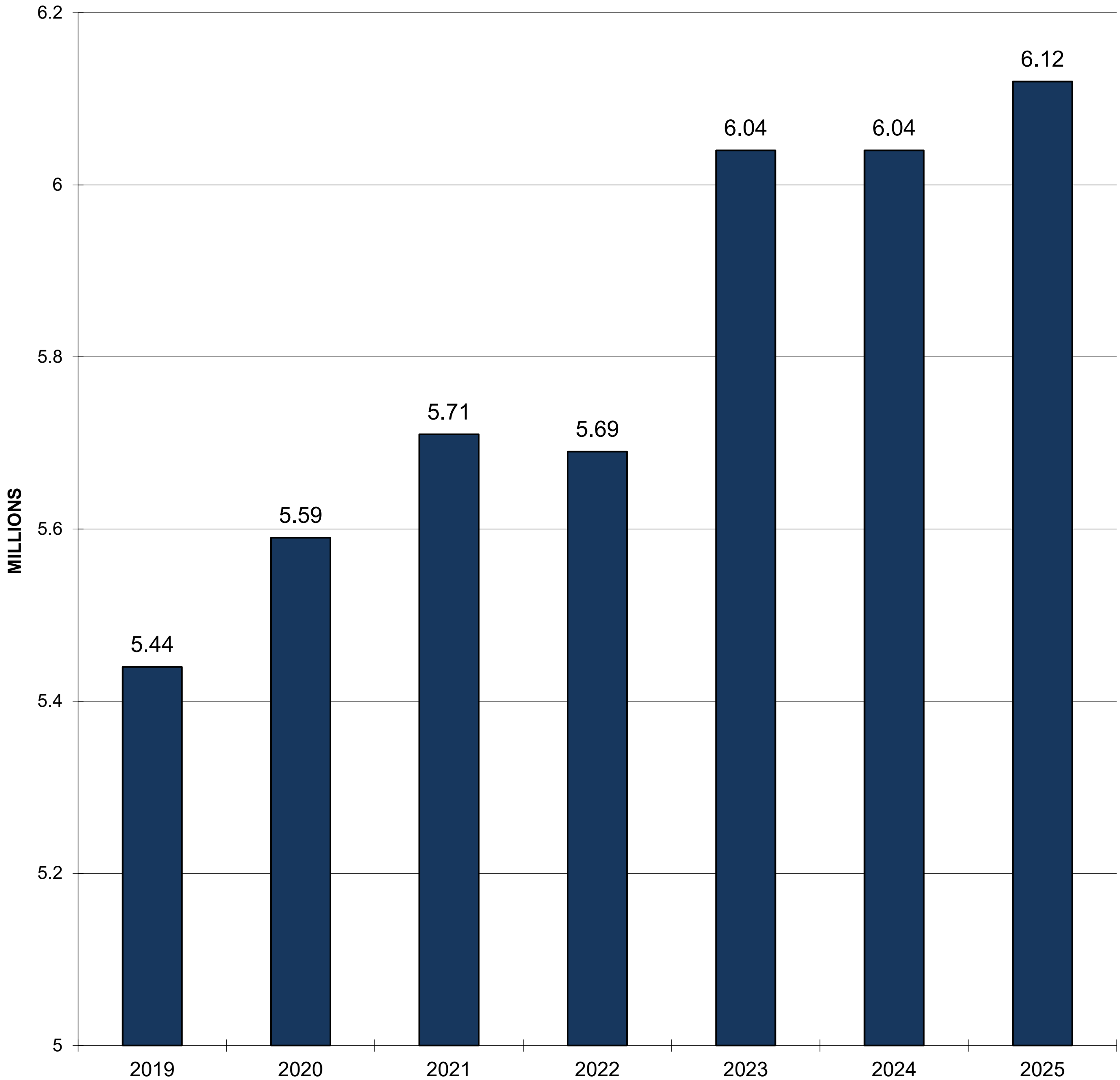
HEALTH FUND
2025 Expenditures
Total $14,599,544 (2024 $13,877,147)





SEVEN YEAR TREND

Health Subsidy



Department of Public Health & Environment Summary

Mission: We serve Weld County by cultivating partnerships to promote public health and environmental quality through the delivery of relevant, innovative and cost-effective services.

Vision: Everyone in Weld County has the opportunity to live their healthiest lives.

Values: Service * Prevention * Teamwork

Department Summary

The Weld County Department of Public Health and Environment (WCDPHE) provides for the health, safety, and welfare of Weld County citizens through the seven core Public Health Services established by the State Board of Health and ten essential Public Health Services. The department plays a key role in administering federal, state, and local programs and services in our local communities upon which our residents rely every day.

The department continually uses local data collected through its Community Health Survey to help drive strategic planning, partner engagement, and efforts to address public health issues in Weld County. As a nationally accredited health department, WCDPHE is committed to leading population health improvement via a chief community health strategist approach—where the department engages with various external community groups and organizations to help address emerging and chronic health issues.

Accredited Health Department
PHAB
Advancing Public Health Performance
Public Health Accreditation Board

The department began development of a new three-year strategic plan in 2024 and will continue implementation throughout 2025. Areas of focus in the 2024-26 strategic plan include communication, organizational culture, recruitment/retention/recognition, and public health equity. Focusing resources to allow improvement in these areas, as well as nurturing and developing future leaders will ensure that the department is prepared to provide public health services to a growing population.

While safeguarding the public’s health and well-being, the WCDPHE team continues to be responsible stewards of public funds. The FY 2025 budget proposal continues to reflect the department’s fiscally conservative approach to carefully managing the county’s tax dollars and available state, federal and private financial resources as they provide high-quality, cost-efficient, and readily accessible services to residents and businesses in Weld County.

Proposed Budget

In 2025, WCDPHE will receive almost $5 million in funding across 20+ different grants, approximately $3.6 million in other revenue streams, and is requesting $6,182,035 in county funding which represents a modest 2.4% increase in county funding over 2024 levels. The total proposed 2025 department budget is $14,675,216, allocated among its four divisions: Public Health Services, Health Education Communication & Planning, Environmental Health Services [including Emergency Preparedness], and Public Health Administration [including Vital Records].

2025 Budget Highlights

Revenues across the department are projected to increase $651,136 which is primarily attributable to increased grant funding. The Public Health Services Division will see significant additional funding from grants aimed at reducing sexually transmitted infections (STI) and the Environmental Health Division will see an infusion of funding to bolster lead investigations, which are primarily the result of elevated blood lead levels in children.

As a result, the 2025 budget proposal includes the addition of 2.5 full time equivalents (FTEs) which are funded by grants. Specifically, the department seeks to hire 2 additional Public Health Nurses to help stem the increase in STIs in Weld County and we seek to add 0.5 FTE to the Environmental Health Division to conduct lead testing and investigations. Core department functions and services available to customers remain at levels similar to 2024.

Awards

- Vital Records – Five Star Performance Award from CDPHE for 2023
- Public Health Services Division – NACo 2024 Achievement Award
- Colorado Public Health Association Lillian Wald Award

2024-26 Strategic Plan Summary

Mission Statement: We serve Weld County by cultivating partnerships to promote public health and environmental quality through the delivery of relevant, innovative, and cost-effective services.

Vision Statement: Everyone in Weld County has the opportunity to live their healthiest lives.

Values: Service, Prevention, Teamwork

Strategic Priorities:

- Communication
  - Goal 1: Improve internal communication throughout the organization.
  - Goal 2: Provide clear, consistent, and concise information to the community.
- Organizational Culture
  - Goal 1: Foster an organizational culture with open communication across all levels, where every voice matters and employees feel valued.
  - Goal 2: Encourage an actively engaged staff.
  - Goal 3: Continue implementation of quality improvement.
- Recruitment, Retention, Recognition
  - Goal 1: Create a system of clear career paths, progression, and growth opportunities.
  - Goal 2: Standardize the recruitment and onboarding process.
  - Improve parity across divisions.
- Public Health Equity
  - Make equitable access to public health services a priority.
  - Communicate (internally and externally) that equitable access to public health services is a priority.

Strategic priority teams will be utilized continuously to focus on and make improvements to priority areas. Employees are encouraged to participate in at least one priority team and can move between teams as desired. Special project teams will be established to complete specific, short-term projects that arise. Community members may be involved to build partnerships and provide expertise.

PUBLIC HEALTH
SUMMARY OF REVENUES
2025

Fund	Org	Acct	Account Title	2024 Budget	2025 Request	2025 Recommend	2025 Final
			LICENSES AND PERMITS				
2560	41400	4210	LICENSES	401,000	412,000	412,000	
2560	41400	4221	PERMITS	342,750	378,000	378,000	
			TOTAL LICENSES AND PERMITS	**743,750**	**790,000**	**790,000**	**-**
			INTERGOVERNMENTAL				
255211	41300	4321	MEDICAID	5,000	3,000	3,000	
2590	41600	4321	MEDICAID	22,000	17,000	17,000	
2591	41600	4321	MEDICAID	140,000	145,535	145,535	
2592	41600	4321	MEDICAID	40,000	75,000	75,000	
2595	41600	4321	MEDICAID	0	1,000	1,000	
2597	41600	4321	MEDICAID	4,500	7,500	7,500	
2599	41600	4321	MEDICAID	150,000	100,000	100,000	
2560	41400	4336	REIMBURSEMENTS	5,000	5,000	5,000	
2593	41600	4336	REIMBURSEMENTS	0	93,000	93,000	
2594	41600	4336	REIMBURSEMENTS	0	9,665	9,665	
2500	41100	4340	GRANTS	834,973	866,534	866,534	
251010	41210	4340	GRANTS	180,699	183,611	183,611	
2515	41210	4340	GRANTS	120,000	120,000	120,000	
2517	41210	4340	GRANTS	330,134	330,134	330,134	
2519	41210	4340	GRANTS	147,000	149,465	149,465	
2521	41210	4340	GRANTS	15,500	16,250	16,250	
2523	41210	4340	GRANTS	167,000	167,000	167,000	
2525	41210	4340	GRANTS	144,658	0	0	
2528	41210	4340	GRANTS	83,329	0	0	
2529	41210	4340	GRANTS	0	25,000	25,000	
253310	41300	4340	GRANTS	319,054	319,000	319,000	
255211	41300	4340	GRANTS	1,262,778	1,262,778	1,262,778	
2560	41400	4340	GRANTS	60,800	178,700	178,700	
256410	41400	4340	GRANTS	124,000	97,134	97,134	
2565	41400	4340	GRANTS	5,000	5,000	5,000	
258110	41500	4340	GRANTS	290,770	307,071	307,071	
2589	41500	4340	GRANTS	15,500	0	0	
2590	41600	4340	GRANTS	71,760	198,572	198,572	
2591	41600	4340	GRANTS	306,853	306,620	306,620	
2592	41600	4340	GRANTS	303,018	377,076	377,076	
2593	41600	4340	GRANTS	107,169	79,000	79,000	
2594	41600	4340	GRANTS	30,000	0	0	
2597	41600	4340	GRANTS	50,000	50,000	50,000	
2500	41100	711000	COUNTIES	6,035,292	6,182,035	6,118,644	
2524	41210	4356	COUNTIES	63,106	63,106	63,106	
2560	41400	4356	COUNTIES	52,000	52,000	52,000	
255810	41300	4356	COUNTIES	90,807	95,000	95,000	
			TOTAL INTERGOVERNMENTAL	**11,577,700**	**11,887,786**	**11,824,395**	**-**
			CHARGE FOR SERVICES				
2500	41100	4410	CHARGE FOR SERVICES	235,000	245,000	245,000	
2560	41400	4410	CHARGE FOR SERVICES	281,400	321,500	321,500	
2590	41600	4410	CHARGE FOR SERVICES	30,000	116,000	116,000	
2591	41600	4410	CHARGE FOR SERVICES	25,000	40,000	40,000	
2592	41600	4410	CHARGE FOR SERVICES	50,000	78,000	78,000	
2595	41600	4410	CHARGE FOR SERVICES	0	1,000	1,000	
2597	41600	4410	CHARGE FOR SERVICES	7,500	15,000	15,000	
2590	41600	4415	INSURANCE REIMBURSEMENT	40,000	16,500	16,500	
2591	41600	4415	INSURANCE REIMBURSEMENT	25,000	38,500	38,500	
2592	41600	4415	INSURANCE REIMBURSEMENT	45,000	50,500	50,500	
2595	41600	4415	INSURANCE REIMBURSEMENT	0	1,000	1,000	
2597	41600	4415	INSURANCE REIMBURSEMENT	4,400	5,000	5,000	
			TOTAL CHARGE FOR SERVICES	**743,300**	**928,000**	**928,000**	**-**

PUBLIC HEALTH
SUMMARY OF REVENUES
2025

Fund	Org	Acct	Account Title	2024 Budget	2025 Request	2025 Recommend	2025 Final
			MISCELLANEOUS				
2560	4510	41400	FINES	6,500	3,000	3,000	
2500	4650	41100	OVERHEAD	0	787,802	787,802	
251010	4650	41210	OVERHEAD	0	(34,813)	(34,813)	
2517	4650	41210	OVERHEAD	0	(62,593)	(62,593)	
2519	4650	41210	OVERHEAD	0	(28,339)	(28,339)	
2521	4650	41210	OVERHEAD	0	(3,081)	(3,081)	
2523	4650	41210	OVERHEAD	0	(31,663)	(31,663)	
2529	4650	41210	OVERHEAD	0	(4,740)	(4,740)	
253310	4650	41300	OVERHEAD	0	(60,482)	(60,482)	
255211	4650	41300	OVERHEAD	0	(239,423)	(239,423)	
2560	4650	41400	OVERHEAD	0	(33,881)	(33,881)	
256410	4650	41400	OVERHEAD	0	(18,417)	(18,417)	
2565	4650	41400	OVERHEAD	0	(948)	(948)	
258110	4650	41500	OVERHEAD	0	(58,221)	(58,221)	
2590	4650	41600	OVERHEAD	0	(37,649)	(37,649)	
2591	4650	41600	OVERHEAD	0	(58,135)	(58,135)	
2592	4650	41600	OVERHEAD	0	(71,494)	(71,494)	
2593	4650	41600	OVERHEAD	0	(14,978)	(14,978)	
2597	4650	41600	OVERHEAD	0	(9,480)	(9,480)	
2500	4680	41100	OTHER	0	(748,612)	(748,612)	
2525	4680	41210	OTHER	0	175,828	175,828	
2529	4680	41210	OTHER	0	264,376	264,376	
2560	4680	41400	OTHER	0	216,757	216,757	
2590	4680	41600	OTHER	0	100	100	
2591	4680	41600	OTHER	0	78,472	78,472	
2592	4680	41600	OTHER	0	78,472	78,472	
2597	4680	41600	OTHER	0	110,535	110,535	
2590	4690	41600	DONATIONS	2,125	500	500	
2591	4690	41600	DONATIONS	10,000	10,000	10,000	
2592	4690	41600	DONATIONS	100	100	100	
2593	4690	41600	DONATIONS	1,500	2,000	2,000	
2594	4690	41600	DONATIONS	1,000	1,000	1,000	
2595	4690	41600	DONATIONS	250	250	250	
			TOTAL MISCELLANEOUS	**21,475**	**212,243**	**212,243**	**-**
			TRANSFER				
2560	41400	712700	TRANSFER	**790,922**	**857,187**	**857,187**	
			TOTAL PUBLIC HEALTH	**13,877,147**	**14,675,216**	**14,611,825**	**-**

PUBLIC HEALTH
SUMMARY OF EXPENDITURES
2025

Fund	Org	Expenditure Function	2024 Budget	2025 Request	2025 Recommend	2025 Final
2500	41100	ADMINISTRATION	235,000	1,346,720	1,298,872	
251010	41210	GENERAL HEALTH EDUCATION	211,691	197,075	197,075	
2515	41210	GENERAL HEALTH EDUCATION	148,200	120,859	120,859	
2517	41210	GENERAL HEALTH EDUCATION	350,160	298,771	298,771	
2519	41210	GENERAL HEALTH EDUCATION	147,000	28,563	28,563	
2520	41210	GENERAL HEALTH EDUCATION	1,244,371	1,097,974	1,097,974	
2521	41210	GENERAL HEALTH EDUCATION	25,321	41,460	41,460	
2523	41210	GENERAL HEALTH EDUCATION	176,427	145,630	145,630	
2524	41210	GENERAL HEALTH EDUCATION	131,807	87,256	87,256	
2525	41210	GENERAL HEALTH EDUCATION	196,346	195,062	195,062	
252710	41210	GENERAL HEALTH EDUCATION	0	129,435	129,435	
2528	41210	GENERAL HEALTH EDUCATION	103,811	0	0	
2529	41210	GENERAL HEALTH EDUCATION	0	281,989	281,989	
2530	41300	COMMUNITY HEALTH SERVICES	109,263	42,765	42,765	
253310	41300	COMMUNITY HEALTH SERVICES	585,038	359,097	359,097	
255211	41300	COMMUNITY HEALTH SERVICES	1,221,300	1,185,025	1,185,025	
255810	41300	COMMUNITY HEALTH SERVICES	117,743	117,452	117,452	
2560	41400	ENVIROMENTAL	5,115,080	4,917,156	4,889,263	
256410	41400	ENVIROMENTAL	148,219	108,488	108,488	
2565	41400	ENVIROMENTAL	6,865	6,652	6,652	
258110	41500	PUBLIC HEALTH PREPAREDNESS	317,570	294,802	294,802	
2589	41500	PUBLIC HEALTH PREPAREDNESS	15,500	0	0	
2590	41600	PUBLIC HEALTH CLINICAL SERVICES	908,580	1,174,882	1,174,882	
2591	41600	PUBLIC HEALTH CLINICAL SERVICES	855,850	790,717	790,717	
2592	41600	PUBLIC HEALTH CLINICAL SERVICES	798,219	773,835	773,835	
2593	41600	PUBLIC HEALTH CLINICAL SERVICES	378,848	375,788	375,788	
2594	41600	PUBLIC HEALTH CLINICAL SERVICES	50,084	126,668	126,668	
2595	41600	PUBLIC HEALTH CLINICAL SERVICES	36,649	66,696	66,696	
2596	41600	PUBLIC HEALTH CLINICAL SERVICES	0	0	0	
2597	41600	PUBLIC HEALTH CLINICAL SERVICES	242,205	334,668	334,668	
2599	41600	PUBLIC HEALTH CLINICAL SERVICES	0	29,800	29,800	
		TOTAL PUBLIC HEALTH	**13,877,147**	**14,675,285**	**14,599,544**	**0**

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEPARTMENT OF PUBLIC HEALTH & ENVIRONMENT

BUDGET UNIT TITLE AND NUMBER: Summary - - All Departments - - Fund 2500

DEPARTMENT DESCRIPTION: See individual units.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 10,084,274	$ 11,594,070	$ 12,140,496	$ 12,140,496
Supplies	611,505	683,580	759,162	759,162
Purchased Services	1,448,737	1,644,003	1,730,564	1,730,564
Fixed Charges	907,531	1,475,107	107,055	107,055
Contra Expense	(961,723)	(1,549,113)	(84,510)	0
Capital	115,453	29,500	5,000	5,000
Gross County Cost	$ 12,205,766	$ 13,877,147	$ 14,675,216	$ 14,599,544
Revenue/Fund Bal.	7,693,115	7,841,855	8,493,181	8,493,181
Net County Cost	$ 4,512,651	$ 6,035,292	$ 6,182,035	$ 6,118,644
Budgeted Positions	115.225	98.900	101.400	100.400

SUMMARY OF CHANGES: Overall, the department seeks to add 2.5 full time positions, primarily through grant funding. This request includes a modest increase in county contributions of $146,743, or about 2.4%. More detailed summaries are included in each individual budget unit.

Revenue and Purchased Services expenditures changes offset due to targeted application of the Per Capita Grant to specific core Public Health programs. Indirect costs from Grants are applied to overhead to support the department.

FINANCE/ADMINISTRATION RECOMMENDATION: See individual units.

BOARD ACTION: See individual units.

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
See individual budget units			
Efficiency Measures			
FTE’s per 10,000/capita	2.862	3.258	2.735
Per capita cost (county support)	$ 8.28	$17.06	$16.69

HEALTH FUND SUMMARY (CONTINUED) FUND 2500

Mission Statement: We serve Weld County by cultivating partnerships to promote public health and environmental quality through the delivery of relevant, innovative, and cost-effective services.

- Goal 1: Achieve organizational excellence through an engaged, connected, and skilled workforce.
- Goal 2: Cultivate a culture of continuous quality improvement to advance excellence in business practices, programs and services.
- Goal 3: Foster engagement in community partnerships to achieve optimal public health outcomes.

NOTE: DEPARTMENT OF PUBLIC HEALTH AND ENVIRONMENT HAS A COMPREHENSIVE STRATEGIC PLAN AVAILABLE ONLINE AT:

https://www.weldgov.com/files/sharedassets/public/departments/health-and-environment/documents/wcdphe_strategic-plan_2021-23.pdf

Weld Health Strategic Plan Summary			
Goal HS1: Achieve organizational excellence through an engaged, connected, and skilled workforce.			
DESIRED OUTCOMES*	**PRELIMINARY PERFORMANCE OBJECTIVE/KEY PERFORMANCE INDICATOR(S)**	**ACTUAL**	**ESTIMATED**
1. Advance positive internal work culture and employee engagement. 2. Invest in team development and inter-programmatic collaboration. 3. Expand internal leadership capabilities.	• Improve employee engagement • Ensure core competencies for public health professionals are met through the implementation of the WORKFORCE DEVELOPMENT PLAN • Improve internal collaboration and navigation • Develop a culture of effective communication and transparency	Over 60% of strategic actions have been completed.	Nine strategic action items have been developed to accomplish the objectives by leadership and the Goal 1 **Strategic Implementation Team (SIT)** Team and are outlined in the strategic plan.
ACTIONS TAKEN			
1. A follow-up Employee Engagement Survey is being deployed Fall 2023 via Gallup. 2. Workforce Development Plan implemented including updated training plan. A grant was received also for this. 3. Two employee enrichment events took place since June 2022 that all staff members were required to attend. One enrichment event took place in October 2022 focusing on selected environmental health topics and one took place in April 2023 focusing on team building and communication. On average, staff rated these presentations about 4 out of 5 on a scale of poor (1) to excellent (5).			

Goal HS2: Cultivate a culture of continuous quality improvement to advance excellence in business practices, programs, and services.			
DESIRED OUTCOMES*	**PRELIMINARY PERFORMANCE OBJECTIVE/KEY PERFORMANCE INDICATOR(S)**	**ACTUAL**	**ESTIMATED**
1. Ensure effective delivery of public health programs to the community through strategic evaluation and continuous quality improvement	• Refine and operationalize the QUALITY IMPROVEMENT PLAN • Improve the efficiency and effectiveness of WCDPHE programs and services	In 2023, the Quality Improvement/ Performance Management Committee was formed to continue this work. One objective (i.e., developing and institutionalizing the QI Plan) has been met. The second objective has been partially completed.	Six strategic action items have been developed to accomplish the objectives by leadership and the Goal 2 SIT Team and outlined in the strategic plan.
ACTIONS TAKEN			
1. The Quality Improvement / Performance Management Committee was formed in Q1 2023 to continue this work. 2. The QI/PM Committee launched a four-week customer satisfaction survey for the department’s customers in May-June 2023. There was a total of 482 complete responses. Results are being analyzed and recommendations presented internally in July 2023 for further action. 3. Assessment, evaluation, and refinement of programs, services, policies, procedures, and facilities is ongoing.			

Goal HS3: Foster engagement in community partnerships to achieve optimal public health outcomes.			
DESIRED OUTCOMES*	**PRELIMINARY PERFORMANCE OBJECTIVE/KEY PERFORMANCE INDICATOR(S)**	**ACTUAL**	**ESTIMATED**
1. Prioritize primary prevention and interventions directed to disproportionate health impacts in the community 2. Ensure collaborative and responsive presence in the Weld County community 3. Advocate to improve health care and behavioral health access in Weld County	• Invest in and prioritize meaningful community engagement • Provide community education and outreach • Partner to implement COMMUNITY HEALTH ASSESSMENT/ COMMUNITY HEALTH IMPROVEMENT PLAN	All three objectives have been met. Community engagement, partnerships, and public relations are improving as well as community education and outreach. CHIP strategies still in progress.	Nine strategic action items have been developed to accomplish the objectives by leadership and the Goal 3 SIT Team and are outlined in the strategic plan.

ACTIONS TAKEN

1. A new communication specialist is on board and developing more marketing and promotional materials as well as more effective use of social media and our website.
2. The 2022 Community Health Survey results dissemination continued in 2023. A public facing dashboard became available to the public for the first time ever. Additional data and reports were prepared around health care access and behavioral health care.
3. The 2022-2025 Community Health Improvement Plan (CHIP) is being implemented, focusing on the two priority areas of mental health and housing. Thriving Weld coalition is continuing with regular meetings and expanded partnerships. A new workgroup was formed around housing with community partners leading CHIP priority efforts.

*Desired outcomes based on staff input.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEPARTMENT OF PUBLIC HEALTH AND ENVIRONMENT

BUDGET UNIT TITLE AND NUMBER: Administration Services - - 2500-41100

DEPARTMENT DESCRIPTION: Overall administration of the Department of Public Health and Environment, including fiscal management, budgeting, procurement, data and records management, contract and grant management, personnel, public relations, and facilities management. Vital records (birth and death certificates) are issued by Deputy Registrars upon request in both the Greeley and Southwest Weld offices.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 946,312	$ 1,364,218	$ 1,036,301	$ 1,036,301
Supplies	21,175	42,870	45,310	45,310
Purchased Services	168,434	275,400	257,308	257,308
Fixed Charges	0	0	0	0
Contra Expense	- 888,064	-1,466,988	0	0
Capital	0	19,500	5,000	5,000
Gross County Cost	$ 247,857	$ 235,000	$ 1,346,719	$ 1,346,719
Revenue	239,575	235,000	1,150,724	1,150,724
Net County Cost	$ 8,282	$ 0	$ 195,995	$ 195,995
Budgeted Positions	12.375	10.00	8.00	10.00

SUMMARY OF CHANGES: Changes in budget philosophy have eliminated Contra Expense charges which were largely replaced by grant revenue in the form of indirect costs. Per an agreement with CDPHE, WCDPHE charges 18.96% of all grant revenue as indirect costs. These charges are intended to support administrative functions and overhead costs and will be booked as revenue in Administration Services moving forward.

Revenue and Purchased Services expenditures changes offset due to targeted application of the Per Capita Grant to specific core Public Health programs. Indirect costs from Grants are applied to overhead to support the department.

