



MEETING OF THE BOARD OF COUNTY COMMISSIONERS
BOULDER COUNTY
AGENDA

Tuesday, July 16, 2024, 9:30 a.m.

Third Floor Hearing Room

County Court House

1325 Pearl Street, Boulder

This agenda is subject to change. Please call ahead to confirm an item of interest (303-441-3500). In-person meetings are held in the Third Floor Hearing Room, County Courthouse, 1325 Pearl Street, Boulder. Public comments are taken at meetings designated as Public Hearings. Meetings and hearings on this agenda are open to the public.

For special assistance, contact our ADA Coordinator (303-441-3525) at least 72 hours in advance.

To view a two-week forecast agenda of the commissioners' schedule, visit the Commissioners' [Advance Agenda](#).

All commissioners' public hearings and meetings will now be offered in a hybrid format where attendees can join through Zoom or in-person at the Boulder County Courthouse, 3rd Floor, 1325 Pearl Street, Boulder. To sign up for in-person public comment, please use the link in this agenda for each respective hearing. There will also be a kiosk located in the lobby of the 3rd Floor to sign up for in-person public comment. For questions regarding in-person hearings call 303-441-3500.

Pages

1. Call to Order

2. 9:30 a.m. Business Meeting

- Virtual Attendee Link: <https://boco.org/BOCC-July16AM>
- Call-in information: 1-833-568-8864, Webinar ID: 161 990 9102

3. Commissioners' Consent Items

3.a Community Planning & Permitting - AloTerra Restoration Services LLC
Amendment (\$100,000)

4

Signature requested for amendment with AloTerra Restoration Services LLC.

- Staff Contact(s): Tonya Luebbert, Community Planning & Permitting

3.b Community Planning & Permitting - CDOT IGA (\$1,590,000)

12

Request for signature of Intergovernmental Agreement between Boulder County and the Colorado Department of Transportation to fund the CO-119 Bikeway. BOCC Reference #IGA-2024-CPP-0003.

- **Staff Contact(s):** Stacey Proctor, Community Planning & Permitting

3.c Community Services - Colorado Central Planning Region Plan 2024-2027 developed with Workforce Development Council 29

Need approval and signature of the four year Colorado Central Planning Region plan. This is a requirement of our legislation, Workforce Innovation and Opportunity Act (WIOA).

- **Staff Contact(s):** Jordan Buggert, Community Services

3.d County Attorney's Office - Resolution 2024-046 (ZON-21-0012: 7642 Aberdeen Way) 82

Resolution 2024-046, authorizing the Boulder County Community Planning & Permitting Director, through the County Attorney, to seek an administrative entry and seizure warrant from the district court to abate impermissible weeds, brush, and rubbish as needed throughout the property, including abandoned, inoperative, or unlicensed vehicles, as defined under Article 14 of the Land Use Code, located at 7642 Aberdeen Way in unincorporated Boulder County.

3.e Public Works - Architectural Services for Emergency Response Building (\$1,379,241) 88

This Building Services Division contract amendment adds a TDM Study and Climbing Wall Design-Build to the existing contract. The additional amount is for \$41,800 bringing the total contract to \$1,379,241.00

3.f Public Works - Award Recommendation: BID-082-24 - 95th Street and Lookout Road Signal Replacement (\$660,866.00) 92

The evaluation committee recommends awarding BID-082-24, 95th Street and Lookout Road Signal Replacement, to Sturgeon Electric Company, Inc., the lowest, most responsible bidder for the contract amount of \$660,866.00.

- **Staff Contact(s):** Dan Delange, Public Works

3.g Public Works - Boulder County Recycling Center Operations Bid Waiver (\$5,700,000/year) 96

The Resource Conservation Division requests a waiver of the formal procurement requirements for the operations agreement with Eco Cycle for the Boulder County Recycling Center for five years. The anticipated annual cost for these services is approximately \$5,700,000. This project will be funded out of the Resource Conservation Fund 199.

4. Commissioners' Discussion Items

4.a County Attorney's Office - Legal Representation Agreement for Laura Kinde in the matter of Jheshua Jackson-El v. Jared Polis, et al. 98

Laura Kinde, a former employee of the District Attorney's Office, has been named as a defendant in the Complaint filed in Jheshua Jackson-El v. Jared Polis

et al., 2024CV60. At the time the events at issue in the Complaint occurred, Laura Kinde was a public employee of the County. The County Attorney's Office is requesting approval and signature from the Board to provide legal representation for Laura Kinde.

- **Presenter(s):** Trina Ruhland or Colin Mayberry, County Attorney's Office (In Person)
- **Requested Action:** Decision

4.b Sheriff's Office: Ratification of Resolution 2024-052 for Stage 1 Fire Restrictions effective July 1, 2024

104

On July 1, 2024 the Board of County Commissioners and the Boulder County Sheriff's Office determined and put in place a Stage 1 Fire Restriction to reduce the danger of wildfire, forest or grass fires in unincorporated Boulder County mountain area. The resolution was signed by the commissioners on July 1, 2024 and ratification is now being requested.

- **Presenter(s):** *Pending*
- **Action Requested:** Decision

5. Authorization for Executive Session

Authorization for the Board of County Commissioners to go into Executive Session for Legal Advice on Wednesday, July 17th, 2024 at 11 a.m. with Ben Pearlman, County Attorney.

- **Action Requested:** Decision

6. Confirmation of Executive Session Topics

Confirming Executive Session topics noticed at the July 9th, 2024, Regular Meeting were discussed as scheduled.

- **Action Requested:** Note for the Record
- **Presenter(s):** Natalie Springett, Commissioners' Office (In Person)

7. Boulder County Head Start Monthly Report Meeting

108

Monthly report from the Head Start division. More information on Head Start can be found at [the division's website](#).

- **Action Requested:** None (Information Only)
- **Presenter(s):** Akane Ogren, Head Start Division (In Person); Stacy Fujieda, Head Start Division (In Person); Alex Linder, Head Start Division (In Person)
- **Location:** Hybrid (Hearing Room and Zoom Webinar)

BOCC CONTRACT AMENDMENT ADDITION OF DEPARTMENT/OFFICE

AMENDMENT SUMMARY		
This amendment makes changes to the following terms:		
<input checked="" type="checkbox"/>	Addition of Boulder County Department/Office	
<input checked="" type="checkbox"/>	Contract Amount	
<input type="checkbox"/>	Contract Dates	
<input type="checkbox"/>	Scope of Work	
Amendment		
Amendment Number	302614	
Contract Identification from Original Contract		
Vendor Legal Name	AloTerra Restoration Services, LLC	
Vendor Contact Name	John Giordanengo	
Vendor Contact Email	john@aloterraservices.com	
Office or Department	Public Works	
Division /Program	Transportation Planning	
Oracle Contract Number	302614	Version Number 2
Boulder County Department/Office Added to Contract		
Office or Department	Community Planning & Permitting	
Division/Program	Transportation Planning	
Mailing Address	PO Box 471, Boulder, CO 80306	
Project Manager Name and Email	Tonya Luebbert, tluebbert@bouldercounty.gov	
Contact Name and Email	Stacey Proctor, sproctor@bouldercounty.gov	
Office or Department Accounting Email	cppinvoices@bouldercounty.gov	
Contract Amount		
<u>Not to Exceed</u> Amount of current contract, including all amendments	\$5,000,000	
Amendment Amount	\$100,000	
New Cumulative <u>Not to Exceed</u> Amount	\$5,100,000	
Contract Dates		
Amendment Effective Date	3/1/2024	
New End Date		
Scope of Work		
Does this amendment remove any portion of the current scope of work?	No	

Does this amendment add new requirements to the scope of work?	No
Are the fees and rates listed on the previous schedule changing?	Yes
<i>Changes to the scope of work require a insurance requirements review. Is an updated insurance review attached as Exhibit A?</i>	No
Scope of Work Changes: Describe the changes to scope of work in this box and, if needed, attach an Exhibit B with the details of the changes to the scope of work, including updated fee and rate sheets, if applicable:	

Additional Contract Documents	
Check all that apply:	
<input type="checkbox"/> Exhibit A: Insurance Requirements <input checked="" type="checkbox"/> Exhibit B: Scope of Work and Fee Schedule <input type="checkbox"/> Exhibit C: Boulder County Data and Cyber Security Requirements (not required if previously included) <input type="checkbox"/> Exhibit D: _____ <input type="checkbox"/> Exhibit E: _____ <input type="checkbox"/> Exhibit F: _____	
County Internal Use Only	
Purchasing Details	
Project #	7398-22
Does this amendment change the purchasing process the contract must follow due to an increase in amount or timeframe?	No
Bid Process Used	Bid Number provided above
Is a new bid waiver required on this contract?	N/A
Accounting Details	

This AMENDMENT ("Amendment") to the above-referenced Original Contract ("Contract") is entered into between the Board of County Commissioners of Boulder County on behalf of the County of Boulder, State of Colorado, a body corporate and politic, for the benefit of Public Works and Community Planning & Permitting ("County") and AloTerra Restoration Services, LLC ("Contractor" or "Vendor").

1. INCORPORATION OF AMENDMENT SUMMARY

The **Amendment Summary** and **Additional Contract Documents**, if any are listed, are incorporated into the Contract by reference.

2. EFFECTIVE DATE AND ENFORCEABILITY

This Amendment is effective and enforceable on the later of (a) the date it is fully executed by both parties or (b) the **Amendment Effective Date** (if any).

3. LIMITS OF EFFECT

The Contract and all prior amendments, if any, remain in full force and effect except as specifically modified by this Amendment.

4. MODIFICATIONS

The Contract Documents are updated to include any Additional Contract Documents where the corresponding box is checked above.

The Contract is also modified to the extent that a corresponding box is checked below:

☒ Addition of Boulder County Department/Office. The Boulder County Department/Office identified in the Amendment Summary above is added as a beneficiary to the Contract and is subject to all rights and obligations therein. Contractor agrees to perform Work for the added Department/Office under the terms of the Contract and/or any Amendment(s). All notice and invoice contacts are updated to include the added Department/Office information provided above.

☐ Contract Dates. The term of the Contract is extended through the New End Date identified in the Amendment Summary.

☒ Contract Amount. The Contract Amount is amended to include the Amendment Amount identified in the Amendment Summary. The total cost of all work performed is not to exceed the **New Cumulative Not to Exceed Amount** identified in the Amendment Summary.

☐ Scope of Work. The Scope of Work is amended as indicated under Scope of Work Changes in the Amendment Summary and Exhibit B if indicated and new insurance requirements, if any, are identified in Exhibit A to this Amendment.

[SIGNATURE PAGE TO FOLLOW]

IN WITNESS WHEREOF, the Parties have executed and entered into this Amendment as of the latter day and year indicated below.

SIGNED for and on behalf of Board of County Commissioners of Boulder County		SIGNED for and on behalf of AloTerra Restoration Services, LLC	
Signature:		Signature:	
Name:		Name:	
Title:		Title:	
Date:		Date:	
↓↓ <i>For Board-signed documents only</i> ↓↓			
Attest Signature:	Clerk Initial		
Attestor Name:			
Attestor Title:			

**PROJECT: Fourmile Canyon Creek Trail Underpass Stormflow Monitoring Plan****CLIENT: Boulder County Community Planning & Permitting, Tonya Leubbert, Regional Trails Manager**

Version Note (05/02/2024): Updated with 2024 Rates; Including ammendments for ditch-clean-up and anticipated additional work

Task 1: Establish Baseline Conditions (2023) - COMPLETED 2023/2024						
element		Principal Rest. Eco.	Restoration Ecologist I	GIS and Survey Technician	Restoration Crew Member	Subtotal
	Professional Services					
	Hourly Rate:	\$ 155.00	\$ 95.00	\$ 85.00	\$ 65.00	
1	Project Management (Scope, Schedule, Budget), and coordination with Boulder staff and Railroad during planning process. Assumes three virtual meetings.	1	3			\$ 440.00
2	Desktop analysis (soils, wildlife, ecology, surface infrastructure).	0.5	2	2		\$ 437.50
3	Document existing conditions at BWRD, from proposed RR underpass, 70-ft south of existing pedestrian bridge over BWRD, north to the existing flume that includes: photo and video documentation, vegetation coverage, wildlife occurrence, bank and upland erosion conditions, extents and size of rip-rap, and field soil analysis.	3	8	8		\$ 1,905.00
4	Survey post processing time			4		\$ 340.00
5	Mount a temporary staff gage to the upstream abutment of the existing timber RR bridge along the Fourmile Canyon Creek (FCC) to consistently measure flow depths during inspections.			4		\$ 340.00
6	Baseline conditions report that includes; summary of observations, recommendations, monitoring plan, schedule, and appendices (repeat photographs and table of data collection)	1	4	16		\$ 1,895.00
Materials, Subcontracts, and Misc.		Units	Qty	Unit Cost		Extended
	Mileage	miles	94	0.655		\$61.57
	Accounting and Admin, project-specific	hour	1	45		\$45.00
	Staff gage materials	ea	1	350		\$350.00
	Surveying (Topcon, base+rover, surveyor) (2-4 transects, and trees/shrubs)	hour	6	145		\$870.00
Task Total:						\$ 6,684.07
Remaining Balance:						\$ -

Task 2: Annual Monitoring Report (2024 - 2026)						
element		Principal Rest. Eco.	Restoration Ecologist I	GIS and Survey Technician	Restoration Crew Member	Subtotal
	Professional Services					
	Hourly Rate:	\$ 180.00	\$ 115.00	\$ 90.00	\$ 65.00	
1	Project Management (Scope, schedule, budget) - 3 years	0.5	3			\$ 435.00
2	Perform field evaluations at peak spring runoff and after MHFD flood warning for Fourmile Canyon Creek or other locations within the vicinity of the City of Boulder including: Photo and video docuentation, measurement of water depth from temporary staff gauge, changes in bed material, and evidence of flow, sediment transport, breaching of bank, and storm discharges - 3 years		12	24		\$ 3,540.00
3	Desktop analysis and post-processing of data collection (precipitation gauges, research for recommendations, wildlife, etc. as needed) - 3 years		3	9		\$ 1,155.00
4	Annual report (memorandum) that includes; summary of observations, recommendations and appendicies (photographs and table of data collection) - 3 years	1.5	9	18		\$ 2,925.00
Materials, Subcontracts, and Misc.		Units	Qty	Unit Cost		Extended
	Mileage	miles	1128	0.655		\$738.84
	Accounting and Admin, project-specific	hour	6	45		\$270.00

Task Total: \$ 9,063.84

Task 3: Additional Costs (2024 - 2026)

element		Principal Rest. Eco.	Restoration Ecologist I	GIS and Survey Technician	Restoration Crew Member	Subtotal
	Professional Services					
	Hourly Rate:	\$ 180.00	\$ 115.00	\$ 90.00	\$ 65.00	
1	Removal of stream gauge and all resultant debris from the BWRD				17	\$ 1,105.00
2	Annual re-installation / calibration of stream gauge for accurate comparison to initial measurements		3	6		\$ 885.00
3	Future removal of debris, clean up, etc.; Assessment of any impacts from initial stream gauge				9	\$ 585.00
4	Survey post processing time			9		\$ 810.00
Materials, Subcontracts, and Misc.		Units	Qty	Unit Cost		Extended
	Mileage	miles	94	0.655		\$61.57
	Accounting and Admin, project-specific	hour	0	45		\$0.00
	Surveying (Topcon, base+rover, surveyor) (2-4 transects, and trees/shrubs)	hour	9	145		\$1,305.00

Task Total: \$ 4,751.57

Total (All Tasks): \$ 13,815.41

Total Reimbursable Expenses (all Tasks): \$ 13,815.41

Plus applicable Sales Tax: TBD

Proposal Notes and Exclusions

- Proposal does not include any time devoted toward regulatory compliance, and assumes that it will not be needed.
- Billing is on a time and materials basis, and may be lower or higher than the above estimate depending on a variety of unknown variables. However, we do not expect that project costs will be higher than those listed above.
- No costs will be billed to the client in excess of the amount above without prior written approval.
- Assumes that one site visit will be required to establish baseline conditions in 2023, and three additional years of monitoring/reporting will follow from 2024 - 2026

Accessibility Report

Filename: AloTerra Amendment 2024.pdf

Report created by: [Enter personal and organization information through the Preferences > Identity dialog.]

Organization:

Summary

The checker found problems which may prevent the document from being fully accessible.

- Needs manual check: 2
- Passed manually: 0
- Failed manually: 0
- Skipped: 1
- Passed: 23
- Failed: 6

Detailed Report

Document

Rule Name	Status	Description
Accessibility permission flag	Passed	Accessibility permission flag must be set
Image-only PDF	Passed	Document is not image-only PDF
Tagged PDF	Failed	Document is tagged PDF
Logical Reading Order	Needs manual check	Document structure provides a logical reading order
Primary language	Passed	Text language is specified
Title	Failed	Document title is showing in title bar
Bookmarks	Passed	Bookmarks are present in large documents
Color contrast	Needs manual check	Document has appropriate color contrast

Page Content

Rule Name	Status	Description
Tagged content	Failed	All page content is tagged
Tagged annotations	Passed	All annotations are tagged
Tab order	Failed	Tab order is consistent with structure order
Character encoding	Passed	Reliable character encoding is provided
Tagged multimedia	Passed	All multimedia objects are tagged
Screen flicker	Passed	Page will not cause screen flicker
Scripts	Passed	No inaccessible scripts
Timed responses	Passed	Page does not require timed responses
Navigation links	Passed	Navigation links are not repetitive

Forms

Rule Name	Status	Description
Tagged form fields	Passed	All form fields are tagged
Field descriptions	Passed	All form fields have description

Alternate Text

Rule Name	Status	Description
Figures alternate text	Passed	Figures require alternate text
Nested alternate text	Passed	Alternate text that will never be read
Associated with content	Passed	Alternate text must be associated with some content
Hides annotation	Passed	Alternate text should not hide annotation
Other elements alternate text	Failed	Other elements that require alternate text

Tables

Rule Name	Status	Description
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Rows	Passed	TR must be a child of Table, THead, TBody, or TFoot
TH and TD	Passed	TH and TD must be children of TR
Headers	Passed	Tables should have headers
Regularity	Failed	Tables must contain the same number of columns in each row and rows in each column
Summary	Skipped	Tables must have a summary

Lists

Rule Name	Status	Description
List items	Passed	LI must be a child of L
Lbl and LBody	Passed	Lbl and LBody must be children of LI

Headings

Rule Name	Status	Description
Appropriate nesting	Passed	Appropriate nesting

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STATE OF COLORADO INTERGOVERNMENTAL AGREEMENT

Signature and Cover Page

State Agency Department of Transportation			Agreement Routing Number 24-HA4-XC-00177
Local Agency BOULDER COUNTY			Agreement Effective Date Upon signatures of all Parties
Agreement Description CO-119 Bikeway			Agreement Expiration Date December 31, 2038
Project # STA 1191-033 (21497)	Region # 4	Contract Writer TCH	Agreement Maximum Amount \$1,590,000.00

THE PARTIES HERETO HAVE EXECUTED THIS AGREEMENT

Each person signing this Agreement represents and warrants that he or she is duly authorized to execute this Agreement and to bind the Party authorizing his or her signature.

<p align="center">LOCAL AGENCY BOULDER COUNTY</p> <p>By: _____ *Signature</p> <p>Name: _____ (Print Name)</p> <p>Title: _____ (Print Title)</p> <p>Date: _____</p>	<p align="center">STATE OF COLORADO Jared S. Polis, Governor Department of Transportation Shoshana M. Lew, Executive Director</p> <p>_____ Keith Stefanik, P.E., Chief Engineer</p> <p>Date: _____</p>
<p align="center">SECOND LOCAL AGENCY SIGNATURE, IF NEEDED BOULDER COUNTY</p> <p>By: _____ *Signature</p> <p>Name: _____ (Print Name)</p> <p>Title: _____ (Print Title)</p> <p>Date: _____</p>	<p align="center">LEGAL REVIEW Philip J. Weiser, Attorney General</p> <p>_____ Assistant Attorney General</p> <p>_____ By: (Print Name and Title)</p> <p>Date: _____</p>

AGREEMENT

THIS AGREEMENT, by and between the State of Colorado, for the use and benefit of the Colorado Department of Transportation (“State” or “CDOT”) and BOULDER COUNTY, 2525 13th Street, Suite 203, Boulder, Colorado, 80304, CDOT Vendor #: 2000059 (“Local Agency” or “Boulder County”), and the State and the Local Agency together shall be referred to as the “Parties” and individually as a “Party.”

PROJECT HISTORY

Parties to this Agreement have worked together to apply for State and federal funds to benefit the deliverables for various improvements along the CO 119 corridor. Parties agreed that it was strategically beneficial for Boulder County to apply for grants for the improvements, including but not limited to those identified in this Agreement. During the Project development, Boulder County initially had been identified by Denver Regional Council of Governments in its Transportation Improvement Plan (“TIP”) as the recipient of certain grant funds. Subsequently, the TIP was updated to show CDOT as the recipient of such funds. This Agreement captures the relationship of the Parties specific to the Boulder County work to be done by CDOT as Project owner, but recognizes the associated grants received by CDOT for the additional work being done independent of the Bikeway (as defined in §4) scope of work (“SOW”).

RECITALS

1. Authority exists in the law and funds have been budgeted, appropriated and otherwise made available and a sufficient uncommitted balance thereof remains available for payment of the Boulder County Contribution (defined below).
2. Required approval, clearance and coordination have been accomplished from and with appropriate agencies.
3. §43-2-102 and 103, C.R.S require the State to maintain state highways (including where such highways extend through a city or an incorporated town), and §43-2-135, C.R.S. describes certain specific responsibilities of the State and affected local entities (respectively) with respect to state highways that are also part of a local street system.
4. Federal funds may be awarded from the American Recovery Plan (“ARPA”). These ARPA funds may be awarded pursuant to Multimodal Transportation Options Funding (“MMOF”). MMOF means money transferred from the general fund to the fund pursuant to C.R.S. §§24-75-219 (7)(a)(II) and any other money that the general assembly may appropriate or transfer to the fund. These funds are subject to an expiration date. All ARPA funds must be obligated by December 31, 2024. The funds must be expended by December 31, 2026.
5. Boulder County will provide \$1,590,000.00 (“Contribution”) in funds toward the cost of the Bikeway as more specifically set forth below.
6. This Agreement is executed under the authority of §§29-1-203, 43-1-110; 43-1-116, 43-2-101(4)(c) and 43-2-144, C.R.S.
7. The Parties hereto desire to agree upon the division of responsibilities with regard to the Bikeway portion of the Project (as defined §4).

THE PARTIES NOW AGREE THAT:

Section 1. Scope of Work

CDOT will perform the work specifically described in **Exhibit A (the “Bikeway”)**, and Boulder County shall provide its Contribution toward the Bikeway, in Boulder County, Colorado.

Section 2. Order of Precedence

In the event of conflicts or inconsistencies between this Agreement and its exhibits, such conflicts or inconsistencies shall be resolved by reference to the documents in the following order of priority:

- A. This Agreement
- B. **Exhibit A** - Scope of Work
- C. **Exhibit B** - Utility Impacts of the Bikeway and Responsibilities

Section 3. Term

This Agreement shall be effective upon execution by Boulder County and the CDOT Chief Engineer or designee and shall terminate on December 31, 2038, or sooner if any of the State's funding expires, or is sooner terminated or unless performance is extended in accordance with this Agreement.

