



OFFICE OF WELD COUNTY COUNCIL

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WELD COUNTY COUNCIL 2021 – 3rd Quarter REPORT TO THE PEOPLE

The Weld County Council is mandated in accordance with the Home Rule Charter of Weld County, Colorado, to report to the people of Weld County on a quarterly basis, those matters related to the council's review of Weld County government. This report summarizes the activities of the Weld County Council during the third quarter of the calendar year 2020.

July 19, 2021

Review Program: Doug Erler, Justice Services

Mr. Erler, Director of the Weld County Justice Services, reports directly to commissioners. The department was developed by commissioners in 2008. Since then, the department has gained 39 staff members.

Mr. Erler explained his department does everything the sheriff and district attorney do not. One of the biggest parts of his department relates to community corrections. He described it as a unique model, funded by the state, to run a community corrections facility.

He described it as a residential facility where individuals can be sent instead of prison. The facility can also be used as a step down before parole. Clients are monitored, drug tested and focused on employment. If a client violates the rules, he can be sent to prison. A board of directors has oversight responsibilities. It decides who is accepted to the facility. Prior to Covid, the facility had 194 clients. Currently, it has about 163 with 41 clients in a non-residential supervisory program.

Clients can earn privileges including visiting loved ones or overnight furloughs. The program offers GED classes, life skills classes and intensive treatment for substance abuse. Mr. Erler estimated that roughly half of the clients work at JBS.

Another service his department offers is pretrial services. This includes an initial risk screening of someone newly booked into jail and pretrial supervision and monitoring.

While the facility is co-ed, females receive different services, Mr. Erler said. He said woman's services are more focused on life-skill issues including support for pregnancy.

The department's electronic home monitoring program blew up during Covid. The program was managed by the sheriff's department until about five years ago.

August 16, 2021

Patti Russell, Department of Human Resources

Ms. Russell, Director of Human Resources, has 15 employees and an opening for a training coordinator. The department takes care of worker's compensation claims, recruiting and benefits.

One of the challenges facing HR currently is the number of open positions versus the number of applicants. She said it's been a challenge finding employees.

During Covid, employees utilized counseling offered by the county. An estimated 600-700 employees took advantage of some kind of Covid leave at the height of the pandemic.

Ms. Russell said training has been a focus this year. The department has arranged leadership classes

for employees as well as skills training and opportunities such as Spanish and sign language. The department also arranged a workplace respect and bias training course for all employees.

Ms. Russell said her department also handles a lot of legal issues such as employee lawsuits. She works with internal and external attorneys when necessary. She said her department also stays on top of new legislation at the county, state and federal levels.

The HR department also has been transitioning to a paperless system.

The county has roughly 1,800 employees who stay with the county an average of 7.3 years. Ms. Russell said that average has gone down a little bit because a lot of people are retiring. The average age of employees is about 33.

September 20, 2021

Tom Parko, Planning and Zoning

Mr. Parko presented an organizational chart showing his department has 39 full-time employees. The department will be moving to the Clerk and Records office probably in July of 2022.

Mr. Parko said it's been an interesting year due to Covid and the local economy. Permit requests have been down while residential permits have been through the roof. He said there's been an increase in small businesses wanting to work out of their homes.

He said it's been a challenge to find surveyors and engineers. Commodities such as building materials have been taking longer to acquire, presenting challenges.

His department offers a small business incentive program, established in 2014. To date, they've assisted more than 20 small businesses. They've helped to recoup startup costs, permit fees and septic permit fees, for example.

WELD COUNTY COUNCIL

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Council President James Welch by proxy

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Councilmember Tonya Van Beber

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Date Signed: November 15, 2021