HEALTH ADMINISTRATION (CONTINUED) 2500-41100

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Greeley & Southwest Weld Offices:			
Birth Certificates issued	8,537	8,250	8,700
Death Certificates issued	12,876	12,500	13,000
Efficiency Measures			
FTEs per 10,000/capita	0.346	0.273	0.213
Per capita cost (county support)	$0.02	$0.00	$0.52

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Health goals following Department of Public Health and Environment Budget Review Summary.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEPARTMENT OF PUBLIC HEALTH AND ENVIRONMENT

BUDGET UNIT TITLE AND NUMBER: Health Communication Section - - 2520-41210

DEPARTMENT DESCRIPTION: Health Education, Communication, and Planning (HECP) includes county and grant funded health communication/prevention programs that promote healthy behaviors to reduce the burden of chronic disease. The HECP team coordinates the Community Health Survey and the Community Health Improvement Plan. HECP serves as the liaison with the media for the Health Department. The HECP team provides support internally for producing educational materials, reports, and local health data. Furthermore, HECP partners with the community to implement strategies that promote and support healthy behaviors. These include improving access to healthy foods and recreation for all residents, cardiovascular disease and diabetes prevention, health screening and lifestyle education, and healthy behaviors for teens to prevent unintended pregnancy, tobacco use prevention, and traffic safety. HECP also coordinates national accreditation for the department.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 1,942,105	$ 2,231,196	$ 2,381,973	$ 2,381,973
Supplies	32,237	19,590	54,769	54,769
Purchased Services	207,999	165,868	179,936	179,936
Fixed Charges	176,797	318,480	0	0
Contra Expense	0	0	0	0
Gross County Cost	$ 2,359,138	$ 2,735,134	$ 2,624,006	$ 2,624,006
Revenue	1,221,473	1,251,426	1,329,541	1,329,541
Net County Cost	$ 1,137,665	$ 1,483,708	$ 1,294,465	$ 1,294,465
Budget Positions	17.725	19.300	20.185	20.185

SUMMARY OF CHANGES: Overall, there are minimal changes to the division's 2025 budget, with slight increases in both personnel and supply costs. Those increases were offset with moderate increases in per capita dollars originating from CDPHE and a wide array of public health grants across many programs. Additionally, some increases in the contribution of county funds to support core public health programs, such as maternal childhood health, were offset by the shifting of grant dollars to other programs within the department, thereby reducing the county's contribution to those program areas. While this reallocation of grant dollars results in a net contribution from the county, it results in operational efficiencies and aligns with the county's strategic plan with respect to the delivery of cost-effective services while ensuring healthy, safe, and livable communities.

Revenue and Purchased Services expenditures changes offset due to targeted application of the Per Capita Grant to specific core Public Health programs. Indirect costs from Grants are applied to overhead to support the department.

HEALTH COMMUNICATION SECTION (CONTINUED) 2520-41210

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

PERFORMANCE MEASURES

WORK OUTPUTS	ACTUAL 2023 FY	ESTIMATED 2024 FY	PROJECTED 2025 FY
Number of Class Attendees			
Healthy Relationships (Weld Waits)	2,058	1,200	1,200
Healthy Eating (Cooking Matters)	613	548	550
Maternal Childhood Health (Lactation Support)	----	58	60
Social Support (Acts of Connection	0	300	300
*Diabetes Prevention (Heart of Weld)	52/----	154/50	249/60
**Class Acquired Knowledge	----	80%	90%
Health Screenings			
Number of individuals screened	112	120	180
Individuals identified with elevated triglycerides	40	42	63
Individuals identified with elevated cholesterol	49	53	79
Individuals identified with elevated blood glucose	36	38	58
Number of referrals/connections to services	3,652/840	4,659/900	5,500/950
Substance Misuse			
Tobacco Inspections	1,313	1,121	1,150
Number of Tobacco Quitline Referrals	50	60	70
Number of Colorado Clean Indoor Air Complaints	5	5	5
Number of tobacco policy recommendations	----	10	15
Tobacco cessation class completion rate	----	60%	70%
Number of tobacco presentations/attendees	500	762	1,000
Opioid abatement dollars allocated	1.25M	1.25M	1.50M
Other Core Public Health Services			
Child Fatality Case reviews	22	13	15
Competed Data Requests	32	32	32
Number of Thriving Weld Participants	350	400	400
Number of community outreach events/participants	----	12/500	12/600
Total number/new breast-feeding friendly spaces	135/15	145/10	155/10
Number of physical health classes (Outdoor Rx)	69/684	160/1400	200/1600

HEALTH COMMUNICATION SECTION (CONTINUED) 2520-41210

*Class attendees/course completion rate
**The cumulative percentage of class attendees who agreed or strongly agreed they acquired new knowledge to assist them in making well informed decisions regarding their own health and healthy lifestyle choices.
*** Number of classes/total hours of facilitated exercise
--- Indicates a new program metric with no historical data available

PERFORMANCE MEASURES

EFFICIENCY MEASURES	ACTUAL 2023 FY	ESTIMATED 2024 FY	PROJECTED 2025 FY
FTEs per 10,000 capita	0.495	0.527	0.538
Per capita cost (county support)	$2.71	$3.98	$3.45

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEPARTMENT OF PUBLIC HEALTH AND ENVIRONMENT

BUDGET UNIT TITLE AND NUMBER: Community Health Services - - 2530-41300

DEPARTMENT DESCRIPTION: The Community Health Services division provides comprehensive services that improve the overall health of Weld County. These services include: enhancing parenting skills and building strong family units; connecting community members to needed resources; ensuring children and youth with special needs are getting the health care they need; reducing adverse effects of lead poisoning; building strong partnerships with community organizations through interactive collaboration; and reducing health inequities by ensuring our most vulnerable community members have access to resources and services.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 1,450,109	$ 1,601,452	$ 1,492,814	$ 1,492,814
Supplies	12,980	29,100	26,725	26,725
Purchased Services	182,655	178,370	183,500	183,500
Fixed Charges	124,385	224,422	0	0
Contra Expense	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 1,770,129	$ 2,033,344	$ 1,704,339	$ 1,704,339
Revenue	1,407,119	1,677,639	1,379,873	1,379,873
Net County Cost	$ 363,010	$ 355,705	$ 324,466	$ 324,466
Budgeted Positions	13.500	13.600	13.000	13.000

SUMMARY OF CHANGES: County costs are projected to decrease by $31,189 for this budget unit. This reflects an approximate 10% decrease in County Cost due to improved cost efficiencies and alignment of personnel and supplies expenses with the leveling-off or reduction in grant revenue. The major adjustment/reduction in personnel services (approximately $100,000) is a result of moving 1 FTE out of Public Health Services division - Community Health Services – Maternal and Child Health program budget and into the Communication, Education, and Planning division budget.

Revenue and Purchased Services expenditures changes offset due to targeted application of the Per Capita Grant to specific core Public Health programs. Indirect costs from Grants are applied to overhead to support the department.

This proposed budget aligns with Weld County Strategic reflecting the mission, vision, and guiding principles. Specifically, Strategic Priorities 1, 5 and 6. The nursing care coordination programs in Community Health provide education and promote self-sufficiency with the goal of building more resilient families. This requested budget will provide the resources for Community Health programs to provide cost-effective service at a high-level of customer service for Weld County residents. Community Health programs will also be improving our ability to communication through on-line referral services, and increased ability to improve awareness of our programs through community and key partner outreach.

COMMUNITY HEALTH SERVICES (CONTINUED) 2530-41300

FINANCE/ADMINISTRATION RECOMMENDATION:

BOARD ACTION:

PERFORMANCE MEASURES

WORK OUTPUTS	ACTUAL 2023 FY	ESTIMATED 2024 FY	PROJECTED 2025 FY
Nurse-Family Partnership for First-Time Mothers			
Client Visits	1,854	1,900	2,000
Mothers and Infants Served	318	340	340
Total Time Spent with Clients (hours)	1,810	1,900	2,000
Maternal and Child Health – HCP – Care Coordination			
Clients Served	45	65	75
Direct Referrals Received	253	260	275
Client Visits	467	500	525
Community Outreach			
Clients Assisted	343	400	500
Outreach Events	14	20	25
Community Partner Meetings	22	30	40

EFFICIENCY MEASURES	ACTUAL 2023 FY	ESTIMATED 2024 FY	PROJECTED 2025 FY
FTEs per 10,000 capita	0.377	0.371	0.347
Per capita cost (county support)	$1.01	$0.97	$0.87

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Health goals following Department of Public Health and Environment Budget Unit Request Summary.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEPARTMENT OF PUBLIC HEALTH AND ENVIRONMENT

BUDGET UNIT TITLE AND NUMBER: Environmental Health Services - - 2560-41400

DEPARTMENT DESCRIPTION: The primary mission of the Environmental Health Services division is to protect and perpetuate the public health of the citizens of the county with scientific risk assessments, the development ofpolicies, monitoring and inspections, consultation, and the enforcement of regulations designed to protect food, water, and air supplies. Services include technical assistance and consultation, monitoring and sampling, inspection and enforcement, education, and outreach, and planning activities. The laboratory's purpose is to process medical and water samples.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 3,352,861	$ 3,946,833	$ 4,189,678	4,088,352
Supplies	206,991	271,095	243,033	239,987
Purchased Services	543,453	537,005	583,580	575,549
Fixed Charges	316,551	597,356	96,855	96,855
Contra Expense	-73,659	-82,125	(84,510)	0
Capital	76,157	0	0	0
Gross County Cost	$ 4,422,354	$ 5,270,164	$ 5,032,296	5,000,743
Revenue	2,270,165	2,069,372	2,473,032	2,445,138
Net County Cost	$ 2,152,189	$ 3,200,792	$ 2,559,264	2,555,605
Budgeted Positions	35.90	36.20	36.60	35.60

SUMMARY OF CHANGES: County costs are projected to decrease by $640,000 in the environmental health division as there was a correction within the fixed charges (funds placed in appropriate division) and an expected revenue increase through multiple programs. Revenue and Purchased Services expenditures changes offset due to targeted application of the Per Capita Grant to specific core Public Health programs. Indirect costs from Grants are applied to overhead to support the department.

Personnel costs continue to drive overall changes to the budget as supplies and purchased services remain relatively stable. Budgeted personnel costs saw an increase of 11%, the majority of which is due to wage increases (cost of living adjustments and scheduled step increases.). The remaining cost increase are for an additional FTE (increasing from a .5 to a full FTE for lead testing in children) along with promotional considerations.

Supplies noted a decrease of roughly 10% from previous year while purchased services observed an increase of 8.5%. Supplies savings were due to implementing cost saving measures while increases in purchased service category were mainly noted for increasing costs of operations.

ENVIRONMENTAL HEALTH SERVICES
(CONTINUED)
2560-41400

SUMMARY OF CHANGES (continued): Environmental Health used Strategic Priorities number 1, 4 and 5 in the development of our budget. Our overall thought process was with providing cost effective service delivery. As our division receives county funding, return on investment is paramount. Within that though, we want to retain our high performing individuals and we do that by working towards becoming an employer of choice. At the core of environmental health is ensuring a health and safety environment for our residents. Being mindful of our costs and supporting a great staff, our division can provide outstanding customer service while providing public health programming.

FINANCE/ADMINISTRATION RECOMMENDATION: After the budget was submitted, 1.0 FTE, a Grade 35 Environmental Health Specialist III was transferred to the General Fund, Oil and Gas Energy Department. The changes in revenue and expenses are reflected here, showing a net loss of $27,894 in revenue and 1.0 FTE.

BOARD ACTION:

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Food inspections, activities, complaints	2,473	2,450	2,500
Laboratory analyses	11,203	10,000	10,000
Household hazardous waste disposed	433,928	455,000	440,000
Environmental Planning reviews	436	500	450
OWTS (septic) permits and inspections	1,213	1,300	1,300
Waste inspections, complaints, spill reports	312	250	275
Biosolids inspections, activities, complaints	182	185	185
Institutions inspections	152	160	160
Outbreak investigations	212	30	72
Reportable disease investigations	45,124	5,000	4,000
Rabies PEP coordination	11	10	10
Rabies risk assessments	176	80	80
Air inspections and complaints	121	120	125
Efficiency Measures			
FTEs per 10,000/capita	1.104	1.015	1.001
Per capita cost (county support)	$5.60	$8.40	$8.85

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Health goals following Department of Public Health and Environment Budget Unit Request Summary.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEPARTMENT OF PUBLIC HEALTH AND ENVIRONMENT

BUDGET UNIT TITLE AND NUMBER: Public Health Preparedness - - 2580-41500

DEPARTMENT DESCRIPTION: Public Health Preparedness utilizes grants and county funding to enhance the ambient level of emergency preparedness, both internally (county organization) and externally (constituents). This unit is charged with preparing for, and responding to, incidents and events which threaten the quality and quantity of life within the purview of health and environment; developing exercises and evaluating various plans, procedures and protocols associated with emergency preparedness; is assigned disease investigation duties and functions; houses the county-wide Health Alert Network, communications and warning operations; and is engaged in local, regional, state and national collaborative efforts associated with these disciplines.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 648,084	$ 250,567	$ 256,952	$ 256,952
Supplies	55,360	17,300	11,150	11,150
Purchased Services	63,759	22,200	26,500	26,500
Fixed Charges	129,281	33,003	0	0
Capital	28,296	10,000	0	0
Gross County Cost	$ 924,780	$ 333,070	$ 294,802	$ 294,802
Revenue	822,765	306,270	248,850	248,850
Net County Cost	$ 102,015	$ 26,800	$ 45,952	$ 45,952
Budgeted Positions	18.725	2.0	2.0	2.0

SUMMARY OF CHANGES: This program observed minimal changes in programing. The FTE remains the same from 2024 to 2025. We realized some savings in supplies offsetting an increase in purchased services. Changes to gross county cost and revenue are reflective of changes to how we address overhead and assign money to program. The grant funding for this program did increase slightly to $307,071 from previous years $306,207, however we accounted more accurately for indirect charges from past years. Revenue and Purchased Services expenditure changes offset due to the targeted application of the Per Capita Grant to specific core Public Health programs and Indirect costs from Grants are applied to overhead to support the department.

This program focuses on Weld's guiding principles of community focused and collaboration. A large part of this grant is working with community partners to help prepare for emergency events. More specifically this program addresses Strategic Priority 6- Enhance Accessible Communication, Outreach and Awareness.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

PUBLIC HEALTH PREPAREDNESS (CONTINUED) 2500-41500

BOARD ACTION:

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Efficiency Measures			
FTEs per 10,000 capita	0.523	0.055	0.053
Per capita cost (county support)	$0.28	$0.07	$0.12

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Health goals following Department of Public Health and Environment Budget Unit Request Summary.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: DEPARTMENT OF PUBLIC HEALTH AND ENVIRONMENT

BUDGET UNIT TITLE AND NUMBER: Public Health Clinical Services - - 2590-41600

DEPARTMENT DESCRIPTION: The Clinical Services division holds clinics for immunizations, family planning, international travel health, sexually transmitted infections, tuberculosis, and women's health. It provides immunizations, screenings, counseling, communicable disease surveillance, containment, treatment, and education. Provides home visits for health promotion, evaluation, health assessment, and community outreach activities.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 1,939,436	$ 2,199,804	$ 2,782,778	$ 2,782,778
Supplies	565,653	303,625	378,175	378,175
Purchased Services	694,129	465,160	499,740	499,740
Fixed Charges	295,144	301,846	10,200	10,200
Contra Expense	0	0	0	0
Capital	11,000	0	0	0
Gross County Cost	$ 3,505,362	$ 3,270,435	$ 3,673,054	$ 3,673,054
Revenue	1,616,073	1,467,175	1,911,161	1,911,161
Net County Cost	$ 1,889,289	$ 1,803,260	$ 1,741,893	$ 1,741,893
Budgeted Positions	17.000	17.800	21.61	21.61

SUMMARY OF CHANGES: County Cost is projected to decrease in FY 2025 by approximately $60,000 due to increases in projected revenue and reductions in fixed charges. Projected revenue increases are due to improved cost recovery through improvements to our clinical fee schedule, medical billing practice improvements with Medicaid and private insurance carriers. We also anticipate increased revenue as a result of our contract with TransactRX allowing us to bill for preventative vaccination services for Medicare patients. Increased revenue associated with our new clinic in Ft. Lupton and our mobile medical unit were also considered.

Personnel costs continue to drive significant increases to the budget. Additional modest increases to supplies and purchased services are anticipated. We are also requesting two new Public Health Nurse (2 FTE) to support increasing demand for services in STI, TB and Clinical Outreach programs. We have seen a 100% increase in confirmed and suspect cases of TB in Weld County over the past 3 years. Clinical Outreach has grown to 75-100 community clinics a year over the past 2 years from 10-15 clinics per year. The Clinical Outreach position will be supported by increased revenue from our grants.

This proposed budget aligns with Weld County Strategic reflecting the mission, vision, and guiding principles. Specifically, Strategic Priorities 1, 5 and 6. The division goals for opening a new public health clinic in Ft. Lupton and deploying a new medical mobile unit to increase access to preventative healthcare for at-risk, rural, and vulnerable populations are in alignment and support ensuring a healthy, safe and livable community. This requested budget will provide the resources for Clinical Services programs to provide cost-effective service at a high-level of customer service

PUBLIC HEALTH CLINIC SERVICES (CONTINUED) 2590-41600

SUMMARY OF CHANGES (Continued):
for Weld County residents. The opening of the new clinic in Ft. Lupton and the mobile medical unit programs also align and support Strategic Priority 6 by proactively engaging with our target populations to provide meaningful education, services, and other supports. We are requesting in this budget support to improve outreach and awareness communications for the clinic with emphasis on our new location and mobile services.

FINANCE/ADMINISTRATION RECOMMENDATION:

BOARD ACTION:

PERFORMANCE MEASURES

WORK OUTPUTS	ACTUAL 2023 FY	ESTIMATED 2024 FY	PROJECTED 2025 FY
Immunization Core			
Immunization Visits	4,822	5,787	7,500
Vaccinations Given (North)	3,294	3,550	3,750
Vaccinations Given (South)	953	900	1,000
Outreach Events	575	700	2,750
Tuberculosis Program			
QFT’s performed	195	205	225
PPD’s placed	12	15	20
Active and Suspect Cases	12	16	20
Latent TB Infection Cases (evaluated/treated)	2	2	2
Children treated	4	6	8
Travel Immunization/I693 Clinic Visits	201	225	235
Travel Vaccines Given	303	325	350
Family Planning Visits	1,834	1,875	1,900
MD Clinic Visits	47	50	60
Sexually Transmitted Infections Visits	615	700	1,000
Women’s Wellness Connection (WWC) Visits	191	200	210
WWC – Targeted Outreach – Clients Contacted	723	725	725
WISEWOMAN Visits	164	175	175
Community Outreach Events	101	100	125

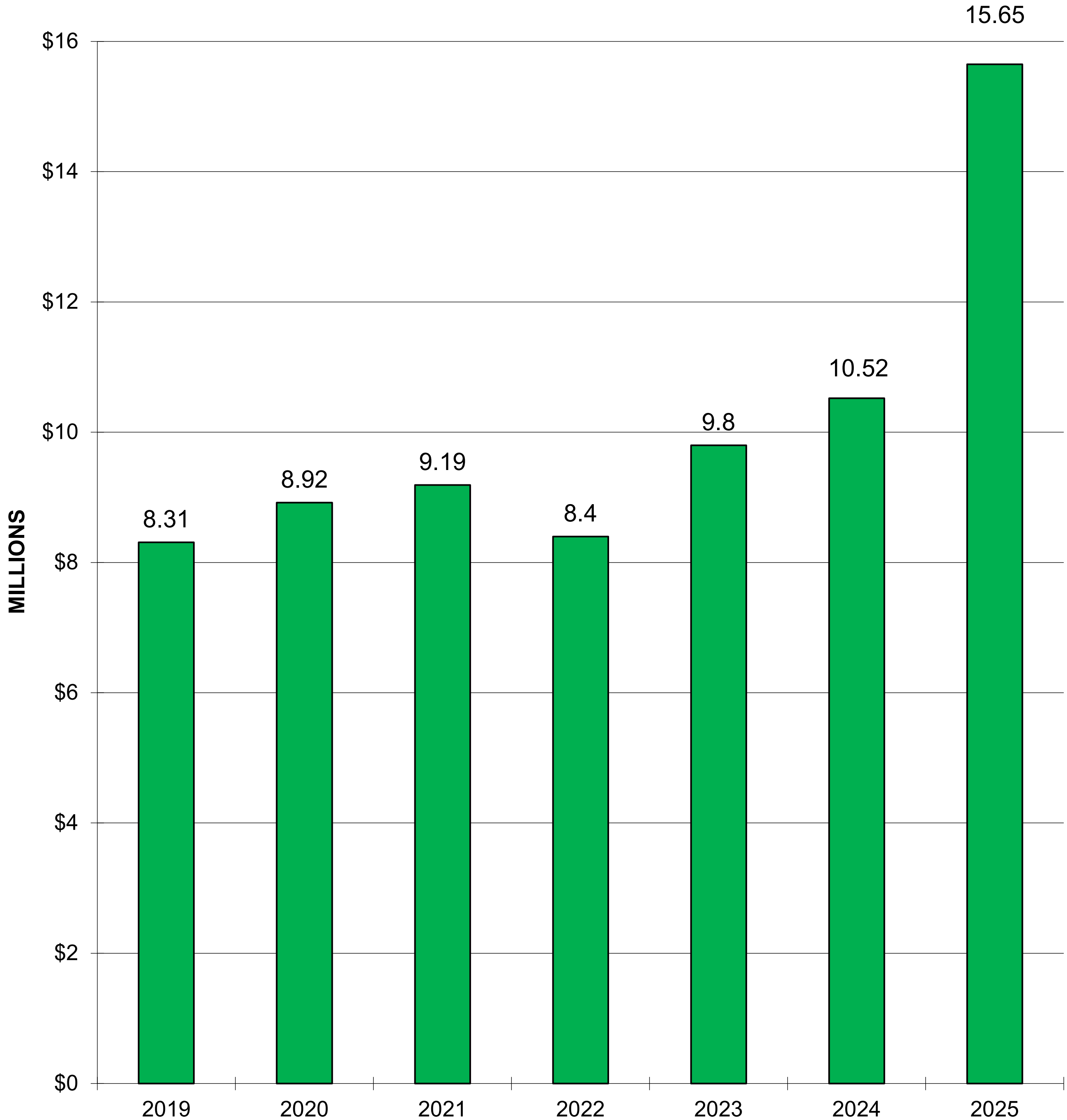
PUBLIC HEALTH CLINIC SERVICES (CONTINUED) 2590-41600

EFFICIENCY MEASURES	ACTUAL 2023 FY	ESTIMATED 2024 FY	PROJECTED 2025 FY
FTEs per 10,000 capita	0.475	0.486	0.576
Per capita cost (county support)	$3.82	$4.92	$4.65

***GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS*:** See Health goals following Department of Public Health and Environment Budget Unit Request Summary.

SEVEN YEAR TREND

Human Services



HUMAN SERVICES FUND SUMMARY

The Human Services Fund is requested at $15,652,800 for 2025, which is up $5,129,500, or 48.7%, from the previous year. Program funding is up for 2025 due to program revenues returning to more normal levels post COVID in 2023. Other program funding came through CARES Act and the American Rescue Act in 2021-2022, which distorts the funding changes from 2021-2023. The Community Services Block Grant is up $107,500 at $405,500 and Senior Nutrition programs are up $430,000. Department of Labor programs are up $301,400. Area Agency on Aging is down $20,300.

Being totally reliant upon State and Federal funding sources, Human Services continues to operate in an uncertain environment. The Human Services Fund budget has been constructed based upon the best available information on the funding levels. It is very likely that many of the amounts will be changed between now and the actual execution of the 2024 budget. As fiscal pressures are dealt with at the Federal and State levels, changes could be forthcoming that will affect this funding.

The primary programs of Human Services are associated with the Workforce Innovation and Opportunity Act (WIOA), formerly the Workforce Investment Act (WIA), funded under the Department of Labor, Employment and Training Administration. This program is anticipating $2,488,900 for 2024. In addition, the Job Service contract will be $1,470,000, up $584,800. Funding for this program should remain fairly constant going forward, depending on budget control measures enacted at the Federal level.

The Human Services Fund is totally funded through state and federal programs, with the exception of the local match for the Area Agency on Aging program, which amounts to $12,351.

Other programs of the Human Services Fund remain relatively stable programmatically with the following 2024 funding levels:

Area Agency on Aging	$ 4,328,900
Senior Nutrition	$ 1,107,500
CSBG	$ 405,500

In the above programs, Weld County must continue to be responsive and reactive to federal and state administrative and budget changes in 2025.