Section 4. Definitions

The following terms shall be construed and interpreted as follows:

- A. **"Actual Cost"** means the amount agreed upon for the Construction Agreed Price ("CAP") Construction Amount as it relates to the Bikeway, inclusive of any adjustments to the CAP that are made during construction and paid to the Construction Manager General Contractor ("CMGC") provider. The Actual Costs of the Bikeway include anything that is required to build the Bikeway, which includes but is not limited to:
 - construction,
 - utility relocation,
 - environmental obligations,
 - right of way ("ROW") acquisition and management,
 - construction engineering and indirect rate ("CE & Indirect Rate"), which is 26% added to all costs associated with the construction phase of the Bikeway scope of work,
 - CMGC fees (including pre-construction and construction management percentage),
 - risk pool,
 - minor contract revisions and force account,
 - Independent Cost Estimate ("ICE"), and
 - Owner's Representative.
- B. **"Agreement"** means this agreement, including all attached Exhibits, all documents incorporated by reference, all referenced statutes, rules, and cited authorities, and any future modifications thereto.
- C. **"Bikeway"** means the CO119 Bikeway portion of the Project as described in **Exhibit A**.
- D. **"Budgeted Construction Amount"** means the \$53,000,000.00 available by CDOT for Actual Costs of the Bikeway including \$1,552,000.00 of the construction portion of the Contribution for the Bikeway. Design incorporation costs are excluded from this amount.
- E. **"Contribution"** means the total funds provided by Boulder County to CDOT under this Agreement as described in §5 of this Agreement.
- F. **"Material Change"** refers to a significant or substantial alteration, modification, or development that can have a notable impact on the Bikeway.
- G. **"Plans"** means CDOT's overall design plans for the construction work of the Project.
- H. **"Project"** means the CO 119 Safety Mobility and Bikeway Project (SMBP). CDOT is the owner of the Project, which will be delivered through the use of the CMGC delivery method. This Project includes, but is not limited to, Bikeway, BRT stations, Park-n-Rides, queue bypass lanes, bikeway underpasses, and intersection improvements along the CO 119 corridor between Foothills Parkway and Hover Street.
- I. **"Working Day"** means any day the Project has construction activities operating.

Section 5. Project Funding Provisions

- A. Boulder County's total amount of its Contribution will be \$1,590,000.00, which is broken down in **§5.B and C** below. Boulder County is prepared to provide the Contribution to reimburse CDOT for certain Bikeway costs

as described herein, and as evidenced by the signing of this Agreement which expressly authorizes CDOT the authority to expend the Contribution toward the Bikeway. If any component of the Project is completed under its allocated budget, CDOT may re-allocate excess funding from the budget of the completed component to the budget for any uncompleted component of the Project, including the Bikeway. As the Project owner, CDOT reserves the right to exclusively make decisions of moving excess funds between the Project elements that are, in CDOT's opinion, in the best interest of the Project.

- B. The construction portion of the Contribution is \$1,552,000.00 for the Bikeway.
- C. The remainder of the Contribution of \$38,000.00 is to be used for combination of Bikeway design plans into overall Project Plans. This is not subject to the CE & Indirect Rate.
- D. CDOT's contribution of funds to the Project for the coordination, design, or construction of deliverables for this Bikeway scope of work is the subject of a separate agreement properly executed and approved in accordance with applicable Colorado State Law and State fiscal rules.
- E. The Parties hereto agree that this Agreement is contingent upon all funds designated herein for the Project, including the Bikeway, being made available from federal, State, and local sources, as applicable. Should these sources fail to provide necessary funds as agreed upon herein, this Agreement may be terminated by either Party, provided that any Party terminating its interest and obligations herein shall not be relieved of any obligations which existed prior to the effective date of such termination or which may occur as a result of such termination.

Section 6. Project Payment Provisions

- A. Boulder County will pay to CDOT its Contribution in accordance with the payment schedule set forth below by March 31st of the corresponding year or upon execution of this Agreement, whichever is later:
 - 1. 2024 - \$628,000.00, which includes \$590,000.00 in construction funds and \$38,000.00 for combining design plans
 - 2. 2025 - \$300,000.00
 - 3. 2026 - \$662,000.00
- B. If Boulder County fails to make timely payment to CDOT as required by this section, Boulder County shall pay interest to CDOT at a rate of one (1) percent per month on the amount of the payment which was not made in a timely manner, until the billing is paid in full. The interest shall accrue for the period from the required payment date to the date on which payment is made.

Section 7. State and Local Agency Commitments

- A. Design
 - 1. Boulder County is responsible for providing its final design plans for the Bikeway to be combined into CDOT's overall Project design plans. This includes any design worksheets, special provisions, or estimates provided to CDOT for incorporation into the Project.
 - 2. Boulder County is responsible for:
 - a. the cost of incorporating its design plans for the Bikeway into the Plans, as stated in **§5.C**.
 - b. preparing its final design in accord with the requirements of the latest edition of the American Association of State Highway Transportation Officials (AASHTO) manual or other standard, such as the Uniform Building Code, as approved by CDOT and in compliance with all federal and State statutes, codes, and regulations.
 - c. preparing special provisions and estimates in accord with Boulder County Multimodal Transportation Standards and the State's Roadway and Bridge Design Manuals and Standard Specifications for Road and Bridge Construction.
 - d. preparing required construction phasing and detour plans, in order to prevent interference of the construction work and to protect the traveling public. CDOT's CMGC contractor will prepare detailed Method of Handling Traffic (MHT) plans for the Project.
 - e. ensuring that its Bikeway plans are stamped by a Colorado Registered Professional Engineer.

- f. ensuring that its plans are accurate and complete.
 - g. Boulder County will submit its final design plans for the Bikeway for incorporation into the Plans made by CDOT's consultant for this Project. Such plans shall be submitted to CDOT by Boulder County in a timely fashion as directed by CDOT to allow for CDOT to negotiate the Opinion of Probable Construction Costs ("OPCC") with CDOT's Construction Manager Preconstruction service provider.
 - h. if the Bikeway Actual Cost exceeds the Budgeted Construction Amount, Boulder County will be responsible for 100% of the additional amount unless funding is reallocated from other portions of the Project to the Bikeway by CDOT. Any agreed upon additional amount shall be due within 60 days after receipt of billing by CDOT. If the Actual Cost exceeds the Budgeted Construction Amount, and the Parties do not agree to a new Contribution, then this Agreement shall be amended to revise and decrease the SOW. Any changes to the SOW must still meet all funding requirements.
 - i. having a representative on-site or available by phone to make decisions that must be made immediately in the field during pre-construction and construction.
3. CDOT is responsible for:
- a. using the Bikeway plans provided by Boulder County and incorporating those into the Plans for the Project. Boulder County will be given the opportunity to review the final Bikeway design of the Plans and provide feedback.
 - b. providing final assembly of Plans and contract documents.
 - c. ensuring the Plans are stamped by a Colorado Registered Professional Engineer.
 - d. CDOT may adjust the Bikeway portion of the Plans as reasonably necessary to address unanticipated or unknown issues that arise during the construction process. CDOT will communicate required changes to Boulder County and give Boulder County an opportunity to provide input on the changes that impact the Bikeway plans. Possible solutions may be to change the Plans or increase funding by Boulder County.
 - i. During construction, CDOT may agree to non-material changes, as determined by CDOT, that do not create an increase in the Budgeted Construction Amount in the field by completing a field speed memo (CDOT Form 105) and submitting it to the CMGC service provider.
 - ii. During construction, CDOT shall notify Boulder County of any Material Changes that do not increase Actual Costs, as determined by CDOT. The Parties will work to identify a resolution for the Material Change and the resolution documented in Contract Modification Order (CMO). Boulder County's concurrence to these changes will be evidenced by written notice pursuant to §16. In the event Boulder County's written concurrence cannot be obtained within two (2) Working Days, CDOT shall independently authorize the change.
 - iii. If a Material Change that does increase the Actual Cost occurs during construction, CDOT will complete a CMO. Boulder County's concurrence to these changes will be evidenced by written notice pursuant to §16. In the event concurrence cannot be obtained within three (3) Working Days CDOT shall independently authorize the change.
 - iv. CDOT is the owner of the Project and will be responsible for the CMGC contract. CDOT shall have final decision authority over the entire Project's right of way, design and construction, which includes all elements related to esthetics as long as this decision is consistent with the agreed upon Project goals as stated in the CMGC Request for Proposal.

B. Construction

1. This work includes construction. CDOT shall perform the construction in accordance with the approved design Plans and administer the construction all in accord with the Bikeway Scope of Work (**Exhibit A**). The administration shall include Project inspection and testing; approving sources of materials; performing required plant and shop inspections; documentation of contract payments, testing and inspection activities; preparing and approving pay estimates; preparing, approving and securing the funding for CMOs and minor contract revisions; processing contractor claims; construction supervision; and meeting the Quality Control requirements of the FHWA/CDOT Stewardship Agreement.
3. Subject to §6, CDOT is the responsible party:
 - a. it shall appoint a qualified professional engineer, licensed in the State of Colorado, as the State Agency Project Engineer (SAPE), to perform that administration. The SAPE shall administer the Project in

accordance with this Agreement, the requirements of the construction contract and applicable State procedures.

- b. it shall negotiate a Construction Agreed Price (“CAP” or “CAPs”) for the construction of the Project. Terms of the Project construction will be documented in CDOT’s general contractor highway construction contract. Boulder County shall be given the State’s confidential ICE. Within 48 hours of having such information, Boulder County may provide additional information for CDOT’s consideration during the process. Parties also will have the opportunity to reduce or alter the SOW for any line items in order to resolve discrepancies in the prospective negotiated rates for materials, which also shall be determined within 48 hours of the disclosure of the ICE.
- c. If such negotiations are unsuccessful, bids are to be let for the construction of the Project, CDOT shall, in conjunction with Boulder County, advertise the call for bids and, upon concurrence by Boulder County, will award the construction contract(s) to the low responsive, responsible bidder.
 - (1) in advertising and awarding the bid for the construction of a federal-aid project, CDOT shall comply with applicable requirements of 23 USC §112 and 23 CFR Parts 633 and 635 and C.R.S. §§24-92-101 et seq. Those requirements include, without limitation, that the State/contractor shall incorporate Form 1273 in its entirety verbatim into any subcontract(s) for those services as terms and conditions therefore, as required by 23 CFR 633.102(e).
 - (2) if the Project is let for competitive bid, Boulder County has the option to concur or not concur in the proposal of the apparent low bidder for work on which competitive bids have been received. Boulder County must declare its concurrence or non-concurrence within three (3) Working Days after said bids are publicly opened.
 - (3) by indicating its concurrence in such award, Boulder County, acting by or through its duly authorized representatives, agrees to provide additional funds, subject to their availability and appropriation for that purpose, if required to complete the work under this Project if no additional federal-aid funds will be made available for the Project.
- d. If all or part of the construction work is to be accomplished by State personnel (i.e. by force account), rather than by a competitive bidding process, the State will ensure that all such force account work is accomplished in accordance with the pertinent State specifications and requirements with 23 CFR 635, Subpart B, Force Account Construction.

Section 8. ROW Acquisition and Relocation

The Bikeway includes right of way. CDOT owns the majority of the necessary rights of way for the Bikeway. CDOT shall obtain any additional right of way from third parties. The Budgeted Construction Amount includes the value of the right of way acquisition.

Any acquisition/relocation activities must comply with all applicable federal and state statutes and regulations, including but not limited to the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 as amended (P.L. 91-646) and the Uniform Relocation Assistance and Real Property Acquisition Policies for Federal and Federally Assisted Programs as amended (49 CFR Part 24); CDOT’s Right of Way Manual; and CDOT’s Policy and Procedural Directives.

Allocation of Responsibilities are as follows:

- Federal participation in right of way acquisition (3111 charges), relocation (3109 charges) activities, if any, and right of way incidentals (expenses incidental to acquisition/relocation of right of way – 3114 charges);
- Federal participation in right of way acquisition (3111 charges), relocation (3109 charges) but no participation in incidental expenses (3114 charges); or
- No federal participation in right of way acquisition (3111 charges) and relocation activities (3109 expenses).

Regardless of the option selected above, CDOT retains oversight responsibilities. Boulder County’s and CDOT’s responsibilities for each option is specifically set forth in CDOT’s Right of Way Manual. The manual is located at <http://www.coloradodot.info/business/manuals/right-of-way>.

If right of way is purchased for a state highway, including areas of influence of the state highway, Boulder County shall immediately convey title to such right of way to CDOT after Boulder County obtains title.

Section 9. Utilities

A. Coordination Responsibility

Proper clearance or approval from all affected utility providers and ditch users or owner(s) as listed in **Exhibit B** is required for the Project as directed by the CDOT Regional Utility Engineer. Boulder County is responsible for obtaining clearances or approvals for all utilities affected as a direct result of the Bikeway scope exclusively, otherwise CDOT is responsible for obtaining the clearances or approvals. CDOT is responsible for obtaining clearances or approvals for all irrigation users on the Project and for utilities affected by scope other than that of the Bikeway scope. Prior to granting a Notice to Proceed for construction of this Project, CDOT will certify in writing that all such clearances have been obtained.

B. Financial Responsibility

The costs of all utility and irrigation relocations that are required as a direct result of the Bikeway will be included in the Actual Cost for the Bikeway. If the utility and irrigation relocation are the result of multiple facets of the Project, then these costs will be split proportionally among the affected aspects of the Project. Utility and Irrigation relocations and related costs performed as part of the Project construction shall be determined and included in the calculation of Actual Costs for the Bikeway as defined in this Agreement. Cost-incurring utility relocations performed by utility providers and paid for through the utility phase of the Project may include but are not limited to the known relocations listed in **Exhibit B**. Boulder County is responsible for any additional relocations or costs that are a direct result of all Bikeway relocations and will be included in the Actual Cost for the Bikeway.

If additional and unexpected utility and irrigation relocations are necessary because of multiple Project elements, the Parties will determine an appropriate split and the appropriate share will be included in the Actual Cost of the Bikeway. Boulder County will be responsible for its share of the relocation(s) as determined by the Parties.

Section 10. Railroads

In the event the Project involves modification of a railroad company's facilities whereby the Project work is to be accomplished by railroad company forces. CDOT shall make timely application to the Public Utilities Commission requesting its order providing for the installation of the proposed improvements and not proceed with that part of the work without compliance. CDOT shall also establish contact with the railroad company involved for the purpose of complying with applicable provisions of 23 CFR 646, subpart B, concerning federal-aid projects involving railroad facilities, including:

1. Executing an agreement setting out what work is to be accomplished and the location(s) thereof, and that the costs of the improvement shall be eligible for federal participation.
2. Obtaining the railroad's detailed estimate of the cost of the work.
3. Establishing future maintenance responsibilities for the proposed installation.
4. Prescribing future use or dispositions of the proposed improvements in the event of abandonment or elimination of a grade crossing.
5. Establishing future repair and/or replacement responsibilities in the event of accidental destruction or damage to the installation.

Section 11. Environmental Obligations

The Bikeway in CDOT ROW or its resulting impact will not be considered a use as defined in Section 4(f) of the Department of Transportation Act of 1966 and its implementing regulations, Part 774 of Title 23 of the Code of Federal Regulations (Section 4(f)), or use of property defined in Section 6(f) of the Land and Water Conservation Fund Act (Section 6(f)). If a future CDOT project impacts the Bikeway in CDOT ROW, such impacts shall not trigger the analysis and mitigation requirements of Section 4(f) and Section 6(f).

CDOT shall perform the Project work in accordance with the requirements of the current federal and state environmental regulations including the National Environmental Policy Act of 1969 (NEPA) as applicable.

The environmental responsibilities listed below are the mutual understanding of the Parties at the time of execution of this Agreement.

During the Pre-Construction phase:

- CDOT is responsible for the following during the Pre-Construction phase:
 - Noise,
 - Hazardous Material - Initial Site Assessment / Modified Environmental Site Assessment (HazMat – ISA/MESA) survey,
 - Threatened and Endangered (T&E) and State Listed Species survey and Section 7 of the Endangered Species Act,
 - Wetland Delineation (Survey),
 - Paleontology,
 - Archeology,
 - History (Eligibility & Effects Determination Letter – only),
 - Section 4(f) of the Department of Transportation Act of 1966 – Historic,
 - Section 4(f) of the Department of Transportation Act of 1966– Non-Historic,
 - Section 6(f) of the Land and Water Conservation Fund Act,
 - Raptors/Migratory Birds,
 - Environmental Justice,
 - Prepare the SB 40 Certification application for the Bikeway,
 - Floodplain Development Permit(s),
 - Lighting Plan, and
 - Stormwater Construction Permit.
- Boulder County is responsible for the following during Pre-Construction phase:
 - T&E and State Listed Species (Preconstruction surveys for burrowing owls based on Colorado Parks and Wildlife (CPW) protocol,
 - Prepare Black-Tailed Prairie Dog (BTPD) Management Plan,
 - History (excluding Eligibility & Effects Determination Letter),
 - Section 4(f) of the Department of Transportation Act of 1966 – Non-Historic Documentation,
 - Visual for the Bikeway design plans, subject to FHWA and CDOT visual impact guidelines (Boulder County plans were incorporated into Project plans),
 - Mitigate any impact to existing Permanent Water Quality facilities,
 - Floodplain Development Permit(s),
 - Bikeway Underpass Plans,
 - Provide information to CDOT for the Bikeway SB40 Application
 - Provide information to CDOT for the Bikeway Underpass Dewatering Permit, and
 - Provide information to CDOT related to the Stormwater Construction Permit.

The Parties understand all of the pre-construction phase must be completed before CDOT can move on to the construction phase.

During the construction phase, in the event of additional or unexpected environmental mitigation is necessary, Boulder County will be responsible for redesign to resolve unforeseen issues.

The responsibilities for mitigation during construction are as follows:

- Boulder County is responsible for 100% of the following expenses, which are included in the Bikeway Actual Costs:
 - Boulder County will serve as the liaison and the project point of contact in coordinating and submitting the required 1041 documents to the Boulder County Planning Department.
 - All costs and conditions of a construction dewatering permit as a result of the Bikeway construction.
 - All costs and conditions of a construction remediation permit as a result of the Bikeway construction.
 - If the Bikeway portion of the Project needs a subterranean permit, Boulder County will be

- responsible for the subterranean permit, including any long-term reporting requirements.
- Mitigation costs to replace wetlands at a 1:1 ratio due to the Bikeway construction.
- Boulder County is responsible for 46.5% of the following mitigation expenses, which are included in the Actual Costs:
 - BTPD Mitigation Plan,
 - Tree Replacement/Mitigation,
 - Staging and stockpiling,
 - Revegetation,
 - Noxious weed management,
 - MS4 and Stormwater Construction Permit inspections, and
 - Migratory Bird Treaty Act management.
- If there are additional and unexpected mitigation costs, these costs will be split proportionally among the affected aspects of the Project.

Section 12. Maintenance Obligations

The Parties have discussed general operations and maintenance responsibilities. During Project design and construction, the Parties will finalize the assignment of maintenance responsibilities in an operations and maintenance intergovernmental agreement and Special Use Permit with License Agreement.

Section 13. Record Keeping

CDOT shall maintain a complete file of all records, documents, communications, and other written materials, which pertain to the costs incurred under this Agreement. CDOT shall maintain such records for a period of five (5) years after the date of termination of this Agreement or final payment hereunder, whichever is later, or for such further period as may be necessary to resolve any matters which may be pending. CDOT shall make such materials available for inspection at all reasonable times and shall permit duly authorized agents and employees of Boulder County, FHWA and United States Treasury Department to inspect the Project and to inspect, review and audit the Project records.

Section 14. Termination Provisions

This Agreement may be terminated as follows:

- A. Termination for Convenience. CDOT may terminate this Agreement at any time CDOT determines that the purposes of the distribution of monies under the Agreement would no longer be served by completion of the Bikeway. CDOT shall effect such termination by giving written notice of termination to Boulder County and specifying the effective date thereof, at least twenty (20) days before the effective date of such termination.
- B. Termination for Cause. If, through any cause, Boulder County shall fail to fulfill, in a timely and proper manner, its obligations under this Agreement, or if Boulder County shall violate any of the covenants, agreements, or stipulations of this Agreement, CDOT shall thereupon have the right to terminate this Agreement for cause by giving written notice to Boulder County of its intent to terminate and at least ten (10) days opportunity to cure the default or show cause why termination is otherwise not appropriate. In the event of termination, all finished or unfinished documents, data, studies, surveys, drawings, maps, models, photographs and reports or other material prepared by Boulder County under this Agreement shall, at the option of CDOT, become its property, and Boulder County shall be entitled to receive just and equitable compensation for any services and supplies delivered and accepted.
- C. Early Termination in the Public Interest. CDOT is entering into this Agreement to serve the public interest of the State of Colorado as determined by its Governor, General Assembly, or Courts. If this Agreement ceases to further the public interest of the State, and this ARPA Award is not appropriated, or otherwise becomes unavailable to fund this ARPA Award, CDOT, in its discretion, may terminate this Agreement in whole or in part. This subsection shall not apply to a termination of this Agreement by CDOT for breach by Boulder County. Notwithstanding the above, Boulder County shall not be relieved of liability to CDOT for any damages sustained by CDOT by virtue of any breach of the Agreement by Boulder County, and CDOT may withhold payment to

Boulder County for the purposes of mitigating its damages until such time as the exact amount of damages due to CDOT from Boulder County is determined.

If, after such termination, it is determined, for any reason, that Boulder County was not in default or that Boulder County's action/inaction was excusable, such termination shall be treated as a termination for convenience, and the rights and obligations of the Parties shall be the same as if the Agreement had been terminated for convenience, as described herein.

Section 15. Legal Authority

Boulder County warrants that it possesses the legal authority to enter into this Agreement and that it has taken all actions required by its procedures, by-laws, and/or applicable law to exercise that authority, and to lawfully authorize its undersigned signatory to execute this Agreement and to bind Boulder County to its terms. The person(s) executing this Agreement on behalf of Boulder County warrants that such person(s) has full authorization to execute this Agreement.

Section 16. Representatives and Notice

CDOT will liaison with Boulder County through CDOT's Region Director, Region 4, 10601 West 10th Street, Greeley, CO 80634. The said Region Director will also be responsible for coordinating the State's activities under this Agreement and will also issue a "Notice to Proceed" for commencement of the Project work. All communications relating to the day-to-day activities for the work shall be exchanged between representatives of CDOT's Transportation Region 4 and Boulder County. All communication, notices, and correspondence shall be addressed to the individuals identified below. Either Party may from time to time designate in writing a new or substitute representative(s).

If to CDOT:

Adnana Murtic
CDOT Region 4
1050 Lee Hill Drive
Boulder, Colorado 80302
303-546-5657
adnana.murtic@state.co.us

If to Boulder County:

Stacey Proctor
Boulder County
2525 13th Street, Suite 203
Boulder, Colorado, 80304
303-441-1107
sproctor@bouldercounty.org

Section 17. Successors

Except as herein otherwise provided, this Agreement shall inure to the benefit of and be binding upon the Parties hereto and their respective successors and assigns.

Section 18. Third Party Beneficiaries

It is expressly understood and agreed that the enforcement of the terms and conditions of this Agreement and all rights of action relating to such enforcement, shall be strictly reserved to the State and Boulder County. Nothing contained in this Agreement shall give or allow any claim or right of action whatsoever by any other third person. It is the express intention of CDOT and Boulder County that any such person or entity, other than CDOT or Boulder County receiving services or benefits under this Agreement shall be deemed an incidental beneficiary only.

Section 19. Governmental Immunity

Notwithstanding any other provision of this Agreement to the contrary, no term or condition of this Agreement shall be construed or interpreted as a waiver, express or implied, of any of the immunities, rights, benefits, protection, or other provisions of the Colorado Governmental Immunity Act, §§24-10-101, et seq., C.R.S., as now or hereafter amended. The Parties understand and agree that liability for claims for injuries to persons or property arising out of negligence of the Parties, its departments, institutions, agencies, boards, officials and employees is controlled and limited by the provisions of §§24-10-101, et seq., C.R.S., as now or hereafter amended and the risk management statutes, §§24-30-1501, et seq., C.R.S., as now or hereafter amended.

Section 20. Severability

To the extent that this Agreement may be executed and performance of the obligations of the Parties may be accomplished within the intent of the Agreement, the terms of this Agreement are severable, and should any term or provision hereof be declared invalid or become inoperative for any reason, such invalidity or failure shall not affect the validity of any other term or provision hereof.

Section 21. Waiver

The waiver of any breach of a term, provision, or requirement of this Agreement shall not be construed or deemed as a waiver of any subsequent breach of such term, provision, or requirement, or of any other term, provision or requirement.

Section 22. Entire Understanding

This Agreement is intended as the complete integration of all understandings between the Parties. No prior or contemporaneous addition, deletion, or other amendment hereto shall have any force or effect whatsoever, unless embodied herein by writing. No subsequent novation, renewal, addition, deletion, or other amendment hereto shall have any force or effect unless embodied in a writing executed and approved pursuant to the State Fiscal Rules.