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

- The Older Americans Act (OAA) programs assist with providing a quality of life to promote and protect the health and safety of older adults in Weld County, including the provision of nutritious meals and service vouchers that provide our seniors the ability to stay at home and age in place. (Strategic Priority 1 [SP1])
- DHS assumed responsibility for Weld's Veteran Services Office. (SP1/2)
- DHS assumed responsibility for our region's Case Management Agency, taking over all waiver and state funded programs for case management to support our citizens. (SP1/2)
- The Weld County Youth Conservation Corp continues to partner with the City of Greeley annually to enhance the city's open spaces, parks, and trails. (SP2)
- The Employment Services Business Services Unit participates in the Northern Colorado Regional Economic Development Initiative (NoCo REDI), regularly working with

economic developers throughout Weld County to encourage growth and attract and retain business and talent. (SP2B)

- The employment & training programs provided by our Employment Services team support the education, training, and certifications required by industry to design, maintain and improve Weld County's workforce. (SP2B)
- DHS successfully collaborated with numerous local partners to build a new senior center to continue to provide supportive services to the older adults in Hill N Park and surrounding areas. We partnered with Weld County, Roche Construction, Habitat for Humanity, City of Greeley, Town of Evans, and Town of Milliken. (SP3D)
- The Department provides department-specific internal trainings and development opportunities such as All About Us, Supervisor Workshops, Job Shadowing Program, Mentoring program, Peer Trainer program, Pipeline Development, Educate-Elevate-Empower Peer Support Group and RMTS Quarterly Division Expert Discussion Groups. (SP4D)
- DHS staff are continually improving business processes utilizing LEAN and use a task-based approach for efficiency and mastery, and staff-led cross-divisional mapping to reduce redundancy and provide the best and most cost-effective services. (SP5A)
- The Department collects data through surveys and other tracking methods, consolidates and summarizes highlights for department leadership to review quarterly and consider potential adjustments in practice, implement new processes and strategize ways to develop increased engagement and effective workplace culture. (SP5B)
- Many DHS staff participate in workgroups & committees, sit on Boards and host meetings that fosters active collaboration with community members and partners to increase awareness & understanding of our services. (SP5C)
- DHS's objective is to serve all individuals in person, however, we also serve our clients in various ways that are convenient to them by offering virtual assistance via one-on-one appointments, workshops, and job fairs, guaranteeing excellent service for many of our rural citizens. (SP5D)
- DHS trained over 200 staff on beginner digital accessibility considerations and design in Microsoft programs. (SP6B)
- DHS successfully uses social media to communicate programing changes for public assistance recipients. (SP6C)
- The DHS Contracts Team has worked with County Purchasing and Legal to update DHS contracts and agreements to comply with current accessibility requirements and posted them on the County website for public use, also benefiting viewing of completed contracts in Tyler by the public. (SP6D)
- Human Services regularly uses various sources of survey data to develop responsive programming and apply for grant funding to meet the unique needs of Weld County residents. We use the resources available to us to take a conservative approach to growth while continually assessing the needs of the population we serve. (SP1D)
- DHS improved its website accessibility score from 86.4 to 97.1 since June 2023. (SP6B)
-

2025 STRATEGIC PRIORITY OBJECTIVES AND GOALS:

- Build and implement Ambassador Program to provide greater understanding and collaboration among the departments functional teams to improve engagement & retention (SP4)

HUMAN SERVICES
SUMMARY OF REVENUES
2025

Fund	Org	Acct	Account Title	2024 Budget	2025 Request	2025 Recommend	2025 Final
			INTERGOVERNMENTAL				
2650	61751	4314	USDA	67,900	40,000	40,000	
2625	61400	4320	FEDERAL GRANTS	975,000	1,378,300	1,378,300	
2625	61420	4320	FEDERAL GRANTS	328,010	488,700	488,700	
2625	61422	4320	FEDERAL GRANTS	321,990	398,300	398,300	
2625	61450	4320	FEDERAL GRANTS	164,250	111,200	111,200	
2625	61451	4320	FEDERAL GRANTS	495,750	713,800	713,800	
2625	61460	4320	FEDERAL GRANTS	680,400	380,250	380,250	
2625	61461	4320	FEDERAL GRANTS	42,000	42,000	42,000	
2625	61470	4320	FEDERAL GRANTS	68,800	56,850	56,850	
2625	61480	4320	FEDERAL GRANTS	550,800	850,900	850,900	
2625	61505	4320	FEDERAL GRANTS	62,000	35,000	35,000	
2650	61700	4320	FEDERAL GRANTS	110,649	117,149	117,149	
2650	61705	4320	FEDERAL GRANTS	117,433	133,000	133,000	
2650	61710	4320	FEDERAL GRANTS	106,396	102,850	102,850	
2650	61730	4320	FEDERAL GRANTS	67,535	55,700	55,700	
2650	61740	4320	FEDERAL GRANTS	28,980	66,450	66,450	
2650	61745	4320	FEDERAL GRANTS	19,656	28,750	28,750	
2650	61750	4320	FEDERAL GRANTS	593,250	570,000	570,000	
2650	61755	4320	FEDERAL GRANTS	282,100	310,000	310,000	
2650	61760	4320	FEDERAL GRANTS	19,000	43,000	43,000	
2650	61765	4320	FEDERAL GRANTS	4,800	-	-	
2650	61770	4320	FEDERAL GRANTS	2,000	3,000	3,000	
2650	61775	4320	FEDERAL GRANTS	5,000	20,000	20,000	
2650	61875	4320	FEDERAL GRANTS	54,075	159,800	159,800	
2650	61935	4320	FEDERAL GRANTS	5,649	5,300	5,300	
2650	61940	4320	FEDERAL GRANTS	60,226	56,050	56,050	
2650	61945	4320	FEDERAL GRANTS	112,125	72,500	72,500	
265995	61780	4320	FEDERAL GRANTS	2,499,600	-	-	
267895	61601	4320	FEDERAL GRANTS	72,000	23,300	23,300	
267895	61610	4320	FEDERAL GRANTS	64,175	45,750	45,750	
267895	61620	4320	FEDERAL GRANTS	131,325	158,950	158,950	
267895	61630	4320	FEDERAL GRANTS	205,000	244,500	244,500	
2680	60000	4320	FEDERAL GRANTS	-	5,339,000	5,339,000	
2650	61785	4321	MEDICAID	12,500	12,500	12,500	
2625	61250	4340	GRANTS	-	30,000	30,000	
2650	61835	4340	GRANTS	169,625	82,150	82,150	
2650	61840	4340	GRANTS	176,926	191,600	191,600	
2650	61841	4340	GRANTS	107,376	54,100	54,100	
2650	61845	4340	GRANTS	30,348	6,350	6,350	
2650	61850	4340	GRANTS	89,600	68,350	68,350	
2650	61866	4340	GRANTS	97,125	212,200	212,200	
2650	61880	4340	GRANTS	61,550	105,300	105,300	
2650	61885	4340	GRANTS	62,475	160,800	160,800	
2650	61890	4340	GRANTS	118,726	66,500	66,500	
2650	61895	4340	GRANTS	37,800	-	-	
2650	61900	4340	GRANTS	5,399	-	-	
2650	61905	4340	GRANTS	28,726	19,100	19,100	
2650	61915	4340	GRANTS	179,650	203,750	203,750	
2650	61925	4340	GRANTS	21,000	25,700	25,700	
2650	61930	4340	GRANTS	259,599	147,300	147,300	
265995	61790	4340	GRANTS	50,400	33,000	33,000	
2560	61701	711000	TRANSFER	12,351	12,351	1,233,400	
			TOTAL INTERGOVERNMENTAL	**9,839,050**	**13,481,400**	**14,702,449**	**-**
			CHARGE FOR SERVICES				
2645	61200	4410	CHARGE FOR SERVICES	170,000	235,000	235,000	
2646	61300	4410	CHARGE FOR SERVICES	260,000	441,000	441,000	
			TOTAL CHARGE FOR SERVICES	**430,000**	**676,000**	**676,000**	**-**
			DONATIONS				
2650	61750	4690	DONATIONS	**254,250**	**262,000**	**262,000**	
			TOTAL HUMAN SERVICES	**10,523,300**	**14,419,400**	**15,640,449**	**-**

HUMAN SERVICES
SUMMARY OF EXPENDITURES
2025

Fund	Org	Expenditure Function	2024 Budget	2025 Request	2025 Recommend	2025 Final
2625	61250	VETERANS SERVICE OFFICE	0	394,000	394,000	
2625	61400	WORKFORCE INNOVATION & OPPORTUNITYA	975,000	1,378,300	1,378,300	
2625	61420	WIOA DISLOCATED WORKER	328,010	488,700	488,700	
2625	61422	WIOA DW ENHANCED	321,990	398,300	398,300	
2625	61450	WIOA YOUTH IN SCHOOL	164,250	111,200	111,200	
2625	61451	WIOA YOUTH OUT OF SCHOOL	495,750	713,800	713,800	
2625	61460	WAGNER/PEYSER	680,400	820,250	820,250	
2625	61461	SUMMER JOB HUNT	42,000	42,000	42,000	
2625	61470	MIGRANT SEASONAL FARM WORKER - 10%	68,800	56,850	56,850	
2625	61480	EMPLOYMENT SUPPORT FUND	550,800	850,900	850,900	
2625	61505	WIOA PERFORMANCE INCENTIVE	62,000	35,000	35,000	
2645	61200	EDUCATION LAB	170,000	235,000	235,000	
2646	61300	AMERICORPS	260,000	441,000	441,000	
2650	61700	AREA AGENCY ON AGING	123,000	129,500	129,500	
2650	61705	AAA PART B LEGAL	117,433	133,000	133,000	
2650	61710	AAA PART B OMBUDSMAN	106,396	102,850	102,850	
2650	61730	AAA PART B COUNSELING	67,535	55,700	55,700	
2650	61735	AAA PART B CHORE	0	43,250	43,250	
2650	61740	AAA PART B OUTREACH	28,980	66,450	66,450	
2650	61745	AAA PART B TRANSPORTATION	19,656	28,750	28,750	
2650	61750	AAA PART C 1	847,500	885,000	885,000	
2650	61751	AAA NSIP	67,900	40,000	40,000	
2650	61755	AAA C 2	282,100	310,000	310,000	
2650	61760	AAA PART D	19,000	43,000	43,000	
2650	61765	AAA CHF	4,800	0	0	
2650	61770	AAA ELDER ABUSE	2,000	3,000	3,000	
2650	61775	AAA SPECIAL OMBUDSMAN	5,000	20,000	20,000	
2650	61785	AAA CCT	12,500	12,500	12,500	
2650	61835	AAA STATE ADMIN	169,625	124,270	124,270	
2650	61840	AAA STATE INFORMATION AND ASSISTANC	176,926	289,900	289,900	
2650	61841	AAA STATE HEALTH PROMOTIONS	107,376	54,100	54,100	
2650	61845	AAA STATE EDUCATION	30,348	6,350	6,350	
2650	61850	AAA STATE OMBUDSMAN	89,600	68,350	68,350	
2650	61866	AAA STATE CASE MANAGEMENT	97,125	212,200	212,200	
2650	61875	AAA STATE COUNSELING	54,075	159,800	159,800	
2650	61880	AAA STATE CHORE	61,550	159,350	159,350	
2650	61885	AAA STATE TRANSPORTATION	62,475	160,800	160,800	
2650	61890	AAA STATE PART C1	118,726	66,500	66,500	
2650	61895	AAA STATE PART C2	37,800	0	0	
2650	61900	AAA STATE SHELF STABLE MEALS	5,399	0	0	
2650	61905	AAA STATE VISUALLY IMPAIRED	28,726	19,100	19,100	
2650	61915	AAA STATE DENTAL VISION & HEARING	179,650	203,750	203,750	
2650	61925	AAA STATE PART E RESPITE	21,000	25,700	25,700	
2650	61930	AAA STATE SOUTH COUNTY RVNA	259,599	222,830	222,830	
2650	61935	AAA PART E GRANDPARENTING	5,649	5,300	5,300	
2650	61940	AAA PART E CAREGIVER	60,226	56,050	56,050	
2650	61945	AAA PART E RESPITE	112,125	135,650	135,650	
265995	61780	SINGLE ENTRY POINT	2,499,600	0	0	
265995	61790	HOME CARE ALLOWANCE	50,400	33,000	33,000	
267895	61601	CSBG EF	72,000	23,300	23,300	
267895	61610	CSBG ADMIN	64,175	45,750	45,750	
267895	61620	CSBG AAAA LINKAGES	131,325	158,950	158,950	
267895	61630	CSBG EMERGENCY SERVICES	205,000	244,500	244,500	
2680	61781	CASE MANAGEMENT AGENCY	0	5,339,000	5,339,000	
		TOTAL HUMAN SERVICES	**10,523,300**	**15,652,800**	**15,652,800**	**0**

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: Summary - All Budget Units in Human Services Fund

DEPARTMENT DESCRIPTION: See Individual Units.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 7,514,522	$ 7,336,738	$ 10,283,150	$ 10,283,150
Supplies	342,283	588,600	473,250	473,250
Purchased Services	4,514,053	3,393,500	4,669,000	4,669,000
Fixed Charges	199,671	292,900	227,400	227,400
Gross County Cost	$ 12,570,529	$ 11,611,738	$ 15,652,800	$ 15,652,800
Revenue	12,343,498	10,539,509	14,407,049	14,407,049
Net County Cost	$ 227,031	$ 1,072,229	$ 1,245,751	$ 1,245,751
Budget Positions	93	141	141	141

SUMMARY OF CHANGES: See Individual Budget Units

OBJECTIVES: See Individual Budget Units

BOARD ACTION: See Individual Budget Units.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: Wagner/Peyser - - 2625-61460 [Formerly 60000-2626]

DEPARTMENT DESCRIPTION: The Wagner/Peyser program administers all Job Service activities in Weld County. It includes the Migrant Seasonal Farm Worker (MSFW) Program, which partners with community organizations, employers, and agricultural workers to coordinate farm labor, ensure fair labor and OSHA standards are being followed and ensure farmworkers are receiving job seeker services. This Budget Organization also includes the WIOA Reskilling, Upskilling, New-Skilling (RUN) Program.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 1,113,137	$ 1,328,000	$ 1,450,000	$ 1,450,000
Supplies	48,749	120,000	50,000	50,000
Purchased Services	388,497	180,000	168,000	168,000
Fixed Charges	38,865	100,000	60,000	60,000
Gross County Cost	$ 1,589,248	$ 1,728,000	$ 1,728,000	$ 1,728,000
Revenue	1,592,028	1,300,000	1,288,000	1,288,000
Net County Cost	$ - 2,780	$ 428,000	$ 440,000	$ 440,000
Budget Positions	22	22	22	22

SUMMARY OF CHANGES:
No significant changes are anticipated for these programs.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

HUMAN SERVICES WAGNER/PEYSER (CONTINUED) 2625-61460

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Wagner-Peyser Clients served	11,889	13,140	12,000
MSFW Total Registrants	130	80	100
Efficiency Measures			
Per capita cost	$4.44	$4.72	$4.61
Effectiveness Measures (desired results)			
Entered Employment Rate-2nd Qtr After Exit	60.16%	61.18%	57.00%
Entered Employment Rate-4th Qtr After Exit	82.12%	78.89%	65.00%
Median Participant Earnings	$22,702	$25,802	$5,600
MSFW – Referred to Jobs	59.46%	85.71%	51.00%
MSFW – Provided Staff Assisted Services	100.0%	100.0%	51.00%
MSFW – Referred to Supportive Services	59.46%	94.81%	51.00%
MSFW – Career Guidance	66.22%	85.71%	51.00%

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Human Services goals following the Social Services Fund Summary.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: Summer Job Hunt - 2625-61461 [Formerly 60000-2627]

DEPARTMENT DESCRIPTION: The Summer Job Hunt program administers youth employment activities, such as job fairs, events, workshops, and one-on-one needs-based appointments to increase job search and obtainment skills for youth, year-round.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 36,768	$ 34,000	$ 37,000	$
Supplies	101	500	0	
Purchased Services	4,078	5,500	4,000	
Fixed Charges	1,578	2,000	1,000	
Gross County Cost	$ 42,525	$ 42,000	$ 42,000	$
Revenue	42,000	42,000	42,000	
Net County Cost	$ 525	$ 0	$ 0	$
Budget Positions	- -	- -	- -	

SUMMARY OF CHANGES: No significant changes to this program are anticipated for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Clients served	2,366	2,700	2,700
Efficiency Measures			
Per capita cost	$0.12	$0.11	$0.11

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: WIOA (Adult) 2625-61401 [Formerly 60000-2636]

DEPARTMENT DESCRIPTION: The Adult WIOA program provides employment and training for eligible adults.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 734,589	$ 600,000	$ 750,800	$ 750,800
Supplies	8,415	20,000	15,500	15,500
Purchased Services	508,733	340,000	600,000	600,000
Fixed Charges	20,886	15,000	12,000	12,000
Gross County Cost	$ 1,272,623	$ 975,000	$ 1,378,300	$ 1,378,300
Revenue	1,217,826	975,000	1,378,300	1,378,300
Net County Cost	$ 54,797	$ 0	$ 0	$ 0
Budget Positions	6	6	6	6

SUMMARY OF CHANGES: No significant changes in this program for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

HUMAN SERVICES WIOA (ADULT) (CONTINUED) 2625-61401

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Clients served	307	300	198
Efficiency Measures			
Per capita cost	\$3.55	\$2.66	\$3.68
Effectiveness Measures (desired results)			
Entered Employment Rate-2nd Qtr After Exit	68.27%	76.40%	75.00%
Entered Employment Rate-4th Qtr After Exit	65.20%	69.50%	70.00%
Median Participant Earnings	\$8,594	\$12,756	\$6,900
Credential Rate	76.81%	73.58%	80.00%
Measurable Skill Gains	79.63%	69.32%	63.50%

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Human Services goals following the Social Services Fund Summary.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: WIOA (Youth) 2625-61450/61451 [Formerly 60000-2637]

DEPARTMENT DESCRIPTION: The Youth WIOA program provides employment and training programs for in-school and out-of-school youth.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 579,439	$ 450,000	$ 575,000	$ 575,000
Supplies	13,506	10,000	10,000	10,000
Purchased Services	275,167	185,000	225,000	225,000
Fixed Charges	14,377	15,000	15,000	15,000
Gross County Cost	$ 882,489	$ 660,000	$ 825,000	$ 825,000
Revenue	870,384	660,000	825,000	825,000
Net County Cost	$ 12,105	$ 0	$ 0	$ 0
Budget Positions	8	8	8	8

SUMMARY OF CHANGES: No significant changes in this program for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

HUMAN SERVICES WIOA (YOUTH)
(CONTINUED)
2625-61450

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Youth served	210	200	226
Efficiency Measures			
Per capita cost	$2.46	$1.80	$2.20
Effectiveness Measures (desired results)			
Entered Employment Rate-2nd Qtr After Exit	71.31%	71.08%	70.00%
Entered Employment Rate-4th Qtr After Exit	82.71%	70.41%	69.50%
Median Earnings	$4,658	$5,139	$3,900
Credential Attainment rate (Younger Youth)	79.79%	87.50%	64.00%
Measurable Skill Gains	84.30%	53.93%	59.00%

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Human Services goals following the Social Services Fund Summary.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: 10% Incentive Grant (CIMS) 2625-61505 [Formerly 60000-2639]

DEPARTMENT DESCRIPTION: The CIMS grant provides grant funding used to foster the development and continuous improvements of the Weld County region workforce system.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 12,042	$ 25,000	$ 12,500	$ 12,500
Supplies	0	2,000	1,500	1,500
Purchased Services	22,476	35,000	21,000	21,000
Gross County Cost	$ 34,518	$ 62,000	$ 35,000	$ 35,000
Revenue	33,463	62,000	35,000	35,000
Net County Cost	$ 1,055	$ 0	$ 0	$ 0
Budget Positions	- -	- -	- -	- -

SUMMARY OF CHANGES: No significant changes to this program are anticipated for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Efficiency Measures			
Per capita cost	$0.10	$0.17	$0.09
Effectiveness Measures (Desired Results)			
Performance Incentive Rating	7/8	7/8	7/8
High Performing Workforce Development Board Rating	Yes	Yes	Yes

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: WIOA (Dislocated Worker Prog) 2625-61420/61430/61440 [Formerly 60000-2643]

DEPARTMENT DESCRIPTION: The Dislocated Worker Program WIOA program provides employment and training services to individuals who lost employment at no fault of their own.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 604,824	$ 525,000	$ 565,000	$ 565,000
Supplies	3,002	8,000	3,000	3,000
Purchased Services	155,442	102,000	310,000	310,000
Fixed Charges	16,154	15,000	9,000	9,000
Gross County Cost	$ 779,422	$ 650,000	$ 887,000	$ 887,000
Revenue	761,695	650,000	887,000	887,000
Net County Cost	$ 17,727	$ 0	$ 0	$ 0
Budget Positions	2	2	2	2

SUMMARY OF CHANGES: No significant changes to this program are anticipated for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

HUMAN SERVICES WIOA (DISLOCATED WORKER) (CONTINUED) 2625-61420

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Clients served	76	85	154
Efficiency Measures			
Per capita cost	$2.18	$1.77	$2.37
Effectiveness Measures (desired results)			
Employment rate Q2 After Program Exit	63.33%	65.63%	74.00%
Employment rate Q4 After Program Exit	76.12%	73.17%	78.00%
Median Participant Earnings	$10,362	$11,376	$8,500
Credential Rate	97.06%	81.82%	70.00%
Measurable Skills Gain	64.00%	69.39%	65.00%

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Human Services goals following the Social Services Fund Summary.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: Veterans Service Office
2625-61250 [Formerly 1000 – 96400]

DEPARTMENT DESCRIPTION: The Veterans Services Office, in accordance with CRS Title 28, Article 5, Part 8, provides all types of services to veterans of Weld County.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 45,929	$ 265,438	$ 350,000	$ 350,000
Supplies	768	0	4,000	4,000
Purchased Services	5,116	0	25,000	25,000
Fixed Charges	1,356	0	15,000	15,000
Gross County Cost	$ 53,169	$ 265,438	$ 394,000	$ 394,000
Revenue	0	28,560	30,000	30,000
Net County Cost	$ 53,169	$ 236,878	$ 364,000	$ 364,000
Budget Positions	3	3	3	3

SUMMARY OF CHANGES: In August, 2023, the Board of County Commissioners approved the transfer of the Veterans Service Office to become part of the Department of Human Services. The office operates as a unit within the Employment Services Division. The move provides a single location for veterans to obtain a wide variety of services. Increases in operating costs are reflected in the request.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: Educational Lab - 2645-61200 [Formerly 60000-2645]

DEPARTMENT DESCRIPTION: The Educational Lab program covers the cost of operating the Computer Education Lab.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 128,780	$ 115,000	$ 183,000	$ 183,000
Supplies	25,074	30,000	30,000	30,000
Purchased Services	16,394	20,000	17,000	17,000
Fixed Charges	5,322	5,000	5,000	5,000
Gross County Cost	$ 175,570	$ 170,000	$ 235,000	$ 235,000
Revenue	157,260	170,000	235,000	235,000
Net County Cost	$ 18,310	$ 0	$ 0	$ 0
Budget Positions	3	3	3	3

SUMMARY OF CHANGES: No significant changes to this program are anticipated for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION:

BOARD ACTION:

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Clients served	766	950	1,000
Efficiency Measures			
Per capita cost	$0.49	$0.46	$0.63
Effectiveness Measures (desired results)			
High School Equivalency (HSE)	28	36	50

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: AmeriCorps Prog - 2646-61300 [Formerly 60000-2646]

DEPARTMENT DESCRIPTION: The AmeriCorps Program operates in a Youth Corps model prioritizing land, water, and energy conservation projects.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 294,592	$ 200,000	$ 380,000	$ 380,000
Supplies	6,550	20,000	5,000	5,000
Purchased Services	44,213	37,000	54,000	54,000
Fixed Charges	2,951	3,000	2,000	2,000
Gross County Cost	$ 348,306	$ 260,000	$ 441,000	$ 441,000
Revenue	282,422	260,000	441,000	441,000
Net County Cost	$ 65,884	$ 0	$ 0	$ 0
Budget Positions	1	1	1	1

SUMMARY OF CHANGES: No significant changes to this program are anticipated for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Participants in program	29	32	32
Efficiency Measures			
Per capita cost	$0.97	$0.71	$1.18
Effectiveness Measures (desired results)			
Clients completing program	90.6%	95%	100%

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: Area Agency on Aging (Admin.) 2650-61700 [Formerly 60000-2651]

DEPARTMENT DESCRIPTION: This Older American's Act Grant administers the Senior programs of the Area Agency on Aging.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 121,246	$ 85,000	$ 85,000	$ 85,000
Supplies	997	500	500	500
Purchased Services	59,805	35,000	42,000	42,000
Fixed Charges	1,619	2,500	2,000	2,000
Gross County Cost	$ 183,667	$ 123,000	$ 129,500	$ 129,500
Revenue	171,316	110,649	117,149	117,149
Net County Cost	$ 12,351	$ 12,351	$ 12,351	$ 12,351
Budget Positions	5	5	5	5

SUMMARY OF CHANGES: No significant changes to this program are anticipated for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION:

BOARD ACTION:

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Programs administered	11	11	11
Efficiency Measures			
Per capita cost (other)	$0.51	$0.34	$0.35

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: AAA (Support) 2650-61705/61710/61715/61720/61725/ 61730/61735/61740/61745 [Formerly 60000-2652]

DEPARTMENT DESCRIPTION: The AAA grant provides several contracted services to the older adults including legal counseling, ombudsman services, homemaker services, personal care, peer counseling, outreach, and transportation.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 181,238	$ 85,000	$ 90,000	$ 90,000
Supplies	1,981	1,000	1,000	1,000
Purchased Services	300,796	289,000	335,000	335,000
Fixed Charges	4,557	2,000	4,000	4,000
Gross County Cost	$ 488,572	$ 377,000	$ 430,000	$ 430,000
Revenue	488,572	340,000	386,750	386,750
Net County Cost	$ 0	$ 37,000	$ 43,250	$ 43,250
Budget Positions	5	5	5	5

SUMMARY OF CHANGES: The Department is requesting the reclassification of one Home and Community Support Ombudsman Supervisor from its current Grade 31 to Grade 35.

FINANCE/ADMINISTRATION RECOMMENDATION: The reclassification is supported through the point-factor and market analysis. It is still a policy issue for the board.

BOARD ACTION:

HUMAN SERVICES AREA ON AGING (CONTINUED) 2650 – 61705-61745

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Outreach – Hispanic Senior Outreach	564	750	500
Peer Counseling	4,064	2,748	1,099
Legal Consultation/Representation	684	397	158
Homemaker and Personal Care	5,998	5,645	6,000
Chore	5,443	3,954	3,164
Ombudsman Services	1,794	1,800	1,850
Transportation	7,300	5,132	2,400
Efficiency Measures			
Per capita cost	$0.00	$0.10	$0.12
Effectiveness Measures (desired results)			
Work output goals are maintained	Yes	Yes	Yes

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Human Services goals following the Social Services Fund Summary.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: Area Agency on Aging (Congregate Meal Program) 2650-61750 [Formerly 60000-2653]

DEPARTMENT DESCRIPTION: The Congregate Meal Program grant provides meals to the senior population at 23 nutrition sites around the county.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 234,062	$ 215,000	$ 250,000	$ 250,000
Supplies	18,180	25,000	27,500	27,500
Purchased Services	505,157	648,000	600,000	600,000
Fixed Charges	7,896	7,500	7,500	7,500
Gross County Cost	$ 765,295	$ 895,500	$ 885,000	$ 885,000
Revenue	765,295	847,500	832,000	832,000
Net County Cost	$ 0	$ 48,000	$ 53,000	$ 53,000
Budget Positions	3	3	3	3

SUMMARY OF CHANGES: No significant changes to this program are anticipated for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Meals served	80,969	74,377	75,000
Efficiency Measures			
Per capita cost	$2.14	$2.44	$2.36

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: Area Agency on Aging (Home Delivered Meals)/NSIP 2650-61751/61755 [Formerly 60000-2654]

DEPARTMENT DESCRIPTION: The Home Delivered Meals grant provides home delivered meals through Meals on Wheels.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 37	$ 0	$ 0	$ 0
Supplies	4,548	0	0	0
Purchased Services	590,473	350,000	350,000	350,000
Gross County Cost	$ 595,058	$ 350,000	$ 350,000	$ 350,000
Revenue	595,058	350,000	350,000	350,000
Net County Cost	$ 0	$ 0	$ 0	$ 0
Budget Positions	- -	- -	- -	- -

SUMMARY OF CHANGES: No significant changes to this program are anticipated for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Meals Served	43,249	33,204	13,281
Efficiency Measures			
Per capita cost	$1.66	$0.96	$0.93
Effectiveness Measures (desired results)			
Work output goals are maintained.	Yes	Yes	Yes

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: Area Agency on Aging (Health Services) 2650-61760 [Formerly 60000-2655]

DEPARTMENT DESCRIPTION: This Health Services grant provides health services to the senior community. This grant supports evidence-based health programs.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 48,464	$ 16,000	$ 40,000	$ 40,000
Supplies	266	0	0	0
Purchased Services	6,011	2,000	2,000	2,000
Fixed Charges	1,383	1,000	1,000	1,000
Gross County Cost	$ 56,124	$ 19,000	$ 43,000	$ 43,000
Revenue	56,124	19,000	43,000	43,000
Net County Cost	$ 0	$ 0	$ 0	$ 0
Budget Positions	1	1	1	1

SUMMARY OF CHANGES: No significant changes to this program are anticipated for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION:

BOARD ACTION:

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Clients served	199	250	280
Efficiency Measures			
Per capita cost	$0.16	$0.05	$0.11
Effectiveness Measures (desired results)			
Work output goals are maintained	Yes	Yes	Yes

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: Area Agency on Aging (Co. Health Foundation) 2650-61765 [Formerly 60000-2656]

DEPARTMENT DESCRIPTION: The Colorado Health Foundation grant provides health services to the senior community, providing long-term care information and assistance for individuals 18 years of age and older.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 1,800	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	0	3,000	0	0
Fixed Charges	0	0	0	0
Gross County Cost	$ 0	$ 4,800	$ 0	$ 0
Revenue	0	4,800	0	0
Net County Cost	$ 0	$ 0	$ 0	$ 0
Budget Positions	- -	- -	- -	- -

SUMMARY OF CHANGES: No significant changes to this program are anticipated for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION:

BOARD ACTION:

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Efficiency Measures			
Per capita cost	$0.00	$0.01	$0.00
Effectiveness Measures (desired results)			
Work output goals are maintained	Yes	Yes	Yes

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: Area Agency on Aging (Elder Abuse Grant) 2650-61770 [Formerly 60000-2657]

DEPARTMENT DESCRIPTION: The Elder Abuse grant provides for educational training to the community on elder abuse.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 6,001	$ 2,000	$ 3,000	$ 3,000
Supplies	18	0	0	0
Purchased Services	1,477	0	0	0
Fixed Charges	311	0	0	0
Gross County Cost	$ 7,807	$ 2,000	$ 3,000	$ 3,000
Revenue	7,807	2,000	3,000	3,000
Net County Cost	$ 0	$ 0	$ 0	$ 0
Budget Positions	- -	- -	- -	

SUMMARY OF CHANGES: No significant changes to this program are anticipated for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Ombudsman Services	1,794	1,800	1,850
Efficiency Measures			
Per capita cost	$0.02	$0.01	$0.01
Effectiveness Measures (desired results)			
Education of long-term staff	Yes	Yes	Yes

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: Area Agency on Aging (Special Ombudsman) 2650-61775 [Formerly 60000-2658]

DEPARTMENT DESCRIPTION: The Special Ombudsman funds supplement the ombudsman program.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 42,514	$ 3,500	$ 20,000	$ 20,000
Supplies	1	100	0	0
Purchased Services	56	1,000	0	0
Fixed Charges	59	400	0	0
Gross County Cost	$ 42,630	$ 5,000	$ 20,000	$ 20,000
Revenue	42,630	5,000	20,000	20,000
Net County Cost	$ 0	$ 0	$ 0	$ 0
Budget Positions	- -	- -	- -	- -

SUMMARY OF CHANGES: No significant changes to this program are anticipated for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Complaints investigated	362	400	450
Efficiency Measures			
Per capita cost	$0.12	$0.01	$0.05
Effectiveness Measures (desired results)			
Work outputs are maintained	Yes	Yes	Yes

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: Area Agency on Aging (Single Entry Point/HCA) 265995-61780/61790 [Formerly 60000-265995]

DEPARTMENT DESCRIPTION: The Single-Entry Point grant provides case management services to Medicaid eligible clients.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 2,589,621	$ 2,300,000	$ 23,000	$ 23,000
Supplies	5,739	30,000	0	0
Purchased Services	129,151	125,000	10,000	10,000
Fixed Charges	64,940	95,000	0	0
Gross County Cost	$ 2,789,451	$ 2,550,000	$ 33,000	$ 33,000
Revenue	2,789,260	2,550,000	33,000	33,000
Net County Cost	$ 191	$ 0	$ 0	$ 0
Budget Positions	30	37	0	0

SUMMARY OF CHANGES: The Department's Area Agency on Aging (AAA) Division responded to the Colorado Department of Health Care Policy and Financing's (HCPF) Request for Proposal for Case Management Agencies (CMA). The Board of Weld County Commissioners approved this application in 2023. In June, 2023, the Department was notified of its selection to act as the CMA for the Weld County region. Full implementation of the CMA program occurred on March 1, 2023. The Home Care Allowance (HCA)-related portion of the activities remain in this Budget Organization. The CMA activities will be separated into a new Budget Organization, beginning with the 2025 Budget Document.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

AREA AGENCY ON AGING
SINGLE ENTRY POINT/HCA (CONTINUED)
265995-61780/61790

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Clients Served - Adults	3,490	3,599	3,774
Clients Served - Children	249	317	517
Efficiency Measures			
Per capita cost	$0.00	$0.00	$0.00
Effectiveness Measures (desired results)			
Divert Medicaid eligible clients from institutional care to cost effective home care	2,744	2,942	3,050

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Human Services goals following the Social Services Fund Summary.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: Area Agency on Aging (Case Management Agency) 2680-61781

DEPARTMENT DESCRIPTION: The Case Management Agency grant provides case management services to Medicaid-eligible clients for Options to Long-Term Care and State-Waiver program services.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 4,527,000	$ 4,527,000
Supplies	0	0	100,000	100,000
Purchased Services	0	0	640,000	640,000
Fixed Charges	0	0	72,000	72,000
Gross County Cost	$ 0	$ 0	$ 5,339,000	$ 5,339,000
Revenue	0	0	5,339,000	5,339,000
Net County Cost	$ 0	$ 0	$ 0	$ 0
Budget Positions	-	-	78	78

SUMMARY OF CHANGES: The Department's Area Agency on Aging (AAA) Division responded to the Colorado Department of Health Care Policy and Financing's (HCPF) Request for Proposal for Case Management Agencies (CMA). The Board of Weld County Commissioners approved this application in 2023. In June, 2023, the Department was notified of its selection to act as the CMA for the Weld County region. Full implementation of the CMA program occurred on March 1, 2023. The Home Care Allowance (HCA)-related portion of the activities remain in the former SEP/HCA Budget Organization. The CMA activities will be separated into this new Budget Organization, beginning with the 2025 Budget Document.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: Area Agency on Aging (CCT) - - 2650-61785 [Formerly 60000-2660]

DEPARTMENT DESCRIPTION: The CCT funding includes minor funding sources that supplement the aging programs, including Colorado Choice Transition (CCT).

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 12,777	$ 11,000	$ 11,500	$ 11,500
Supplies	5	500	0	0
Purchased Services	299	1,000	1,000	1,000
Fixed Charges	273	0	0	0
Gross County Cost	$ 13,354	$ 12,500	$ 12,500	$ 12,500
Revenue	13,354	12,500	12,500	12,500
Net County Cost	$ 0	$ 0	$ 0	$ 0
Budget Positions	- -	- -	- -	- -

SUMMARY OF CHANGES: No significant changes to this program are anticipated for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION:

BOARD ACTION:

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Clients served	26	30	40
Efficiency Measures			
Per capita cost	$0.00	$0.00	$0.00

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: Area Agency on Aging (State Funds)- 2650-61835-61930 [Formerly 60000-2671]

DEPARTMENT DESCRIPTION: State General Fund appropriation intended to mirror Federal Funding of the Older Americans Act and includes: Administration, Information, and Assistance; Health promotions; Education; Ombudsman; Homemaker; Personal Care; Outreach, Case Management; Counseling; Chore; Transportation; Congregate Meals; Home-Delivered Meals; Visually Impaired; Dental-Vision-Hearing; and Respite.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 568,742	$ 825,000	$ 675,000	$ 675,000
Supplies	204,183	300,000	205,000	205,000
Purchased Services	1,225,471	597,000	875,000	875,000
Fixed Charges	14,756	25,000	18,000	18,000
Gross County Cost	$ 2,013,152	$ 1,747,000	$ 1,773,000	$ 1,773,000
Revenue	2,016,386	1,500,000	1,503,000	1,503,000
Net County Cost	$ - 3,234	$ 247,000	$ 270,000	$ 270,000
Budget Positions	3	3	3	3

SUMMARY OF CHANGES: No significant changes to this program are anticipated for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Dental/Vision/Hearing Clients Served	327	206	164
Efficiency Measures			
Per capita cost	-$0.01	$0.67	$0.72

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: AAA – Part E-Grandparenting/Caregiver Support/Resp 2650-61935/61940/61945 [Formerly 60000-2673]

DEPARTMENT DESCRIPTION: This program provides support to family members who are caring for relatives at home.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 53,636	$ 50,000	$ 55,350	$ 55,350
Supplies	98	1,000	250	250
Purchased Services	139,427	188,000	140,000	140,000
Fixed Charges	1,640	2,000	1,400	1,400
Gross County Cost	$ 194,801	$ 241,000	$ 197,000	$ 197,000
Revenue	194,801	178,000	133,850	133,850
Net County Cost	$ 0	$ 63,000	$ 63,150	$ 63,150
Budget Positions	1	1	1	1

SUMMARY OF CHANGES: No significant changes to this program are anticipated for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION:

BOARD ACTION:

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Care giver Support - units of services	7,350	7,250	5,800
Efficiency Measures			
Per capita cost	$0.00	$0.17	$0.17
Effectiveness Measures (desired results)			
Maintain requirements of grant	Yes	Yes	Yes

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: HUMAN SERVICES FUND

BUDGET UNIT TITLE AND NUMBER: Comm. Services Block Grant - - 267895 - 61600-61650 [Formerly 60000-267895]

DEPARTMENT DESCRIPTION: The Community Services Block grant supports case management and emergency funding assistance for low-income individuals and families who are struggling with homelessness who are migrants or elderly. The goal is to address barriers to self-sufficiency by supporting services which address employment, education, housing, budgeting, nutrition, and health.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 106,084	$ 200,000	$ 200,000	$ 200,000
Supplies	102	20,000	20,000	20,000
Purchased Services	135,814	250,000	250,000	250,000
Fixed Charges	748	2,500	2,500	2,500
Gross County Cost	$ 242,748	$ 472,500	$ 472,500	$ 472,500
Revenue	245,817	472,500	472,500	472,500
Net County Cost	$ - 3,069	$ 0	$ 0	$ 0
Budget Positions	- -	- -	- -	- -

SUMMARY OF CHANGES: No significant changes to this program are anticipated for 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

COMMUNITY SERVICES BLOCK GRANT (CONTINUED)

267895-61600

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Provide emergency funding to assist individuals at risk of experiencing homelessness with avoiding eviction	172	350	172
Parents / Caregivers who improve their home environments through Case Management	170	75	170
Households experiencing homelessness who obtained safe temporary shelter	221	99	221
Households who maintained safe and affordable housing for 90 days	141	350	141
Efficiency Measures			
Per capita cost	-$0.01	$0.00	$0.00

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Human Services goals following the Social Services Fund Summary.

SPECIAL REVENUE FUNDS

Special Revenue Funds are established to account for taxes or other earmarked revenue of the county which finance specified activities as required by law or administrative action.

CONSERVATION TRUST FUND:

The Conservation Trust Fund is budgeted at $1,202,804 to reflect large capital improvements on the Poudre River Trail corridor as well as at the Island Grove Events Center in Greeley. This includes up to a $395,671 transfer in from the General Fund, if needed.

CONTINGENCY FUND:

The Contingency Fund is funded with fund balance dollars at the level of $10,000,000. A beginning fund balance of $165,120,000 is anticipated. An ending fund balance of $165,120,000 is projected, assuming no contingency funds are needed in 2025. The fund balance will serve as a stabilization reserve for fluctuating revenues due to Weld County's heavy dependency on oil and gas assessed values that can fluctuate dramatically from year to year due to production levels and price changes. Besides serving as a general contingency reserve, the fund is available to mitigate impacts from the oil and gas industry, such as unanticipated road and bridge heavy hauling impacts.

SOLID WASTE FUND:

The $5,819,653 in fund balance is projected to remain relatively similar in 2025. Revenue is estimated at $1,700,000, with expenses and transfers totaling $1,273,428. $85,000 is funded for code enforcement of littering, $295,241 for operations relating to cleanup operations, transfers of $400,000 to Public Works and $857,187 to the Health Department. The ending fund balance can increase up to $430,000 with these anticipated expenditures.

WELD COUNTY TRUST FUND:

The Weld County Trust Fund accounts for the assets held by the Weld Trust, a Colorado nonprofit corporation recognized by the Internal Revenue Service (IRS) as an exempt charitable organization under code section 501 (c)(3), for charitable purposes to benefit the citizens of Weld County. The earnings of the fund are being used to fund Bright Futures student grants each year.

EMERGENCY RESERVE FUND:

The Emergency Reserve Fund was established per Amendment One (TABOR), passed November 3, 1992. The amendment requires that an emergency reserve be created to be used for declared emergencies only. With the adoption of the new accounting rules under GASB 54 the three percent (3%) TABOR emergency reserve required by Article X, Section 20(5) of the Colorado Constitution shall be a restricted fund balance in the General Fund in an amount equal to eight-million dollars or three percent of the TABOR revenue limit, whichever is greater. This Emergency Reserve Fund will no longer be used to budget or account for the TABOR emergency reserve.

CONSERVATION TRUST
SUMMARY OF REVENUES
2025

Fund	Org	Acct	Account Title	2024 Budget	2025 Request	2025 Recommend	2025 Final
2200	73700	4332	LOTTERY	**545,000**	**797,329**	**797,329**	
2200	73700	4610	EARNINGS ON INVESTMENTS	**10,000**	**10,000**	**10,000**	
				555,000	**807,329**	**807,329**	**-**

CONSERVATION TRUST
SUMMARY OF EXPENDITURES
2025

Fund	Org	Expenditure Function	2024 Budget	2025 Request	2025 Recommend	2025 Final
2200	73700	CONSERVATION TRUST	574,210	982,804	1,202,804	
		TOTA CONSERVATION TRUST	**574,210**	**982,804**	**1,202,804**	**0**

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: CONSERVATION TRUST FUND

BUDGET UNIT TITLE AND NUMBER: Conservation Trust Fund - - 2200-73700

DEPARTMENT DESCRIPTION: The Conservation Trust Fund accounts for revenue received from the State of Colorado to be used for the acquisition, development, and maintenance of new conservation sites or for capital improvements or maintenance for recreational purposes on any public site within Weld County.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	563,000	574,210	982,804	1,202,804
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 563,000	$ 574,210	$ 982,804	$ 1,202,804
Revenue	625,793	555,000	807,329	807,329
Net County Cost	$ -62,793	$ 19,210	$ 175,475	$ 395,475

SUMMARY OF CHANGES: Revenue from the Colorado Lottery is being projected at $750,000 and $10,000 from interest earnings. For 2025, the capital improvements for the county buildings at Island Grove Park is proposed at $982,804.

Historically, when the final costs are reconciled with the City of Greeley at the end of the year, the amount paid by the county is less than budgeted. There is a fund balance of approximately $797,330 in this fund, as expenses are always a year behind revenues collected.

FINANCE/ADMINISTRATION RECOMMENDATION: The proposed maintenance of trails with the Poudre River Trail and Great Western Trail, typically budgeted in the General Fund, are being transferred to the Conservation Trust Fund for spending. The totals of $220,000 are budgeted here for 2025.

CONSERVATION TRUST FUND (CONTINUED) 2200-73700

FINANCE/ADMINISTRATION RECOMMENDATION (CONTINUED):

Historically, the following is the amount of money received annually since the lottery started:

1983	$ 194,698	2003	$ 385,070	2023	602,733
1984	195,304	2004	361,926		
1985	151,033	2005	371,213		
1986	138,069	2006	453,233		
1987	162,736	2007	423,260		
1988	154,074	2008	430,795		
1989	130,764	2009	408,648		
1990	136,726	2010	386,999		
1991	200,103	2011	376,031		
1992	220,219	2012	411,891		
1993	264,371	2013	450,659		
1994	205,534	2014	404,589		
1995	327,162	2015	358,431		
1996	312,024	2016	487,550		
1997	356,262	2017	436,368		
1998	373,962	2018	429,897		
1999	286,971	2019	513,355		
2000	358,802	2020	472,538		
2001	361,050	2021	562,906		
2002	391,780	2022	542,101		

The funds have been used for maintenance and development of Island Grove Park and the Missile Site Park, with the exception of the following items:

Entity	***Purpose***	***Amount***
1983:		
Greeley	Civic Auditorium	$ 141,464
1984:		
Greeley	Civic Auditorium	$ 143,000
1985:		
Greeley	Civic Auditorium	$ 90,000
1986:		
Greeley	Civic Auditorium	$ 51,500
LaSalle	Community Center	10,000
Ault	Park System	7,500
Dacono	Park Improvements	3,000
Windsor	Park Improvements	6,000
Ft. Lupton	Pearson Park Sports Complex	10,000
Independence Stampede	Headquarters Facility	5,000

Since ***1987*** all funds have gone to the two county parks. Beginning in 2002, only Island Grove Park has been funded.

CONSERVATION TRUST FUND
(CONTINUED)
2200-73700

FINANCE/ADMINISTRATION RECOMMENDATION (CONTINUED):

In 1984, the Board adopted the following criteria, in priority order, for the use and allocation of Weld County lottery funds. This policy remains in force today:

1. To maintain and develop the two existing county parks.
2. Projects must enhance the quality of life for the citizens of Weld County.
3. Projects must contribute to, or compliment, the economic development activities of Weld County.
4. Projects must have an area impact or significance.
5. Funds used for local community projects must have substantial local support.
6. Outside of existing county parks, no operating funds shall be contributed to projects.

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Island Grove Park Visitors	340,000	370,000	420,000
Efficiency Measures			
Per capita cost (county support)	$1.58	$1.59	$1.59
Cost Per Visitor	$1.61	$1.52	$1.37

BOARD ACTION:

CONTINGENCY FUND
SUMMARY OF REVENUES
2025

Fund	Org	Acct	Account Title	2024 Budget	2025 Request	2025 Recommend	2025 Final
2300	90300	4112	CURRENT PROPERTY TAXES	-	-	-	-
				-	-	-	-

CONTINGENCY
SUMMARY OF EXPENDITURES
2025

Fund	Org	Expenditure Function	2024 Budget	2025 Request	2025 Recommend	2025 Final
2300	90300	CONTINGENT	10,000,000	10,000,000	10,000,000	
		TOTAL CONTINGENCY	**10,000,000**	**10,000,000**	**10,000,000**	**0**

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: CONTINGENCY FUND

BUDGET UNIT TITLE AND NUMBER: Contingency Fund - - 2300-90300

DEPARTMENT DESCRIPTION: The Contingency Fund exists to cover reasonably unforeseen expenditures or revenue short-falls.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	0	0	0	0
Fixed Charges	0	10,000,000	10,000,000	10,000,000
Capital	0	0	0	0
Gross County Cost	$ 0	$ 10,000,000	$ 10,000,000	$ 10,000,000
Revenue/Fund Bal.	165,000,000		0	0
Net County Cost	$ 0	$ 10,000,000	$ 10,000,000	$ 10,000,000

SUMMARY OF CHANGES: The Contingency Fund is funded at the level of $10,000,000 with funds from the fund balance. A beginning fund balance of $164,672,945 is anticipated. An ending fund balance of $175,000,000 is projected, assuming no contingency funds are needed in 2025. The fund balance will serve as a stabilization reserve for fluctuating revenues due to Weld County's heavy dependency on oil and gas assessed values that can fluctuate dramatically from year to year due to production levels and price changes. Besides serving as a general contingency reserve, the fund is available to mitigate impacts from the oil and gas industry, such as unanticipated road and bridge heavy hauling impacts.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

EMERGENCY RESERVE
SUMMARY OF REVENUES
2025

Fund	Org	Acct	Account Title	2024 Budget	2025 Request	2025 Recommend	2025 Final
2400	53100	4112	CURRENT PROPERTY TAXES	-	-	-	-
				-	-	-	-

EMERGENCY RESERVE
SUMMARY OF EXPENDITURES
2025

Fund	Org	Expenditure Function	2024 Budget	2025 Request	2025 Recommend	2025 Final
2400	53100	EMERGENCY RESERVE	0	0	0	0
			0	**0**	**0**	**0**

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: EMERGENCY RESERVE FUND

BUDGET UNIT TITLE AND NUMBER: Emergency Reserve - - 2400-53100

DEPARTMENT DESCRIPTION: The Emergency Reserve Fund is established per Amendment One (TABOR), passed November 3, 1992, which requires that an emergency reserve be established to be used for declared emergencies only, and that each local government shall reserve for 1993, 1 percent or more, for 1994, 2 percent or more, and for all later years, 3 percent or more of the fiscal year spending, excluding bonded debt service. Caused reserves apply to the next year's reserve.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	0	0	0	0
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 0	$ 0	$ 0	$ 0
Revenue	0	0	0	0
Net County Cost	$ 0	$ 0	$ 0	$ 0

SUMMARY OF CHANGES: With the adoption of the new accounting rules under GASB 54, the three percent (3%) TABOR emergency reserve required by Article X, Section 20(5) of the Colorado Constitution shall be a restricted fund balance in the General Fund in an amount equal to eight-million dollars or three percent (3%) of the TABOR revenue limit, whichever is greater. This Emergency Reserve Fund will no longer be used to budget or account for the TABOR emergency reserve.

FINANCE/ADMINISTRATION RECOMMENDATION: Concur with policy per GASB 54.

BOARD ACTION: Reaffirmed policy per GASB 54.

SOLID WASTE
SUMMARY OF REVENUES
2025

Fund	Org	Acct	Account Title	2024 Budget	2025 Request	2025 Recommend	2025 Final
			CHARGE FOR SERVICES				
2700	90200	4410	CHARGE FOR SERVICES	1,700,000	1,700,000	1,700,000	
			TOTAL SOLID WASTE	**1,700,000**	**1,700,000**	**1,700,000**	**-**

SOLID WASTE
SUMMARY OF EXPENDITURES
2025

Fund	Org	Expenditure Function	2024 Budget	2025 Request	2025 Recommend	2025 Final
2700	21240	TRANSFER	85,000	85,000	85,000	
2700	90200	SOLID WASTE	295,241	295,241	295,241	
2700	90200	TRANSFER	1,190,922	857,187	857,187	
		TOTAL SOLID WASTE	**1,571,163**	**1,237,428**	**1,237,428**	**0**

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SOLID WASTE FUND

BUDGET UNIT TITLE AND NUMBER: Code Enforcement - - 2700-21240

DEPARTMENT DESCRIPTION: The Solid Waste Fund accounts for code enforcement for littering, illegal dumping, and roadside trash pick-up program.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	85,000	85,000	85,000	85,000
Fixed Charges	0	0	0	0
Capital	0	0	0	0
Gross County Cost	$ 85,000	$ 85,000	$ 85,000	$ 85,000
Revenue	0	0	0	0
Net County Cost	$ 85,000	$ 85,000	$ 85,000	$ 85,000

SUMMARY OF CHANGES: The Code Enforcement function has been combined with the Animal Control function in the Sheriff's Office. The cost of the code enforcement function is $85,000. See budget unit number 1000-21230 for a detailed discussion of the program.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval and funding of program from the Solid Waste surcharge.

BOARD ACTION: Approved as recommended.

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Number of Complaints	772	800	800
Efficiency Measures			
Per capita cost (county support)	$0.25	$0.24	$0.24

GOALS/DESIRED OUTCOMES/KEY PERFORMANCE INDICATORS: See Sheriff Public Safety Bureau (Budget Unit 1000-21200) goals.

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: SOLID WASTE FUND

BUDGET UNIT TITLE AND NUMBER: Solid Waste Fund - - 2700-90200

DEPARTMENT DESCRIPTION: The Solid Waste Fund accounts for revenue received from a surcharge on dumping fees at solid waste disposal sites to combat environmental problems, promote trash clean-up, provide for the household hazardous materials program, and to further improve and develop landfill sites within the county.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Purchased Services	73,626	170,000	170,000	170,000
Fixed Charges	128,321	125,241	125,241	125,241
Transfers	1,862,665	1,275,922	857,187	857,187
Gross County Cost	$ 2,064,612	$ 1,571,163	$ 1,237,428	$ 1,237,428
Revenue/Fund Bal.	3,497,473	1,700,000	1,700,000	1,700,000
Net County Cost	$ - 1,432,861	$ -128,837	$ -462,572	$ -462,572

SUMMARY OF CHANGES: The projected 2025 revenue estimate remains at $1,700,000, the same as 2024. Anticipated decreases from the Buffalo Hills Landfill being annexed by Keenesburg have not materialized to the projected levels as of 2024.

The Department of Public Health and Environment costs for the Household Hazardous Waste program is projected to be $857,187. Community clean-ups are budgeted at $80,000, and $90,000 is budgeted to fund the roadside trash pick-up program with Useful Public Service clients. $188,605 is budgeted for solid waste inspections and monitoring by the Health Department. Indirect costs for the health department and a transfer to the Public Works Fund are not currently anticipated as necessary for 2025. Beginning estimated fund balance of $5,820,000 will potentially be increased by $463,000 in 2025.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

SOLID WASTE FUND
(CONTINUED)
2700-90200

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Landfill Inspections	45	45	45
Household Hazardous Material (HHM)	$429,265	$388,559	$651,508
Surcharge Collected	$1,949,908	$2,200,000	$1,700,000
Efficiency Measures			
Per capita cost (collected)	$7.00	$5.86	$4.35
Per capita HHM cost	$1.29	$1.15	$1.83

WELD COUNTY TRUST FUND
SUMMARY OF REVENUES
2025

Fund	Org	Acct	Account Title	2024 Budget	2025 Request	2025 Recommend	2025 Final
7400	90100	4610	EARNINGS ON INVESTMENTS	**2,500,000**	**2,500,000**	**2,500,000**	
7400	90100	711000	Transfer	**2,000,000**	**2,000,000**	**2,000,000**	
				4,500,000	**4,500,000**	**4,500,000**	**-**

WELD TRUST
SUMMARY OF EXPENDITURES
2025

Fund	Org	Expenditure Function	2024 Budget	2025 Request	2025 Recommend	2025 Final
7400	90100	NON DEPARTMENTAL	2,000,000	2,000,000	2,000,000	
		TOTAL WELD TRUST	**2,000,000**	**2,000,000**	**2,000,000**	**0**

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: WELD COUNTY TRUST FUND

BUDGET UNIT TITLE AND NUMBER: Weld County Trust Fund - - 7400-90100

DEPARTMENT DESCRIPTION: The Weld County Trust Fund accounts for the assets held by the Weld Trust, a Colorado nonprofit corporation recognized by the Internal Revenue Service as an exempt charitable organization under Internal Revenue code section 501 (c)(3), for charitable purposes to benefit the citizens of Weld County. The assets of the fund are from the sale of the NCMC hospital in 2019. The earnings of the fund are being used to fund Bright Futures student grants each year.