Section 23. Survival of Agreement Terms

Notwithstanding anything herein to the contrary, the Parties understand and agree that all terms and conditions of this Agreement and the exhibits and attachments hereto which may require continued performance, compliance or effect beyond the termination date of the Agreement shall survive such termination date and shall be enforceable by the State as provided herein in the event of such failure to perform or comply by Boulder County.

Section 24. Modification and Amendment

This Agreement is subject to such modifications as may be required by changes in federal or State law, or their implementing regulations. Any such required modification shall automatically be incorporated into and be part of this Agreement on the effective date of such change as if fully set forth herein. Except as provided above, no modification of this Agreement shall be effective unless agreed to in writing by both Parties in an amendment to this Agreement that is properly executed and approved in accordance with applicable law.

Section 25. Disputes

Except as otherwise provided in this Agreement, any dispute concerning a question of fact arising under this Agreement, which is not disposed of by agreement, will be decided as follows:

- Project Manager for CDOT and Boulder County's Representative identified in §16. If these individuals cannot resolve the dispute within two (2) business days, it will elevate to the next level of dispute resolution.
- Resident Engineer / Project Director for CDOT and Deputy Director of Transportation Planning for Boulder County. If these individuals cannot resolve the dispute within two (2) business days, the matter will elevate to the next level of dispute resolution.
- PEIII for CDOT and Deputy Director of Transportation Planning for Boulder County within two (2) business days, it will elevate to the next level of dispute resolution.
- Regional Transportation Director for CDOT and Department Head, Community Planning and Permitting for Boulder County.
- Deputy Chief Engineer for CDOT and County Administrator for Boulder County within two (2) business days, it will elevate to the next level of dispute resolution.

If these individuals cannot resolve the dispute within the respective time limits, the matter will be managed by CDOT's Chief Engineer of the Department of Transportation. The decision of the Chief Engineer will be final and conclusive unless, within 10 calendar days after the date of receipt of a copy of such written decision, Boulder County mails or otherwise furnishes to the State a written appeal addressed to the Executive Director of the Department of Transportation. In connection with any appeal proceeding under this clause, Boulder County shall be afforded an opportunity to be heard and to offer evidence in support of its appeal. Pending final decision of a dispute hereunder, Boulder County shall proceed diligently with the performance of the agreement in accordance with the Chief Engineer's decision. The decision of the Executive Director or his duly authorized representative for the determination of such appeals will be final and conclusive and serve as final agency action. This dispute clause does not preclude

consideration of questions of law in connection with decisions provided for herein. Nothing in this Agreement, however, shall be construed as making final the decision of any administrative official, representative, or board on a question of law.

Section 26. Colorado Special Provisions (Colorado Fiscal Rule 3-3)

These Special Provisions apply to all contracts. Contractor refers to Boulder County and Contract refers to Agreement.

A. STATUTORY APPROVAL. §24-30-202(1), C.R.S.

This Contract shall not be valid until it has been approved by the Colorado State Controller or designee. If this Contract is for a Major Information Technology Project, as defined in §24-37.5-102(19), then this Contract shall not be valid until it has been approved by the State's Chief Information Officer or designee.

B. FUND AVAILABILITY. §24-30-202(5.5), C.R.S., applicable Local Agency law, rule or regulation.

Financial obligations of the Parties payable after the current State Fiscal Year or fiscal year are contingent upon funds for that purpose being appropriated, budgeted, and otherwise made available.

C. GOVERNMENTAL IMMUNITY.

Liability for claims for injuries to persons or property arising from the negligence of the Parties, its departments, boards, commissions committees, bureaus, offices, employees and officials shall be controlled and limited by the provisions of the Colorado Governmental Immunity Act, §24-10-101, et seq., C.R.S.; the Federal Tort Claims Act, 28 U.S.C. Pt. VI, Ch. 171 and 28 U.S.C. 1346(b), and the State's risk management statutes, §§24-30-1501, et seq. C.R.S. No term or condition of this Contract shall be construed or interpreted as a waiver, express or implied, of any of the immunities, rights, benefits, protections, or other provisions, contained in these statutes.

D. INDEPENDENT CONTRACTOR.

Contractor shall perform its duties hereunder as an independent contractor and not as an employee. Neither Contractor nor any agent or employee of Contractor shall be deemed to be an agent or employee of the State. Contractor shall not have authorization, express or implied, to bind the State to any agreement, liability or understanding, except as expressly set forth herein. **Contractor and its employees and agents are not entitled to unemployment insurance or workers compensation benefits through the State and the State shall not pay for or otherwise provide such coverage for Contractor or any of its agents or employees. Contractor shall pay when due all applicable employment taxes and income taxes and local head taxes incurred pursuant to this Contract. Contractor shall (i) provide and keep in force workers' compensation and unemployment compensation insurance in the amounts required by law, (ii) provide proof thereof when requested by the State, and (iii) be solely responsible for its acts and those of its employees and agents.**

E. COMPLIANCE WITH LAW.

Contractor shall comply with all applicable federal and State laws, rules, and regulations in effect or hereafter established, including, without limitation, laws applicable to discrimination and unfair employment practices.

F. CHOICE OF LAW, JURISDICTION, AND VENUE.

Colorado law, and rules and regulations issued pursuant thereto, shall be applied in the interpretation, execution, and enforcement of this Contract. Any provision included or incorporated herein by reference which conflicts with said laws, rules, and regulations shall be null and void. All suits or actions related to this Contract shall be filed and proceedings held in the State of Colorado and exclusive venue shall be in the City and County of Denver.

G. PROHIBITED TERMS.

Any term included in this Contract that requires the Parties to indemnify or hold Contractor harmless; requires the Parties to agree to binding arbitration; limits Contractor's liability for damages resulting from death, bodily injury, or damage to tangible property; or that conflicts with this provision in any way shall be void ab initio. Nothing in this Contract shall be construed as a waiver of any provision of §24-106-109 C.R.S.

Any term included in this Contract that limits Contractor's liability that is not void under this section shall apply only in excess of any insurance to be maintained under this Contract, and no insurance policy shall be interpreted as being subject to any limitations of liability of this Contract.

H. SOFTWARE PIRACY PROHIBITION.

State or other public funds payable under this Contract shall not be used for the acquisition, operation, or maintenance of computer software in violation of federal copyright laws or applicable licensing restrictions. Contractor hereby certifies and warrants that, during the term of this Contract and any extensions, Contractor has and shall maintain in place appropriate systems and controls to prevent such improper use of public funds. If the State determines that Contractor is in violation of this provision, the State may exercise any remedy available at law or in equity or under this Contract, including, without limitation, immediate termination of this Contract and any remedy consistent with federal copyright laws or applicable licensing restrictions.

I. EMPLOYEE FINANCIAL INTEREST/CONFLICT OF INTEREST. §§24-18-201 and 24-50-507, C.R.S.

The signatories aver that to their knowledge, no employee of the State or Local Agency has any personal or beneficial interest whatsoever in the service or property described in this Contract. Contractor has no interest and shall not acquire any interest, direct or indirect, that would conflict in any manner or degree with the performance of Contractor's services and Contractor shall not employ any person having such known interests.

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EXHIBIT A SCOPE OF WORK

Background

CDOT is the Project owner responsible for implementing the CO 119 Safety, Mobility and Bikeway Project (SMBP). The Project includes critical intersection improvements of the CO 119 Diagonal Highway between Foothills Parkway in the City of Boulder and Hover Street in the City of Longmont and a commuter bikeway as specifically described in the Plans. CDOT will use a Construction Manager General Contractor (“CMGC”) project delivery method.

Subject to any differences in the Plans, which supersede the terms of this SOW, the CO 119 Bikeway design generally consists of the following scope elements:

- Segment between Foothills Parkway and Jay Road, with a bridge over Fourmile Canyon Creek and an underpass under CO 119 (south of Jay Road) and a bikeway underpass under Jay Road,
- Segment between Jay Road and 63rd Street, with an underpass or overpass to cross 63rd Street,
- Segment between 63rd Street and CO 52,
- CO 52 bikeway underpass,
- Segment between CO 52 and Niwot Road,
- Niwot Road bikeway underpass,
- Segment between Niwot Road and Airport Road,
- Airport Road – Bikeway at-grade crossing, and
- Segment between Airport Road and Hover Street, with a bridge over Left Hand Creek and an underpass under southbound CO 119 north of Airport Road.

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EXHIBIT B

UTILITY IMPACTS OF THE BIKEWAY AND RESPONSIBILITIES

Table 1 - Cost-incurring Bikeway Utility Relocations at 60% Design

GENERAL LOCATION	UTILITY OWNER	CONDUIT TYPE
Fourmile Underpass	City of Boulder & Zayo	2x2" (COB) & 2x1.25" (Zayo) Duct Bundle
Fourmile Underpass	City of Boulder	1x3" PVC Conduit
Jay Underpass	City of Boulder	Single Conduit
Jay Underpass	City of Boulder & Zayo	2x2" (COB) & 2x1.25" (Zayo) Duct Bundle
Jay Underpass	Boulder Valley School District	Single Conduit
63rd Underpass	Lumen City of Boulder	Unknown
Fourmile Underpass	City of Boulder	24" DIP*
63rd Underpass	City of Boulder	24" PCCP*

* - Denotes utilities that, if required to be relocated, represent significant costs that may cause the Bikeway to exceed the Estimated Cost. If these utility relocation costs, in addition to the sum total of all other Boulder County-responsible relocation costs, known and unknown, cause the Actual Costs to exceed the Estimated Costs, the Parties will follow the terms as defined in Section 5.B of this Agreement.

Accessibility Report

Filename: Accessibility Report - OLA Boulder County (21497) 331003132 Jul 02 2024_for signature.pdf

Report created by: [Enter personal and organization information through the Preferences > Identity dialog.]

Organization:

Summary

The checker found problems which may prevent the document from being fully accessible.

- Needs manual check: 2
- Passed manually: 0
- Failed manually: 0
- Skipped: 1
- Passed: 26
- Failed: 3

Detailed Report

Document

Rule Name	Status	Description
Accessibility permission flag	Passed	Accessibility permission flag must be set
Image-only PDF	Passed	Document is not image-only PDF
Tagged PDF	Passed	Document is tagged PDF
Logical Reading Order	Needs manual check	Document structure provides a logical reading order
Primary language	Passed	Text language is specified
Title	Failed	Document title is showing in title bar
Bookmarks	Passed	Bookmarks are present in large documents
Color contrast	Needs manual check	Document has appropriate color contrast

Page Content

Rule Name	Status	Description
Tagged content	Passed	All page content is tagged
Tagged annotations	Passed	All annotations are tagged
Tab order	Passed	Tab order is consistent with structure order
Character encoding	Passed	Reliable character encoding is provided
Tagged multimedia	Passed	All multimedia objects are tagged
Screen flicker	Passed	Page will not cause screen flicker
Scripts	Passed	No inaccessible scripts
Timed responses	Passed	Page does not require timed responses
Navigation links	Passed	Navigation links are not repetitive

Forms

Rule Name	Status	Description
Tagged form fields	Passed	All form fields are tagged
Field descriptions	Passed	All form fields have description

Alternate Text

Rule Name	Status	Description
Figures alternate text	Passed	Figures require alternate text
Nested alternate text	Passed	Alternate text that will never be read
Associated with content	Passed	Alternate text must be associated with some content
Hides annotation	Passed	Alternate text should not hide annotation
Other elements alternate text	Passed	Other elements that require alternate text

Tables

Rule Name	Status	Description
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Rows	Passed	TR must be a child of Table, THead, TBody, or TFoot
TH and TD	Passed	TH and TD must be children of TR
Headers	Failed	Tables should have headers
Regularity	Failed	Tables must contain the same number of columns in each row and rows in each column
Summary	Skipped	Tables must have a summary

Lists

Rule Name	Status	Description
List items	Passed	LI must be a child of L
Lbl and LBody	Passed	Lbl and LBody must be children of LI

Headings

Rule Name	Status	Description
Appropriate nesting	Passed	Appropriate nesting

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NON-PROCUREMENT DOCUMENTS ONLY
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ROUTING COVER SHEET

Document Details	
Document Type	Other
Parties	
County Contact Information	
Boulder County Legal Entity	Boulder County
Department	Community Services Department
Division/Program	Workforce Boulder County, Colorado Central Planning Region Plan
Mailing Address	P.O. Box 471, Boulder, CO 80306
Contract Contact – Name, email	Sara Miller, smiller@bouldercounty.gov
Other Party Contact Information	
Name	CO Workforce Development Council
Mailing Address	633 17th Street, Suite 700, Denver, CO 80202
Contact 1 – Name, title, email	Todd Nielsen, Todd.Nielsen@denvergov.org
Term	
Start Date	7/1/2024
Expiration Date	6/30/2027
Brief Description of Work/Services Provided	
Four-year Colorado Central Planning Region plan. This is a requirement of our legislation, Workforce Innovation and Opportunity Act (WIOA).	
Revenue Contract/Lease Details	
Amount	\$0
Fixed Price or Not-to-Exceed?	Not-to-Exceed
Grant Details	
Award # (if any)	
Signature Deadline	7/31/24
Project/Program Name	Central Planning Region Plan
Project/Program Start Date	7/1/24
Project/Program End Date	6/30/2027
Capital or Operating?	
Grant Funding	
Amount: Federal Funds	
Amount: State Funds	
Amount: Other (specify)	
Amount: Match (dollars)	
Amount: Match (in-kind)	
Total Project Budget	\$0.00
Account String	
Federally Funded Grants	
Federal Program Name	

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CFDA #	
Subrecipients	
Name(s)	
Services to be Provided	
Subaward Amount	
Subcontractors	
Name(s)	
Services to be Provided	
Subcontract Amount	
File Net Contract Details - Details should precisely match search variables in File Net (Only required where Original Agreement is stored in File Net)	
Other Party Name	
Start Date	
End Date	
Amount	
Notes Additional information not included above	

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Drop **initial tags** for each of the required approvers below

_____ **Paralegal** [ONLY FOR: Revenue Contracts]

Use email: CAParalegalsDTC@bouldercounty.org

VR
_____ **County Attorney** [ONLY FOR: Revenue Contracts, Leases, Grant Documents]

Use email: ca@bouldercounty.org

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JF
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RB
_____ **EO/DH** [ONLY FOR: BOCC-Signed Documents]



Colorado Workforce
Development Council

Jonathan Liebert, *Chair*

Lee Wheeler-Berliner, *Managing Director*

APPROVAL LOCAL AREA PLAN

June 28, 2024

Todd Nielsen
Central Planning Region

Local Workforce Area WIOA PY24-27 Plan – CWDC Decision

Dear Mr. Nielsen:

The Colorado Workforce Development Council (CWDC) has the responsibility of reviewing and approving or disapproving the four-year plans required under WIOA for each local workforce area. The approval is determined in consultation with the Colorado Department of Labor & Employment (CDLE). The local plans were reviewed by the CDLE Regional Services Team, in consultation with CDLE Fiscal Auditors, the Human Resources Equal Opportunity Officer, and the Workforce Development Programs Contract Coordinator. Their recommendations were presented to the Colorado Workforce Development Council for review and approval.

The Colorado Workforce Development Council approves the Central Planning Region Local Area Plan.

Please contact the Colorado Workforce Development Council Office with any questions.

Sincerely,

Lee Wheeler-Berliner
Managing Director

CC:
Melissa Jacquez

Colorado Central Planning Region Plan for the Execution of Workforce Innovation and Opportunity (WIOA) Title I and Title III Workforce Development Activities

**Developed in accordance with the
Workforce Innovation and Opportunity Act of 2014**

May 2024



Colorado Central Planning Region

Adams, Arapahoe, Boulder, Broomfield*, Clear Creek, Denver, El Paso, Douglas, Gilpin, Jefferson, Larimer & Teller Counties

Forward

The Colorado Workforce Development Ecosystem is diversified and localized to economies throughout the state to provide services to both job seeking, and business/industry. Throughout the state of Colorado, these customers receive services based on their unique need, through a variety of programs. One consistent funding stream for all Federally recognized Workforce Development Areas (10) and Planning Regions (3) is the Workforce Innovation and Opportunity Act (WIOA) of 2014. Starting in Program Year (PY16) State, Regional, and Local Plans have been developed to act as a backbone document to show the impacts of the system, while also looking to ensure that each area is addressing local needs while being fiscally responsible.

As noted in the PY24-27 WIOA State plan, written by the Colorado Workforce Development Council, “Colorado has a well-coordinated workforce system” that is not only anchored at the state level by Governor Polis, but at local levels through elected officials to ensure that the workforce system can achieve the bold goals not only set forth by the administration, but also by the United States Department of Labor – Employment and Training Agency (USDOL-ETA).

Colorado’s workforce system has worked with other organizations to ensure that there is a focus on cross-agency collaboration and coordination. Additionally, Colorado has adopted a mindset that includes community-based organizations, education partners, libraries and other institutions as key stakeholders that contribute to the success of the Workforce Development Ecosystem.

Colorado and local workforce boards have embraced the work to enhance the focus of utilization of evidence to inform workforce development strategies and to influence the design and execution of initiatives based on that work.

This work does not follow single program lines. The Colorado Workforce Ecosystem has close collaborations with partners at the State and Local levels to ensure customers have opportunities to find employment within any sector, and businesses have a pool of talent that ensures success.

As the Colorado Workforce Development system has worked to continue alignment efforts across the state of Colorado, thus that alignment should also focus on the four key issues that affect all aspects of talent development: **quality, equity, access, and affordability**. Each region in the state of Colorado will continue to diligently work to enhance each of these domains in relation to the programs that connect Coloradoans to pathways to prosperity and ultimately in-demand careers that define lifelong success. While aligned to the Colorado State Plan, it is believed that this true north star will allow every learner to attain the skills, knowledge and abilities needed to thrive.

Sector Partnerships have grown over the last 10 years to more than 50 statewide recognized groups covering many of the largest sectors. While informed at the local level, this model ensures that stakeholders including workforce, education, chambers, economic development and others can identify and address pinch points in a timely manner.

On behalf of the Colorado Central Planning Region (CCPR) representing the following local areas: Adams County, Arapahoe/Douglas Counties, Boulder County, City and County of Denver, Larimer County, Pikes Peak (El Paso and Teller Counties), and Tri-County (Jefferson, Clear Creek and Gilpin Counties) we welcome all to the Colorado Workforce Ecosystem.¹

¹ Although the City and County of Broomfield is part of the Colorado Rural Workforce Consortium (CRWC), data has been included in the Colorado Central Planning Region report due to its location in the middle of the region and shares a natural labor shed.

Colorado Central Planning Region WIOA Regional Plan 2024-2027

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Analysis of Regional Economic Conditions

Data used in this Planning document comes from several sources:

- Lightcast
 - Economic data
 - Traditional labor market information
 - Real-time labor market information (job posting data)
- U.S. Bureau of Labor Statistics
 - Data on employment, unemployment, labor force and unemployment rates
 - Consumer Price Index data (inflation)
- U.S. Census Bureau
 - Data profiles
 - Social characteristics
 - Economic characteristics
 - Demographic and population characteristics
 - Housing characteristics
- Other data
 - 2022 Colorado Childcare Market Survey (Brodsky Research and Consulting) presented to the Colorado Department of Human Services

1: Regional economic conditions, in-demand industry sectors and occupations, employment needs of employers and occupations.

Background

Economic Overview of Colorado Central Planning Region							
Area	Population (2023)	Labor Force (Sep 2023)	Jobs (2023)	Cost of Living	GRP	Imports	Exports
CCPR	4,419,654	2,520,817	2,573,156	114.1	\$403,086,994,438	\$263,012,113,844	\$342,388,696,794
Colorado	5,874,618	3,253,072	3,249,917	111.1	\$481,875,096,107	\$332,993,689,800	\$406,493,555,598
Percent of Colorado	75.2%	77.5%	79.2%	102.7%	83.6%	79.0%	84.2%

Source: Lightcast

- As of 2023 the region's population increased by 2.7% since 2018, growing by 116,126. Population is expected to increase by 1.8% between 2023 and 2028, adding 80,261.
- From 2018 to 2023, jobs increased by 6.6% in the Colorado Central Planning Region from 2,412,948 to 2,573,156. This change outpaced the national growth rate of 3.6% by 3.0%. As the number of jobs increased, the labor force participation rate increased from 69.6% to 70.8% between 2018 and 2023.
- The CCPR has 1,066,142 Millennials (ages 25-39), 16% above the national average for an area its size.
- There are 273,761 veterans in the CCPR, which is 16% above the national average for this size area.

Regional Economic Conditions

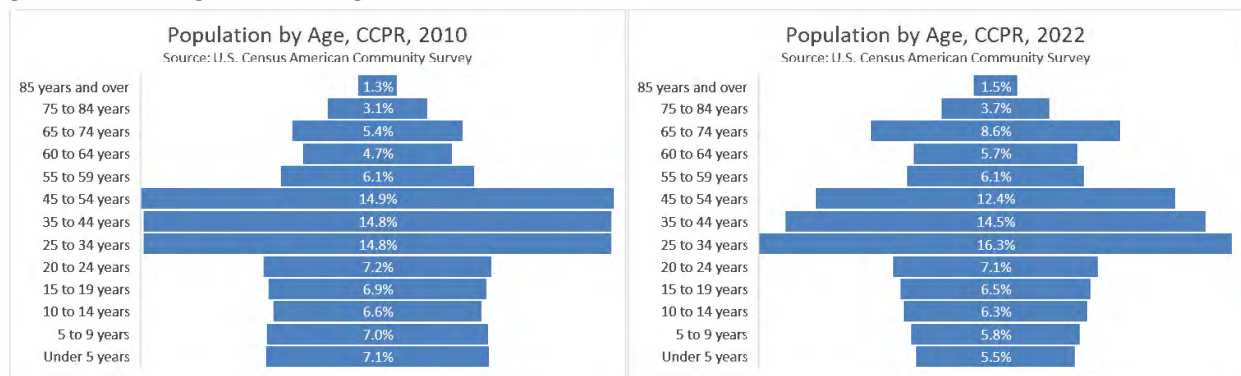
There are several overarching themes in workforce development through the remainder of the decade:

1. Structural scarcity of labor in the face of rapid economic growth and new job creation.
2. Measurable gap between the skills of unemployed workers and employer demand (skill gap).
3. National policies affecting workforce development:
 - a. Federal waiver allowing localized delivery of Wagner-Peyser Career and Business Services.
 - b. Colorado has retained U.S. Space Command, which means that Peterson Airforce Base, located in the Pikes Peak Workforce Region, is now the epicenter of our national effort to work with Allies and Partners to plan, execute, and integrate military space power into multi-domain global operations in order to deter aggression, defend national interests, and when necessary, defeat threats.
 - c. Creating Helpful Incentives to Produce Semiconductors (CHIPS) and Science Act of 2022 calls for upgrades in semiconductor and other advanced manufacturing. This could bring in \$780 million to \$1.2 billion in grants and tax credits to companies like Microchip in Colorado Springs, which has already been awarded \$90 million. The overall purpose behind the Act is to give manufacturing companies the help they need to accelerate the domestic development and production of microelectronics and strengthen the domestic microelectronics workforce.
 - d. Bipartisan Infrastructure Law (BIL), which addresses a wide array of new infrastructure needs as well as upgrades. To date, \$5.9 billion in BIL funding is appropriated to Colorado with over 357 specific projects identified for funding:
 - i. Roads and bridges
 - ii. High-speed broadband access
 - iii. Water treatment
 - iv. Public transit
 1. Clean school and public buses
 2. Electric and hydrogen vehicle charging
 3. Rail projects such as the proposed line connecting Ft. Collins to Pueblo

- v. Power infrastructure upgrades, including new lines, clean energy technologies, carbon capture, storage batteries and weatherization
 - vi. Modernization and replacement of airport infrastructure throughout the state
 - vii. Upgrading Colorado's resiliency:
 - 1. Extreme weather events
 - 2. Cyberattacks
 - viii. Legacy environmental cleanup, which includes eight sites in the CCPR
4. State policies and sector initiatives:
- a. Skill-based hiring.
 - b. Apprenticeship Colorado, housed in CDLE's Office of Future Work (OFW).
 - c. Digital Equity, Literacy and Inclusion Initiative, also housed in OFW.
 - d. Colorado Office of New Americans, which works to advance the integration and inclusion of New Americans in Colorado communities. New Americans are defined by law as Coloradans and their families who have arrived, or will arrive, to Colorado as immigrants or refugees.