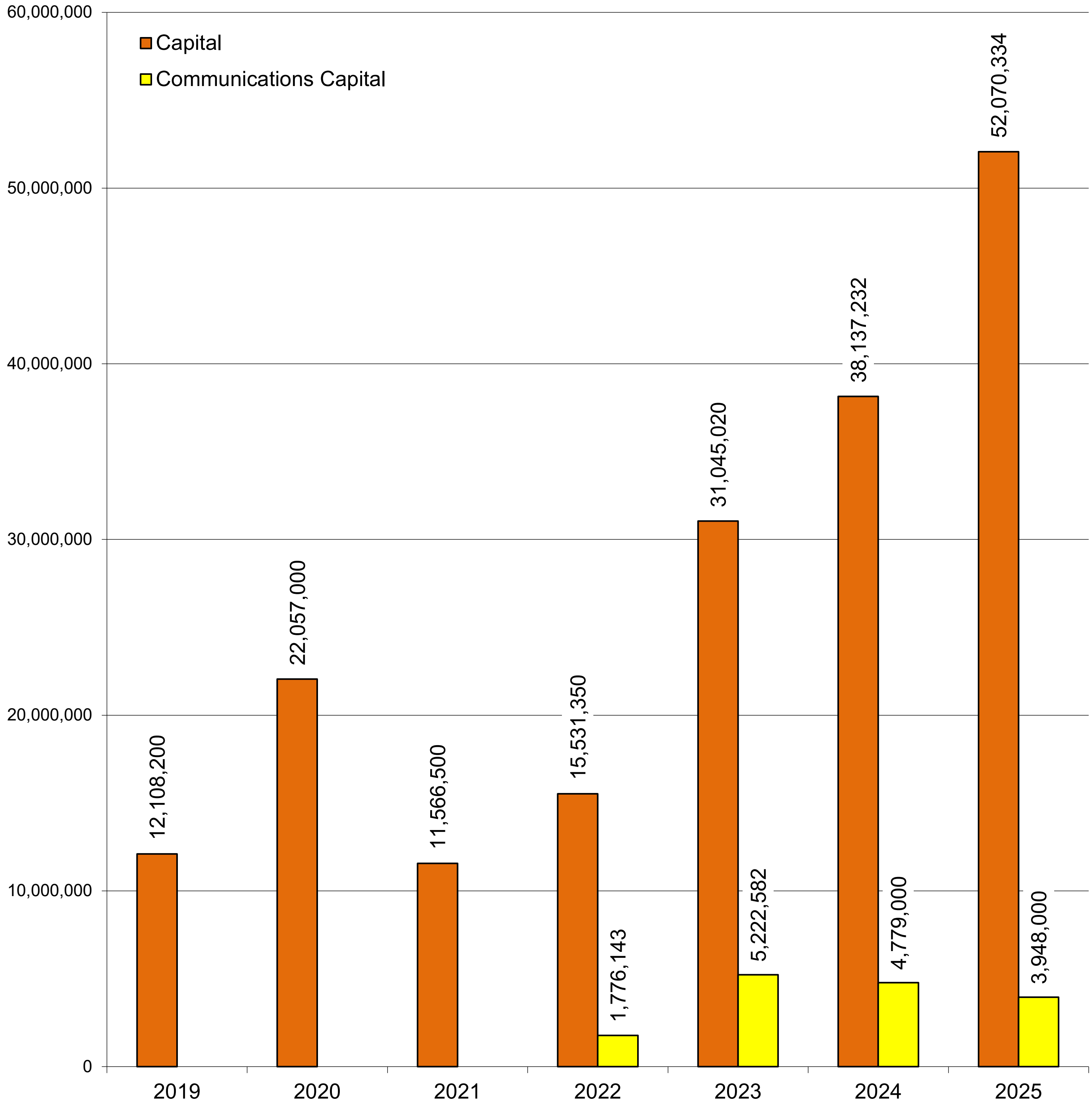
RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	0	0	0
Purchased Services	0	0	0	0
Fixed Charges	123,128	2,000,000	2,000,000	2,000,000
Capital	0	0	0	0
Gross County Cost	$ 123,128	$ 2,000,000	$ 2,000,000	$ 2,000,000
Revenue	12,354,045	4,500,000	4,500,000	4,500,000
Net County Cost	$ (12,230,917)	$ -2,500,000	$ -2,500,000	$ -2,500,000

SUMMARY OF CHANGES: The funds for the Weld County Trust Fund are from the proceeds from the sale of the NCMC hospital in 2019. The Board has committed the earnings from the fund, less the amount of the average of the last five years' inflation rate, added to the corpus of the fund, to ensure it is perpetually funded. The estimated earnings of $2,5000,000 from the trust earnings, plus the estimated $2,000,000 from Bankhead-Jones proceeds, will result in total earnings of $4,500,000. An estimated $2,000,000 will go towards for Bright Futures student grants in 2024. This will allow $2,500,000 to be retained in the fund for an adjusted, estimated, ending fund balance of $66,075,000.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

SEVEN YEAR TREND
Capital Expenditures



CAPITAL EXPENDITURES FUND SUMMARY

The Capital Funds were established to budget the financial resources used for the acquisition or improvement of capital facilities of the county. A detailed Capital Expenditures Fund Long-Range Capital Plan for 2025-2029 is presented in this section. The plan contains the specifics of the 2025 capital projects budget. Currently, the 5-year plan totals over $196 million, with the Master Space Plan project being completed now anticipated to increase those dollars needed to provide for the growth in staffing and services. For the Communications Capital Development Fund, a Capital Improvements Plan for 2025-2028 has been prepared to fund the county's communications infrastructure in partnership with the E-911 Authority board.

CAPITAL EXPENDITURE FUND: The Capital Expenditures Fund accounts for various capital improvement projects for county buildings. The 2025 program is budgeted at $52,070,334 with almost 100 separate projects to be completed. Resources include $65,541,739 in property tax, $225,000 from capital expansion fees, $1,000,000 from interest and a beginning fund balance of approximately $125 million. Anticipated projects include $8,600,000 for the design and build of a Fleet large vehicle repair facility, approximately $15 million for the design and planning of the land purchased north of O street for necessary expansions, $6 million for the backup Dispatch center, and other smaller projects throughout the county. Maintenance projects and improvements at the Jail will total over $5 million in 2025. The courthouse is scheduled for some much needed renovation and repairs that will total over $2 million. Department requests total over $4 million, and include safety features, convenience and compliance issues, added security or key control for proximity access, and workspace remodels.

Capital projects will impact 2025 and future years' operational costs for additional building space. These costs will be added to the Facilities' operations budget for utilities and maintenance in the General Fund, or the departments affected will increase their respective operating budgets to appropriately capture increased costs. The Facilities Master Plan is still moving forward with recommendations and options, with the overall goal of saving taxpayers dollars in future years, while making the space as accessible and convenient for the constituents and employees as possible.

COMMUNICATIONS CAPITAL DEVELOPMENT FUND: The Communications Capital Development Fund accounts for various capital improvement projects and equipment replacement for the development and maintenance of the county public safety communications system infrastructure. The 2025 program is funded at $3,948,000 with $2,063,000 from the transfer of funds from the E-911 Authority per the IGA between the E-911 Authority and Weld County approved February 16, 2021. Anticipated projects include $2,000,000 to expand and remodel back up dispatch facility to allow for growth in personnel and channels served. There is also $409,000 in the Public Safety IT hardware and software CIP, and $65,000 in equipment replacement through the radio shop.

Communications capital projects impacting the future years' operational costs include remodel and slight expansion to the dispatch center, which will add approximately $10,000 per year for utilities and maintenance. The building or expanding of the backup dispatch center is planned for 2025, and this will add additional utilities and ongoing expenses. Other capital items are primarily replacement items and will not add operational costs in the future.

CAPITAL EXPENDITURES
SUMMARY OF REVENUES
2025

Fund	Org	Acct	Account Title	2024 Budget	2025 Request	2025 Recommend	2025 Final
4000	17500	4112	CURRENT PROPERTY TAXES	80,535,309	65,000,000	65,541,739	
4000	17500	4610	EARNINGS ON INVESTMENTS	1,000,000	1,000,000	1,000,000	
4000	17500	4730	OTHER FEES	225,000	225,000	225,000	
			TOTAL CAPITAL EXPENDITURES	**81,760,309**	**66,225,000**	**66,766,739**	**-**

CAPITAL EXPENDITURES
SUMMARY OF EXPENDITURES
2025

Fund	Org	Expenditure Function	2024 Budget	2025 Request	2025 Recommend	2025 Final
4000	17500	CAPITAL IMPROVEMENT AND ACQUISITION	38,137,232	81,683,934	52,070,334	
		TOTAL CAPITAL EXPENDITURES	**38,137,232**	**81,683,934**	**52,070,334**	**0**

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: CAPITAL EXPENDITURE FUND

BUDGET UNIT TITLE AND NUMBER: Capital Expenditures - - 4000-17500

DEPARTMENT DESCRIPTION: Capital projects for general county use. Created in accordance with Section 29-1-301(1.2), C.R.S., April 5, 1984. Formerly Public Works - County Buildings Fund (Fund 33).

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	644,121	200,000	12,467,214	12,467,214
Purchased Services	1,989,043	2,000,000	5,286,720	4,023,120
Capital	16,150,622	35,937,272	63,930,000	35,580,000
Gross County Cost	$ 18,783,786	$ 38,137,272	$ 81,683,934	$ 52,070,334
Revenue	3,418,199	1,225,000	1,225,000	1,225,000
Net Property Tax Contribution	$ 24,807,711	$ 80,535,309	$ 65,000,000	$ 65,541,739

SUMMARY OF CHANGES: The Capital Expenditures Fund accounts for various capital improvement projects for county buildings. Details of all expenditures in the Facilities Capital Improvement Plan are listed in the following pages, and are reviewed by Facilities, Finance, Administration and the Board of County Commissioners for need and justification. The anticipated property tax revenue for 2025 is $65,541,739 and is necessary for obtaining the resource capacity needed for the long-term plan.

The Facilities Master Space Plan may cause some significant changes in the future of the Capital Fund; however, all projects listed are believed to be imperative and the most cost-effective way of continuing to provide services to Weld County residents in the most efficient way possible.

For 2025, the classification of expenditures is changing slightly to allow for adequately purchasing small items of equipment such as bottle filling water fountains and AV equipment that is not considered “capital” according to the Purchasing Plan. Purchased Services reflects projects that may be contracted out and designed by other vendors. The remaining funds remain in “Capital” as improvements to land and buildings or having a purchase price of over $10,000 and a useful life of more than one year. Facilities is working to move more on-going maintenance related projects to the operating budget in the General Fund, which will occur in the coming years.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

COMMUNICATIONS DEVELOPMENT SYSTEMS CAPITAL FUND
SUMMARY OF REVENUES
2025

Fund	Org	Acct	Account Title	2024 Budget	2025 Request	2025 Recommend	2025 Final
4010	22200	4680	OTHER	1,850,000	2,063,000	2,063,000	
TOTAL COMMUNICATIONS CAPITAL DEVELOPMENT				**1,850,000**	**2,063,000**	**2,063,000**	**-**

COMMUNICATION DEVELOPMENT SYSTEMS
SUMMARY OF EXPENDITURES
2025

Fund	Org	Expenditure Function	2024 Budget	2025 Request	2025 Recommend	2025 Final
4010	22200	CAPITAL IMPROVEMENT AND ACQUISITION	4,779,000	3,948,000	3,948,000	
		TOTAL COMMUNICATION DEVELOPMENT	**4,779,000**	**3,948,000**	**3,948,000**	**0**

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: COMMUNICATIONS CAPITAL DEVELOPMENT FUND

BUDGET UNIT TITLE AND NUMBER: Communications Capital Development Fund 4010-22200

DEPARTMENT DESCRIPTION: This fund accounts for various capital improvement projects for the development and maintenance of the county communications system infrastructure. The fund was created in 2021per an intergovernmental agreement (IGA) between the county and the E-911 Authority.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	184,793	1,002,000	289,000	289,000
Purchased Services	0	0	0	0
Capital	2,948,928	3,777,000	3,659,000	3,659,000
Gross County Cost	$ 3,133,721	$ 4,779,000	$ 3,948,000	$ 3,948,000
Revenue/Fund Bal.	1,849,992	1,850,000	2,063,000	2,063,000
Net County Cost	$ - 1,283,729	$ 2,929,000	$ 1,885,000	$ 1,885,000

SUMMARY OF CHANGES: The Communications Capital Development Fund accounts for various capital improvement projects for the development and maintenance of the county communications system infrastructure. The 2025 program is funded with an average of the needs for the next five years at $2,063,000 with the transfer of funds from the E-911 Authority per the IGA between the E-911 Authority and Weld County approved February 16, 2021. Anticipated projects include

FINANCE/ADMINISTRATION RECOMMENDATION: Budget reflects the 2025 funding level of the Communications Capital Development Fund's Capital Improvements Plan for 2025-2029 to fund the county's communications infrastructure. The actual plan is on the page immediately following.

BOARD ACTION:

Public Safety Communications 5 Year Capital Equipment and Infrastructure Replacement Plan

2025-2029

Public Safety Communications Capital

Description	Location	2025	2026	2027	2028	2029	Total
Small Equipment EOL	**Multiple**		**$ 39,015.00**	**$ 123,535.00**			**$ 162,550.00**
Console Furniture	1551 - Main Center	$ 500,000.00					**$ 500,000.00**
PC Replacement	1551 - Main Center			$ 15,000.00			**$ 15,000.00**
Recorder - Analog	1551 - Main Center			$ 140,000.00			**$ 140,000.00**
Recorder - Digital (Radio)	1551 - Main Center				$ 140,000.00		**$ 140,000.00**
Expansion/Remodel/Building	3105 - Back Up	$ 2,000,000.00					**$ 2,000,000.00**
Console Furniture	3105 - Back Up	$ 500,000.00					**$ 500,000.00**
PC Replacement	3105 - Back Up				$ 15,000.00		**$ 15,000.00**
Recorder - Analog Recorder	3105 - Back Up		$ 140,000.00				**$ 140,000.00**
Recorder - Digital (Radio)	3105 - Back Up					$ 140,000.00	**$ 140,000.00**
Next Generation 911	ESINET	$ 250,000.00		$ 250,000.00		$ 250,000.00	**$ 750,000.00**
New Site Briggsdale	FRCC				$ 1,250,000.00		**$ 1,250,000.00**
Fiber Lease Affinity	I-25/HWY 34		$ 437,125.00				**$ 437,125.00**
Inform Software Platform	NICE - Recording	$ 100,000.00					**$ 100,000.00**
UPS - Liebert/Emerson Nfinity	Niwot	$ 4,000.00					**$ 4,000.00**
Fiber Lease Affinity	North Fiber Loop			$ 690,000.00			**$ 690,000.00**
Public Safety IT CIP	PSIT	$ 409,000.00	$ 314,000.00	$ 784,000.00	$ 1,039,000.00	$ 287,000.00	**$ 2,833,000.00**
Viavi CX300 Test Sets	PSWC Shop	$ 65,000.00	$ 72,000.00				**$ 137,000.00**
700MHz Mobile Repeaters (2)	PSWC Shop		$ 240,000.00				**$ 240,000.00**
911 PC Replacement /A9C's replacement	Viper	$ 120,000.00					**$ 120,000.00**
TOTAL CAPITAL COST		**$ 3,948,000.00**	**$ 1,242,140.00**	**$ 2,003,835.00**	**$ 2,444,000.00**	**$ 677,000.00**	**$ 10,314,975.00**

Weld County Public Safety IT Capital Improvement Plan

	2025	2026	2027	2028	2029	Total
Data Center - Storage Area Network	$ -	$ -	$ 150,000.00	$ -	$ -	**$ 150,000.00**
Data Center - Fiber Channel	$ 40,000.00	$ -	$ -	$ -	$ -	**$ 40,000.00**
Data Center - Server Environment	$ 200,000.00	$ 200,000.00	$ -	$ -	$ -	**$ 400,000.00**
Data Center - Cable Management, Power Management, etc.	$ 2,000.00	$ 2,000.00	$ 2,000.00	$ 2,000.00	$ 2,000.00	**$ 10,000.00**
Backup - IDPA Storage Capacity	$ 10,000.00	$ 10,000	$ 350,000.00	$ 10,000	$ 10,000	**$ 390,000.00**
Backup DR - IDPA Storage Capacity	$ -	$ 30,000.00	$ -	$ 275,000.00	$ -	**$ 305,000.00**
Backup - Networker / Long Term Disk Archival Storage ECS	$ 10,000.00	$ 20,000.00	$ 30,000.00	$ -	$ 275,000.00	**$ 335,000.00**
Network - Switch / Hardware upgrade	$ 100,000.00	$ -	$ 115,000.00	$ 500,000.00	$ -	**$ 715,000.00**
Project - Cyber Recovery for Ransonware (Air Gap)	$ -	$ -	$ -	$ 200,000.00	$ -	**$ 200,000.00**
Computer - NetMotion licenses	$ 17,000.00	$ 17,000.00	$ 17,000.00	$ 17,000.00	$ -	**$ 68,000.00**
Computer - RSA Tokens and Licenses	$ 30,000.00	$ 35,000.00	$ 120,000.00	$ 35,000.00	$ -	**$ 220,000.00**
Total Proposed CIP	**$ 409,000.00**	**$ 314,000.00**	**$ 784,000.00**	**$ 1,039,000.00**	**$ 287,000.00**	**$ 2,833,000.00**
Total Application Requests	$ 47,000.00	$ 52,000.00	$ 137,000.00	$ 52,000.00	$ -	$ 288,000.00
Total Data Center and Data Comm Requests	$ 362,000.00	$ 262,000.00	$ 647,000.00	$ 987,000.00	$ 287,000.00	$ 2,545,000.00

WELD COUNTY

LONG RANGE CAPITAL PROJECTS

FIVE-YEAR PLAN

2025-2029

Presented By: Cheryl Pattelli
Director of Finance and Chief Financial Officer
September 2024

LONG RANGE CAPITAL PROJECTS
FIVE YEAR PLAN
2025 - 2029

INTRODUCTION:

Section 14-3 of the Weld County Home Rule Charter provides:

> "The Board may require that the Director of Finance and Administration submit, at the time of submission of the annual budget, a five-year capital improvements program and budget. Such program shall include recommended projects, construction schedule, estimate of cost, anticipated revenue sources, methods of financing, and such other information as may be required."

This five-year plan projects capital improvements for 2025 – 2029.

The recommended program for capital construction is intended as a guideline to be adjusted by the Board of County Commissioners on an annual basis. It represents flexible goals for organizing solutions to county program needs, and it is intended to provide the Board of County Commissioners with the perspective for making fiscal policy decisions. Annual modifications in the plan will reflect necessary adjustments and priorities, changes in programs, and readjustments of other county fiscal requirements.

This report has four (4) sections:

1. Introduction
2. 2025 - 2029 Five-year Plan
3. 2025 Budgetary Impact
4. Financing Alternatives

The section on financing recommends a program for funding the next five years' capital construction. This section lists the various sources of revenue currently available to the county, and the alternatives available for financing the remainder of the capital projects program. The 2025 - 2029 five-year plan section provides a list of recommended projects and the time schedule for the next five fiscal years. Additionally, it provides justification for the recommendation and attempts to enumerate problems and recommended solutions for the capital improvements program over the next five years. The project section describes each recommended project, and provides information on the existing situation, the proposed solution, and the financing plan for each project.

The next section of the report provides a recommended 2025 budget for the capital construction program. It provides specific detail regarding the capital fund and the impact on the 2025 county budget.

COMPLETED CAPITAL PROJECTS
2019- 2023

	Total	Actual 2019	Actual 2020	Actual 2021	Actual 2022	Actual 2023
Centennial Complex	$2,800,835	$584,850	$221,353	$1,756,565	$104,382	$133,685
Courthouse	165,442	93,134			72,308	
Land Reserve	7,433,313			4,117,034		3,316,279
Chase Building	1,977,661	824,931	188,280		601,985	362,465
Grader Sheds	3,823,037			2,012,617	225,000	1,585,420
Motor Pool	722,769	348,649		374,120		
Health Department	1,426,407	585,138	326,600	37,140	477,529	
Island Grove	608,882	171,308	62,703	159,690		215,181
North Jail	49,249,283	2,709,484	1,390,025	44,823,421	32,695	293,658
1400 N 17th Ave	808,225			713,858		94,367
1301 N 17th Ave.	3,090,361	2,710,447	379,914			
Public Works	5,146,428	80,933	60,400	2,131,562	1,128,077	1,745,456
Human Services	4,244,922	2,188,275	946,908	957,688	152,051	
1250 H Street	7,395,749	3,679,710		3,301,650	414,389	
SW Weld Building	816,018		799,415			16,603
SE Weld Building	29,307				29,307	
North 1401-1403	2,888,247			917,547		1,970,700
1121 M St	3,370,773			3,370,773		
Admin (1150 O St)	646,351	473,970	103,337		69,044	
Crime Lab	2,679,634			2,581,917		97,717
Law Admin	187,723		43,127	79,640	64,956	
Facilities	264,892			264,892		
CNG Station	2,155,458	2,155,458				
Wash Bay	2,799,885				2,730,579	69,306
Justice Services	945,821		813,245	22,709	109,867	
West Annex	333,308					333,308
Miscellaneous	1,366,130		230,897	183,073	101,475	850,685
In process (not completed)	25,929,810			6,002,173	12,035,791	7,891,846
TOTAL	**$133,306,671**	**$16,606,287**	**$5,566,204**	**$73,808,069**	**$18,349,435**	**$18,976,676**

NOTE: Expenditures listed in year completed.

FIVE YEAR
CAPITAL PROJECTS PROGRAMS
2025-2028

Requirements	*Total*	*2025*	*2026*	*2027*	*2028*	*2029*
Jail Capital Reserve	$9,954,740		$7,716,100	$2,238,640		
SE Weld Building						
SO Range/Training	13,000,000			13,000,000		
Department Requests	4,023,210	4,023,210				
Infrastructure and Equipment	45,000,192	14,627,124	6,083,507	8,922,907	15,093,654	273,000
PW Projects/Grader Sheds	5,217,350	1,680,000	300,000	1,237,350	2,000,000	
North Business Park Infrastructure	26,538,216	15,600,000	10,938,216			
Southwest Office	390,000	390,000				
Facilities Grounds						
Fleet/Trucking Site	15,217,922	8,400,000	6,817,922			
Courthouse/ Annexes	5,350,000	900,000	1,450,000	1,000,000	2,000,000	
Jail	2,150,000		150,000	2,000,000		
Justice Services						
Human Services	21,840,000	450,000			21,420,000	
Administration Buildings	6,000,000	6,000,000				
Building Performance Colo.	2,700,000		100,000	1,300,000	1,300,000	
TOTAL	**$157,381,630**	**$52,070,334**	**$31,309,745**	**$13,469,897**	**$30,156,654**	

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RESOURCE CAPACITY

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FUNDING SOURCES

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CASH FLOW ANALYSIS

CAPITAL EXPENDITURES FUND

RESOURCE CAPACITY

2025- 2029

YEAR	PROPERTY TAX	INTEREST	FEES	TOTAL
2025	$65,647,707	$1,000,000	$225,000	$66,872,707
2026	$20,000,000	$1,000,000	$225,000	$21,225,000
2027	$15,000,000	$750,000	$225,000	$15,975,000
2028	$15,000,000	$750,000	$225,000	$15,975,000
2029	$15,000,000	$750,000	$225,000	$15,975,000

CASH FLOW ANALYSIS

YEAR	BEGINNING FUND BALANCE	REVENUE	EXPENDITURES	ENDING FUND BALANCE
2025	$ 125,000,000	$ 66,872,707	$ 52,070,334	$ 139,802,373
2026	$139,802,373	$ 21,225,000	$ 31,309,745	$ 129,717,628
2027	$ 129,717,628	$ 15,975,000	$ 13,469,897	$ 132,222,731
2028	$ 132,222,731	$ 15,975,000	$ 30,156,654	$ 118,041,077
2029	$ 118,041,077	$ 15,975,000	$ 30,156,654	$ 103,859,423

2025 BUDGETARY IMPACT

CUMULATIVE CAPITAL OUTLAY

Existing Situation:

Many of the issues facing Weld County in terms of the existing capital plan can be attributed to delays in maintenance and project completion due to supply shortages and staffing difficulties that began as a result of the COVID-19 pandemic in 2020. Weld is in the process of creating a Master Space Plan to further meet Strategic Priority #3: Plan for Resilient Infrastructure, Facilities and Resources, with the plan anticipated to be completed in the latter half of 2025. Utilizing the historic principles of preparation and forward thinking, the leadership of Weld County is preparing for significant growth in needed space, staffing, technology, and increasing maintenance needs on existing and aging facilities.

Another issue that has recently impacted this fund greatly is the fluctuation of inflation on product and supply pricing. Prior to 2020, projects could be budgeted within a 10% margin. Currently, a minimum of 30% contingency is included for every project to meet the ever-changing pricing of contracted services and supplies.

Proposed Solution:

Using the one-time significant increase in property tax expected in 2025, the capital fund can be front loaded to meet almost 2 years of anticipated projects, with the understanding that the Master Space Plan may end up changing future years significantly. Each of the projects listed has been determined to be justified and will only change if the Master Space Plan can utilize the funds and existing resources in a more efficient way.

Financing:

It is recommended that the capital fund resources remain to carry over within the capital fund each year. Using this method, the resources can be maximized to allow for flexibility and creativity in utilizing the funds available to meet all the identified capital needs.

Impact on Operational Costs:

As buildings are added to the Weld County inventory, the appropriate ongoing maintenance and operations are included as an increase to Facilities budget in the General Fund. For projects that require additional staffing, the individual departments that are affected will request those increases separately. As of the preparation of the 2025 budget, none of the projects identified for 2025 require additional staffing that has not already been identified.

Facilities 2025 Capital Improvement Plan

The 2025 Department Requests, Facilities Capital Projects and Infrastructure Improvements were allocated as follows.

Fund: 4000-17500		
Capital Projects	8	$ 35,580,000
Infrastructure & Equipment	61	$ 12,467,214
Department Requests	27	$ 4,023,120
Total	96	$ 52,070,334

Facilities and Finance and Administration utilized the following matrix to prioritize the list of projects for 2025 and ongoing needs. With this method, all requests were determined to be included in the 2025 Capital Plan except for one, being removed as it is already in the maintenance plan for future years. The preliminary Master Space Plan and changes to Facilities' ability to budget for ongoing maintenance in the General Fund are being reviewed to improve in future years for the highest effectiveness. The goal of the Facilities Master Plan and any future changes are to meet Strategic Priority #3: Plan for Resilient Infrastructure, Facilities and Resources.

Priorities		*Description*
1	Outstanding	Most "Urgent" tasks that are obvious in nature which could result in loss of equipment, functionality, or mission accomplishment. Safety/Security Degradation. Policy direction.
2	High	"Severe" degradation of mission/equipment. Continuation of existing project. This level of priority translates into projects that need to be completed in a timely manner or they will become larger and more unruly as time passes.
3	Medium	"Minor" degradation in mission/equipment. Minor improvement to existing processes. Medium priority tasks may not seem a medium level to users/tenants as they may not see the larger picture of tasks on the "To Do" list. However, these tasks are important, but not as important as an Outstanding or High priority.
4	Low	"Nominal" improvement or preventative in nature. Lower priority tasks often fall into this category where projects can wait until the proper time of year.
5	Do Not Fund	Already in maintenance plan. No long-term value or extended ROI. Policy Decision. Funding.