Structural Scarcity of Labor

The population in the CCPR has not been growing fast enough to produce enough workers to fill all the new jobs being created through economic growth.

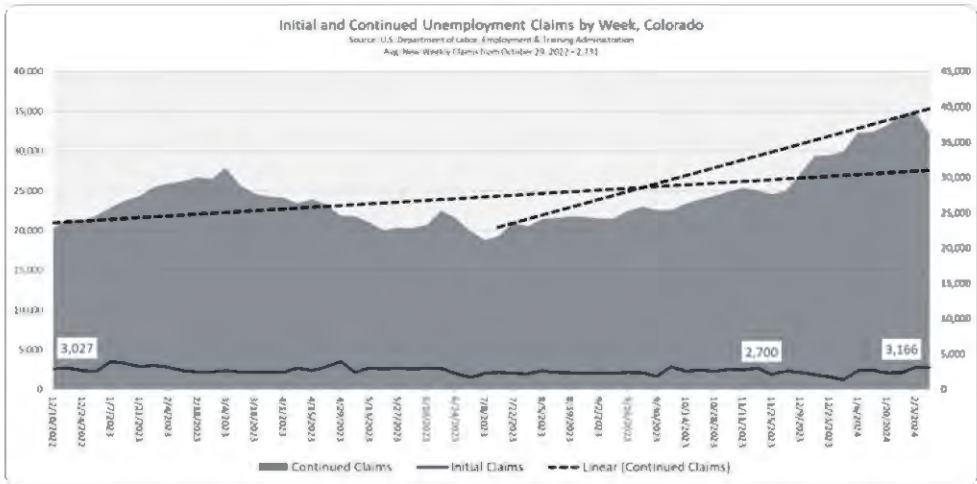


These two bar graphs illustrate the growing structural deficit in labor supply in the CCPR.

- The percent of the population 65 and older moved from 9.8% in 2010 to 13.8% in 2022.
- The prime working age population 25 to 64 years old moved from 55.4% in 2010 to 54.9% in 2022, a drop of 5/10 of a percentage point.
- Most significantly, the population aged 0 to 19 years fell from 27.6% in 2010 to 24.2% in 2022. This is a 3.4% drop in the number of people who will be entering the labor force over the next decade.

New Unemployment Claims Still Low

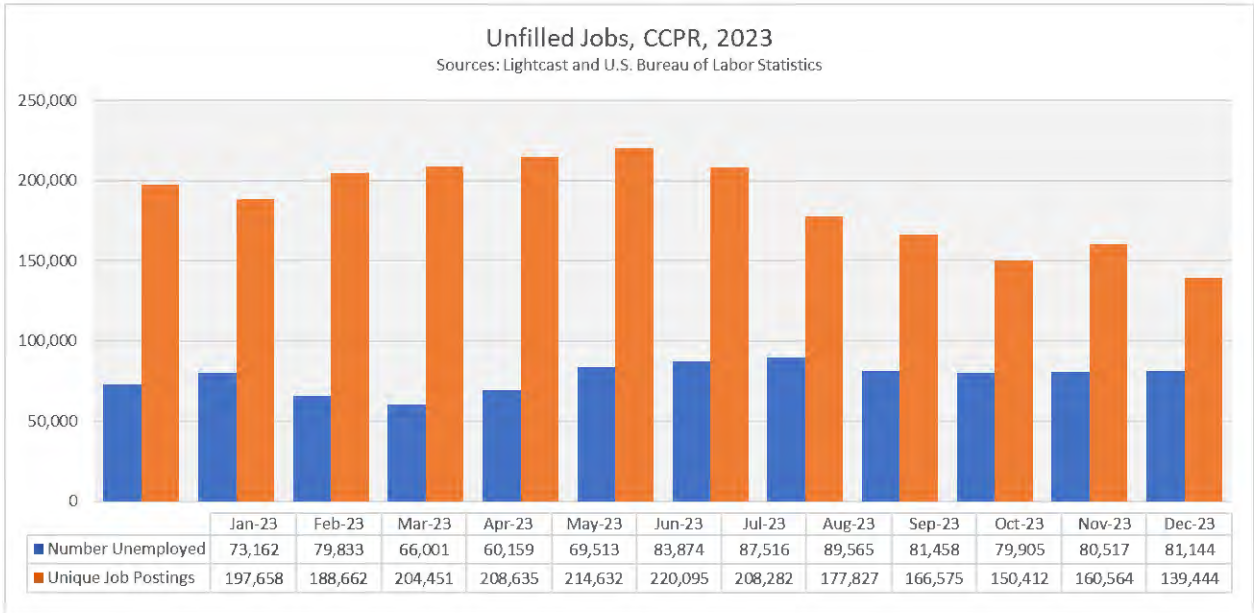
The labor market has softened a bit in Colorado statewide, as can be seen in this combination chart. We see that new unemployment claims into February of 2024 are up very slightly, but continued claims show a steeper upward trend. This suggests that companies are working to keep the workers they have but are more hesitant to hire new people. This suggests that employers are investing capital in automation to leverage human productivity. For workforce centers in the CCPR, this has generally meant an increase in foot traffic. For example, foot traffic in Arapahoe/Douglas Works! workforce centers are up nearly 80% over the last year.



Unfilled Jobs

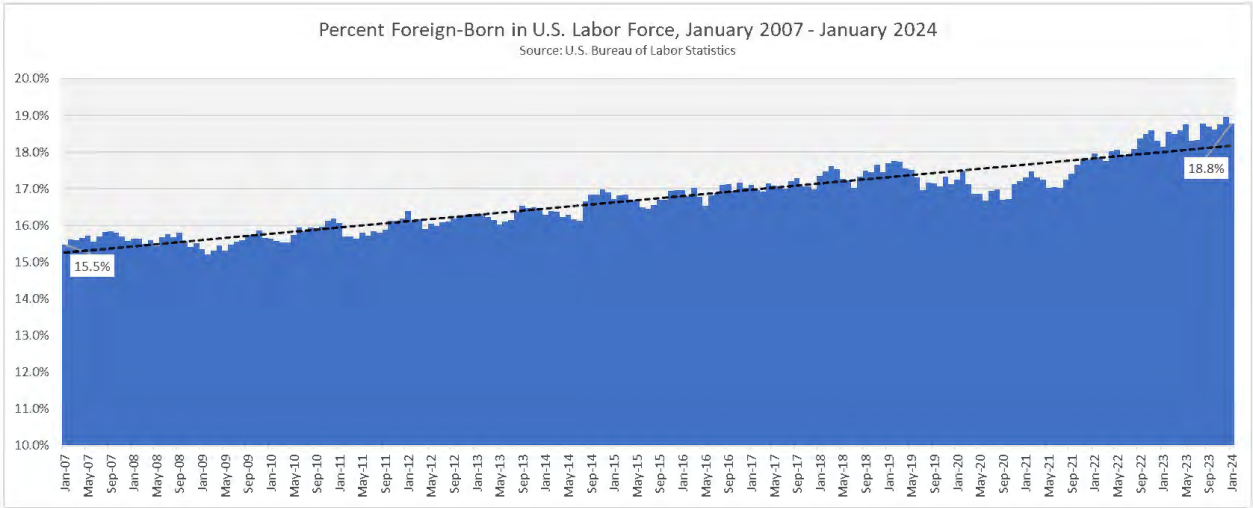
The structural labor shortage in the CCPR is apparent from this bar graph, which shows the number of unique job postings by month (Lightcast) vs the estimated number of unemployed individuals (U.S. Bureau of Labor Statistics). The average number of unfilled jobs in the region was 108,716, with unfilled jobs ranging from 148,476 unfilled jobs in April 2023 to 58,300 in December 2023.

Note the downward trend of unfilled jobs through the latter half of 2023. This could reflect a decrease in hiring activity while at the same time, increasing numbers of businesses may be investing in automation technology, and pursuing other strategies, such as outsourcing and hiring remote workers in other geographic regions. According to the U.S. Census American Community Survey, 17.97% of workers employed in the CCPR work from home most of the time.



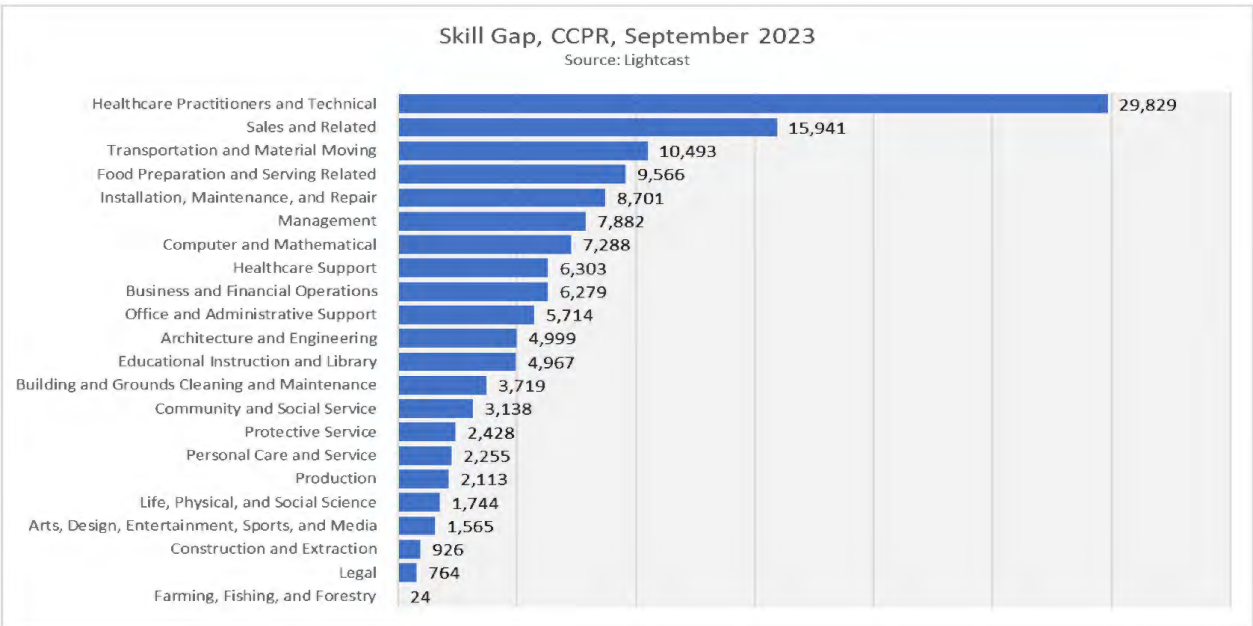
Foreign Born Workers

In 1990, the percentage of foreign-born workers in the U.S. labor force was 9%. By December 2023, the percentage of foreign-born workers in the U.S. labor force (age 16 and older) had more than doubled to 18.8%. The graph shows the progression of foreign-born workers in the U.S. labor force and demonstrates that immigrants play a vital role in the continued competitiveness of businesses throughout the nation.



Skill Gap

Not only is the number of unique postings significantly higher than the total number of unemployed people in the region, but there is also a mismatch between the skills unemployed workers have and the skills employers in the region are demanding. The graph below illustrates this gap. For example, in September 2023, there were 29,829 more job postings for healthcare practitioners and professionals than there were unemployed people to fill them.



Federal Policies Affecting Workforce Development

Local Delivery of Wagner-Peyser Services

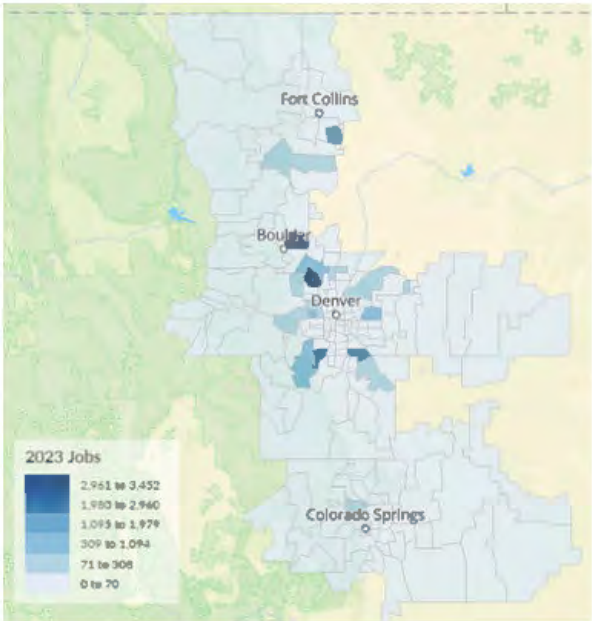
The federal waiver allowing local delivery of Wagner-Peyser job seeker and business services has helped Colorado create a *powerful and effective workforce development infrastructure* that works closely with educators, economic developers, chambers of commerce, and other stakeholders in business competitiveness in our state.

Space Command

NAICS

- 334220 Radio and TV Broadcast & Wireless Communications Equipment Manufacturing
- 334511 Search, Detection, Navigation, Guidance, Aeronautical and Nautical System and Instrument Manufacturing
- 336411 Aircraft Manufacturing
- 336412 Aircraft Engine and Engine Parts Manufacturing
- 336413 Guided Missile and Space Vehicle Manufacturing
- 336414 Guided Missile and Space Vehicle Propulsion Unit Parts Manufacturing
- 336419 Other Guided Missile and Space Vehicle Parts and Auxiliary Equipment Manufacturing
- 423860 Transportation Equipment and Supplies, (Except Motor Vehicle) Merchant Wholesalers
- 517810 All Other Telecommunications

While Peterson Airforce Base, located in the Pikes Peak Workforce Region (El Paso and Teller counties) is the epicenter of U.S. Space Command, the aerospace sector has a strong presence throughout the CCPR (Heat Map). A statewide group consisting of representatives from the Colorado Office of Economic Development and International Trade (OEDIT), Metro Denver Economic Development Corporation, University of Colorado, Colorado State University, Colorado Space Coalition, the Colorado Urban Workforce Alliance (CUWA), Adams County Workforce and Business Center, Arapahoe/Douglas Works! and Lockheed Martin reviewed the 2022 North American Industry Classification System (NAICS) and established a standard statewide definition of the sector so that stakeholders could better support the workforce development needs in this vital sector.



These are the 20 top occupations in aerospace by total employment. They make up over 57% of jobs in the sector. This table shows their projected growth in the CCPR through 2028:

Top 20 Occupations in Aerospace Sector with Posting Activity in 2023, CCPR								
SOC	Description	Jobs in Sector	Total Jobs in Sector	Jobs Across all Industries	Competitive Strength of Sector	Unique Postings in Sector (2023)	Posted Wage (2023)	Median Wage
15-1252	Software Developers	948	6.5%	42,807	2.2%	2,952	\$60.18	\$62.32
17-2071	Electrical Engineers	292	2.0%	3,476	8.4%	891	\$62.52	\$50.07
17-2011	Aerospace Engineers	1,057	7.3%	3,422	30.9%	691	\$65.23	\$60.62
17-2141	Mechanical Engineers	398	2.7%	5,066	7.8%	619	\$57.60	\$48.07
11-9041	Architectural and Engineering Managers	244	1.7%	3,540	6.9%	479	\$80.98	\$82.78
17-2072	Electronics Engineers, Except Computer	533	3.7%	7,270	7.3%	423	\$62.77	\$57.75
17-2112	Industrial Engineers	647	4.5%	4,738	13.7%	307	\$52.55	\$47.15
17-2199	Engineers, All Other	191	1.3%	2,556	7.5%	239	\$58.58	\$54.90
13-1028	Buyers and Purchasing Agents	364	2.5%	8,650	4.2%	235	\$51.82	\$36.44
13-1081	Logisticians	181	1.2%	3,994	4.5%	134	\$45.17	\$39.96
41-4012	Sales Representatives, Wholesale and Manufacturing	225	1.5%	25,547	0.9%	116	\$52.31	\$34.19
13-1082	Project Management Specialists	232	1.6%	25,750	0.9%	115	\$51.69	\$47.43
51-4041	Machinists	308	2.1%	2,779	11.1%	112	\$24.98	\$24.92
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	312	2.1%	4,338	7.2%	92	\$29.17	\$22.76
51-1011	First-Line Supervisors of Production and Operating Workers	264	1.8%	6,937	3.8%	57	\$48.37	\$32.31
51-2028	Electrical, Electronic, and Electromechanical Assemblers	760	5.2%	4,266	17.8%	54	\$18.46	\$19.80
13-1199	Business Operations Specialists, All Other	530	3.6%	40,886	1.3%	43	\$43.20	\$39.22
51-2098	Miscellaneous Assemblers and Fabricators	365	2.5%	10,183	3.6%	30	\$28.43	\$18.54
49-3011	Aircraft Mechanics and Service Technicians	238	1.6%	4,260	5.6%	20	\$35.08	\$31.37
43-5071	Shipping, Receiving, and Inventory Clerks	229	1.6%	14,024	1.6%	16	\$16.98	\$19.32

Source: Lightcast

Note that the aerospace sector must compete against all other industries for many of these occupations. For example, there are 948 software developers employed in aerospace companies in the CCPR, with 2,952 unique postings in the sector in 2023, but there are over 42,800 software developer jobs across all industries in the region. Thus, only 2.2% of all software developers working in the CCPR are employed in the aerospace sector. This illustrates the *competitive strength* of the sector in attracting software developers.

Information on skill needs in the aerospace sector, including common, specialized, software and credentials will be found in the Question 2 section below.

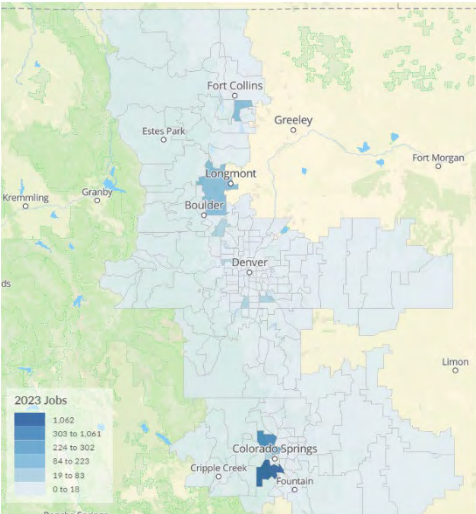
Creating Helpful Incentives to Produce Semiconductors (CHIPS) and Science Act

None of the funding for the CHIPS and Science Act has been awarded to Colorado’s workforce development system, though it is uniquely positioned to enhance competitiveness in advanced manufacturing through traditional and work-based-learning strategies.

NAICS

- 334413 Semiconductor and Related Device Manufacturing
- 541713 Research and Development in Nanotechnology

The map shows employment throughout the CCPR in semiconductor manufacturing and research and development in nanotechnology. So far, one company in the CCPR, Microchip, has been awarded \$90 million under the CHIPS and Science Act, but there is potential for an additional \$1 billion or more to help build this advanced manufacturing capacity in Colorado.



This sector employs over 2,400 people in the CCPR, and with the influx of CHIPS and Science Act funding, may grow faster than currently projected.

This table shows the top 20 occupations in semiconductor manufacturing and nanotechnology research and development.

Top 20 Occupations in Semiconductor Manufacturing and Nanotechnology Research Sector with Posting Activity in 2023, CCPR								
SOC	Description	Jobs in Sector	Percent of Total Jobs in Sector	Jobs Across all Industries	Competitive Strength of Sector	Unique Postings in Sector (2023)	Posted Wage (2023)	Median Wage
11-9041	Architectural and Engineering Managers	30	1.3%	3,540	0.9%	66	\$78.03	\$82.78
13-1028	Buyers and Purchasing Agents	34	1.4%	8,650	0.4%	61	\$37.29	\$36.44
13-1082	Project Management Specialists	27	1.1%	25,750	0.1%	56	\$50.83	\$47.43
13-1199	Business Operations Specialists, All Other	30	1.2%	40,886	0.1%	20	\$39.75	\$39.22
13-2011	Accountants and Auditors	29	1.2%	33,148	0.1%	39	\$44.92	\$38.35
15-1252	Software Developers	94	3.9%	42,807	0.2%	463	\$62.65	\$62.32
17-2061	Computer Hardware Engineers	100	4.1%	4,040	2.5%	27	\$49.97	\$63.24
17-2071	Electrical Engineers	38	1.6%	3,476	1.1%	172	\$61.29	\$50.07
17-2072	Electronics Engineers, Except Computer	213	8.8%	7,270	2.9%	59	\$65.35	\$57.75
17-2112	Industrial Engineers	102	4.2%	4,738	2.1%	106	\$44.68	\$47.15
17-2141	Mechanical Engineers	28	1.2%	5,066	0.6%	93	\$53.54	\$48.07
17-3023	Electrical and Electronic Engineering Technologists and Technicians	38	1.6%	1,282	2.9%	30	\$25.97	\$34.82
17-3026	Industrial Engineering Technologists and Technicians	39	1.6%	725	5.4%	85	\$24.98	\$32.26
43-5071	Shipping, Receiving, and Inventory Clerks	31	1.3%	14,024	0.2%	18	\$19.08	\$19.32
49-9041	Industrial Machinery Mechanics	29	1.2%	3,437	0.9%	2	\$27.82	\$30.48
51-1011	First-Line Supervisors of Production and Operating Workers	57	2.3%	6,937	0.8%	22	\$34.83	\$32.31
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Wire Workers	236	9.8%	4,266	5.5%	10	\$19.94	\$19.80
51-2098	Miscellaneous Assemblers and Fabricators	52	2.1%	10,183	0.5%	15	\$19.94	\$18.54
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	56	2.3%	4,338	1.3%	47	\$20.55	\$22.76
51-9141	Semiconductor Processing Technicians	405	16.8%	665	60.9%	22	\$20.43	\$18.81

Source: Lightcast

Bipartisan Infrastructure Law (BIL)

None of the funding for the Bipartisan Infrastructure Law (BIL) has been awarded to Colorado’s workforce development system, though it is uniquely positioned to enhance competitiveness through traditional and work-based-learning strategies.

BIL calls for a wide range of infrastructure projects in Colorado and is likely to bring in \$5.9 billion in federal funding. The workforce development system in the CCPR will be integral in ensuring that regional businesses have the talent they need to carry out the infrastructure buildouts and upgrades. The table below shows these key talent clusters:

Key Talent Clusters Supporting BIL Initiatives, CCPR									
SOC	Description	2024 Jobs	2028 Jobs	Change	Percent Change	Entry Level Wage	Median Wage	MIT Living Wage: One Adult	MIT Living Wage: One Adult, One Child
13-1	Business Operations Specialists	167,147	176,227	9,080	5.4%	\$29.20	\$39.02	\$19.19	\$40.34
15-12	Computer Occupations	125,793	138,546	12,754	10.1%	\$39.18	\$52.73		
47-1	Supervisors of Construction and Extraction Workers	15,811	16,388	577	3.6%	\$30.35	\$36.84		
47-2	Construction Trades Workers	77,997	81,172	3,175	4.1%	\$20.69	\$24.95		
47-3	Helpers, Construction Trades	1,198	1,274	76	6.4%	\$17.47	\$20.26		
47-4	Other Construction and Related Workers	8,158	8,586	428	5.2%	\$21.47	\$26.84		
49-1	Supervisors of Installation, Maintenance, and Repair Workers	10,019	10,454	435	4.3%	\$29.07	\$36.68		
49-2	Electrical and Electronic Equipment Mechanics, Installers, and Repairers	11,627	11,877	251	2.2%	\$23.69	\$30.27		
49-3	Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	27,015	28,210	1,195	4.4%	\$20.30	\$25.94		
49-9	Other Installation, Maintenance, and Repair Occupations	40,930	43,618	2,689	6.6%	\$20.33	\$24.68		
51-1	Supervisors of Production Workers	6,937	7,191	253	3.7%	\$25.04	\$32.31		
51-2	Assemblers and Fabricators	15,702	15,823	121	0.8%	\$16.67	\$19.14		
51-4	Metal Workers and Plastic Workers	12,019	12,444	425	3.5%	\$19.12	\$22.69		
51-8	Plant and System Operators	3,636	3,726	90	2.5%	\$27.33	\$33.92		
51-9	Other Production Occupations	21,580	22,218	638	3.0%	\$17.60	\$20.67		
CCPR Totals		545,570	577,755	32,186	5.9%				

Sources: Lightcast, Massachusetts Institute of Technology (MIT)

State Policies and Sector Initiatives

Skill-Based Hiring

Localized delivery of Business Services funded through Wagner-Peyser has allowed the workforce development centers in the CCPR to work closely with local employers to help them write more effective job descriptions that highlight the essential skills needed for open positions. For example, the table below shows the top skills needed for software developers in the aerospace sector.

Colorado Central Planning Region, Unique Job Postings Top Skills and Credentials Needed for Software Developers Aerospace Sector, Unique Postings, January through December 2023		
Skill or Qualification	Number Postings Requiring Skill or Qualification	Hourly Median Advertised Salary
Software Engineering	1,850	\$60.06
Agile Methodology	1,567	\$60.06
Software Development	1,442	\$60.18
Security Clearance	1,439	\$60.06
C++ (Programming Language)	1,326	\$60.06
Python (Programming Language)	1,190	\$60.06
Linux	1,123	\$59.57
Top Secret-Sensitive Compartment	1,087	\$60.43
Java (Programming Language)	1,024	\$59.08
C (Programming Language)	993	\$60.06

Source: Lightcast

This table, taken from Lightcast, shows the top ten specific skills needed by software developers in the aerospace sector.

The workforce development system in the region routinely supplies education partners with this type of data to inform curriculum design, and data like this can be used by the statewide Apprenticeship Hub to help consortia of aerospace companies develop registered apprenticeships.

This is important because while Colorado's training pipeline is generally strong, the market has moved faster than that system can respond in some occupations requiring quickly evolving technological skills.

Apprenticeship Colorado

Apprenticeship Colorado is housed under the Colorado Department of Labor and Employment Office of Future Work and serves to close the historic gap that has existed between local workforce business service delivery and the creation of registered apprenticeships.

This is important because the creation of apprenticeships in key occupations can measurably increase diversity, equity and inclusion. For example, 14.9% of the Latinx population in the state has a bachelor's degree while 30.2% of the jobs have traditionally required this level of education. As employers have more difficulty finding candidates with traditional educational attainment levels, they may work through sector partnerships or industry associations to create registered apprenticeships. This can level the playing field for racial and ethnic minorities who do not have the required degree but have the potential to enter an occupation through a registered apprenticeship.

Educational Attainment by Race/Ethnicity vs Education Level Traditionally Required at Entry, Colorado Statewide						
Race/Ethnicity	White	Black/African American	American Indian/Alaskan Native	Asian	Latinx	Required Education Level for Entry
Graduate or professional degree	19.0%	10.3%	7.9%	27.8%	6.6%	4.9%
Bachelor's degree	32.0%	22.1%	14.7%	29.7%	14.9%	30.2%
Associate's degree	8.5%	8.4%	8.2%	6.6%	8.2%	2.1%
Some college, no degree (Including Nondegree Credential)	18.7%	24.9%	20.2%	11.1%	18.5%	7.9%
GED or alternative credential	3.2%	4.8%	10.7%	2.0%	6.2%	34.9%
Regular high school diploma	15.2%	19.5%	20.6%	11.6%	23.5%	
9th to 12th grade, no diploma	2.5%	7.3%	12.1%	4.7%	11.8%	20.0%
Less than 9th grade	1.1%	2.7%	5.6%	6.5%	10.2%	

Sources: U.S. Census American Community Survey B15002 Tables, Lightcast

Digital Equity, Literacy and Inclusion Initiative

With the passage of the federal Infrastructure Investment and Jobs Act, every state is required to develop a Digital Equity State Plan (known as the Digital Access Plan) which explores access to affordable broadband and digital devices as well as digital skill levels and cybersecurity practices for eight covered populations:

1. Low-income households
2. Aging populations
3. Incarcerated individuals
4. Veterans
5. People with disabilities
6. People with language barriers
7. Racial and ethnic minorities
8. Rural inhabitants

Six strategies have been set forth in Colorado's digital equity plan. Key occupations necessary for our state to deploy these strategies successfully have been identified under the Bipartisan Infrastructure Law (BIL) section above.

Data from the U.S. Census American Community Survey shows that of the 2,384,584 households in Colorado, 162,438 do not have a broadband internet subscription. Of these households, 119,134 (73.4%) are in the CCPR. The local workforce centers serving the public in the CCPR have worked with partners to help these customers with both devices that can access high-speed internet services, training in how to use those devices to engage in the labor market, and subscriptions to these services.

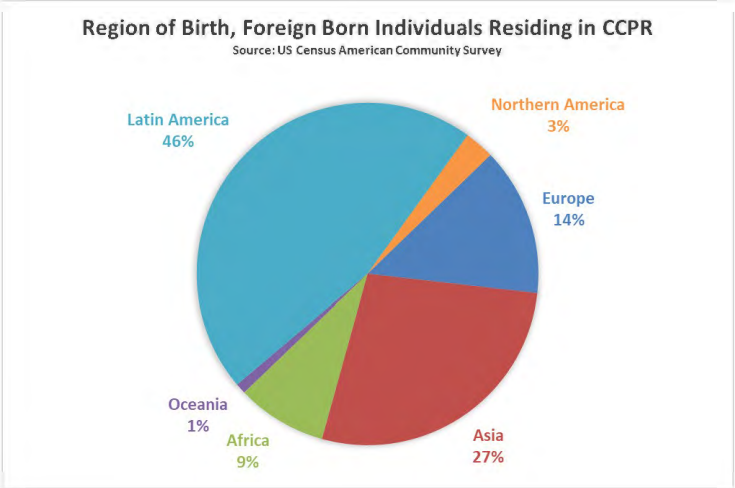
New Americans

The CCPR is home to 455,395 (10.4% of the population) who were foreign-born. Of the population 5 years old and over, 696,733 (16.9%) speak a language other than English.

This pie chart shows the regions of origin for foreign-born individuals in the CCPR.

- 233,137 (33.5%) speak English less than ‘very well.’
- Primary languages include:
 - Spanish (10.8%)
 - Other Indo-European (2.7%)
 - Asian/Pacific Islander (2.3%)
 - Other languages (1.1%)

Local workforce centers in the CCPR have partnerships in their communities to provide assistance to English Language Learners, who can then use other workforce center programming to successfully enter the labor force.



Local Wagner-Peyser funded Business Services teams work closely with local employers to place foreign-born individuals who can legally work in the United States in critical occupations throughout the CCPR. Partnerships also exist to help foreign-born individuals who have degrees and credentials earned outside the United States to be reviewed and accredited here.

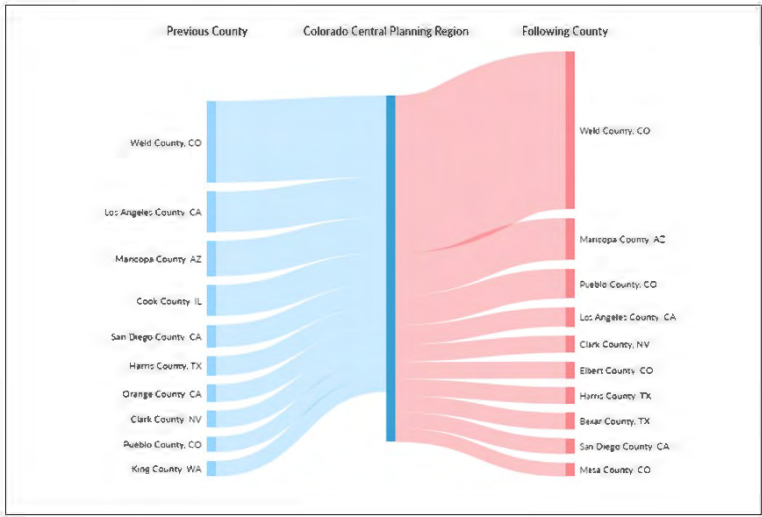
Existing and Emerging In-Demand Industry Sectors and Occupations

Projected Growth, Earnings, Benefits, and Turnover

The table shows projected growth by major industry sector through 2028 in the CCPR. Note that the overall turnover rate in 2023 for all sectors in the region was 77.8%. This is the natural turnover rate of all workers by sector and speaks to recent efforts by the U.S. Department of Labor, Employment and Training Administration to gauge the success of the region’s locally delivered Wagner-Peyser Business Services teams by retention with the same employer for a one-year period. A better measure would be continuity of earnings from the second quarter to the fourth quarter post-exit.

Projected Growth by Industry Sector, CCPR												
NAICS	Description	2024 Jobs	2028 Jobs	Change	Percent Change	Payrol ed Business Locat ons (2023)	Employment Concentrat on	Current Wages, Salar es, & Propr elor Earnings	Current Employer Paid Benefits	2023 Hres	2023 Separat ons	2023 Turnover Rate
54	Professional, Scientific, and Technical Services	273,816	302,477	28,661	10%	48,044	1.63	\$130,371	\$17,810	151,026	129,595	49.4%
90	Government	407,658	428,318	20,660	5%	1,405	1.09	\$69,671	\$16,500	213,096	228,720	57.2%
62	Health Care and Social Assistance	259,051	276,679	17,628	7%	17,657	0.79	\$67,300	\$12,679	192,701	169,368	67.1%
72	Accommodation and Food Services	219,546	230,062	10,516	5%	10,581	1.03	\$32,596	\$3,866	320,976	303,296	141.2%
48	Transportation and Warehousing	92,546	100,337	7,791	8%	3,483	0.88	\$73,132	\$14,943	94,408	89,984	101.1%
81	Other Services (except Public Administration)	109,520	115,393	5,873	5%	15,911	1.05	\$47,776	\$5,578	83,528	79,731	74.1%
23	Construction	144,281	149,410	5,129	4%	15,092	1.17	\$82,792	\$14,263	108,988	107,634	75.9%
52	Finance and Insurance	108,387	112,504	4,117	4%	11,717	1.05	\$127,803	\$20,006	55,070	55,842	52.3%
61	Educational Services	54,106	58,220	4,114	8%	3,711	0.91	\$48,158	\$8,411	38,774	36,496	69.4%
42	Wholesale Trade	101,213	104,948	3,735	4%	12,611	1.09	\$116,744	\$15,139	54,184	50,592	50.9%
55	Management of Companies and Enterprises	42,619	45,954	3,335	8%	3,608	1.08	\$167,011	\$22,984	25,358	28,613	69.3%
71	Arts, Entertainment, and Recreation	43,203	46,520	3,317	8%	3,047	1.13	\$51,908	\$6,944	54,945	50,029	119.9%
31	Manufacturing	121,002	124,213	3,211	3%	4,513	0.61	\$90,961	\$19,265	61,857	62,215	52.1%
44	Retail Trade	206,955	209,616	2,661	1%	12,907	0.88	\$44,007	\$7,997	214,149	201,165	97.7%
53	Real Estate and Rental and Leasing	47,706	50,329	2,623	5%	11,618	1.25	\$86,735	\$10,948	33,347	31,643	68.0%
56	Administrative and Support and Waste Management and Remediation Services	132,971	135,485	2,514	2%	11,211	0.91	\$62,870	\$8,524	206,524	201,563	153.0%
51	Information	71,396	73,114	1,718	2%	5,336	1.50	\$143,524	\$25,142	31,690	30,850	43.7%
99	Unclassified Industry	2,230	3,158	928	42%	854	0.40	\$66,990	\$10,996	1,347	1,334	71.2%
11	Agriculture, Forestry, Fishing and Hunting	6,520	6,876	356	5%	512	0.28	\$45,446	\$11,449	8,394	9,295	145.2%
22	Utilities	5,715	6,065	351	6%	207	0.66	\$142,048	\$48,712	1,549	1,307	23.5%
21	Mining, Quarrying, and Oil and Gas Extraction	9,229	8,971	(257)	(3%)	676	1.04	\$236,287	\$35,935	4,301	4,442	47.6%
Totals		2,459,669	2,588,650	128,981	5%	194,698		\$79,791	\$13,557	1,956,211	1,873,715	77.8%

Source: Lightcast



Workers also migrate to and from the CCPR. This diagram from Lightcast shows the top 10 origin counties of people who migrated into the CCPR, and the top 10 destination counties for people leaving the CCPR.

It is worthy of note that in 2021, according to IRS and online resume records obtained by Lightcast, 16,883 more people left the CCPR than moved into the region. This negative migration has implications for labor supply throughout the remainder of this decade and beyond.

Over the next five years, the CCPR is projected to add 128,981 new jobs. However, in 2021, net migration was negative, with 16,883 more people leaving the region than coming in. In addition, the population is aging, and has not been growing fast enough to supply workers for new jobs created through economic growth.

Commute Patterns, Telework and Automation Potential

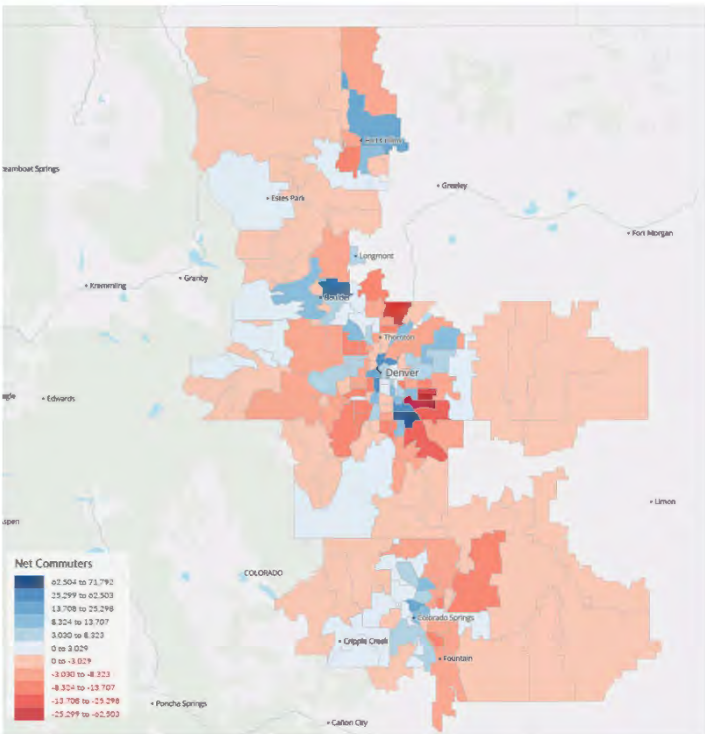
CCPR: Where Talent Works		
ZIP	Name	2023 Employment
80202	Denver (in Denver county)	87,008
80112	Englewood (in Arapahoe county)	86,026
80111	Englewood (in Arapahoe county)	60,943
80301	Boulder (in Boulder county)	48,693
80524	Fort Collins (in Larimer county)	39,166

CCPR: Where Talent Lives		
ZIP	Name	2023 Workers
80134	Parker (in Douglas county)	47,103
80013	Aurora (in Arapahoe county)	42,948
80015	Aurora (in Arapahoe county)	41,633
80022	Commerce City (in Adams county)	38,440
80016	Aurora (in Arapahoe county)	35,773

Source: Lightcast

This map and the table above show commute patterns in the CCPR. According to the U.S. Census American Community Survey, of the 2.34 million workers in the region who are 16 years and older:

- 1.6 million (67.5%) drove alone
- 175.4K (7.50%) carpooled
- 55.9K (2.39%) took public transit
- 59.1K (2.53%) walked to work
- 420.2K (17.97%) worked from home most of the time



Teleworking and Automation, CCPR						
SOC	Occupation Family	Number of Jobs	Percent Teleworking	Telework Capacity	Automation Index	Automation Capacity
11	Management	142,067	36.6%	51,996	85.0	N/A
13	Business and Financial Operations	231,822	53.8%	124,720	89.4	N/A
15	Computer and Mathematical	132,667	67.6%	89,683	83.4	N/A
17	Architecture and Engineering	67,261	45.7%	30,738	87.0	N/A
19	Life, Physical, and Social Science	32,821	45.6%	14,966	84.5	N/A
21	Community and Social Service	48,974	44.9%	21,989	82.3	N/A
23	Legal	23,547	57.7%	13,587	84.0	N/A
25	Educational Instruction and Library	135,645	44.5%	60,362	85.8	N/A
27	Arts, Design, Entertainment, Sports, and Media	37,458	42.0%	15,732	89.7	N/A
29	Healthcare Practitioners and Technical	130,671	13.1%	17,118	88.3	N/A
31	Healthcare Support	84,956	4.0%	3,398	95.0	N/A
33	Protective Service	48,702	8.8%	4,286	98.8	N/A
35	Food Preparation and Serving Related	210,006	2.3%	4,830	125.4	-53,382
37	Building and Grounds Cleaning and Maintenance	67,961	2.8%	1,903	122.5	-15,299
39	Personal Care and Service	60,059	7.7%	4,625	96.6	N/A
41	Sales and Related	243,985	17.0%	41,478	94.8	N/A
43	Office and Administrative Support	274,881	24.8%	68,171	98.3	N/A
45	Farming, Fishing, and Forestry	6,198	1.4%	87	109.9	-614
47	Construction and Extraction	106,401	2.8%	2,979	123.3	-24,749
49	Installation, Maintenance, and Repair	89,590	3.5%	3,136	108.8	-7,845
51	Production	78,243	3.4%	2,660	113.7	-10,681
53	Transportation and Material Moving	178,104	2.1%	3,740	111.0	-19,524
Totals		2,432,020	23.9%	582,184	Automation Reduction	132,094

Source: Lightcast

The numbers in this table are for 2023 and show the potential impact for regional employers in applying remote and hybrid work and automation strategies. In a structurally scarce labor market, employers can ascertain which positions can be done remotely and then increase the geographic scope of their outreach. Automation can also compensate for labor scarcity. Artificial intelligence, machine learning, and robotics can be applied to potentially offset over 132,000 unfilled jobs in the CCPR.

Needs of Employers in those Sectors and Occupations

Job Posting Activity by Industry Sector, CCPR (2023)				
NAICS	Industry	Unique Postings	Median Posting Duration in Days	Advertised Hourly Wage
62	Health Care and Social Assistance	146,402	29	\$33.66
56	Administrative, Support, Waste Management and Remediation	93,828	27	\$28.00
54	Professional, Scientific, and Technical Services	89,996	28	\$41.05
44	Retail Trade	72,719	29	\$19.51
31	Manufacturing	58,731	30	\$37.35
72	Accommodation and Food Services	54,484	30	\$18.77
61	Educational Services	49,821	31	\$27.38
23	Construction	31,632	29	\$31.32
52	Finance and Insurance	28,284	28	\$32.18
42	Wholesale Trade	26,027	28	\$25.29
51	Information	22,273	28	\$43.75
81	Other Services (except Public Administration)	21,090	28	\$22.95
53	Real Estate and Rental and Leasing	19,147	29	\$24.80
92	Public Administration	18,463	25	\$32.92
48	Transportation and Warehousing	17,404	29	\$27.02
71	Arts, Entertainment, and Recreation	8,299	29	\$21.35
22	Utilities	4,257	29	\$39.82
21	Mining, Quarrying, and Oil and Gas Extraction	3,066	31	\$36.86
55	Management of Companies and Enterprises	2,176	30	\$22.95
11	Agriculture, Forestry, Fishing and Hunting	1,937	29	\$22.58
Total Across All Industries		950,192	28	\$27.75

Source: Lightcast

This table tells the story of occupational demand by industry sector in the CCPR. There were over 950,192 unique jobs posted, as calculated by Lightcast’s job posting analytics team. Overall, the average duration of postings was 28 days, with the average posted wage at \$27.75/hour.

Healthcare and social assistance had the most postings, and of these, 66,578 (45.47%) were for registered nurses. In fact, postings for registered nurses made up 7% of all unique jobs posted in the CCPR.

This table shows job posting activity by occupational family in 2023.

The ratio of median advertised hourly salary to the official median hourly earnings from the U.S. Bureau of Labor Statistics Occupational Employment and Wage Statistics. Note that the OEWS survey is done yearly with the reference month being May. Thus, this table depicts the median wage prevalent in the CCPR region in May 2022.

Posting Activity by Occupation Family, CCPR (2023)						
SOC	Occupation	Unique Postings	Median Duration in Days	Hourly Advertised Salary	Median Hourly Earnings (OEWS)	Ratio: Advertised to Median Wage
29	Healthcare Practitioners and Technical	138,922	28	\$42.28	\$39.90	105.9%
11	Management	108,885	28	\$46.46	\$65.94	70.5%
41	Sales and Related	88,398	29	\$21.48	\$20.67	103.9%
15	Computer and Mathematical	76,648	28	\$53.60	\$52.56	102.0%
43	Office and Administrative Support	70,629	27	\$20.98	\$21.96	95.6%
13	Business and Financial Operations	54,337	28	\$35.14	\$39.13	89.8%
53	Transportation and Material Moving	52,800	28	\$20.98	\$19.87	105.6%
35	Food Preparation and Serving Related	47,251	30	\$17.78	\$16.04	110.9%
49	Installation, Maintenance, and Repair	41,118	29	\$26.03	\$26.88	96.8%
31	Healthcare Support	34,526	29	\$20.98	\$18.12	115.8%
17	Architecture and Engineering	33,300	29	\$42.71	\$45.26	94.4%
25	Educational Instruction and Library	29,930	29	\$22.95	\$25.58	89.7%
51	Production	21,718	28	\$20.98	\$20.66	101.6%
37	Building and Grounds Cleaning and Maintenance	18,704	30	\$18.77	\$17.55	106.9%
27	Arts, Design, Entertainment, Sports, and Media	18,358	28	\$23.94	\$29.60	80.9%
47	Construction and Extraction	16,244	29	\$27.02	\$26.40	102.3%
39	Personal Care and Service	15,259	29	\$19.51	\$16.95	115.1%
21	Community and Social Service	15,079	28	\$30.95	\$26.02	119.0%
33	Protective Service	12,929	29	\$20.98	\$23.62	88.8%
19	Life, Physical, and Social Science	11,461	28	\$37.60	\$38.65	97.3%
23	Legal	5,640	28	\$42.03	\$50.09	83.9%
45	Farming, Fishing, and Forestry	789	28	\$21.23	\$15.83	134.2%
Total Across All Occupations		950,192	28	\$27.75	\$25.32	109.6%

Source: Lightcast

This is significant because it shows the movement of wage offers during 2023 as structural labor scarcity drove wages up. For example, the highest job posting volume in the CCPR was for healthcare workers, and because many of these workers must have specific education and credentials, wage offers moved up to 105.9% of the OEWS median wage for this occupation group.

The table below shows the top ten occupations posted in the CCPR in 2023.

Top 10 Occupations Posted, CCPR (2023)						
SOC	Occupation	Unique Postings	Median Duration in Days	Hourly Advertised Salary	Median Hourly Earnings (OEWS)	Ratio: Advertised to Median Wage
29-1141	Registered Nurses	66,578	29	\$42.22	\$39.91	105.8%
41-2031	Retail Salespersons	24,386	29	\$17.05	\$15.81	107.8%
15-1252	Software Developers	21,794	28	\$60.18	\$62.32	96.6%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	19,940	29	\$31.20	\$34.19	91.3%
41-1011	First-Line Supervisors of Retail Sales Workers	18,912	29	\$22.58	\$23.55	95.9%
11-9199	Managers, All Other	15,859	28	\$53.05	\$75.28	70.5%
43-4051	Customer Service Representatives	15,486	27	\$20.00	\$19.60	102.1%
15-1299	Computer Occupations, All Other	14,702	29	\$58.46	\$54.48	107.3%
49-9071	Maintenance and Repair Workers, General	13,571	29	\$22.95	\$22.98	99.9%
11-9111	Medical and Health Services Managers	13,355	28	\$46.40	\$58.27	79.6%

Source: Lightcast

2: Analysis of knowledge and skills needed in region, including employment needs in in-demand industry sectors and occupations.