WELD COUNTY FACILITIES
2025 ALL PROJECT LIST

2025 PROJECT REQUEST DESCRIPTION	PROPOSED BUDGET	DEPARTMENT / LOCATION	PRIORITY (1-5)
1401 roof replacement	$312,000	1401	1
ADA Transition Plan Items	$100,000	All	1
Add roll up doors at Coroner's Office to generator services	$35,000	Coroner	1
Alternative Program boiler/pipping/storage replacement	$15,000	Alternatives	1
Centennial Center CJIS Data Room - Replace Condensers on CRAC units	$25,000	Centennial Center	1
Community Corrections - Back Up Generator	$150,000	Justice Services	1
Community Corrections - Install Concrete Sidewalk @ High Traffic Areas	$15,000	Justice Services	1
Community Corrections - Replace Carpet, Base, And Stair Floor Coverings	$50,000	Justice Services	1
Coroner's autopsy Suite added FRP for interior walls	$9,000	Coroner	1
Courts Holding 4-Stop Elevator	$300,000	Centennial Center	1
Dacono - Household Hazardous Waste Remodel	$325,000	Haz Waste	1
Evidence Storage - Permanent access to mezzanine	$25,000	SO	1
Fire Alarm Upgrades (5 Buildings)	$165,000		1
Gas boy upgrade to Islander Prime - All fuel site locations	$180,000		1
Install water bottle filler	$2,100	Extension Office	1
Jail - Fire Detection Devices 20% per year	$110,000	Jail	1
Jail 1 West lobby Entrance Replace Storefront Doors and ADA operators	$80,000	Jail	1
Jail 1 West Sally Port Garage Door (West Side)	$75,000	Jail	1
Jail 2 East Roof Replacement	$350,000	Jail	1
Law Admin Data Center - Redundant AC, upsize Generator, Plug	$500,000	Law Admin	1
Law Admin Polygraph Interview Rooms - Sound Proofing, Equipment Provisions	$65,000	SO	1
New ballot box and camera	$15,000	Clerk and recorder	1
New Regional Backup Dispatch Center	$5,000,000	Communications	1
North Jail / SO Key Watcher Replacements (6 Each)	$101,000	Jail	1
North Jail DDN (Video Storage) Replacement	$225,000	Jail	1
Nurses Station Expansion @ Health Office	$75,000	Public Health	1
O Street Business Park - Infrastructure	$13,000,000	Facilities	1
Public Works ALL BUILDINGS - Remove Asphalt and Fix Grading Issues on North and south side of all buildings - Replace Asphalt	$900,000	Public Works	1

WELD COUNTY FACILITIES
2025 ALL PROJECT LIST

2025 PROJECT REQUEST DESCRIPTION	PROPOSED BUDGET	DEPARTMENT / LOCATION	PRIORITY (1-5)
1150 Replace Storefront Doors at main entry	$60,000	Admin Building	2
1400 - Johnsons Controls - upgrade controllers & system	$120,000	1400	2
1500 2nd Street Roof Replacement - East/West Roof over furniture storage.	$250,000	Print Shop	2
1551 - upgrade controllers & system	$120,000	1551	2
Add two cubicles in open conference room (Full Height)	$18,000	Extension Office	2
Bike Shop Building Demo and Parking Lot Install	$375,000	Facilities	2
Courthouse - Limestone Deterioration Repairs	$750,000	Facilities	2
Courts Holding Ramp Keypad upgrade to ICT - (2 each)	$20,000	Centennial Center	2
Delta Controls Upgrade - (Alternative Programs)	$136,995	Alternatives	2
Fleet Expansion - Phase 2	$7,000,000	Fleet	2
Grover Grader Shed Generator	$45,000	Grader Shed	2
Irrigation Controller Upgrade	$150,000		2
Irrigation Well House Upgrade	$25,000		2
Jail - Intercoms 20% per year	$25,000	Jail	2
Jail 1 East Hot Water Generator and Piping Replacement	$700,000	Jail	2
Jail 1 West, East and 2 East Lighting and Lighting Control Upgrade in all common areas.	$500,000	Jail	2
Jail 1 West, East and 2 East Lighting and Lighting Control Upgrade in all pods.	$700,000	Jail	2
Kersey Grader Shed Generator	$45,000	Grader Shed	2
KNOX Box relocation for 8 buildings	$16,000		2
Law Admin - Digital Signage for public interface	$10,000	SO	2
Lighting Control Upgrades (6 Buildings)	$600,000		2
North Jail - Add Security Station in Main Lobby	$30,000	SO	2
North Jail - Master Control stations additions	$6,000	SO	2
North Jail - Unit 17/18 Courts Video System	$24,000	SO	2
North Jail 1 West Pods A, B, and C Replace Deputy's Desk and Refinish Flooring to create a walking perimeter	$155,000	SO	2
North Jail Pod 24 Hour Out Room Addition	$1,250,000	SO	2
Office space increase for new FTE	$75,000	Assessor	2
Parking Lot - 1555 & 1950 Front (94,300)	$424,350	Health	2
Planning & Oil and Gas IDF Cooling	$30,000	1301	2
Public Works - Move Computer room to existing soils lab	$22,000	Public Works	2
Public Works East Annex - Add access control to foreman's hallway door	$6,500	Public Works	2

WELD COUNTY FACILITIES
2025 ALL PROJECT LIST

2025 PROJECT REQUEST DESCRIPTION	PROPOSED BUDGET	DEPARTMENT / LOCATION	PRIORITY (1-5)
Public Works OEM/Snow Operations Office Addition/Remodel	$175,000	Public Works	2
Remove and Replace fogged windows (12 each)	$25,000	Public Health	2
Replace Open Path with ICT @ Chase	$20,000	Chase	2
Replace RTU's @ Extension Office (12each)	$240,000	Island Grove	2
Soils Lab Addition / Remodel	$175,000	Public Works	2
Stoneham Grader Shed	$1,400,000	Public Works	2
West Annex - Replace Key Cores	$2,500	Justice Services	2
1250 Proxy Relocation for Backflow Access	$3,500		3
1500 2nd Street Patch/Paint	$35,000	Print Shop	3
Additional Proxy Doors (Graders, PW Storage & HHW)	$160,000		3
As-Built Digital Plans (5 buildings)	$50,000		3
Centennial - 1st Floor Carpet	$80,000	Centennial Center	3
Centennial - 2nd Floor Carpet (DA & Judicial)	$180,000	Centennial Center	3
Centennial - 2nd Floor Teardown/DA new furniture after Carpet	$445,000	Centennial Center	3
Centennial - DA 2nd Floor Ceiling Grid	$125,000	Centennial Center	3
Centennial - DA 2nd Floor Lighting upgrade	$156,000	Centennial Center	3
Centennial - DA 2nd Floor Paint	$104,000	Centennial Center	3
Centennial - DA 2nd floor Restroom Update	$100,000	Centennial Center	3
CHAN - Upgrade controllers & system	$120,000	CHAN	3
CHAN - Elevator	$225,000	CHAN	3
Courthouse - Carpet and furniture teardown	$281,000	Courthouse	3
Courthouse Electric & Data Update	$100,000	Courthouse	3
Doors/Frames - Replace Rusted - North Jail	$12,000	Jail	3
Extend Wall at front lobby to hide men's restroom	$10,000	Planning	3
Justice Services - Community Corrections - Generator	$463,000	Comm Corr	3
Metal Detector - Alternative Programs & Justice Services	$40,000	Alternatives	3
Panic Button upgrade	$60,000		3
Parking Lot - 918 10th (10,500 SF)	$52,500	918	3
Public Works - Install Generator at Peckham Grader Shed	$175,000	Public Works	3
Public Works Main - Upgrade AV equipment including TV/projector for OPS Conference room	$12,500	Public Works	3
Remodel Plaza East for new Jury Assembly, CIC	$1,800,000	Judicial	3
Unit Heaters in Exhibition Building Replacement (9ea)	$18,000	Island Grove	3
Weld County Building Signage Design	$50,000		3

WELD COUNTY FACILITIES
2025 ALL PROJECT LIST

2025 PROJECT REQUEST DESCRIPTION	PROPOSED BUDGET	DEPARTMENT / LOCATION	PRIORITY (1-5)
Jail 1 East VCT Gym Floor	$35,000	Jail	4
Men's restroom remodel	$15,000	Planning	4
Unit Heaters in Stock Barn Replacement (12ea)	$24,000	Island Grove	4
Wash Bay Slab on Grade Replacement to Fix Drainage Issues	$175,000	Wash Bay	5

Poject Request Proposed Budget:	**$43,391,945**
20% Contingency:	**$8,678,389**
Total Project Request Proposed Budget:	**$52,070,334**

WELD COUNTY FACILITIES DEPARTMENT
5 YEAR CAPITAL
MAINTENANCE AND IMPROVEMENT PLAN

2026	PROPOSED BUDGET	
ADA Transition Plan Items	$ 200,000.00	
As-Built Digital Plans (5 buildings)	$ 50,000.00	
Centennial Sidewalk Elevator	$ 225,000.00	
Chase Annex - Elevator	$ 200,000.00	
Courthouse Electric & Data Update - Design	$ 70,000.00	
Delta Controls Upgrade - (Community Corrections)	$ 192,857.00	
Develop As-built Digital Plans - 4 Major Buildings	$ 140,800.00	
Fire Alarm Upgrades (5 Buildings)	$ 170,000.00	
Grover Tower - Generator Replacement	$ 40,000.00	
Human Services B - Replace RTUs	$ 403,000.00	
Jail - 1-West Exhaust Fan System	$ 230,000.00	
Jail - Elevator CP08-002954 Modernization	$ 225,000.00	
Jail - Elevator CP-08-002955 Modernization	$ 225,000.00	
Jail - Elevator CP08-002965 Modernization	$ 225,000.00	
Jail - Fire Detection Devices 20% per year	$ 20,000.00	
Jail - Intercoms 20% per year	$ 100,000.00	
Johnsons Controls Upgrade - 1551	$ 235,000.00	
Key Watcher (6 Buildings)	$ 101,000.00	
LaSalle Tower - Generator Replacement	$ 40,000.00	
Metal Detector - CHAN & SPR	$ 14,500.00	
Missile Site Sliding Door Repairs	$ 12,000.00	
Parking Lot - 1555 & 1950 Front (94,300)	$ 424,350.00	
Public Works - Install Generator at Gill Grader Shed	$ 84,000.00	
Southwest Boiler Replace	$ 210,000.00	
1150 Admin - Replace Split System	$ 12,000.00	
1301 Finance - Replce Split System (2)	$ 22,000.00	
1400 - Replace Fan Coil and Hydranic System Terminal	$ 185,000.00	
1401 IT - Replace Lighting with LED and Controlers	$ 160,000.00	
1401 - Replace RTU's	$ 195,000.00	
1402 Planning - Replace Exhaust fan and Damper	$ 30,000.00	
4H Building - Reseal Concrete Flooring	$ 25,000.00	
300 8th Ave - Replace carpeting and reseal concrete floors	$ 80,000.00	
300 8th Ave - Repaint Interior walls	$ 18,000.00	
906 - Interior remodel to include HVAC and Electrical upgrades	$ 275,000.00	
918 - HVAC and Electrical upgrades	$ 92,000.00	

WELD COUNTY FACILITIES DEPARTMENT
5 YEAR CAPITAL
MAINTENANCE AND IMPROVEMENT PLAN

2026 (continued)	PROPOSED BUDGET	
Alternative Programs - HVAC Control Upgrade (Complete)	$ 360,000.00	
Alternative Programs - Security Camera Upgrade	$ 120,000.00	
Centennial Center - VAV Replacement	$ 360,000.00	
Courthouse - Air Handler Replacement	$ 122,000.00	
Courthouse - Replace carpeting	$ 190,000.00	
2026 TOTAL PROPOSED BUDGET	**$ 6,083,507.00**	
2027	**PROPOSED BUDGET**	
822 7th - Air Handler Coils	$ 90,000.00	
822 7th - VAV Replacement	$ 220,000.00	
ADA Transition Plan Items	$ 200,000.00	
As-Built Digital Plans (5 buildings)	$ 50,000.00	
Centennial Center - Cooling Tower Replace	$ 1,000,000.00	
Centennial Center VAV Replacement	$ 640,000.00	
Courthouse - Hot/Cold Deck louver upgrade	$ 90,000.00	
Courthouse Cabling Trays and Data Cable Upgrades	$ 250,000.00	
Courthouse Cabling Trays and Electrical Upgrades	$ 600,000.00	
Delta Controls Upgrade - (Southeast, 822, Health, Crime Lab)	$ 105,107.00	
Develop As-built Digital Plans - 4 Major Buildings	$ 140,800.00	
Door Access Control - system upgrade	$ 250,000.00	
Jail - Fire Detection Devices 20% per year	$ 20,000.00	
Jail - Intercoms 20% per year	$ 100,000.00	
Jail - Rotant Replacement	$ 220,000.00	
Johnsons Controls Upgrade - Human Service A	$ 369,000.00	
Johnsons Controls Upgrade - Marlborough	$ 84,000.00	
Metal Detector - Spare	$ 15,000.00	
Parking Lot - 2110 front & back (162,000 SF)	$ 810,000.00	
Plaza West VAV Replacement	$ 440,000.00	
Alternative Programs - RTU Replacement	$ 350,000.00	
Alternative Programs - Water Heater Replacement	$ 45,000.00	
Community Corrections - Repalce Carpet and VCT	$ 430,000.00	
New Raymer Grader Shed - Upgrade Lighting	$ 30,000.00	
HHW North - Repalce OH Door	$ 18,000.00	
Jail One West - Detention Equipment Replacement (Toilets, sinks,	$ 240,000.00	
Jail One West - Replace Flooring	$ 305,000.00	

WELD COUNTY FACILITIES DEPARTMENT
5 YEAR CAPITAL
MAINTENANCE AND IMPROVEMENT PLAN

2027 (continued)	**PROPOSED BUDGET**	
Jail One West - HVAC Upgrade includine ductwork	$ 801,000.00	
Jail One West - Common Elevator Upgrade	$ 235,000.00	
Jail Two East - Replace RTU's	$ 625,000.00	
Print Shop - Install Fire Suppresion System	$ 150,000.00	
2027 TOTAL PROPOSED BUDGET	**$ 8,922,907.00**	
2028	**PROPOSED BUDGET**	
822 7th Street Chiller Replacement	$ 320,000.00	
ADA Transition Plan Items	$ 200,000.00	
Alternative Programs Elevator Modernization	$ 275,000.00	
As-Built Digital Plans (5 buildings)	$ 50,000.00	
Chase Air Handler	$ 400,000.00	
Delta Controls Upgrade - (Law, PW, SW, Coroner)	$ 21,604.00	
Develop As-built Digital Plans - 4 Major Buildings	$ 140,800.00	
Jail - 2-West Redundant UPS	$ 200,000.00	
Jail - Elevator CP08-002956Modernization	$ 275,000.00	
Jail - Elevator CP08-002957 Modernization	$ 275,000.00	
Jail - Fire Detection Devices 20% per year	$ 20,000.00	
Jail - Intercoms 20% per year	$ 100,000.00	
Jail - Smoke Control Design/Replace	$ 200,000.00	
Johnsons Controls Upgrade - 1400	$ 112,000.00	
Johnsons Controls Upgrade - 1402	$ 128,000.00	
Parking Lot - 1400 (41,000 SF)	$ 205,000.00	
Parking Lot - Human Services - North (78,000 SF)	$ 429,000.00	
Parking Lot - West Annex (15,500 SF)	$ 85,250.00	
1150 Admin - Replace Carpeting	$ 465,000.00	
Security System including camera system upgrade	$ 176,000.00	
1250 - Casework and Cabinetry replace	$ 60,000.00	
1301 - Replace Carpet and VCT	$ 107,000.00	
1301 - Prep and Paint all wall surfaces	$ 70,000.00	
1400 - HVAC System control upgrade	$ 201,000.00	
1400 - Replace Secondary Transformer / Step Down	$ 45,000.00	
1401 - Replace carpet and VCT	$ 265,000.00	
1401 - Prep and paint all wall surfaces	$ 125,000.00	

WELD COUNTY FACILITIES DEPARTMENT
5 YEAR CAPITAL
MAINTENANCE AND IMPROVEMENT PLAN

2028 (continued)	PROPOSED BUDGET	
1402 - Upgrade HVAC Control Systems	$ 201,000.00	
1402 - Replace Secondary Transformer / Step Down	$ 45,000.00	
918 - Replace plumbing system (Supply and Sanitary)	$ 225,000.00	
Alternative Programs - Replace Lockers	$ 625,000.00	
Alternative Programs - Replace Roof	$ 350,000.00	
Centennial Center - Replace Boiler Systems	$ 175,000.00	
Centennial Center - Replace AHU's, Boilers, Exhaust Fans, Unit heaters, and Hydronic Baseboard heat	$ 995,000.00	
Centennial Center - Replace Plumbing systems (Supply and Sanitary)	$ 2,900,000.00	
Centennial Center - Upgrade Electrical systems	$ 830,000.00	
Chase Main - Replace AHU's	$ 670,000.00	
Chase Main - Replace Hydronic Baseboard Heat	$ 630,000.00	
Courthouse - restore Wall and Ceiling Finishes	$ 1,145,000.00	
Crime Lab - HVAC Exhaust and Laboratory Equipment Replacement including controls, Water Heater, and mini split systems	$ 590,000.00	
HHW North - Generator Replacement	$ 180,000.00	
HHW North - ATS Replacement	$ 42,000.00	
Human Services A - Replace Carpet	$ 380,000.00	
Human Services A - Prep and Paint Wall Surfaces	$ 160,000.00	
2028 TOTAL PROPOSED BUDGET	**$ 15,093,654.00**	
2029	**PROPOSED BUDGET**	
Extension RTU - Open Area	$ 273,000.00	
2029 TOTAL PROPOSED BUDGET	**$ 273,000.00**	

FINANCING ALTERNATIVES

FINANCING

Overview:

There are a number of ways to finance capital improvement projects. Some of the most common methods are:

1. ***Pay as you go:***

   Pay as you go is a method of financing capital projects with current revenues -- paying cash instead of borrowing against future revenues. Pay as you go has several advantages. First, it saves interest cost and financing. Second, pay as you go protects borrowing capacity for unforeseen major outlays that are beyond any current year's capacity. Third, when coupled with regular, steady completion of capital improvements and good documentation and publicity, pay as you go fosters favorable bond ratings when long-term financing is undertaken. Finally, the technique avoids the inconvenience and considerable cost associated with marketing of bond issues, advisors, counsel, printing, etc.

   However, there are practical and theoretical disadvantages to a pay as you go policy. First, pay as you go puts a heavy burden on the project year. Second, it creates awkward fluctuating expenditure cycles which do not occur with extended financing. Third, a long-life asset should be paid for by its users throughout its normal life, rather than all at once by those who may not have the use of it for the full term. Finally, when inflation is driving up construction costs, it may be cheaper to borrow and pay today's prices, rather than wait and pay tomorrow's.

2. ***All borrowing policy:***

   An all borrowing policy or a substantial reliance on debt financing is another approach. The annual available resources could be used entirely for debt service with the size of the annual resources setting the limit on the amount that could be borrowed.

3. ***Capital reserve:***

   A capital reserve plan is an approach where the annual resources available could be accumulated in one or more capital reserve funds, the amounts invested, and when any funds become adequate to pay for a proposed project, the fund could be expended. This is a good approach when a county has a capital requirement which can wait. Accumulation of the necessary capital funds over a period of time is a feasible approach, assuming a relatively stable construction dollar.

   HB 82-1111, passed in 1982, specifically provides for a capital improvements trust fund for capital reserves.

4. ***Partial pay as you go policy:***

   A partial pay as you go policy is a common approach. Some of the annual resources would be used to finance capital improvements directly, and the remainder would go for supporting a debt program. Even if a local government pursues a borrowing policy, an initial down payment out of current revenues is a possibility. A customary five to ten percent down is a limited pay as you go policy and assures that the voters authorizing the approval will make a cash contribution, so all the burden will not be postponed.

5. ***Joint financing:***

   An ever increasing number of cities and counties are benefitting from joint development of a project. The construction of a city/county office building and recreational areas are examples. This avenue of funding and planning capital projects normally is advantageous to both jurisdictions.

6. ***Lease/Purchase:***

   Local governments can utilize lease/purchase methods for needed public works projects by having it constructed by a private company or authority. The facility is then leased by the jurisdiction on an annual or a monthly rental. At the end of the lease period, the title to the facility can be conveyed to the jurisdiction without any future payments. The rental over the years will have paid the total original cost, plus interest. This method has been used successfully in a few jurisdictions. The utilization of a building authority would fall under this category of financing.

Numerous considerations are involved in the selection of the foregoing approaches, or some combination thereof:

1. Political realities may preclude utilization of one or more of the above alternatives. For example, the passage of general obligation bonds as a debt financing mechanism has not met recent success at the polling places in most jurisdictions.

2. The pay as you go concept has three distinct advantages.

   A. It provides great flexibility to the county for future periods of economic recession or depression but does not accumulate large fixed-charge costs.

   B. It avoids the payment of interest and financing charges.

   C. It imposes upon public officials the full political responsibility for levy of the taxes necessary to pay the local share of such projects.

3. The debt financing approach has the advantage of spreading the cost over a generation of current users of public facilities, thereby imposing upon each a significant portion of the cost of each project.

4. In an inflationary period, one must consider the extent to which prepayment for capital outlay is warranted, when the opportunity for repayment of the principal and interest in dollars that are less expensive can be arranged.

5. During periods of rapid rise in costs, the time delay necessary to accumulate down payments or full pay as you go resources invites higher costs which may wipe out most, if not all, of the advantages of non-payment of interest.

In the five-year capital projects plan, a combination of funding methods will be recommended to finance capital construction to balance the economy of a payment in full program with the fairness of sharing the burden among present and future taxpayers.

This recommended financial program reflects consideration of many factors, including the availability of cash, anticipated interest rates at the time of construction, and projected inflationary cost increases that would result from project delays.

DEBT FINANCING

Before discussing specific types of borrowing, it is appropriate to review some of the basic constitutional statutory provisions which generally are applicable to debt financing.

Article XI, Section 6, of the Colorado Constitution, provides that no debt may be created by a political subdivision of the state, unless the question of incurring such debt has been approved by a majority of the qualified electorate voting. Any obligation paid, or contracted to be paid, out of a fund that is a product of a tax levy is a debt within the means of the Constitution (Trinidad vs. Haxby, 136 Colorado 168, 315 p 2d 204 -- 1957).

In addition to voter approval, Article XI, Section 6, requires the debt be incurred by adoption of a legislative measure which is irrevocable until the indebtedness is fully paid or discharged. The ordinance must:

1. Set forth the purpose for which the bond proceeds will be applied, and

2. Provide for the levy of the tax which, together with such other revenues as may be pledged, will be sufficient to pay the principal and interest of the debt.

The Constitution delegates to the Legislature the duty to establish statutory limitations on the incurrence of debt. The total amount of debt which a county may incur may not exceed three percent (3%) of the assessed value in the county, which is nearly $350 million dollars in Weld County.

Section 4 of Article X, Section 20 (TABOR Amendment), requires voter approval for any form of multi-year debt. It states that an election is required: "Except for the refinancing of district bonded debt at a lower interest rate or adding new employees to existing district pension plans, creation of any multiple-fiscal year direct or indirect district debt or other financial obligation whatsoever without adequate present cash reserves pledged irrevocable and held for payments in all future fiscal years."

In addition to the state statute, Section 14-6 of the Weld County Home Rule Charter specifies:

> "The incurring of indebtedness by the county and the issuance of evidences of such indebtedness shall be authorized, made and executed in accordance with the laws of the state, including the borrowing of money to fund county projects, the pledging of project revenues and repayment thereof, and the issuance of revenue warrants, or revenue bonds, or other forms of evidence of such obligations."

Before discussing specific types of bonds, it is appropriate to review some of the general characteristics of bonds. Bonds mature serially, that is, a portion of the principal is retired over the entire term of the bond issue. Interest on municipal bonds is free from Federal Income Tax which is an important feature to prospective purchasers. The term or the length of time to maturity of municipal bonds can vary considerably. Generally, the last maturing bond comes due ten to thirty years from the date of issue. Normally, the longer the maturity of the bonds, the higher the yields or return on investment is demanded by the market price. Thus, a bond issue that runs thirty years will pay a higher net effective interest rate than a bond issue that runs twenty years.

General Obligation Bonds:

General obligation bonds are secured by a pledge of the full faith, credit and taxing power of the county. The county is obligated to levy sufficient taxes each year to pay the principal and interest of the bond issue. Consequently, general obligation bonds are a debt subject to the constitutional and statutory provisions discussed earlier. Because the issue of general obligation bond pledges its full faith and credit and agrees to levy the ad valorem taxes necessary to repay the principal and interest of the bond, it is generally agreed to be a more secure investment than other types of bonds. Thus, the major advantage of general obligation financing is the low rate of interest as compared to the interest of other types of bonds. The law permits general obligation bonds to have a thirty-year term; however, general obligation bond issues usually have terms of twenty years or less.

General obligation bonds, in addition to being secured by full faith and credit of the issuer, may provide additional security by pledging certain available revenues.

The major disadvantage of general obligation bonds is the fact that it does require voter approval prior to issuance. Voter resistance to increased taxes may prevent a successful bond election.

Revenue Bonds:

Revenue bonds are not a debt in the constitutional sense. They are secured by the revenue derived from the project to be constructed, not by pledge of the full faith, credit, and taxing authority of the county. Projects typically financed by revenue bonds include airports, stadiums, and park facilities. Under the TABOR Amendment, revenue bonds can only be used for enterprise funds and operations.

Although it may seem possible to pledge any non-tax revenues for payment of revenue bonds, there should be a relationship between the type of revenue pledged for payment of the bonds and the project to be financed. Although revenue bonds need not comply with the constitutional statutory provisions generally applicable to a debt, there are several statutory provisions which may affect the issuance of certain types of revenue bonds and the statutes should be consulted for specific provisions regarding the issue of revenue bonds if this method is considered.

Revenue bonds are less secure than general obligation bonds because of the inability of the issuer to levy taxes to assure the payment of principal and interest. Thus, there is normally a higher interest rate on revenue bonds. The term of revenue bonds is often beyond twenty years, frequently as long as thirty years.

The concept of issuing revenue bonds is based on the theory that certain projects which benefit only certain individuals should be self-supporting and should be paid for by the user of that project rather than the populace as a whole. Thus, airport revenue bonds are paid for by air travelers and airlines and parking revenue bonds are paid for by users, etc.

In order for a county to issue a revenue bond, the system which generates the revenues to repay the principal and interest of the bond must:

1. Have a good operating history documented by audited figures.

2. Reflect good debt service coverage through use of a feasibility study completed by a recognized expert in the field.

In analyzing a revenue bond issue for underwriting, an investment banker will look not only at operating statistics and coverage, but also at more basic elements, such as the necessity of the service, control over competition, and delinquency procedures. Revenue bonds are becoming more popular because they do not require voter approval and do not apply in statutory debt limits.

Leases:

A less traditional method of financing county facilities is a lease arrangement. A lease is executed with the county, which gives the county the option to purchase the equipment or facility during the term of the lease. All or part of the lease payments may be applied to the purchase prices.

A bona fide lease option agreement is not a debt; however, an installment purchase program is a debt. A bona fide lease/option agreement is characterized by two factors:

1. Annual rental payments with automatic renewal of the lease unless terminated by either party, and

2. No obligation on the part of the local government to purchase the property if the lease is terminated.

Also, some court cases indicate the annual rental must be paid from non-property tax revenues to avoid the lease being considered a general obligation. Upon exercise of the option, the local government obtains full legal title to the property. Leases of this nature are distinctively different from more conventional means of financing. Of primary importance is the security which underlies the lease period. It is not a promise to levy taxes or a pledge of revenues from the system. Rather, it is usually a promise to pay only one year at a time, with an implied intention to continue payment until ownership is transferred. As ultimate security, the holder of the lease may look to the asset which is being leased in the event of a default.

There is little statutory or judicial guidance in the area of leases of this type, and the obligation to continue lease payments until title transfers is a moral, rather than a legal obligation. As a consequence, the underwriting or placement of a lease is more difficult than the underwriting of conventional bonds. The term of the leases generally is short, usually from seven to ten years. Because the security underlying the lease is not good compared with conventional financing, interest rates on leases are higher.

Building Authority:

A building authority is a non-profit corporation which generally is formed at the request of the governing body of the county or local jurisdiction, which also appoints the Board of Directors of the corporation. Weld County created such an authority in 1987, named the Weld County Finance Corporation. The directors are the Director of Finance, County Attorney, and Director of Facilities, each appointed for ten-year terms.

The building authority issues its own bonds to finance a facility. To achieve the same lower interest rates that traditional municipal bonds enjoy, the building authority must obtain a ruling from the Internal Revenue Service (IRS) that the interest on the authority's bonds is exempt from Federal Income Tax. Such an exemption is granted if the IRS finds the authority's bonds are issued on behalf of a political subdivision, which is determined based upon the following factors as detailed in IRS Revenue Ruling 63-20.

1. The authority engages in activities which are essentially public in nature.

2. The corporation is not organized for profit.

3. The corporate income does not inure to the benefit of any private person.

4. The political subdivision has a beneficial interest in the corporation, while the indebtedness is outstanding, and it obtains full legal title to the property on the retirement of the debt.