Education Levels Required in CCPR by Posting Volume (2023)			
Level	Unique Postings	Percent of Postings	Hourly Median Advertised Salary
No specified education level	437,360	46.0%	\$23.45
High School or GED	212,077	22.3%	\$21.72
Associate's Degree	45,085	4.7%	\$34.89
Bachelor's Degree	225,068	23.7%	\$44.00
Master's Degree	21,319	2.2%	\$40.55
Ph.D. or Professional Degree	9,238	1.0%	\$56.55

Source: Lightcast

Type of Job Posted, CCPR (2023)			
Level	Unique Postings	Percent of Postings	Hourly Median Advertised Salary
Full-time (>32 hours)	737,205	77.6%	\$31.20
Part-time (≤32 hours)	130,984	13.8%	\$20.00
Flexible hours	82,003	8.6%	\$20.98

Source: Lightcast

Job Location Posted, CCPR (2023)			
Location	Unique Postings	Percent of Postings	Hourly Median Advertised Salary
Remote	62,279	6.6%	\$39.82
Hybrid	9,718	1.0%	\$41.54
Non-Remote (On Site)	21,305	2.2%	\$22.95
Unspecified	856,890	90.2%	\$27.02

Source: Lightcast

These tables show education requirements, whether a posted job is part-time or full-time, and the location of the job.

In the first table, we see that 46% of the 950,192 unique jobs posted in the CCPR in 2023 specified no required educational attainment level. This suggests that more employers are deploying skill-based hiring strategies, particularly in those occupations where new technology has grown faster than traditional postsecondary schools can keep up. This is particularly true of software development and a number of other computer occupations.

It is still significant that 26.9% of the postings require a bachelor's degree or above.

In terms of full-time vs part-time jobs, Arapahoe/Douglas Works! conducted research in 2023, and found that the average number of hours worked in retail and hospitality industries had gone down from pre-pandemic levels, as shown in this figure. Note this is national data.

Average Hours Worked					
Sector	2019	2020	2021	2022	2023
Retail	30.6	30.8	30.8	30.2	29.9
Leisure and Hospitality	25.9	25.5	26.2	25.7	25.5

Source: U.S. Bureau of Labor Statistics, Current Employment Statistics

These tables show the top common (soft) skills, essential (job-specific) skills, software skills, and credentials demanded by employers in the region in 2023. In the bottom table, note the prevalence of credentials related to healthcare. It is also worth noting that Top Secret and TS/SCI Clearance are in the top ten credentials require. This reflects the strength of the aerospace sector in the region.

Top Specialized Skills Posted in the CCPR, 2023						
Skills	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	70,130	7.4%	20,016	0.9%	20.1%	Growing
Project Management	58,818	6.2%	214,140	9.8%	19.8%	Growing
Marketing	48,728	5.1%	224,935	10.3%	23.0%	Rapidly Growing
Accounting	40,437	4.3%	81,454	3.7%	24.0%	Rapidly Growing
Auditing	40,424	4.3%	64,427	2.9%	21.8%	Rapidly Growing
Merchandising	38,993	4.1%	42,719	2.0%	15.0%	Growing
Cardiopulmonary Resuscitation (CPR)	34,323	3.6%	9,336	0.4%	14.8%	Growing
Life Support	31,073	3.3%	0	0.0%	12.7%	Growing
Finance	31,007	3.3%	67,316	3.1%	27.3%	Rapidly Growing
Warehousing	30,843	3.2%	27,513	1.3%	13.0%	Growing
Selling Techniques	28,355	3.0%	47,281	2.2%	(1.2%)	Lagging
Restaurant Operation	27,865	2.9%	27,833	1.3%	28.0%	Rapidly Growing
Care Coordination	25,281	2.7%	4,614	0.2%	15.6%	Growing
Direct Patient Care	25,256	2.7%	0	0.0%	16.6%	Growing
Construction	24,089	2.5%	43,312	2.0%	10.5%	Growing
Computer Science	23,762	2.5%	7,513	0.3%	26.8%	Rapidly Growing
Workflow Management	22,943	2.4%	29,333	1.3%	18.0%	Growing
Invoicing	22,339	2.4%	35,193	1.6%	16.2%	Growing
Billing	21,686	2.3%	38,674	1.8%	20.0%	Growing
Data Analysis	21,487	2.3%	80,792	3.7%	25.8%	Rapidly Growing

Source: Lightcast

Note that the specialized skill 'automation' did not appear in the top 20 above but was mentioned in over 19,000 job postings during 2023 and is rapidly growing relative to the market.

Top Common Skills Posted in the CCPR, 2023						
Skills	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	280,017	29%	189,353	9%	4%	Lagging
Customer Service	225,257	24%	404,555	19%	5%	Stable
Management	191,967	20%	336,326	15%	5%	Stable
Operations	141,749	15%	217,391	10%	8%	Stable
Leadership	132,578	14%	303,845	14%	8%	Stable
Sales	132,385	14%	358,328	16%	8%	Stable
Detail Oriented	93,596	10%	16,373	1%	7%	Stable
Problem Solving	90,563	10%	54,343	2%	11%	Growing
Planning	86,159	9%	99,607	5%	11%	Growing
Writing	79,988	8%	64,185	3%	12%	Growing
Coordinating	69,451	7%	60,301	3%	15%	Growing
Research	60,865	6%	231,952	11%	17%	Growing
Microsoft Office	59,204	6%	246,556	11%	19%	Growing
Lifting Ability	58,120	6%	717	0%	11%	Growing
Critical Thinking	57,327	6%	20,531	1%	23%	Rapidly Growing
Scheduling	56,984	6%	61,340	3%	16%	Growing
Interpersonal Comr	56,901	6%	18,297	1%	13%	Growing
Microsoft Excel	55,555	6%	202,304	9%	18%	Growing
Self-Motivation	50,122	5%	5,703	0%	23%	Rapidly Growing
Multitasking	49,574	5%	16,044	1%	18%	Growing

Source: Lightcast

As noted in the chart above, many job postings have requirements that include skills that can be used in a variety of settings. Three of the top five in the list are skills typically associated with leaders including management, operations and leadership.

Top Software Skills Posted in the CCPR, 2023						
Skills	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	59,204	6.2%	246,556	11.3%	18.5%	Growing
Microsoft Excel	55,555	5.8%	202,304	9.3%	17.7%	Growing
Microsoft Outlook	31,837	3.4%	43,218	2.0%	25.0%	Rapidly Growing
Microsoft PowerPoint	27,608	2.9%	138,228	6.3%	26.1%	Rapidly Growing
Microsoft Word	18,255	1.9%	149,815	6.9%	7.2%	Stable
Python (Programming Language)	17,115	1.8%	31,230	1.4%	24.5%	Rapidly Growing
SQL (Programming Language)	12,174	1.3%	45,283	2.1%	6.4%	Stable
Spreadsheets	11,380	1.2%	14,183	0.6%	22.2%	Rapidly Growing
Linux	10,711	1.1%	26,535	1.2%	8.9%	Stable
Operating Systems	9,862	1.0%	15,095	0.7%	22.6%	Rapidly Growing
Amazon Web Services	9,770	1.0%	13,100	0.6%	24.0%	Rapidly Growing
Java (Programming Language)	9,483	1.0%	30,067	1.4%	17.4%	Growing
Salesforce	8,475	0.9%	40,917	1.9%	24.7%	Rapidly Growing
SAP Applications	8,031	0.8%	15,205	0.7%	21.6%	Rapidly Growing
JavaScript (Programming Language)	7,567	0.8%	27,992	1.3%	18.6%	Growing
C++ (Programming Language)	7,354	0.8%	24,363	1.1%	10.0%	Growing
Application Programming Interface (API)	7,190	0.8%	14,251	0.7%	9.5%	Growing
JIRA	6,445	0.7%	9,713	0.4%	24.1%	Rapidly Growing
Microsoft Access	6,431	0.7%	21,709	1.0%	3.9%	Lagging
AutoCAD	6,080	0.6%	25,257	1.2%	16.9%	Growing

Source: Lightcast

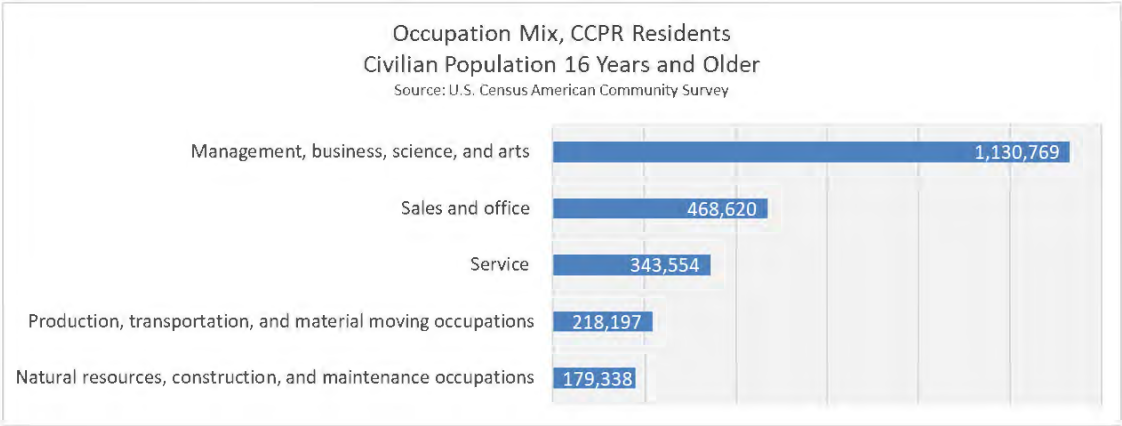
In 2020, the Central Planning Region received the H1B Tech grant, title Technology Employment in Colorado Partnership (TECP) v 2 was launched in 2021. Led by Denver Workforce Development Team, this is the second time that this regional grant was awarded. Culminating in 2025, the employment and placement outcomes have continued to place TECP in the top of USDOL H1B awardees, and the hope is to continue to seek additional funding for sector work that compliments Title I and Title III, and additional funding sources to provide opportunities for individuals to continue to upskill.

Top Qualifications Posted in the CCPR, 2023	
Qualification	Postings with Qualification
Valid Driver's License	91,945
Registered Nurse (RN)	80,522
Basic Life Support (BLS) Certification	59,623
American Red Cross (ARC) Certification	33,015
CPR/AED For The Professional Rescuer	29,526
Cardiopulmonary Resuscitation (CPR) Certification	21,382
Security Clearance	17,702
Advanced Cardiovascular Life Support (ACLS) Certification	15,929
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	15,250
Licensed Practical Nurse (LPN)	11,787
First Aid Certification	11,111
Commercial Driver's License (CDL)	9,129
Certified Nursing Assistant (CNA)	9,078
Secret Clearance	8,783
CDL Class A License	6,714
Pediatric Advanced Life Support (PALS)	6,255
Nurse Practitioner (APRN-CNP)	5,874
Teaching Certificate	5,755
Licensed Clinical Social Worker (LCSW)	5,021
Board Certified/Board Eligible	4,994

Source: Lightcast

In the chart above, qualifications posted in the CCPR included many that could be associated with healthcare, Registered Nurse (RN), Basic Life Support (BLS) and Cardiopulmonary Resuscitation (CPR) Certifications, and Licensed Practical Nurse (LPN). Additionally, you see qualifications that are typically associated with government/military/security like Security Clearance, Top-Secret – Sensitive Compartmented Information (TS/SCI) Clearance, and Secret Clearance.

3: Analysis of workforce in region, including current labor force employment and unemployment data, and information on labor market trends, and the educational and skill levels of the workforce in the region, including individuals with barriers to employment, New Americans (defined as Coloradoans who arrived in the U.S. as immigrants or their children) and veterans.



Of the 2.34 million people living and working in the CCPR, nearly half (48.3%) work in management, business, science and arts occupations. These occupations generally require higher educational attainment and higher skill levels.

The CCPR region has 79.2% of the jobs in Colorado. The industries in which residents work reflect the diversity and robustness of the economy in the 12 counties that comprise Colorado’s urban front range.

Industry Mix, CCPR Residents, Civilian Population Age 16 and Older		
Industry Group	Number	Percent
Educational services, and health care and social assistance	503,857	21.5%
Professional, scientific, and management, and administrative and waste management services	380,567	16.3%
Retail trade	238,425	10.2%
Arts, entertainment, and recreation, and accommodation and food services	211,414	9.0%
Finance and insurance, and real estate and rental and leasing	182,678	7.8%
Construction	175,607	7.5%
Manufacturing	166,053	7.1%
Transportation and warehousing, and utilities	117,435	5.0%
Other services, except public administration	112,428	4.8%
Public administration	100,398	4.3%
Information	71,359	3.0%
Wholesale trade	53,791	2.3%
Agriculture, forestry, fishing and hunting, and mining	26,466	1.1%

Source: U.S. Census American Community Survey

Education and Skill Levels

Field of First Major, Bachelor's Degree, CCPR Residents		
Academic Area	Number	Percent
Science and Engineering	595,878	42.4%
Science and Engineering Related Fields	108,356	7.7%
Business	264,967	18.9%
Education	99,159	7.1%
Arts, Humanities and Others	335,636	23.9%

Source: U.S. Census American Community Survey

There are over 1.4 million CCPR residents over age 25 who have at least a bachelor's degree.

Field of First Major, Bachelor's Degree, CCPR Residents		
Age Grouping	Number	Percent
25 to 39 years	520,281	37.1%
Science and Engineering	231,099	16.5%
Science and Engineering Related Fields	38,898	2.8%
Business	98,622	7.0%
Education	20,320	1.4%
Arts, Humanities and Others	131,342	9.4%
40 to 64 years	612,702	43.6%
Science and Engineering	260,360	18.5%
Science and Engineering Related Fields	47,351	3.4%
Business	124,140	8.8%
Education	34,999	2.5%
Arts, Humanities and Others	145,852	10.4%
65 years and over	271,013	19.3%
Science and Engineering	104,419	7.4%
Science and Engineering Related Fields	22,107	1.6%
Business	42,205	3.0%
Education	43,840	3.1%
Arts, Humanities and Others	58,442	4.2%

Source: U.S. Census American Community Survey

In this century, the 12 county CCPR region has been on the short list of desirable places for new businesses to relocate or expand.

There are several reasons for this. One of the main reasons communicated is that the CCPR has a *very collaborative and business-friendly culture, with local governments, including the workforce development centers, educators, economic developers, chambers of commerce, and other stakeholders cooperating closely so our businesses can compete.*

The second reason is that the region has a highly educated and technologically savvy workforce and a strong training pipeline that ensures a steady labor supply for employers using advanced technology.

Top Online Skills and Qualifications

Top Specialized Skills and Qualifications from Online Profiles in CCPR				
Skill	Frequency in Profiles	Profiles with Skill / Total Profiles (2022 - 2024)	Qualification	Profiles with Qualification
Marketing	10%	224,935 / 2,186,075	Registered Nurse (RN)	29,470
Project Management	10%	214,140 / 2,186,075	Cardiopulmonary Resuscitation (CPR) Certification	29,030
Event Planning	5%	109,111 / 2,186,075	Basic Life Support (BLS) Certification	17,998
Business Development	4%	96,549 / 2,186,075	Security Clearance	17,446
Accounting	4%	81,454 / 2,186,075	Project Management Professional Certification	13,824
Data Analysis	4%	80,792 / 2,186,075	Certified Nursing Assistant (CNA)	13,653
Sales Management	4%	79,480 / 2,186,075	Automated External Defibrillator (AED) Certification	12,590
Customer Relationship Management	4%	77,047 / 2,186,075	First Aid Certification	12,183
Social Media	3%	74,935 / 2,186,075	CompTIA Security+	8,959
Process Improvement	3%	74,370 / 2,186,075	Advanced Cardiovascular Life Support (ACLS) Certification	8,933
Marketing Strategies	3%	71,868 / 2,186,075	FINRA Series 7 (General Securities Representative)	7,626
Operations Management	3%	69,868 / 2,186,075	Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	7,600
Account Management	3%	67,814 / 2,186,075	Certified Public Accountant	6,513
Finance	3%	67,316 / 2,186,075	Certified Scrum Master	6,216
Social Media Marketing	3%	66,775 / 2,186,075	Emergency Medical Technician (EMT)	5,546
Auditing	3%	64,427 / 2,186,075	FINRA Series 63 (Uniform Securities Agent State Law)	5,535
Community Outreach	3%	57,339 / 2,186,075	CompTIA A+	5,478
Public Relations	3%	56,760 / 2,186,075	LEED Accredited Professional (AP)	4,969
New Product Development	3%	56,498 / 2,186,075	ServSafe Certification	4,554
Fundraising	3%	54,757 / 2,186,075	ITIL Foundation Certification	4,544

Source: Lightcast Profile Analytics

There are 2.2 million online resumes for individuals working in the CCPR as captured through Lightcast’s Profile Analytics function. This table shows the top 20 specialized skills and credentials by number of times mentioned in online profiles.

Individuals with Barriers, New Americans and Veterans

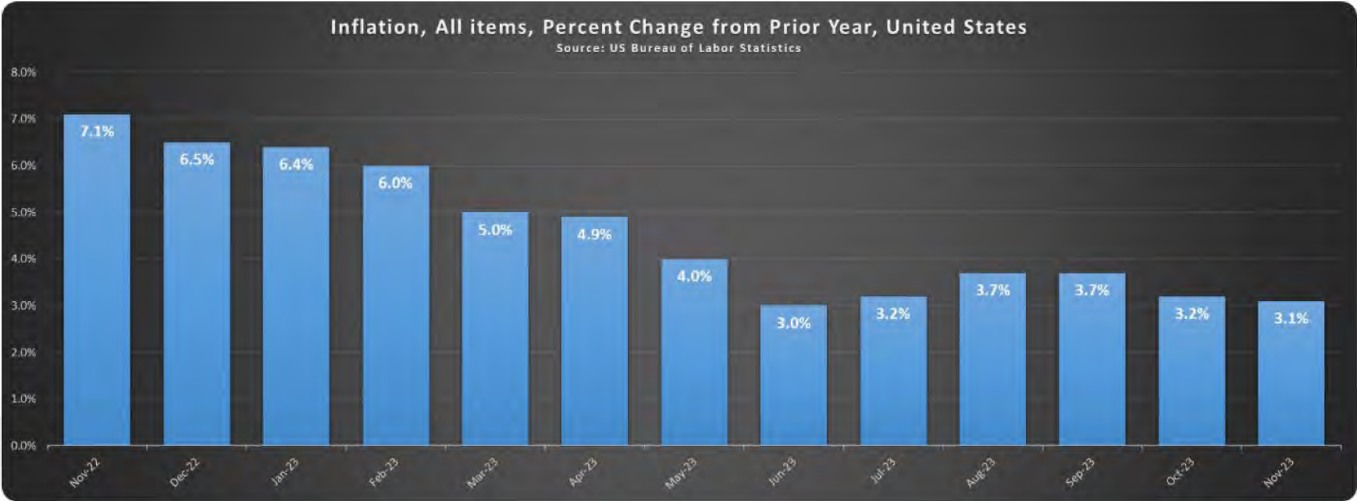
This table shows individuals with barriers, New Americans and veterans for each of the 12 counties that make it up for the CCPR:

Popu ation	Populations W th Barriers by County in CCPR												
	CCPR Total	Adams	Arapahoe	Boulder	Broomfield	Clear Creek	Denver	Douglas	E Paso	Gilpin	Jefferson	Larimer	Teller
Population in households	4,279,717	516,451	648,991	315,865	73,576	9,304	695,529	359,112	709,521	5,733	571,820	349,163	24,652
Total households	1,732,466	181,211	250,751	133,390	30,103	4,589	322,964	131,971	276,371	2,853	238,372	148,851	11,040
Average size of household	2	3	3	2	2	2	2	3	3	2	2	2	2
Single parents with children under 18	90,726	13,140	15,263	5,879	1,392	119	16,670	5,698	16,448	151	10,820	4,960	186
Civilian veterans	268,341	24,977	36,513	12,548	3,770	468	28,212	20,712	84,573	468	33,858	18,991	3,251
Individuals with a disability	443,328	57,376	67,778	27,883	5,817	1,123	69,637	27,047	86,690	695	60,205	35,687	3,390
Age 18 - 64	236,388	32,118	36,021	14,215	2,607	562	39,289	13,081	48,835	438	29,509	18,197	1,516
Under 18	35,375	6,170	5,715	1,738	409	25	4,217	2,593	9,168	0	3,492	1,741	107
65 and Older	171,565	19,088	26,042	11,930	2,801	536	26,131	11,373	28,687	257	27,204	15,749	1,767
Low income households	187,503	18,851	24,871	17,149	1,581	449	44,418	6,035	31,345	419	21,480	19,541	1,364
Supplemental Security Income (SSI)	50,798	6,039	7,700	3,038	641	71	10,758	2,084	10,439	90	5,529	4,073	336
Cash Public Assistance	39,757	4,967	5,894	3,457	527	81	9,458	1,387	6,649	30	4,167	2,970	170
SNAP	115,469	17,079	17,526	7,371	806	283	25,470	2,464	23,352	196	11,092	8,705	1,125
With Public Healthcare Coverage (Medicaid)	1,294,989	170,100	196,883	86,025	16,601	2,829	220,875	70,717	244,954	2,033	167,372	105,728	10,872
Households spending 35% or more of gross income on rent	251,663	25,075	37,060	23,811	3,574	332	59,260	10,930	39,496	299	28,750	22,147	929
Less than High School or GED	207,104	51,447	35,157	9,302	1,949	258	49,094	5,123	24,895	259	20,265	8,784	571
Completed 9th grade or less	88,568	23,482	16,127	4,191	545	83	23,672	2,256	8,879	15	6,332	2,912	74
No broadband subscription	119,194	16,123	16,016	7,893	1,518	436	28,038	3,554	17,569	289	14,877	11,834	1,047
Population over 5 who speak English less than 'very well'	233,137	54,940	54,221	11,095	2,282	179	57,324	7,325	22,411	115	14,394	8,692	159
New Americans (entered U.S. 2010 or later)	125,841	18,898	33,317	9,540	1,849	99	26,691	8,823	11,901	147	8,401	5,953	222
Individuals 21 and older with criminal records (estimate)*	259,522	29,372	38,673	19,416	4,475	639	44,541	20,717	42,186	376	36,021	21,496	1,610
Homeless individuals (estimate)^	6,684	807	1,014	493	115	15	1,086	561	1,108	9	893	545	39

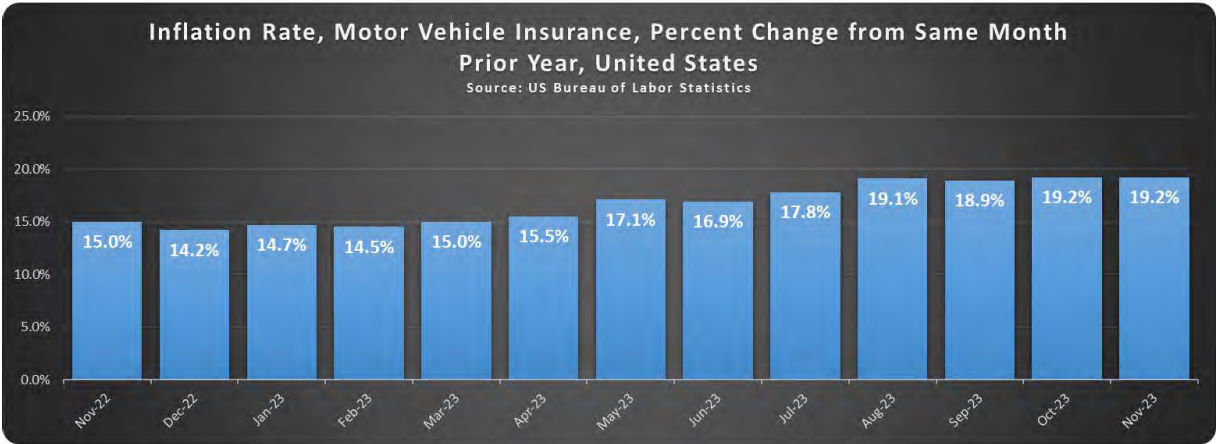
Sources: U.S. Census American Community Survey Data Profiles. *Number of individuals over 21 with criminal records estimated using information from Shannon, Sarah et al, Felon History and Change in U.S. Employment Rates, Social Science Research, Vol. 103, March 2022, 102649. ^Homeless estimates derived from Colorado State of Homelessness Report 2022, Colorado Coalition for the Homeless.

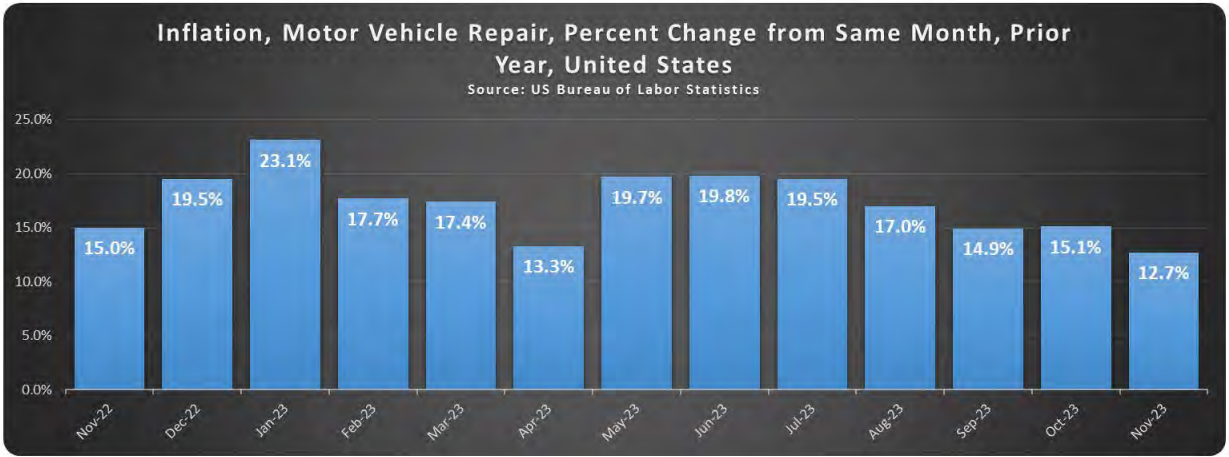
Kitchen Table Concerns for Workers

Wages have not kept up with inflation, so workers are finding they are spending more money for less product across the board. While the inflation rate has gone down, it is important to realize how to read this graph correctly. Prices in November 2023 were 3.1% higher than they were the previous November 2022. What this means is that if we go back to November 2020, we find that prices have actually gone up 17%.

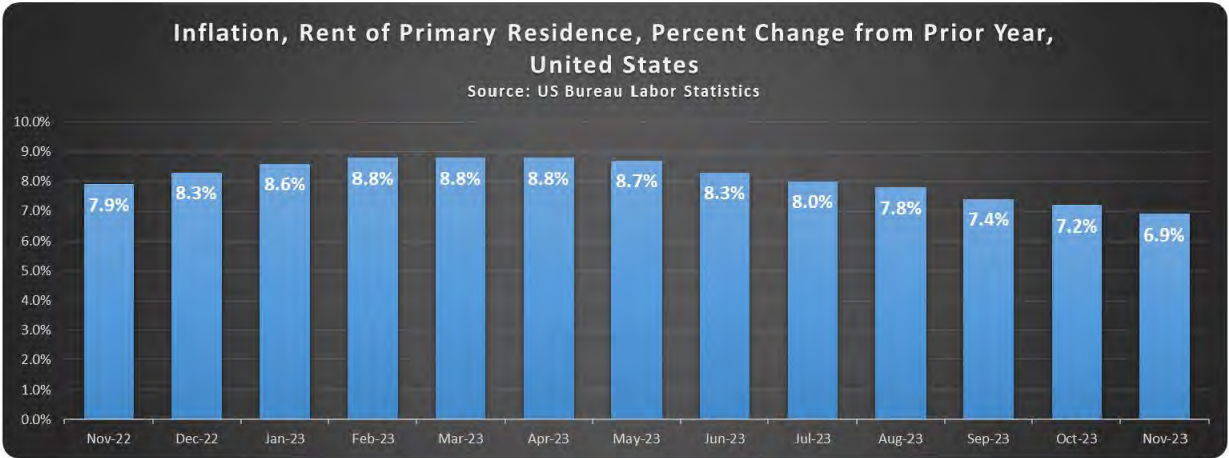


The high costs of insuring and repairing motor vehicles is also a concern, which is one reason hybrid and remote work schedules have become more popular since the pandemic.





Rents also remain high. According to the U.S. Census Bureau American Community Survey, 251,663 (42.25%) of the renters in the CCPR are paying 35% or more in gross rent as a percentage of household income.



Many of the people in these populations have little or no work experience. Given the structural scarcity of labor in the CCPR, workforce centers and their partners will play an integral role in making it possible for these individuals to upskill, reskill and new-skill for success in the labor force.

Childcare Costs as a Percent of Median Wage by Occupation Family, Colorado Central Planning Region							
SOC	Description	2023 Jobs	Median Annual Earnings	Annual Cost as Percent of Median Earnings			
				Infant, Childcare Center	Toddler, Childcare Center	Infant, Child Care Home	Toddler, Child Care Home
11	Management	137,758	\$137,163	13.2%	11.0%	8.6%	8.1%
13	Business and Financial Operations	226,561	\$81,398	22.3%	18.6%	14.5%	13.6%
15	Computer and Mathematical	127,476	\$109,331	16.6%	13.8%	10.8%	10.1%
17	Architecture and Engineering	65,675	\$94,149	19.3%	16.1%	12.6%	11.8%
19	Life, Physical, and Social Science	32,063	\$80,394	22.6%	18.8%	14.7%	13.8%
21	Community and Social Service	47,590	\$54,116	33.5%	27.9%	21.8%	20.5%
23	Legal	23,099	\$104,182	17.4%	14.5%	11.3%	10.7%
25	Educational Instruction and Library	132,147	\$53,212	34.1%	28.4%	22.2%	20.9%
27	Arts, Design, Entertainment, Sports, and Media	36,736	\$61,575	29.5%	24.5%	19.2%	18.0%
29	Healthcare Practitioners and Technical	127,723	\$83,002	21.9%	18.2%	14.2%	13.4%
31	Healthcare Support	82,333	\$37,697	48.1%	40.1%	31.4%	29.4%
33	Protective Service	47,573	\$49,139	36.9%	30.8%	24.1%	22.6%
35	Food Preparation and Serving Related	205,603	\$33,358	54.4%	45.3%	35.4%	33.3%
37	Building and Grounds Cleaning and Maintenance	66,822	\$36,507	49.7%	41.4%	32.4%	30.4%
39	Personal Care and Service	58,494	\$35,265	51.4%	42.9%	33.5%	31.5%
41	Sales and Related	241,092	\$42,992	42.2%	35.2%	27.5%	25.8%
43	Office and Administrative Support	271,781	\$45,680	39.7%	33.1%	25.9%	24.3%
45	Farming, Fishing, and Forestry	6,098	\$32,918	55.1%	45.9%	35.9%	33.7%
47	Construction and Extraction	104,492	\$54,903	33.0%	27.5%	21.5%	20.2%
49	Installation, Maintenance, and Repair	87,764	\$55,919	32.4%	27.0%	21.1%	19.8%
51	Production	77,250	\$42,977	42.2%	35.2%	27.5%	25.8%
53	Transportation and Material Moving	173,410	\$41,322	43.9%	36.6%	28.6%	26.9%
Totals		2,379,541	\$61,283	29.6%	24.7%	19.3%	18.1%

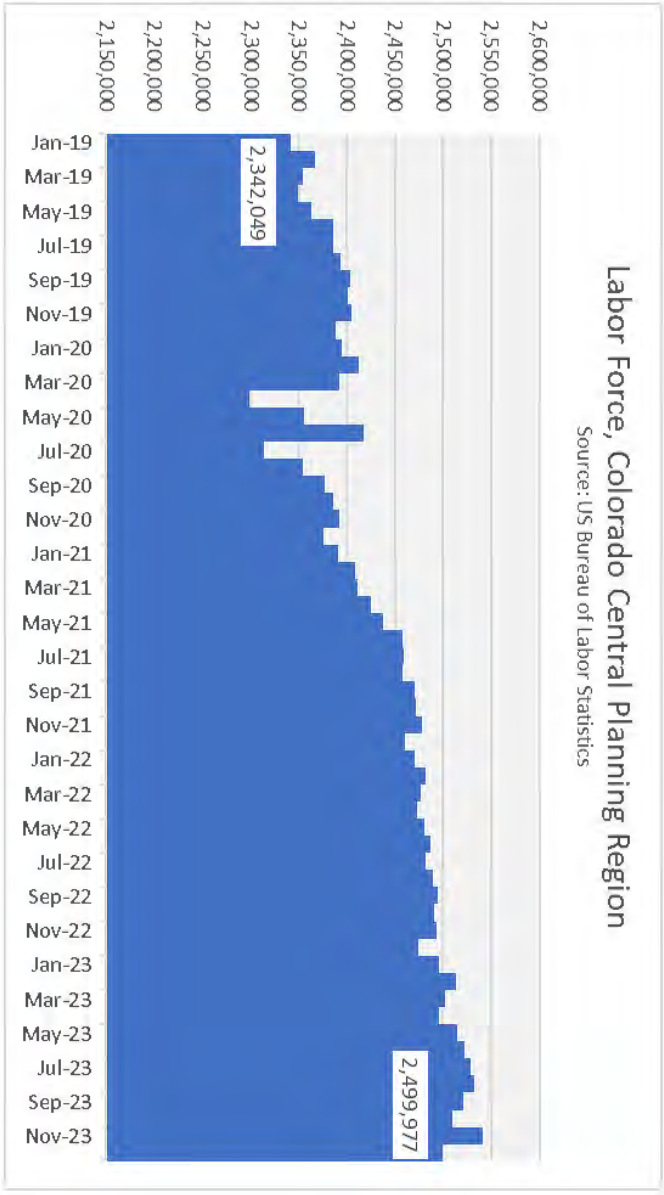
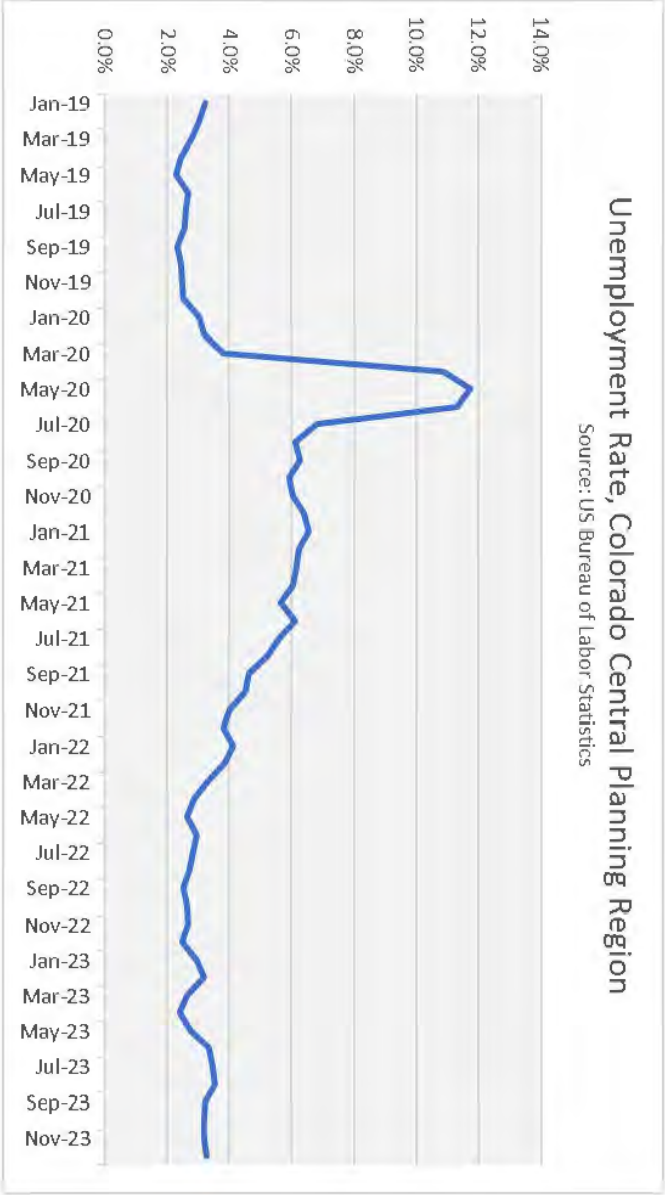
Sources: Lightcast (Jobs & Earnings), Childcare Costs (Broderick Research & Consulting Childcare Market Rate Study Presented to Colorado Dept. Human Services, 2022)
Average number days childcare needed based on data showing average number of paid time off and holiday days taken in the US (Forbes, 2018)

Childcare costs consume a significant portion of gross income for those in the CCPR. Local Wagner-Peyser funded Business Services teams and Workforce Development Board are uniquely positioned to work with a consortia of businesses in the geographic area, or with industry associations, sector partnerships, chambers of commerce and economic development partners to develop more affordable solutions for workers needing childcare for infants or toddlers.

Employment and Unemployment Data

The following information was taken from the U.S. Bureau of Labor Statistics Local Area Unemployment Data. Note that the labor force for the CCPR went up by nearly 158,000 between January 2019 and December 2023, an increase of 6.7%. This reflects the entry into the labor force of a number of workers who lost jobs during the pandemic and were gradually reabsorbed over 2022. Workforce development centers in the CCPR have been

steadily helping people with barriers to succeed in the labor market to surmount those barriers with supportive services while they reskill, upskill or new-skill.



4: Describe the development and implementation of sector initiatives for in-demand industry sectors or occupations for the planning region and explain how sector partnerships will be utilized to facilitate the engagement of employers, including small employers and employers in in-demand industry sectors and occupations, in workforce development programs.

Sector Partnerships in the Colorado Central Planning Region:

- Aerospace Sector Partnership
- Construction Sector Partnership
- Denver Metro Retail Partnership
- Metro Denver Construction Sector Partnership
- Metro West Advanced Manufacturing Alliance
- NoCO Construction Sector Partnership
- NoCO Health Care Sector Partnership
- NoCO Hospitality Sector Partnership
- NoCO Manufacturing Sector Partnership
- NoCO Nonprofit Sector Partnership
- Pikes Peak Creative Sector Partnership
- Pikes Peak Retail and Hospitality Sector Partnership
- Southern Colorado Regional Healthcare Sector Partnership
- Tech Talent Denver
- Transportation
- Tree Care Sector Partnership
- West Metro Manufacturing
- West Metro Construction

Sector Initiatives/Emerging Sector Partnerships:

- Behavioral Health
- Clean Tech
- Healthcare Sector Partnership (Re-launch)
- Veterinary Health

Adams County

Adams County is engaged in the following Sector Partnerships:

- Transportation
- Aerospace-Aviation
- Retail, Hospitality, Food and Beverage
- Metro Denver Construction
- West Metro Manufacturing
- West Metro Construction
- Tech talent
- Behavioral Health Talent Nexus-Emerging
- Clean Tech –Emerging

The Greater Denver Metro Healthcare Partnership has dissolved.

The Adams County Workforce and Business Center (ACWBC) relies on a comprehensive approach to determine the development of sector initiatives. This includes leveraging Labor Market Information, gathering feedback from employers, engaging trade associations, and fostering discussions with post-secondary institutions. Additionally, consultations with Chambers of Commerce and economic development groups in Brighton, Commerce City, Northglenn, Thornton, Westminster, and Arvada, along with guidance from the board, inform decision-making.

Upon assessing industry needs, the ACWBC may adopt various strategies. These range from conducting roundtable discussions with relevant resources to organizing events tailored to address immediate challenges. Alternatively, the ACWBC may opt for a more extensive approach by aligning with the Colorado Workforce Development Council (CWDC) Sector Partnership launch for a deeper and longer-term solution. However, such initiatives are subject to approval and meticulous planning by the ACWBC.

Sector Partnerships serve as invaluable tools for networking with employers and resources during meetings and events. These partnerships enable direct connections to employer needs, allowing workforce teams to refer them to appropriate resources. This collaborative effort transforms the workforce center into a hub where industry finds solutions. Moreover, the networking opportunities provided by these partnerships help showcase ACWBC services to the industry, enhancing exposure and engagement.

Arapahoe / Douglas Counties:

The Arapahoe/Douglas Works! business services team convenes the Aerospace Sector Partnership, which launched in 2019; co-convenes Tech Talent Denver and actively participates in the Denver Metro Retail Partnership, Tree Care Sector Partnership, and the Metro Denver Construction Sector Partnership. Arapahoe/Douglas Works! is also working to re-launch the Healthcare Sector Partnership. In addition, Arapahoe/Douglas Works! actively participates in sector initiatives in behavioral health and veterinary health.

As a convener and partner in these sector initiatives, the Arapahoe/Douglas Works! business services team's philosophy is to listen to industry needs and the needs of individual business customers, including small, medium, and large businesses. It is critical that the three industry chairs for the Aerospace Sector Partnership represent small, medium, and large businesses. In alignment with this methodology, the task force groups can

continue to address the different needs of all business members. In addition to engaging business, it is critical to engage in strategic partnerships with education partners (including K-12 and higher education), economic development, chamber of commerce, and other workforce development partners to address industry needs.

The Arapahoe/Douglas Works! Business Services team ensures that business customers in in-demand industry sectors and occupations receive the services they need most. This can include talent pipeline strategizing, including utilizing work-based learning strategies to fill critical staffing needs; business education events with topics including the principles of skill-based hiring and job quality; and providing labor market information consultation and analysis.

Boulder County:

Boulder County is engaged in the following Sector Partnerships:

- Manufacturing
- Food, Beverage & Hospitality
- Retail
- IT
- Healthcare (including a new emerging Behavioral Health)
- Construction

Workforce Boulder County has started the process of sector partnerships in Manufacturing and Construction, which has allowed us to be a part of and listen to industry led conversations around relevant challenges, while providing access to community resources to help come up with solutions and provide support where needed. This has been a great way to make new connections and engage with employers in conversation and learn about our industry partners in the Boulder Area. One of those sector partnerships has been with Sun Construction. Sun Construction is a full-service general contractor specializing in unique projects focused on providing industry-best construction solutions to clients in the life sciences, manufacturing, government, and high-tech sectors. In particular to manufacturing, Sun Construction has created an apprenticeship program within their Architectural Millwork department. Apprentices learn and gain skills in custom cabinetry, countertops, woodwork and Installation. This has shown to have a positive impact with retention and allows those apprentices to have a career pathway into other divisions within Sun Construction.

City and County of Denver:

Strategies utilized in Denver:

- **Business Support:** Denver Workforce Development (DWD) provide tailored assistance to individual businesses, including small businesses, to address their workforce needs. This support may include talent recruitment, training programs, skill development initiatives, and workforce planning consultations.
- **Cooperation and Collaboration:** Collaboration between DWD and other local areas are encouraged when appropriate, especially for serving businesses with locations spanning multiple counties. This collaborative approach ensures seamless support and coordination for employers operating across different areas.

- **Sector Partnership Activities:** Active participation in sector partnerships is a key strategy employed by DWD. These partnerships bring together employers, industry associations, educational institutions, and workforce agencies to address specific workforce challenges and opportunities within targeted industries.

In Denver specifically, workforce development efforts include active involvement in various sector partnerships:

- Denver Workforce Development (DWD) actively convenes or co-convenes sector partnerships in various industries, including Information Technology (IT), Retail, and Construction. Additionally, DWD participates in a wide range of sector partnerships, encompassing Tech Talent, Retail, Construction, Metro Manufacturing, Greater Metro Denver Healthcare, Transportation, Aerospace/Aviation, and other key industries. The Denver employer services team collaborates with other workforce development areas across counties to serve business customers with locations in multiple areas, ensuring coordinated support and alignment with industry needs.
- Ongoing efforts are underway to explore forming new sector partnerships, particularly in green energy, based on business interest and workforce priorities.
- The Early Childhood Education Sector Partnership was disassembled during covid, however key stakeholders meet twice a year to addresses critical issues such as affordable childcare, childcare worker wages, and workforce preparation in the Denver area.

The City and County of Denver Workforce Services also received Federal H1B funding to serve the Technology Employment in Colorado Partnership (TECP) Grant. This funding is leveraged throughout the Colorado Workforce system in almost all workforce areas to supplement services in several occupations covered under USDOL H1B grants. TECP serves as a co-convenor of the Tech Talent Denver Sector Partnership, which focuses on addressing talent needs in the Denver Metro Region by generating discussion and action amongst tech industry leaders, public partners, and higher education/training providers. In coordination with our industry co-chairs and Colorado Technology Association, we convene Executive Roundtables as well as quarterly Whole-Body Meetings, to collectively develop and implement solutions to industry's most pressing tech talent issues. The partnership with Colorado Technology Association has also extended to co-presenting events, most recently the Tech Talent Unleashed Event on March 1, 2024, as well as convening an ongoing work group to promote and improve the tech ecosystem across the State of Colorado.

Larimer County:

Larimer County Economic and Workforce Development takes an active support role with the NoCO Manufacturing, Health, Construction, Hospitality, and Nonprofit Sector Partnerships, and has over many years developed strong relationships with regional businesses through these partnerships.

Current activities of each Sector Partnership:

LCEWD staff recently completed a three-year term on the NoCO Manufacturing Sector Partnership Board and continues to support the annual NOCOM trade show organized by the partnership. NOCOM is the largest manufacturing trade show in Colorado and includes a job fair, B2B reception and student experience included. This event routinely has over 60 vendor booths and over 420 attendees. Additionally, LCEWD staff manage the partnership's Summer Internship Program by actively recruiting businesses and students to participate. LCEWD also supported industry awareness projects like the recent video interview series highlighting key occupations. And LCEWD staff volunteered Regional CTE Advisory Meeting and NoCO Manufacturing Family Night.

LCEWD staff continued to participate in the NoCO Health Sector Partnership in Workforce Committee and convene the WBL subcommittee of the Workforce Committee. This work includes Informational Interview Session organization, connection to students and any advocating for cost reimbursements for schools. LCEWD also attend the All-Partner Quarterly meetings as well as help organize the annual Healthcare in my Future Summit and Nursing Conference.

The NoCO Nonprofit Sector Partnership is focusing effort on solidifying the role of their board and building the leadership that will operate the board. The partnership has formed 5 committees which are organized under two themes: Running Your Business and Program Excellence. Running Your Business is broken down into Workforce and Improving your organization. Program Excellence is broken into Board Development, Sustainable Funding, Community Awareness. LCEWD Staff support the leadership group, Workforce and Improving Your Organization subcommittees. The Board has recognized the partnership may have too many subcommittees to effectively maintain so they are working with the leaders of each subcommittee to combine efforts.

The NoCO Hospitality Sector Partnership includes industry leaders from hotels, food and beverage, and retail. The partnership has formed three working committees focused on customer experience, staffing and government regulations. The Staffing committee has developed four career pathway outlines with different archetypes to show a variety of ways to make hospitality a viable career choice and is currently looking for ways to promote the opportunities they represent. They plan to use these pathways for recruitment and retention of staff. Additionally, the Staffing committee recently received a grant from the Colorado Workforce Development Council which they will use to provide professional development opportunities to industry workers. The Regulations committee is working to help industry understand certain government practices and requirements, as well as including the business voice on rules pertaining to dogs on patios, the impact of new health dept regulations, local building/zoning processes and plastic/Styrofoam restrictions. As a part of the Regulations committee, there has been considerable work with local governments and construction contractors to develop a community development roadmap for local municipalities. The partnership has a stable Leadership Team with governance bylaws, officers, and established financial processes. LCEWD staff serve on the leadership team, support the committees, and provide guidance on partnership governance and industry engagement.

The NoCO Construction Sector Partnership continues to focus on creating meaningful work-based learning opportunities for students. Their efforts to train a corps of industry leaders to provide in-classroom learning experiences has grown with regional schools. Additionally, the partnership's annual Construction Con has been such a huge success that the student attendance has increased to over 750. During this event students are immersed in hands-on experiences showcasing a wide variety of career opportunities in the construction industry. They are also given the opportunity to apply for jobs and internships opportunities with participating businesses during this event. The partnership recently received a grant from the Colorado Workforce Development Council to offer expanded basic construction certification to regional students. Next steps for this partnership include launching the basic construction certification program, growing the scope of their school engagement, and growing financial support for the 2024 Construction Con. LCEWD staff participate on the leadership team for this partnership, serve as a liaison to school district partners for the ConstructionCon events, and help expand industry classroom presentations.