5. The corporation has been approved by the political subdivision which has approved the specific obligation of the corporation.

Like municipal bonds, bonds issued by a corporation usually are subject to registration and other requirements of the Securities Act of 1933 and the Security Exchange Act of 1934. After receiving a favorable ruling from the IRS, a “no action" letter should be secured from the Security and Exchange Commission, exempting the authority's bonds from these requirements. The authority then issues bonds pledging the annual rental payments as security. After issuance of bonds and construction of the facilities, the authority leases the facilities to the county. Again, this must be a bona fide lease and possess all the elements discussed under Lease/Purchase.

The bonds of a building authority are like municipal leases in the way they are viewed by investors. As with a simple municipal lease, building authority bonds are less secure than general obligation or revenue bonds. As a result, bonds issued through a building authority bear higher interest than more secure issues.

Certificates of Participation (COP) may be issued in the same manner as bonds. As a practical matter the COP is the same as a bond, except from a legal point of view, the COP is evidencing assignment of proportionate undivided interests in rights to receive certain revenues in the form of a lease or rental amount for the purpose of providing funding for capital improvements. The lease and COP do not constitute a general obligation or other indebtedness of the county within the meaning of any constitutional, statutory or home rule charter debt limitation. The lease is a year-to-year obligation.

The use of Certificates of Participation (COP) has been the only debt vehicle Weld County has ever used in the implementation of its debt policy options. The only COP issued by Weld County was done in 1997 and was paid off August 1, 2007. No outstanding debt exists for Weld County.

BUILDING AUTHORITY FINANCE

The Philosophy:

Tax-exempt financing is available through a building authority with the issuance of bonds when the facilities financed are for public purposes and the benefit is to the sponsoring public entity.

The Building Authority:

A building authority is a Colorado non-profit corporation created by the county itself. The county adopts a resolution calling for the creation of the Building Authority and directing counsel to draw articles of incorporation and by-laws in compliance with Colorado Statutes. A board of directors is formed. The board may consist of County Commissioners or administrative personnel or individuals not associated with any public entity. The Weld County Finance Corporation, created in 1987, consists of the Director of Finance, County Attorney, and Director of Facilities as directors.

Tax-Exemption of Interest:

Once the non-profit corporation is created, the tax-exempt nature of interest paid on the corporation's bonds must be assured. A revenue ruling is requested from the Internal Revenue Service on the non-profit status of the corporation pursuant to Internal Revenue Code, 103(a) 1 and Revenue Ruling 63-20, and on the tax-exempt status of interest paid.

Such an application involves considerable work and a detailed analysis of the situation which is presented to the Internal Revenue Service. The application includes information as to public purpose, the county, the agency using the facilities, the proposed lease terms, terms of title reversion to the county and the proposed method of financing.

Corporate Bonds and the S.E.C.:

As corporate bonds are subject to registration requirements of the Securities and Exchange Commission, a “no action” letter must be obtained from the S.E.C. The S.E.C. says that no action will be taken if the bonds of the building authority/non-profit corporation are not registered.

The Purchase Contract:

Once the building authority is created with powers to act, it may enter into a contract to purchase the facility. The contract should be subject to:

1. A favorable revenue ruling from the Internal Revenue Service.

2. Receipt of an S.E.C. “no action” letter.

3. Finalization of financing.

The Bond Issue:

When all legal and tax questions are answered the building authority may issue bonds for the purchase of the facility. Normally the bonds are sold directly to an underwriter who then resells the bonds to the ultimate investor.

The bonds that are issued will be an obligation of the building authority only and not a debt obligation of the county.

The County Lease:

Upon the issuance of the bonds and the purchase of the building by the building authority, the county can lease the building from the authority. The lease would be from year-to-year with automatic renewal unless otherwise terminated. A county lease for any period in excess of one year constitutes a debt and must be approved by voters.

The Bond Security:

The security of the bond holders may be only in a pledge of lease revenues by the authority. The bond holders may also have a first mortgage lien on the building. The combination of the two results in a more secure bond and a correspondingly lower rate of interest.

Partial Seller Financing:

Depending on factors such as the seller's motivation, whether there is an existing loan on the building, and negotiations, a bond issue can be for only the amount necessary for a down payment. The sellers can carry back the balance, receiving installment sale tax benefits on the capital gains. A revenue ruling would be required; however, interest paid on a promissory note to the seller may also be tax exempt. The total cost to the county and the building authority then may be substantially lower on this basis.

PROPRIETARY FUNDS SUMMARY

Proprietary funds include both Internal Service Funds and Enterprise Funds. Internal Service Funds are established to account for goods and services provided to other departments of the county on a cost-reimbursement basis. Enterprise Funds account for departments providing services primarily to third party payers.

NORTHERN COLORADO REGIONAL FORENSIC LABORATORY FUND: This fund accounts for the maintenance and operational costs of the Northern Colorado Regional Forensic Laboratory. It is funded by rent paid by participating agencies.

FLEET SERVICES FUND: The Fleet Services Fund accounts for the revenue and costs generated by equipment and vehicles rented to other county departments. The gross operating budget amounts to $15,718,993 in 2025, with $7,162,500 budgeted for new capital equipment. Depreciation is $6,144,000 for new equipment purchases, plus sale of surplus items of $744,500.

HEALTH INSURANCE FUND: The Health Insurance Fund reflects the cost of Weld County's self-insurance program which includes health, dental, and vision coverage. Details of the program and coverage are found under the specifics of the fund summary. In 2025, the county will have the option of only dental being self-insured, with an optional covered plan for each dental and vision. Health coverage will be provided by a private company on a partially self-insured basis with a Preferred Provider Organization (PPO) option and a High Deductible Health Plan/Health Reimbursement Account (HDHP/HRA) option.

INSURANCE FUND: The Insurance Fund accounts for all insurance costs for the county. The program is a combination of insured risks and protected self-insurance risks. Gross budget costs are $8,240,400 in 2025, with a property tax levy of $7,817,069. Details of the program are provided under the specifics of the fund summary.

TELECOM SERVICE FUND: Budget reflects total consolidation of telecom service costs of $1,791,120 in Weld County, a slight decrease from 2024 due to negotiations with contracted services. Funding is at current level and reflects no capital upgrades in 2025.

WELD COUNTY FINANCE CORPORATION: Budget contains the funding for the Weld County Finance Corporation, which accounts for the lease purchases of county buildings. As of August 1, 2007, there are no active leases. Weld County has no long-term debt.

REGIONAL CRIME LAB
SUMMARY OF REVENUES
2025

Fund	Org	Acct	Account Title	2024 Budget	2025 Request	2025 Recommend	2025 Final
			CHARGE FOR SERVICES				
5200	27100	4410	CHARGE FOR SERVICES	310,000	310,000	310,000	
			TOTAL REGIONAL CRIME LAB	**310,000**	**310,000**	**310,000**	**-**

REGIONAL CRIME LAB
SUMMARY OF EXPENDITURES
2025

Fund	Org	Expenditure Function	2024 Budget	2025 Request	2025 Recommend	2025 Final
5200	27100	CRIME LAB - JOINT OPS	310,000	310,000	310,000	
		TOTAL REGIONAL CRIME LAB	**310,000**	**310,000**	**310,000**	**0**

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: ***NO. CO. REGIONAL FORENSIC LABORATORY FUND***

BUDGET UNIT TITLE AND NUMBER: No. Co. Regional Forensic Laboratory - - 5200-27100

DEPARTMENT DESCRIPTION: This fund accounts for the maintenance and operational costs of the Northern Colorado Regional Forensic Laboratory. It is funded by rent paid by participating agencies.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	18,272	0	0	0
Purchased Services	193,980	155,900	155,900	155,900
Fixed Charges	95,063	154,100	154,100	154,100
Capital	0	0	0	0
Gross County Cost	$ 307,315	$ 310,000	$ 310,000	$ 310,000
Revenue	307,315	310,000	310,000	310,000
Net County Cost	$ 0	$ 0	$ 0	$ 0
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES: Purchased Services total $155,900 which includes electricity ($54,000), water ($6,500), gas ($15,000), phones ($30,000), trash ($700), professional services ($1,700), and repair and maintenance ($48,000). Fixed costs are $154,100 for depreciation ($96,105), and indirect costs ($57,995). The total expenditure budget is $310,000 with $310,000 in revenue from charges paid by the five member jurisdictions per an MOU in the amount of $62,000 each.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

FLEET SERVICES
SUMMARY OF REVENUES
2025

Fund	Org	Acct	Account Title	2024 Budget	2025 Request	2025 Recommend	2025 Final
6000	96300	4410	CHARGE FOR SERVICES	**9,099,707**	**9,894,047**	**9,894,047**	
6000	96300	4680	OTHER	6,070,000	6,144,000	6,144,000	
6000	17550	4810	GAIN LOSS ON SALE	724,000	774,500	774,500	
			TOTAL MISCELLANEOUS	**6,794,000**	**6,918,500**	**6,918,500**	**-**
			TOTAL FLEET SERVICES	**15,893,707**	**16,812,547**	**16,812,547**	**-**

FLEET SERVICES
SUMMARY OF EXPENDITURES
2025

Fund	Org	Expenditure Function	2024 Budget	2025 Request	2025 Recommend	2025 Final
6000	17550	VEHICLE REPLACEMENT	6,877,275	7,217,500	7,162,500	
6000	96300	COUNTY SHOP	15,169,707	15,718,993	15,718,993	
		TOTAL FLEET SERVICES	**22,046,982**	**22,936,493**	**22,881,493**	**0**

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: IGS – FLEET SERVICES

BUDGET UNIT TITLE AND NUMBER: Fleet Services Administration - - 6000-96300

DEPARTMENT DESCRIPTION: Centralized motor pool support for Weld County. All fleet maintenance is included in this budget unit.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 2,100,340	$ 2,554,676	$ 2,554,676	$ 2,554,676
Supplies	5,902,512	5,476,000	5,958,200	5,958,200
Purchased Services	607,822	706,880	689,020	689,020
Fixed Charges	6,376,560	6,432,151	6,481,151	6,481,151
Capital	10,750	0	35,946	35,946
Gross County Cost	$ 14,997,984	$ 15,169,707	$ 15,718,993	$ 15,718,993
Revenue	14,392,728	15,169,707	15,718,993	15,718,993
Net County Cost	$ 605,256	$ 0	$ 0	0
Budgeted Positions	19	22	22	22

SUMMARY OF CHANGES: The main change for 2025 is the increase in prices for cost of goods sold, reflected in the increase in Supplies. Depreciation, or a charge for equipment, is also increasing in the Purchased Services category. The capital equipment is a telematics program approved by the board in 2023 and implemented with IT in 2024, reflecting the increase in software expenses in 2025's budget.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.
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BOARD ACTION:

FLEET SERVICES ADMINISTRATION (CONTINUED) 6000-96300

2024 ACCOMPLISHMENTS:

1. Re-trained staff on Federal Annual Inspections and FMCSA Compliance.
2. Created the Upfit division to improve upon a service that was previously contracted out.
3. Completed a RFP that will provide GPS and data collection on county vehicles, this will aid in achieving our goals and objectives.

2025 BUDGET GOALS AND PRIORITIES:

1. Provide responsive, innovative, and cost-effective services for vehicle operators of Weld County.
2. Train and equip our employees for excellence and invest in their professional growth and development.
3. Continue to expand ways for vehicle operators to engage with Fleet Services.
4. Improve work order completion process to accurately track issues reported by departments and separate from work orders identified by mechanics during diagnostics.

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Number of work orders issued	6,021	7,000	7,000
Number of service/maintenance orders per technician	542	538	806
Efficiency Measures			
FTE's per 10,000/capita	0.531	0.601	0.587
Work orders issued per FTE	317	318	318

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: IGS – FLEET SERVICES

BUDGET UNIT TITLE AND NUMBER: Equipment - - 6000-17550

DEPARTMENT DESCRIPTION: Use of funded depreciation to acquire vehicles for county use.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	
Capital	7,815,093	6,877,275	7,217,500	7,162,500
Gross County Cost	$ 7,815,093	$ 6,877,275	$ 7,217,500	7,162,500
Revenue	860,829	724,000	834,500	834,500
Net County Cost	$ 6,954,264	$ 6,153,275	$ 6,383,000	6,328,500
Budgeted Positions	n/a	n/a	n/a	n/a

SUMMARY OF CHANGES: See listed equipment on next page.

FINANCE/ADMINISTRATION RECOMMENDATION: The recommendation is to reduce one new truck for the Public Works Admin Trainer position, with the hopes that the fleet pool can be utilized for this position.

BOARD ACTION:

2025 IGA EQUIPMENT

		Request	Recommend	Approved
Sheriff:				
Compact SUV (SRO, Det, Invest)	12	834,000	834,000	
Clerk and Recorder Elections				
Newer old SUV for Elections services	1	NA	NA	
Facilities				
zero turn mower	2			
SJ111 3219 scissor lift	1			
60" zero turn commercial mowers	2			
3/4 ton pickup	1			
1/2 ton pickup; 1 carpentry, 2 general, 1 HVAC	4	309,000	309,000	
Fleet Services				
Class 5 Service Truck	1	175,000	175,000	
Office of Emergency Management				
1/2 ton 4x4 pickup crew cab for towing	1	60,000	60,000	
Public Works				
See Basic List	29	5,839,500	5,784,500	
Total	54	$7,217,500	$7,162,500	

* New Addtions to Fleet

2025 PRELIMINARY EQUIPMENT REPLACEMENT FOR PUBLIC WORKS DEPT - Updated 05/31/24 ds,dd,fa

Division	Qty	Description (Shaded items reflect outgoing equip)	Estimated Purchase Price	Est. Auction Value	Addition To Fleet
Admin	**1**	1/2-Ton Crew Cab, 4X4, Short Box Pickup	59,000		
		15220186/2013 Ford F150		2,500	
	1	**1/2-Ton Crew Cab, 4X4, Long Box Pickup**	**$55,000**		**Yes**
				EBT does not recommend	
Trucking	**1**	Heavy Haul Tractor Trailer w/Lowboy, Tandem Axle	$325,000		
		15410058/2006 Freightliner		$110,000	
	1	Tandem Tractor	170,000		
		15410087/2009 Kenworth		$25,000	
Gravel Road	**5**	Motor Graders	$2,150,000		
		15820229/2015 John Deere Motor Grader		$60,000	
		15820230/2015 John Deere Motor Grader		$60,000	
		15820232/2015 John Deere Motor Grader		$65,000	
		15820152/2012 Caterpillar Motor Grader *150 Min		$65,000	
		15820153/2012 Caterpillar Motor Grader *150 Min		$65,000	
	1	Single-Drum Pad Foot Vibratory Roller	$190,000		
		16010036/2014 Bomag Roller		$15,000	
	1	Half-Ton Ext Cab, 4X4 Truck, Single Axle	$52,000		
		15230082/2015 Ford F250		$6,000	
Road & Bridge Construction	**1**	Track Excavator with Thumb	$380,000		
		15850020/2011 250G JD Excavator		$100,000	
	1	**16,000 Lb Bumper Pull Dump Trailer, Dual Axles**	**$20,000**		**Yes**
	1	Tandem Axle Flatbed Truck w/Plow and Sander	$400,000		
		15460051/2016 Freightliner		$60,000	
	1	Tandem Axle Water Truck	$200,000		
		15410092/2010 Freightliner Tractor Trailer		$30,000	
	1	**Tandem Axle Dump Truck w/Snow Equipment/ Diesel? CNG?**	**$400,000**		**Yes**
	1	40-Ton Sliding Axle Trailer	$160,000		
		15660011/2014 Trailer Eze Tilt Trailer		$35,000	
Maint-Supt	**1**	One-Ton Ext/Crew Cab, 4X4 Truck, Dual Axles, Flatbed	$80,000		
		15230084/2015 Ford F250		$7,500	
Mining	**1**	Flatbed Trailer w/Power Washer	$50,000		
		15630013/1992 Big Tex Flatbed Trailer		$1,000	
	1	3/4-Ton Crew Cab Pickup, Long Box	$60,000		
		15230081/2015 Ford F250		$10,000	
Pavement Management	**1**	Asphalt Remixing Transfer Vehicle	$875,000		
		16050015/2012 Weiler Asphalt Pickup Machine		$8,000	
	2	3/4-Ton Crew Cab, 4X4 Flatbed Pickups w/V-Plow/Message Board	$151,000		
		15230086/2016 Ford F250 (Truck is on loan from Fleet)		$0	
		15220185/2013 Ford F150		$4,500	
	1	9-Ton Tilt Deck Trailer, Dual Axles	$25,500		
		15640012/2000 Homemade Double Axle Tilt Trailer		$0	
	1	**Tandem Axle Dump Truck w/Snow Equipment/ Diesel? CNG?**	**$400,000**		**Yes**
		Subtotal	**$6,352,500**	**$774,500**	
		GRAND TOTAL PRICE LESS ESTIMATED TRADE 2000 FUND	**$5,578,000**		

****

Division	Qty	Description (Shaded items reflect outgoing equip)	Estimated Purchase Price	Est. Auction Value	Addition To Fleet
Engineering					
		15220193/2014 Ford F150 CNG Pickup *Giving up for Weeds 3/4 Ton		$3,500	
	1	**1/2-Ton Ext Cab, 4X4, Short Box Pickup**	**$55,000**		**Yes**
	1	**1/2-Ton Crew Cab, 4X4, Short Box Pickup**	**$55,000**		**Yes**
Weeds	**1**	6500 Cab Forward Ext Cab Spray Truck, Cab over axle	$205,000		
		15420078/2005 GMC T6500		$50,000	
	1	1/2-Ton Crew Cab, 4X4, Short Box w/Camper Shell	$65,000		
		Sub-Total	**$315,000**	**$53,500**	
		GRAND TOTAL PRICE LESS ESTIMATED TRADE 1000 FUND	**$261,500**		

Subtotal	$5,839,500
CMAQ Grant Funds	0
Weld County Match	0
Insurance for wrecked trucks	0

			EBT RECOMMENDATION:
GRAND TOTAL PRICE LESS GRANT FUNDS AND EST. AUCTION	**$5,839,500**		**$5,784,500**

HEALTH INSURANCE
SUMMARY OF REVENUES
2025

Fund	Org	Acct	Account Title	2024 Budget	2025 Request	2025 Recommend	2025 Final
			MISCELLANEOUS				
6200	93400	4690	DONATIONS	150,000	150,000	150,000	
6200	93100	46902	EMPLOYEE CONTRIBUTIONS	33,644,112	33,644,112	33,644,112	
			TOTAL HEALTH INSURANCE	**33,794,112**	**33,794,112**	**33,794,112**	**-**

HEALTH INSURANCE
SUMMARY OF EXPENDITURES
2025

Fund	Org	Expenditure Function	2024 Budget	2025 Request	2025 Recommend	2025 Final
6200	93100	HEALTH INSURANCE	33,159,000	34,863,000	34,863,000	
6200	93400	DENTAL/VISION	451,500	281,500	281,500	
		TOTAL HEALTH INSURANCE	**33,610,500**	**35,144,500**	**35,144,500**	**0**

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: IGS - HEALTH INSURANCE

BUDGET UNIT TITLE AND NUMBER: Health Insurance Fund - - 6200-93100/93400

DEPARTMENT DESCRIPTION: Provides for the costs associated with Weld County's self-insured health program.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Supplies	$ 0	$ 0	$ 0	$ 0
Purchased Services	1,123,885	980,500	980,500	980,500
Fixed Charges	26,339,670	32,630,000	32,630,000	32,630,000
Gross County Cost	$ 27,463,555	$ 33,610,500	$ 33,610,500	$ 33,610,500
Revenue	26,926,712	33,794,112	33,794,112	33,794,112
Net County Cost	$ 536,843	$ - 183,612	$ - 183,612	$ - 183,612

SUMMARY OF CHANGES: The budget reflects the cost of self-insuring the dental reimbursement plan ($280,000) and the on-site county clinic contract ($817,500). In 2019, the county solicited bids from all the large insurers operating in Colorado. As a result, the successful bidder was Aetna. In 2025, the program will have a premium increase of 5% for employees and 15% for the employer. This is the second large increase in a row, as the fund has had some large claims over the past few years. 2025 will be the first year that employees are allowed to "unbundle" health insurance related to dental and vision premiums.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval. Weld County will continue to utilize Aetna, with a hybrid universal health PPO/HMO plan as the health insurance provider in 2025, plus offer a high deductible health plan with a health reimbursement account option through Aetna. Rates for 2025 are recommended to increase 5% for employees and 15% for the employer.

In 2025, it is recommended to continue the base health plan offered along with the standard PPO being a high deductible health plan with a health reimbursement account (HRA) option through Aetna. The County will contribute $1,000 to the HRA for those employees taking the high deductible health/HRA plan. The standard PPO option offered will have higher deductibles, co-pays, and out-of-pocket expenses. The health plan options are consistent with the changes being made by the health insurance industry and by major employers offering employee and dependent healthcare benefits. Total budget is up due to premiums from higher enrollment of employees and dependents.

IGS - HEALTH INSURANCE
(CONTINUED)
6200-93100/93400

FINANCE/ADMINISTRATION RECOMMENDATION (CONTINUED):

The 2025 program is calculated with current participation as follows:

Single Coverage:	618
Dependent Coverage:	842

FIXED COSTS:		
Health Insurance	$ 3,124,000	
On-site Clinic	850,000	
Administration/EAP Costs	129,000	
Fixed Costs:	$ 4,103,000	
LOSS FUND:		
Medical	$29,056,000	
Dental	450,000	
Loss Fund Costs	$29,506,000	
GRAND TOTAL - COSTS	$33,609,000	
REVENUE:		
Health Premiums		$33,644,112
Dental		150,000
TOTAL REVENUE	$ 33,794,112	
ADD TO RESERVE	$ 182,612	

BOARD ACTION: Final budget adjustments required a 26% increase in employer insurance and a 5% increase in employee insurance to not require reserves. Approved as adjusted.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Single coverage	637	629	618
Family coverage	779	803	842

INSURANCE
SUMMARY OF REVENUES
2025

Fund	Org	Acct	Account Title	2024 Budget	2025 Request	2025 Recommend	2025 Final
			TAXES				
6300	93300	4112	CURRENT PROPERTY TAXES	**6,500,000**	**7,800,000**	**7,817,069**	
			CHARGE FOR SERVICES				
6300	93200	4410	CHARGE FOR SERVICES	**160,000**	**160,000**	**160,000**	
			MISCELLANEOUS				
6300	93300	4610	EARNINGS ON INVESTMENTS	110,000	110,000	110,000	
6300	93300	4820	COMPENSATION FOR LOSSES	100,000	100,000	100,000	
			TOTAL MISCELLANEOUS	**210,000**	**210,000**	**210,000**	**-**
			TOTAL INSURANCE	**6,870,000**	**8,170,000**	**8,187,069**	**-**

INSURANCE
SUMMARY OF EXPENDITURES
2025

Fund	Org	Expenditure Function	2024 Budget	2025 Request	2025 Recommend	2025 Final
6300	93200	WORKERS COMPENSATION	2,560,500	2,560,500	3,072,600	
6300	93300	LIABILITY	4,306,500	4,306,500	5,167,800	
		TOTAL INSURANCE	**6,867,000**	**6,867,000**	**8,240,400**	**0**

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: IGS - INSURANCE

BUDGET UNIT TITLE AND NUMBER: Insurance Fund - - 6300-93200/93300

DEPARTMENT DESCRIPTION: Central fund to provide county-wide insurance coverage. This fund is administered by Finance and Administration unit in the General Fund.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Supplies	0	3,500	3,500	3,500
Purchased Services	14,739	26,000	26,000	26,000
Fixed Charges	4,731,130	6,837,500	8,210,900	8,210,900
Gross County Cost	$ 4,745,869	$ 6,867,000	$ 8,240,400	$ 8,240,400
Revenue /Fund Bal.	480,674	370,000	370,000	370,000
Net Property Tax Contributed	$ 4,961,067	$ 6,500,000	$ 7,800,000	$ 7,817,069

SUMMARY OF CHANGES: Effective January 1, 1992, Weld County became self-insured for workers' compensation, and switched in 2022 to Pinnacol to administer the worker compensation program. Workers' Compensation includes excess insurance and bonds costing $1,076,000 based on actual expenses in 2022, claims administration costs of $23,000, and a loss fund of $1,461,500. The budget is structured with Weld County remaining a member of CAPP but using the self-insured option under the insurance pool for a fixed cost of $4,300,000. Cost for excess insurance through CAPP has increased substantially due to the tight insurance market, added property risks, and liability for law enforcement. This increase is being experienced by all entities, and even more so for public entities such as local governments. A loss fund for all other insurance coverage is budgeted at $1,100,000, increasing over the past couple years due to numerous high value claims. Unemployment insurance is being charged directly to departments. The program is supported by property tax ($6,500,000), charges for service ($160,000), interest (110,000), and compensation for losses ($100,000). No fund balance reserves are anticipated to be needed to support the loss fund in 2025.

Property tax has been increased by 20% from $6,500,000 to $7,817,069. Claim costs for all insurance types have increased, and premiums have continued to rise to meet inflation costs as well.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval of the insurance program as outlined above in the summary of changes. In accordance with Section 8-44-204, C.R.S., it is recommended that a mill levy be used to fund the insurance program for local county activities and a charge back mechanism be used only for programs funded by state and federal funding sources. The county can levy up to 10 mills per year to discharge any judgment against it. Continuation of the self-insured program for workers compensation is recommended, which should result in cost savings, plus no shared risks with other counties. Unemployment costs are recommended to be charged directly to departments for revenue raising strategies and departmental accountability for costs.

INSURANCE FUND
(CONTINUED)
6300-93200/93300

BOARD ACTION: Approved as recommended.

PERFORMANCE MEASURES

	ACTUAL	ESTIMATED	PROJECTED
Work Outputs			
Number of training sessions	36	36	36
Dollar amount workers' compensation claims	$678,642	$1,950,000	$1,461,500
Dollar amount of prop/casualty claims paid	$526,984	$907,000	$910,000
Efficiency Measures			
FTE'S per 10,000/capita	0.059	0.086	0.084
Per capita cost (county support)	$9.45	$11.50	$14.02

TELECOM SERVICES
SUMMARY OF REVENUES
2025

Fund	Org	Acct	Account Title	2024 Budget	2025 Request	2025 Recommend	2025 Final
			CHARGE FOR SERVICES				
6400	17400	4410	CHARGE FOR SERVICES	1,807,342	1,791,120	1,791,120	
			TOTAL TELECOM SERVICES	**1,807,342**	**1,791,120**	**1,791,120**	**-**

TELECOM SERVICES
SUMMARY OF EXPENDITURES
2025

Fund	Org	Expenditure Function	2024 Budget	2025 Request	2025 Recommend	2025 Final
6400	17400	PHONE SERVICES	1,807,342	1,791,120	1,791,120	
		TOTAL TELECOM SERVICES	**1,807,342**	**1,791,120**	**1,791,120**	**0**

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: IGS - INFORMATION TECHNOLOGY

BUDGET UNIT TITLE AND NUMBER: Telecom Services - - 6400-17400

DEPARTMENT DESCRIPTION: Provide telecom services to Weld County offices and departments.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 251,780	$ 266,402	$ 272,740	$ 272,740
Supplies	172,866	261,700	268,200	268,200
Purchased Services	1,195,834	978,604	949,544	949,544
Fixed Charges	298,326	300,636	300,636	300,636
Capital	0	0	0	0
Gross County Cost	$ 1,918,806	$ 1,807,342	$ 1,791,120	$ 1,791,120
Revenue	1,621,628	1,807,342	1,791,120	1,791,120
Net County Cost	$ -297,178	$ 0	$ 0	$ 0
Budgeted Positions	2	2	2	2

SUMMARY OF CHANGES: Personnel Services increased by $6,338 to account for 3% cost of living adjustment and an increase in health insurance premiums. Supplies increased by $6,500 for the software maintenance expenses for the VOIP system and other smaller software maintenance contracts. Purchased Services decreased by $29,060 because of negotiations with telecommunication expenses, such as the internet service provider and mobile carrier contracts and the remainder for location of fiber and copper. Fixed charges remain the same, as indirect costs were not available at the time of the budget submission. Revenue is determined by charging back all expenses to the individual departments and nets out a zero net county cost.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

TELECOM SERVICES
(CONTINUED)
6400-17400

2024 STRATEGIC PRIORITY ACCOMPLISHMENTS:

1. Maintained phone systems to provide reliable and scalable services.
2. Audited provider contracts, services, and costs. Increased bandwidth and reduced costs of ISP service contracts where possible.
3. Replaced county issued mobile phones with newer released models and implement mobile device management policies to organize, restrict and maintain devices.
4. Implemented multiple Jabber softphone features and technologies.
   a. Implemented a Non-VPN Jabber softphone solution permitting Weld County staff to reduce requirements to acquire access to the Weld County phone system while more efficiently utilizing technological resources while expanding the capability of Weld County staff to efficiently connect from remote locations to utilize the phone system to make and take calls.
   b. Deployed Jabber on mobile providing additional methods of making and receiving Weld County phone system calls from any location.
5. Implemented a new segmented W-Mobile network dedicated for Weld County mobile devices to improve the end user experience while strengthening Weld County's security posture.
6. Upgraded phone system to latest "gold" release.

2025 BUDGET GOALS AND PRIORITIES:

1. Maintain, audit and baseline services, systems, and calls.
   a. Use audit and baseline inbound and call count and telephone system performance matrices to remain fiscally responsible while ensuring expandible services for the county.
   b. Monitor and manage internet traffic to ensure reliable and redundant communications.
2. Upgrade phone system to latest "gold" release.
3. Improve call routing thought redesigned phone trees for efficient call taking.
   a. Enhance and streamline call routing for Weld County departments to route calls more efficiently to the appropriate division while minimizing caller wait time.
   b. Add additional phone routing options to multiple departments to route calls to the correct division while minimizing options.
4. Negotiate the throughput increase of all commodity internet circuits with zero cost upgrades.
5. Improve call reporting and integrate Microsoft Power BI into phone system reporting.
6. Research Cisco phone system integration possibilities with Microsoft Teams.
7. Audit all "Plain Old Telephone Service" (POTS) analog-based phone lines as a cost saving exercise.

PERFORMANCE MEASURES

	ACTUAL	***ESTIMATED***	***PROJECTED***
Work Outputs			
Incoming calls	4,010,778	6,000,000	6,000,000
Efficiency Measures			
FTE's per 10,000/capita	0.056	0.055	0.053
Per capita cost (county support)	$5.36	$4.93	$4.78
Annual cost per call	$0.478	$0.301	$0.299

BUDGET UNIT REQUEST SUMMARY

AGENCY/DEPARTMENT NAME: WELD COUNTY FINANCE AUTHORITY

BUDGET UNIT TITLE AND NUMBER: Weld County Finance Authority - - 6500-17700

DEPARTMENT DESCRIPTION: Provides funds to cover the lease/purchase of county buildings.

RESOURCES	ACTUAL LAST FY	BUDGETED CURRENT FY	REQUESTED NEXT FY	RECOMMEND NEXT FY
Personnel Services	$ 0	$ 0	$ 0	$ 0
Fixed Charges	0	0	0	0
Gross County Cost	$ 0	$ 0	$ 0	$ 0
Revenue	0	0	0	0
Net County Cost	$ 0	$ 0	$ 0	$ 0

SUMMARY OF CHANGES: Budget reflects the county's debt service on any long-term debt and/or any lease purchase debt in any given year. With the payoff of the correctional facilities' Certificates of Participation (COP) as of August 1, 2007, Weld County has no long-term debt or long-term lease obligations.

FINANCE/ADMINISTRATION RECOMMENDATION: Recommend approval.

BOARD ACTION:

GLOSSARY

ACCOUNTING PROCEDURES	All processes which discover, record, classify, and summarize financial information to produce financial reports and to provide internal control.
ACCRUAL BASIS	The basis of accounting under which transactions are recognized when they occur, regardless of the timing of related cash flows.
ACCRUED EXPENSES	Expenses incurred but not due until a later date.
ACTIVITY	A specific and distinguishable line of work performed by one or more organizational components of a government for the purpose of accomplishing a function for which the government is responsible. For example, "food inspection" is an activity performed in the discharge of the "health" function.
ACTIVITY CLASSIFICATION	Expenditure classification according to the specific lines of work performed by organization units. For example, "sewage treatment and disposal", "garbage collection", "garbage disposal", and "street cleaning" are activities performed in carrying out the function of "sanitation". The segregation of the expenditures made for each of these activities constitutes an activity classification.
ALLOCATE	To divide a lump-sum appropriation into parts which are designated for expenditure by specific organizational units and/or for specific purposes, activities, or objects.
ALLOCATED COSTS	Indirect costs distributed to programs or departments via a cost allocation plan.
ALLOCATION	A part of a lump-sum appropriation which is designated for expenditure by specific organizational units and/or for special purposes, activities, or objects.
ALLOT	To divide an appropriation into amounts which may be encumbered or expended during an allotment period.
ALLOTMENT	A part of an appropriation which may be encumbered or expended during an allotment period.
ALLOTMENT PERIOD	A period of time less than one fiscal year in length during which an allotment is effective. Bi-monthly and quarterly allotment periods are most common.
ANNUAL BUDGET	A budget applicable to a single fiscal year.

APPROPRIATION A legal authorization granted by a legislative body to make expenditures and to incur obligations for specific purposes. An appropriation is usually limited in amount and as to the time when it may be expended.

APPROPRIATION BILL, ORDINANCE, RESOLUTION, or ORDER A bill, ordinance, resolution, or order by means of which appropriations are given legal effect. It is the method by which the expenditure side of the annual operating budget is enacted into law by the legislative body. In many governmental jurisdictions, appropriations cannot be enacted into law by resolution but only by a bill, ordinance, or order.

APPROPRIATION EXPENDITURE An expenditure chargeable to an appropriation. Since virtually all expenditures of governments are chargeable to appropriations, the term expenditures by itself is widely and properly used.

ASSESSED VALUATION A valuation set upon real estate or other property by a government as a basis for levying taxes.

AUTHORITY A government or public agency created to perform a single function or a restricted group of related activities. Usually such units are financed from service charges, fees, and tolls, but in some instances they also have taxing powers. An authority may be completely independent of other governments or partially dependent upon other governments for its creation, its financing, or the exercise of certain powers.

AUTHORIZED POSITION A position (job) authorized by the Board of County Commissioners as part of the annual adopted budget.

BOND An interest bearing promise to pay with a specific maturity.

BALANCED BUDGET A balanced budget occurs when the total sum of money a government collects in a year is equal to the amount it spends on goods, services, and debt interest.

BUDGET A plan of financial operation embodying an estimate of proposed expenditures for a given period and the proposed means of financing them. Used without any modifier, the term usually indicates a financial plan for a single fiscal year. The term "budget" is used in two senses in practice. Sometimes it designates the financial plan presented to the appropriating body for adoption and sometimes the plan finally approved by that body. It is usually necessary to specify whether the budget under consideration is preliminary and tentative or whether it has been approved by the appropriating body.

BUDGET DOCUMENT The instrument used by the budget-making authority to present a comprehensive financial program to the appropriating body. The budget document usually consists of three parts. The first part contains a message from the budget-making authority, together with a summary of the proposed expenditures and the means of financing them. The second consists of schedules supporting the summary. These schedules show, in detail, the information as to past years' actual revenues, expenditures, and other data used in making the estimates. The third part is composed of drafts of the appropriation, revenue, and borrowing measures necessary to put the budget into effect.

BUDGET MESSAGE A general discussion of the proposed budget as presented in writing by the budget-making authority to the legislative body. The budget message should contain an explanation of the principal budget items, an outline of the government's experience during the past period and its financial status at the time of the message, and recommendations regarding the financial policy for the coming period.

BUDGETARY ACCOUNTS Accounts used to enter the formally adopted annual operating budget into the general ledger as part of the management control technique of formal budgetary integration.

BUDGETARY COMPARISONS Governmental GAAP financial reports must include comparisons of approved budgeted amounts with actual results of operations. Such reports should be subjected to an independent audit, so that all parties involved in the annual operating budget/legal appropriation process are provided with assurances that government monies are spent in accordance with the mutually agreed-upon budgetary plan.

BUDGETARY CONTROL The control or management of a government or enterprise in accordance with an approved budget for the purpose of keeping expenditures within the limitations of available appropriations and available revenues.

BUDGETARY EXPENDITURES Decreases in net current assets. In contrast to conventional expenditures, budgetary expenditures are limited in amount to exclude amounts represented by noncurrent liabilities. Due to their spending measurement focus, governmental fund types are concerned with the measurement of budgetary expenditures.

BUDGETED FUNDS Funds that are planned for certain uses but have not been formally or legally appropriated by the legislative body. The budget document that is submitted for Board approval is composed of budgeted funds.

CALLABLE BONDS Bonds which are redeemable by the issuer prior to the maturity date at a specified price at or above par.

CAPITAL BUDGET	A plan of proposed capital outlays and the means of financing them.
CAPITAL OUTLAY	Expenditures for equipment, vehicles, or machinery that results in the acquisition or addition to fixed assets.
CAPITAL PROGRAM	A plan for capital expenditures to be incurred each year over a fixed period of years to meet capital needs arising from the long-term work program or otherwise. It sets forth each project or other contemplated expenditure in which the government is to have a part and specifies the full resources estimated to be available to finance the projected expenditures.
CAPITAL PROJECTS FUND	A fund created to account for financial resources to be used for the acquisition or construction of major capital facilities (other than those financed by proprietary funds, Special Assessment Funds, and Trust Funds).
CAPITAL RESOURCES	Resources of a fixed or permanent character, such as land and buildings, which cannot ordinarily be used to meet current expenditures.
CERTIFICATES OF PARTICIPATION (COP)	Form of financial instrument similar to a bond to facilitate lease/ purchase agreements. Not a debt of the County.
CONSERVATION TRUST	State of Colorado lottery funds remitted to the County for parks and recreation use.
CONTINGENCY ACCOUNT	A budgetary reserve set aside for emergencies or unforeseen expenditures not otherwise included in the budget.
CONTINUING APPROPRIATION	An appropriation which, once established, is automatically renewed without further legislative action, period after period, until altered or revoked. The term should not be confused with INDETERMINATE APPROPRIATION.
COST ALLOCATION PLAN	Identification, accumulation and distribution of costs relative to the provision of those services, along with the methods used.
DEFAULT	Failure to pay principal or interest when due. Defaults can also occur for failure to meet nonpayment obligations, such as reporting requirements, or when a material problem occurs for the issuer, such as a bankruptcy.
DEFICIT	(1) The excess of the liabilities of a fund over its assets. (2) The excess of expenditures over revenues during an accounting period; or, in the case of proprietary funds, the excess of expense over income during an accounting period.

DEPRECIATION (1) Expiration in the service life of fixed assets, other than wasting assets attributable to wear and tear, deterioration, action of the physical elements, inadequacy, and obsolescence.
(2) The portion of the cost of a fixed asset other than a wasting asset which is charged as an expense during a particular period. In accounting for depreciation, the cost of a fixed asset, less any salvage value, is prorated over the estimated service life of such an asset, and each period is charged with a portion of such cost. Through this process, the entire cost of the asset is ultimately charged off as an expense.

DIRECT COSTS Costs that have a clearly identifiable beneficial or causal relationship to the services performed.

DURATION The weighted maturity of a fixed-income investment's cash flows, used in the estimation of the price sensitivity of fixed-income securities for a given change in interest rates.

ENCUMBRANCES Obligations in the form of purchase orders, contracts, or salary commitments which are chargeable to an appropriation and for which a part of the appropriation is reserved. They cease to be encumbrances when paid or when an actual liability is set up.

ENTERPRISE FUND A fund established to finance and account for the acquisition, operation, and maintenance of governmental facilities and services which are entirely or predominantly self-supporting by user charges. The Crime Lab operates as an Enterprise Fund.

ESTIMATED REVENUE The amount of projected revenue to be collected during the fiscal year. The amount of revenue appropriated is the amount approved by the Board.

EXPENDITURES Decreases in net financial resources. Expenditures include current operating expenses which require the current or future use of net current assets, debt service, and capital outlays. The unmodified use of the term expenditures in this text is intended to mean budgetary expenditures.

FISCAL PERIOD Any period at the end of which a government determines its financial position and the results of its operations.

FISCAL YEAR A 12-month period to which the annual operating budget applies and at the end of which a government determines its financial position and the results of its operations.

FIXED ASSETS Assets of a long-term character which are intended to continue to be held or used, such as land, buildings, improvements other than buildings, machinery and equipment.

FTE (FULL-TIME EQUIVALENT)	Numeric equivalent of one person occupying one employment position for one year (equivalent of 2,080 hours or 52 forty-hour weeks).
FUNCTION	A group of related activities aimed at accomplishing a major service or regulatory program for which a government is responsible. For example, public health is a function.
FUNCTIONAL CLASSIFICATION	Expenditure classification according to the principal purposes for which expenditures are made. Examples are public safety, public health, public welfare, etc.
FUND	A fiscal and accounting entity with a self-balancing set of accounts recording cash and other financial resources, together with all related liabilities and residual equities or balances, and changes therein, which are segregated for the purpose of carrying on specific activities or attaining certain objectives in accordance with special regulations, restrictions, or limitations.
FUND BALANCE	Fund balance is the excess of assets over liabilities and is therefore also known as surplus funds.
GAAP (GENERALLY ACCEPTED ACCOUNTING PRINCIPLES)	Standards for financial accounting and reporting.
GENERAL FUND	The fund used to account for all financial resources except those required to be accounted for in another fund.
GENERAL OBLIGATION BOND	A municipal bond secured by the pledge of the issuer's full faith, credit and taxing power.
GEOGRAPHICAL INFORMATION SYSTEM (GIS)	A computerized data base of all land attributes within the County. The "base map" contains the least amount of common data which is supplemented by attribute overlays.
GOVERNMENTAL FUNDS	Funds generally used to account for tax-supported activities. There are five different types of governmental funds: the general fund, special revenue funds, debt service funds, capital funds, and permanent funds.
GRANT	A contribution by a government or other organization to support a particular function. Grants may be classified as either categorical or block depending upon the amount of discretion allowed to the grantee.
HIGHWAY USER TAX (HUTF)	Revenue that is derived from the state gasoline tax and restricted for Road and Bridge activities.

INDETERMINATE APPROPRIATION

An appropriation which is not limited either to any definite period of time or to any definite amount. A distinction must be made between an indeterminate appropriation and a continuing appropriation. In the first place, whereas a continuing appropriation is indefinite only as to time, an indeterminate appropriation is indefinite as to both time and amount. In the second place, even indeterminate appropriations which are indefinite only as to time are to be distinguished from continuing appropriations in that such indeterminate appropriations may eventually lapse. For example, an appropriation to construct a building may be made to continue in effect until the building is constructed. Once the building is completed, however, the unexpended balance of the appropriation lapses. A continuing appropriation, on the other hand, may continue forever; it can only be abolished by specific action of the legislative body.

INDIRECT COSTS

Costs associated with, but not directly attributable to, the providing of a product or service. These costs are usually incurred by other departments in the support of operating departments.

INTERFUND TRANSFER

Amounts transferred from one fund to another.

INTERGOVERNMENTAL REVENUE

Revenue received from another government for a specified purpose. In Weld County, these are funds from municipalities, the State of Colorado, and the Federal Government.

INTERNAL SERVICE FUND

Funds used to account for the financing of goods or services provided by one department to another department on a cost reimbursement basis, for example, the Phone Services Fund.

LEAN

Lean government refers to the application of lean production (also known as "Lean") principles and methods to both identify and then implement the most efficient, value added way to provide government services.

LINE-ITEM BUDGET

A budget that lists each expenditure category (salary, materials, telephone service, travel, etc.) separately, along with the dollar amount budgeted for each specified category.

MANDATE

Any responsibility, action or procedure that is imposed by one sphere of government on another through constitutional, legislative, administrative, executive, or judicial action as a direct order or that is required as a condition of aid.

MATURITY

The date when the principal amount of a security is payable.

MILL LEVY (TAX RATE)

Rate applied to assessed valuation to determine property taxes. A mill is 1/10th of a penny or $1.00 of tax for each $1,000 of assessed valuation.

MODIFIED ACCRUAL BASIS The accrual basis of accounting adapted to the governmental fund type Spending Measurement Focus. Under it, revenues are recognized when they become both "measurable" and "available to finance expenditures of the current period". Expenditures are recognized when the related fund liability is incurred except for:

(1) inventories of materials and supplies which may be considered expenditures either when purchased or when used;

(2) prepaid insurance and similar items which need not be reported;

(3) accumulated unpaid vacation, sick pay, and other employee benefit amounts which need not be recognized in the current period, but for which larger-than-normal accumulations must be disclosed in the notes to the financial statements;

(4) interest on special assessment indebtedness which may be recorded when due rather than accrued, if approximately offset by interest earnings on special assessment levies; and

(5) principal and interest on long-term debt which are generally recognized when due. All governmental funds and Expendable Trust Funds are accounted for using the modified accrual basis of accounting.

NET BUDGET The net budget eliminates double counting in the budget, such as fund transfers, and thus represents the true level of programmed spending in the budget.

NON-DEPARTMENTAL A category established to account for expenses not associated with any specific department, but all departments or many, within a fund.

OBJECT As used in expenditure classification, this term applies to the article purchased or the service obtained (as distinguished from the results obtained from expenditures). Examples are personal services, contractual services, materials, and supplies.

OPERATING BUDGET Plans of current expenditures and the proposed means of financing them. The annual operating budget (or, in the case of some state governments, the biennial operating budget) is the primary means by which most of the financing acquisition, spending, and service delivery activities of a government are controlled. The use of annual operating budgets is usually required by law. Even where not required by law, however, annual operating budgets are essential to sound financial management and should be adopted by every government.

OPERATING EXPENSES Proprietary fund expenses which are directly related to the fund's primary service activities.

OPERATING GRANTS Grants which are restricted by the grantor to operating purposes or which may be used for either capital or operating purposes at the discretion of the grantee.

OPERATING INCOME The excess of proprietary fund operating revenues over operating expenses.

OPERATING TRANSFER Routine and/or recurring transfers of assets between funds.

ORGANIZATIONAL UNIT A responsibility center within a government.

ORGANIZATION UNIT CLASSIFICATION Expenditure classification according to responsibility centers within a government's organization structure. Classification of expenditures by organization unit is essential to fixing stewardship responsibility for individual government resources.

OVERHEAD Those elements of cost necessary in the production of an article or the performance of a service which are of such a nature that the amount applicable to the product or service cannot be determined accurately or readily. Usually they relate to those objects of expenditure which do not become an integral part of the finished product or service such as rent, heat, light, supplies, management, supervision, etc.

PROGRAM An organized set of related work activities which are directed toward a common purpose or goal and represent a well defined expenditure of county resources.

PROGRAM BUDGET A budget wherein expenditures are based primarily on programs of work and secondarily on character and object class. A program budget is a transitional type of budget between the traditional character and object class budget, on the one hand, and the performance budget, on the other.

PROPRIETARY FUND A fund used to account for business-type activities in government. The activities are usually financed with user fees that are directly related to the services received. There are two types of proprietary funds - enterprise and internal service funds.

RATINGS Designations used by credit rating agencies to give relative indications of credit quality.

RECIDIVISM A relapse into criminal habits after punishment.

REGISTERED BOND A bond whose owner is registered with the issuer or its agent. Transfer of ownership can only be accomplished when the securities are properly endorsed by the registered owner.

REIMBURSEMENTS

(1) Repayments of amounts remitted on behalf of another party.

(2) Interfund transactions which constitute reimbursements of a fund for expenditures or expenses initially made from it which are properly applicable to another fund -- e.g., an expenditure properly chargeable to a Special Revenue Fund was initially made from the General Fund, which is subsequently reimbursed. They are recorded as expenditures or expenses (as appropriate) in the reimbursing fund and as reductions of the expenditure or expense in the fund that is reimbursed.

RESERVE

(1) An account used to earmark a portion of fund balance to indicate that it is not appropriate for expenditure.

(2) An account used to earmark a portion of fund equity as legally segregated for a specific future use.

RESIDUAL EQUITY TRANSFER

Non-recurring or non-routine transfers of assets between funds.

REVENUE

(1) Increases in governmental fund type net current assets from other than expenditure refunds and residual equity transfers. Under NCGA Statement 1, general long-term debt proceeds and operating transfers-in are classified as "other financing sources" rather than revenues.

(2) Increases in proprietary fund type net total assets from other than expense refunds, capital contributions, and residual equity transfers. Under NCGA Statement 1, operating transfers-in are classified separately from revenues.

REVENUE BOND

A municipal bond payable from revenues derived from tolls, charges or rents paid by users of the facility constructed with the proceeds of the bond issue.

SOURCE OF REVENUE

Revenues are classified according to their source or point of origin.

SPECIAL REVENUE FUND

A fund used to account for revenues legally earmarked for a particular purpose.

SUBACTIVITY

A specific line of work performed in carrying out a governmental activity. For example, "cleaning luminaries" and "replacing defective street lamps" would be subactivities under the activity of "street light maintenance".

SUBFUNCTION

A grouping of related activities within a particular governmental function. For example, "police" is a subfunction of the function "public safety".

SURPLUS

The use of the term "surplus" in governmental accounting is generally discouraged because it creates a potential for misleading inference.

TABOR (TAXPAYERS BILL OF RIGHTS) An amendment to the Colorado Constitution approved by the voters in November 1992. The Taxpayers Bill of Rights has been incorporated in the State Constitution as Section 20 of Article X. The amendment limits growth in both state and local government revenue and expenditures, makes provision for annual elections, and requires voter approval for tax increases.

TABOR RESERVE Term applied to a reserve which is required by the TABOR Amendment. Starting in 1995 this reserve is 3% of "Fiscal Year Spending" excluding bonded debt service. This reserve is for use in declared emergencies only.

TAXES Compulsory charges levied by a government for the purpose of financing services performed for the common benefit. This term does not include specific charges made against particular persons or property for current or permanent benefits such as special assessments. Neither does the term include charges for services rendered only to those paying such charges as, for example, sewer service charges.

TAX LEVY The total amount to be raised by general property taxes.

TAX RATE The amount of tax stated in terms of a unit of the tax base; for example, 25 mills per dollar of assessed valuation of taxable property.

TAX RATE LIMIT The maximum rate at which a government may levy a tax. The limit may apply to taxes raised for a particular purpose, or to taxes imposed for all purposes, and may apply to a single government, to a class of governments, or to all governments operating in a particular area. Overall tax rate limits usually restrict levies for all purposes and of all governments, state and local, having jurisdiction in a given area.

TAX ROLL The official list showing the amount of taxes levied against each taxpayer or property. Frequently, the tax roll and the assessment roll are combined, but even in these cases the two can be distinguished.

TIME DIVISION MULTIPLE ACCESS (TDMA) TDMA is one of two ways to divide the limited spectrum available over a radio frequency (RF) cellular channel. The other is frequency division multiple access (FDMA).

TRADITIONAL BUDGET A term sometimes applied to the budget of a government wherein expenditures are based entirely or primarily on objects of expenditure.

UNINCORPORATED COUNTY Those portions of the county that are not part of a legal entity such as a city or some towns.

WELLNESS PROGRAM Wellness health program provided as a fringe benefit to employees.

WORKLOAD MEASURES Specific quantitative and qualitative measures of work performed as an objective of the department.

WORK PROGRAM A plan of work proposed to be done during a particular period by the administrative agency in carrying out its assigned activities.

WORK UNIT A fixed quantity which will consistently measure work effort expended in the performance of an activity or the production of a commodity.

YIELD The annual percentage rate of return earned on a security. Yield is a function of a security's purchase price and coupon interest rate.

NOTE: Most of the above definitions were taken from *Governmental Accounting, Auditing, and Financial Reporting*, GFOA, Chicago, 2012, Appendix G. pp. 1051-1093.

ACRONYMS

AAA	Area Agency on Aging
ACFR	Annual Comprehensive Financial Report
ADCOM	Adams County Communications
ARA	American Recovery Act
CAD	Computer-aided Dispatch
CAPP	Colorado Counties Casualty and Property Pool
CARES	Coronavirus Aid, Relief, and Economic Security Act
CCI	Colorado Counties Inc. association of Colorado counties
CDBG	Community Development Block Grant
CDHS	Colorado Department of Human Services
CDOT	Colorado Department of Transportation
CIP	Capital Improvement Plan
COPS UHS	Federal community oriented policing grant
COLA	Cost of Living Allowance
COVID	Coronavirus
CMAQ	Congestion Mitigation and Air Quality Improvement Program
CPI	Consumer Price Index
C.R.S.	Colorado Revised Statutes
CSBG	Community Services Block Grant
DA	District Attorney
DHS	Department of Human Services
DOC	Colorado Department of Corrections
DOLA	Colorado Department of Local Affairs
DUI	Driving Under the Influence
EDAP	Economic Development Action Partnership
EOC	Emergency Operations Center

ERA	Emergency Rent Assistance
FEMA	Federal Emergency Management Agency
FOMC	Federal Open Market Committee
FRRC	Front Range Communication Consortium
FTE	Full Time Equivalent
GAAP	Generally Accepted Accounting Principles
GASB	Government Accounting Standards Board
GFOA	Government Finance Officers Association
GIS	Geographical Information System
HARP	Haul Route Program
HES	Hazard Elimination Program for transportation projects
HUTF	Highway Users Tax Fund
HRA	Health Reimbursement Account
HRIS	Human Resources Information System
HVAC	Heating, ventilation, and air conditioning
IT	Information Technology
IGS	Intergovernmental Service Fund
IGA	Intergovernmental Agreement
LEAP	Low-income Energy Assistance Program
MOU	Memorandum of Understanding
MOE	Maintenance of Effort
MS4	Municipal Separate Storm Sewer for storm management
NCMC	North Colorado Medical Center
NFRMPO	North Front Range Metropolitan Planning Organization
NRBH	North Range Behavioral Health
O&M	Operations and maintenance
OEM	Office of Emergency Management

OPED	Other Post-Employment Benefits
PERA	Colorado Public Employees' Retirement Association
PILT	Payment in Lieu of Taxes
PPACA	Patient Protection and Affordable Care Act (Obamacare)
PPO	Preferred Provider Organization
ROW	Right-of way
SH	Abbreviation for State Highway
TABOR	Taxpayers Bill of Rights
TANF	Temporary Assistance to Needy Families
TDMAPage	Time Division Multiple Access
URA	Urban Renewal Authority
VALE	Victim Assistance Law Enforcement
VOCA	Victims of Crime Act
VW	Victim Witness
WCR	Weld County Road
WCRCC	Weld County Regional Communications Center