Pikes Peak (El Paso and Teller Counties):

The Pikes Peak Workforce Center is actively working with the following Sector Partnerships:

- Pikes Peak Retail and Hospitality Sector Partnership,

- Southern Colorado Regional Healthcare Sector Partnership,
- Pikes Peak Creative Sector Partnership

The Colorado Springs Manufacturing Sector Partnership is no longer active. However, we are exploring ways to re-establish a sector partnership in manufacturing and construction.

The Pikes Peak Workforce Center (PPWFC) is currently collaborating with the Pikes Peak Retail and Hospitality Sector Partnership, Southern Colorado Regional Healthcare Sector Partnership, and Pikes Peak Creative Sector Partnership. Through its Business Relations Team, PPWFC builds and strengthens relationships within these sector partnerships to support the business-led initiatives that address industry challenges. This promotes alignment of local businesses, education, and workforce. The Business Relations Team utilizes these meetings to promote its services to businesses, such as business education, job fairs, labor market information and more.

In addition, PPWFC will continue to promote its Incumbent Worker Training (IWT) program to support small employers and employers of in-demand industries. The IWT program will support employers in upskilling and retaining their employees. By providing their employees with new and valuable skills, employers can ensure that their organizations retain a competitive advantage and that their employees remain engaged through professional development.

Tri-County (Jefferson, Clear Creek and Gilpin Counties):

In alliance with the Arvada Chamber, Jefferson County Business & Workforce Center launched the Metro West Advance Manufacturing Alliance (MWAMA, this is a relaunch and replaced the Metro Manufacturing group). This group has an all-partner meeting quarterly and two action groups that meet every other month. The identified focus areas are workforce and community awareness. A Manufacturing Day event was held to educate job seekers on opportunities in manufacturing. A Construction Sector Partnership was also launched in collaboration with the Arvada Chamber. This group meets every two months and combines the all-partner meeting and action groups. They collectively decided to address workforce development, permitting and regulation and process improvement.

Behavioral Health and Clean Energy are both in the exploration space. The behavioral health kick-off event was scheduled for March 13th and provided information that educated industry partners about changes in stackable certifications and billing changes. An overview of sector partnerships will be shared at this event.

Clean Energy is also a targeted industry. It has been discussed partnering with Denver Workforce on a Clean Energy Sector partnership. A tentative launch is scheduled for April.

The Jefferson County Business & Workforce Sector Partnership Convener continues to participate and promote additional sector partnerships in the region and attend events to learn best practices. The convener leads a convener group meeting and regularly attends opportunities through Next Gen and the CWDC.

5: Describe how career pathways will be used to meet the needs of employers and support work-based learning opportunities.

Since the inception of the Workforce Innovation and Opportunity Act in 2014, Local areas and the Colorado Central Planning Region have, in general, worked together with employers in sector partnerships to identify current and anticipate future training pipeline needs. The workforce development centers business services teams work with our employer and sector partners to help determine the most helpful strategies moving forward, including:

- Promoting career awareness in public school districts.
- Using sector partnership and other skills-based recruitment models to determine the specific skills needed in critical occupations.
- Developing combinations of postsecondary classroom training, work-based learning and apprenticeship opportunities designed to impart those critical skills.
- Maintaining awareness of the need for industry-recognized credential attainment through these training pipeline interventions.

6: Describe other strategies and services that will be used in the planning region to support a local workforce development system that meets the needs of businesses in the planning region.

All workforce development areas within the CCPR are now actively partnering with economic development, chambers of commerce, small business development centers, public health, educators, and other stakeholders, to create an information and services clearing house to assist local employers in the new post-pandemic economy. All the workforce development areas have established and continue to cultivate strong community collaborations that will be maintained to ensure workforce ecosystem success as well as nimbleness to address unforeseen barriers in the event that we endure a new economic recession. It is the hope of the CCPR as well as the Colorado Local Areas that we capitalize on continuing to strengthen the relationships that we have through the use of the Workforce Intelligence Data Expert (WIDE) as well as the Evaluation Teams that have formed to review strengths and vulnerabilities of the workforce system service delivery.

7: Describe efforts that have taken place or anticipated efforts to assess the need for and establish regional service strategies, including the use of cooperative service delivery agreements. In addition:

- a. Describe the strategies and services that will be used in the planning region to better coordinate workforce development programs and services with regional economic development services and providers.*
- b. Describe how the planning region will strategically coordinate workforce investment activities with the provision of adult education and literacy activities under title II.*
- c. Describe how the planning region will strategically coordinate workforce investment activities with the provision of vocational rehabilitation services under title IV.*
- d. Describe the strategies and services that will be used in the planning region to strengthen linkages between the one-stop delivery system and unemployment insurance programs.*
- e. Describe the strategies and services that will be used in the planning region to better coordinate workforce development programs and services with community-based organizations, including, where applicable, refugee resettlement agencies that serve priority populations, including individuals with barriers and New Americans.*
- f. Provide a description of how the local board will coordinate workforce investment activities carried out in the local area with statewide rapid response activities, as described in section 134(a)(2)(A);*

Regional Themes

The Colorado Central Planning Region (CCPR) works with a variety of partnerships through local and regional approaches to ensure that the four pillars of **quality**, **access**, **equity**, and **affordability** continue to be at the forefront of workforce development activities. As a collective region, these pillars are often interwoven into the work that we do with mandated partners through partnerships, although we continue to strive to give best in class services that ensure our participants have opportunities where they can acquire skills that lead to gainful employment.

The Colorado Operators Group (COG) work group was established and is continuing to be strengthened within the CCPR and has been expanded to include representation from all of Colorado's workforce development regions and serves as the coordinate mechanism toward the delivery of workforce development services to all customers and stakeholders. This group creates a uniform strategy around:

- Acts as a resource and information hub for the workforce development system region wide as new initiatives are created and new grants are awarded.
- Establishing standard MOUs, and standardizing operations under local policies (as applicable)
- Streamline service delivery across the regions.
- Coordinate the delivery of technical assistance and inform operations across the region.
- Deliver federal funding quickly and efficiently throughout the region by using a hub approach, whereby one area is designated as the fiscal agent and the other regions work together to coordinate services and meet project objectives and goals.
- Standardized procedures across region for operating new grants.

Strategies & Services with Economic Development

All workforce development areas within the CCPR are continuing to actively partner with economic development, chambers of commerce, small business development centers, public health, educators, and other stakeholders, to create an information and services clearing house to aid local employers during the post-pandemic recovery and normalization. All the workforce development areas have established strong community collaborations that continue to move workforce development forward across the CCPR. Through these collaborations, which will align with ensuring **quality** through **access** to opportunities that ensure success.

Strategies & Services to Coordinate Programs with Adult Education & Literacy

As the workforce systems continue to strengthen relationships with a variety of educational partners, some of the workforce development areas within the CCPR offer Adult Basic Education, GED preparation and English Language programming on site under financial MOUs as specified by the Workforce Innovation and Opportunities Act , while others work with partners to ensure seamless delivery of services. This continues to be an area that the CCPR and all workforce development regions ensure to collaborate with appropriate partners to lead to programmatic success. These relationships ensure **access** and **affordability** to educational opportunities that traditionally can be seen as barriers to WIOA participants.

Coordination with Division of Vocational Rehabilitation

The workforce development areas in the CCPR and the Colorado Division of Vocational Rehabilitation (DVR) have developed MOUs that outline coordinated service delivery and co-location of DVR personnel in designated

workforce centers. In addition, a designated DVR representative sits on the Business Services Executive and Leadership Teams. DVR personnel participate in all cross-training with workforce center staff. DVR personnel and local workforce center staff coordinate case management of customers who may be dual-enrolled in other programming to maximize wrap-around services. This model of relationship has been utilized to create opportunities for other co-location throughout CCPR and will continue to be supported for partnerships now and during this planning period. Relationships between local workforce boards and vocational rehabilitation help to ensure **equity, access** and **quality** opportunities to individuals seeking services through one or both systems.

Linkages Between One-Stop Delivery and Unemployment Insurance

During the 2020 Pandemic, several of the CCPR workforce areas established call centers to assist job seekers in accessing the unemployment insurance system and other resources in the community. As the surge of calls has dropped to approximately pre-pandemic levels, workforce centers across CCPR have continued to provide specific services to constituents of the workforce/unemployment insurance systems as warranted/needed. Additionally, the local areas within the CCPR continue to work with representatives from unemployment insurance, as well as CDLE Employment and Training Programs to outline areas that are pinch points as to ensure customers have the best experience. Labor exchange services continue to be provided to customers throughout the CCPR.

The WIDE group will continue to provide information and data, in an effort to inform strategies for continued recovery through local partnerships between the workforce development boards, one-stop centers, economic developers, chambers of commerce, the Small Business Development Centers, and other stakeholders throughout the CCPR. This partnership allows for the workforce system to ensure **access** to participants who are customers of both systems, while also ensuring the pillar of **quality** is met based on labor market data.

Coordinating Activities with Statewide Rapid Response

Colorado Workforce System Business and career services teams continue to facilitate regional Rapid Response workshops for businesses who anticipate laying off workers. These workshops inform affected employees about available services through local workforce areas. In addition, local workforce regions may help affected workers in businesses anticipating layoffs to obtain employment prior to release. As a partnership between local workforce areas, and the state Rapid Response coordinator, there continues to be collaboration to ensure plant-closures and layoffs are as least impactful to both the business and employees that are affected.

For example, a large investment firm in the greater metro Denver was anticipating a layoff of a few hundred people. Local workforce regions worked together to coordinate a 'reverse hiring event,' whereby they held a job fair for the affected employees to expose them to opportunities in other investment and financial services firms. This resulted in a substantial number of the affected employees being placed in new jobs prior to separation and saved substantial amounts in potential unemployment payments. By having good working relationships to provide rapid response services, regions and local workforce boards can provide **access** to services, ensure **quality** opportunities for employment, and **equity** and **affordability** when seeking additional training either to avert layoff, or to reskill, upskill, or next skill.

Coordinating Activities with Community

As a collaborative effort, the Colorado Central Planning Region local areas work with Community-Based Organizations (CBOs), refugee resettlement agencies, and other organizations that serve priority populations throughout the region. The CCPR will continue to ensure streamlined service delivery as well as coordination throughout the system, as applicable. These collaborations ensure all four pillars are the north star as they are developed, maintained and continued.

8: Provide a description of the replicated cooperative agreements (as defined in section 107(d)(11)) between the local board or other local entities described in section 101(a)(11)(B) of the Rehabilitation Act of 1973 (29 U.S.C. 721(a)(11)(B)) and the local office of a designated State agency or designated State unit administering programs carried out under title I of such Act (29 U.S.C. 720 et seq.) (other than section 112 or part C of that title (29 U.S.C. 732, 741) and subject to section 121(f)) in accordance with section 101(a)(11) of such Act (29 U.S.C. 721(a)(11)) with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination;

The Central Planning Region is committed to providing services to individuals with disabilities and other untapped talent. It will continue to support and explore opportunities for cooperative agreements among local boards and other local entities. Examples of these cooperative agreements may include but are not limited to: 1) sharing labor market information with WIOA partners, including adult basic education providers and the Division of Vocational Rehabilitation; 2) engaging key stakeholders from businesses and industries cooperatively; and 3) enhancing the coordination of the continuum of talent development strategies for shared customer bases across systems to build and maximize staff capacity, resources and communication.

CDLE applied for and was awarded a Disability Employment Initiative grant on behalf of several of the workforce areas within the CCPR. This has allowed workforce areas within the region to enhance services to individuals with disabilities and evaluate programmatic and physical accessibility in the local workforce centers within the CCPR. This effort led to regions throughout CCPR to host Disability Program Navigators that are dedicated to providing services to individuals who may be receiving services from one or more of our mandated partners to ensure participant success.

9: If determined appropriate by the planning region, describe the coordination of transportation and other supportive services or discuss why these are not appropriate for the planning region at this time.

The Central Planning Region's strategy for the coordination of transportation and other supportive services will continue to center on using the collective voice of the region to approach agencies and negotiate competitive rates, as applicable. This should improve the accessibility and affordability of these services to its customers. The region anticipates that the size and volume of its customer base will contribute to its ability to negotiate the best possible value for these services.

The region will prioritize these efforts based on the most prevalent needs of customers across the region (e.g., transportation services, childcare). This will require all local area workforce development boards to develop a comprehensive understanding of each other's local area needs and available resources, which has been achieved through the Colorado Operators Group (COG).

Workforce boards will acquire this knowledge through regular informal meetings as well as through formal regional planning sessions, as described above.

As an update, the workforce development areas that make up the Central Planning Region are committed to identifying and partnering with any additional resources that can provide a more comprehensive package of braided, wrap-around supportive services than are allowable under WIOA.

For example, state apprenticeship expansion grants now allow for supportive services to be funded for enrolled apprentices in USDOL registered apprenticeship programs. This includes transportation, equipment, tools, clothing, and other relevant services necessary for success in the apprenticeship.

Several local areas within the CCPR are reviewing alternative ways to disperse funds to program participants rather than utilize traditional vouchers or checks for delivery of supportive services and other customer expenses.

10: If determined appropriate by the planning region, describe how administrative cost arrangements have been coordinated, including the pooling of funds for administrative costs or discuss why these are not appropriate for the planning region at this time.

The Central Planning Region will not pursue administrative cost agreements. Currently, each local area has its own unique budget structure and cost allocation plan that does not permit regional administrative cost arrangements.

11: The establishment of an agreement concerning how the planning region will collectively negotiate and reach agreement with the Governor on local levels of performance for, and report on, the performance accountability measures described in WIOA sec. 116(c) for local areas or the planning region.

Within the Central Planning Region, local area workforce boards will operate autonomously, and the region will work to collectively negotiate with the governor the accountability measures for these local areas. Traditionally, this negotiation has been with local areas within the CCPR and other regions of the state and CDLE to ensure that there is a highlight to the local area strengths and success of the system as a whole. In addition, when it is strategically and financially in the best interest of the region and local areas, the Central Planning Region will report outcomes at the regional rather than local level.

12: Provide a description of how one-stop centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under this Act and programs carried out by one-stop partners.

Though this effort was underway, the pandemic caused workforce centers in the CCPR to have to operate virtually for case management appointments, supportive services, and group orientations and intake. These efforts will continue as the recovery progresses and beyond with knowledge gained over the previous four years setting local areas up for success in in-person, hybrid and/or virtual service delivery based on the current need.

Tools being used include Zoom, MS Teams, Google Meet and several regions are using Electronic Signature software to obtain virtual signatures. It is anticipated that a combination of these tools and virtual services with in-person services will continue to be utilized throughout the central planning region, and the Colorado workforce system as a whole, now and in the future.

13: Briefly describe the activities and steps taken to develop this regional plan.

Through the relationship that has been fostered between local area workforce development leaders, the CCPR plan was developed through collaboration with the director of the Colorado Urban Workforce Alliance, as well as the Weld and Rural Consortium regions, to ensure that there is alignment between all 10 federally recognized workforce development areas. Through this effort, a number of local areas have completed strategic planning and alignment retreats that allowed local workforce board members to align local priorities with regional efforts, and state action items. Additionally, all local and regional area data comes from a consistent source so that users have the ability to easily read and understand when reviewing or reading multiple plans. The goal will continue to show how even with local control prevalent throughout Colorado, that there continues to be collaborative efforts from all workforce parties to ensure service delivery and outcomes are consistent.

14: Describe the process used by the local boards in this planning region to provide an opportunity for public comment, including comment by representatives of businesses and comment by representatives of labor organizations, and input into the development of the plan prior to its submission.

The development of this plan was coordinated by Colorado Urban Workforce Alliance (CUWA) and included assistance from various regional workforce development board staffs. Data for questions one through three was supplied by the Workforce Intelligence Data Expert (WIDE) group and was led by the economist from Arapahoe/Douglas Works! Workforce Center.

Leadership from the local areas making up the CCPR met and reviewed the plan and provided updates and edits. The draft plan was shared by workforce area directors with their boards and posted on the CWDC website for 30 day public comment period ending May 5, 2024. There were no comments from the public and no additional changes were made to the document. The finalized CCPR Regional Plan will be submitted to CDLE by May 31, 2024.

Attachment 1 – PY24-27 FOUR-YEAR REGIONAL/LOCAL PLAN NARRATIVE UPDATE

Signature Page

The undersigned below certify that all Plan modifications are accurately presented here to the best of their knowledge. This signature page shall become an Exhibit to the Master Agreement for Workforce Development Programs, indicating submission and approval.

Planning Region: Colorado Central Planning Region

<u>Elected Official</u>	<u>Elected Official</u>
<p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Emma Pinter</p> <p>Elected Official for: Adams County Board of County Commissioners</p> <p><u>Adams County Workforce Development Board</u></p> <p>Chair Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Amy Clement</p> <p><u>Local Area Director</u></p> <p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Jodie Kammerzell</p>	<p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Carrie Warren-Gully</p> <p>Elected Official for: Arapahoe County Board of County Commissioners</p> <p><u>Arapahoe/Douglas Workforce Development Board</u></p> <p>Chair Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Peter Hancock</p> <p><u>Local Area Director</u></p> <p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Sasha Easton</p>
<p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Ashley Stolzmann</p> <p>Elected Official for: Boulder County Board of County Commissioners</p> <p><u>Boulder Workforce Development Board</u></p> <p>Chair Signature: <u>Corine Waldau</u></p> <p>Date: <u>7/2/2024</u></p> <p>Printed Name: Corine Waldau</p> <p><u>Local Area Director</u></p> <p>Signature: <u>Erin Jones</u></p> <p>Date: <u>7/2/2024</u></p> <p>Printed Name: Erin Jones</p>	<p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Mike Johnston</p> <p>Elected Official for: City and County of Denver</p> <p><u>Denver Workforce Development Board</u></p> <p>Chair Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Kelli Kelly</p> <p><u>Local Area Director</u></p> <p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Tony Anderson</p>

<div style="background-color: #e6f2ff; text-align: center; padding: 2px;"><u>Elected Official</u></div> <p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: John Kefalas</p> <p>Elected Official for: Larimer County Board of County Commissioners</p> <p style="text-align: center;"><u>Larimer Workforce Development Board</u></p> <p>Chair Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Julie Cila</p> <p style="text-align: center;"><u>Local Area Director</u></p> <p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Mark Johnston</p>	<div style="background-color: #e6f2ff; text-align: center; padding: 2px;"><u>Elected Official</u></div> <p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Bob Campbell</p> <p>Elected Official for: Consortium Executive Board (El Paso and Teller Counties)</p> <p style="text-align: center;"><u>Pikes Peak Workforce Development Board</u></p> <p>Chair Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Tamara Moore</p> <p style="text-align: center;"><u>Local Area Director</u></p> <p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Traci Marques</p>
<div style="background-color: #e6f2ff; text-align: center; padding: 2px;"><u>Elected Official</u></div> <p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Leslie Dahlkemper</p> <p>Elected Official for: Jefferson County Board of County Commissioners</p> <p style="text-align: center;"><u>Tri-County Workforce Development Board</u></p> <p>Chair Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Annie Lozano</p> <p style="text-align: center;"><u>Local Area Director</u></p> <p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Kat Douglas</p>	<div style="background-color: #e6f2ff; text-align: center; padding: 2px;"><u>ADDITIONAL SIGNATURES</u></div> <p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Todd Nielsen</p> <p>Title Director, Colorado Urban Workforce Alliance</p>

Certificate Of Completion

Envelope Id: 3EB90E0B939241818677B84028AC17C6

Status: Sent

Subject: CO Workforce Development Council - CSD WF - CO Central Planning Council Plan 2024-2027 \$0.00

Type of Document:

Other

Department/Office: Community Services

Source Envelope:

Document Pages: 48

Signatures: 0

Envelope Originator:

Certificate Pages: 2

Initials: 3

Jordan Buggert

AutoNav: Enabled

2025 14th St

Envelopeld Stamping: Enabled

Boulder, CO 80302

Time Zone: (UTC-07:00) Mountain Time (US & Canada)

37988@bouldercounty.org

IP Address: 24.128.102.178

Record Tracking

Status: Original

Holder: Jordan Buggert

Location: DocuSign

7/9/2024 1:02:36 PM

37988@bouldercounty.org

Signer Events**Signature****Timestamp**

Julie Fischer

jcfischer@bouldercounty.org

Comptroller

Security Level: Email, Account Authentication
(None)

Sent: 7/9/2024 1:54:57 PM

Viewed: 7/10/2024 9:15:00 AM

Signed: 7/10/2024 9:15:08 AM

Signature Adoption: Pre-selected Style

Using IP Address: 216.147.121.178

Electronic Record and Signature Disclosure:

Not Offered via DocuSign

Robin Bohannon

rbohannon@bouldercounty.org

Director of Community Services

Boulder County

Security Level: Email, Account Authentication
(None)

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Resent: 7/10/2024 4:11:20 PM

Viewed: 7/10/2024 4:16:31 PM

Signed: 7/10/2024 4:16:44 PM

Signature Adoption: Pre-selected Style

Using IP Address: 73.78.48.204

Electronic Record and Signature Disclosure:

Not Offered via DocuSign

Vladimir Ryazanov

ca@bouldercounty.org

Boulder County

Security Level: Email, Account Authentication
(None)

Sent: 7/9/2024 1:54:57 PM

Viewed: 7/9/2024 1:58:07 PM

Signed: 7/9/2024 1:59:40 PM

Signature Adoption: Pre-selected Style

Using IP Address: 97.107.70.37

Electronic Record and Signature Disclosure:

Not Offered via DocuSign

Matthew Ramos

38095@bouldercounty.org

Clerk to the Board

Boulder County

Security Level: Email, Account Authentication
(None)

Sent: 7/11/2024 7:36:59 AM

Electronic Record and Signature Disclosure:

Not Offered via DocuSign

Signer Events	Signature	Timestamp
Ashley Stolzmann 37477@bouldercounty.org Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign		
In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Jordan Buggert 37988@bouldercounty.org Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	 Using IP Address: 209.99.138.116	Sent: 7/10/2024 4:16:48 PM Viewed: 7/11/2024 7:36:59 AM
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	7/9/2024 1:54:57 PM
Payment Events	Status	Timestamps

Accessibility Report

Filename:

CO Central Planning Region Plan with Internal Approvals for BOCC Signature.pdf

Report created by:

Organization:

[Enter personal and organization information through the Preferences > Identity dialog.]

Summary

The checker found problems which may prevent the document from being fully accessible.

- Needs manual check: 0
- Passed manually: 2
- Failed manually: 0
- Skipped: 3
- Passed: 25
- Failed: 2

Detailed Report

Document

Rule Name	Status	Description
Accessibility permission flag	Passed	Accessibility permission flag must be set
Image-only PDF	Passed	Document is not image-only PDF
Tagged PDF	Passed	Document is tagged PDF
Logical Reading Order	Passed manually	Document structure provides a logical reading order
Primary language	Passed	Text language is specified
Title	Passed	Document title is showing in title bar
Bookmarks	Passed	Bookmarks are present in large documents
Color contrast	Passed manually	Document has appropriate color contrast

Page Content

Rule Name	Status	Description
Tagged content	Passed	All page content is tagged
Tagged annotations	Passed	All annotations are tagged
Tab order	Passed	Tab order is consistent with structure order
Character encoding	Passed	Reliable character encoding is provided
Tagged multimedia	Passed	All multimedia objects are tagged
Screen flicker	Passed	Page will not cause screen flicker
Scripts	Passed	No inaccessible scripts
Timed responses	Passed	Page does not require timed responses
Navigation links	Passed	Navigation links are not repetitive

Forms

Rule Name	Status	Description
Tagged form fields	Passed	All form fields are tagged
Field descriptions	Passed	All form fields have description

Alternate Text

Rule Name	Status	Description
Figures alternate text	Passed	Figures require alternate text
Nested alternate text	Skipped	Alternate text that will never be read
Associated with content	Passed	Alternate text must be associated with some content
Hides annotation	Passed	Alternate text should not hide annotation
Other elements alternate text	Skipped	Other elements that require alternate text

Tables

Rule Name	Status	Description
Rows	Passed	TR must be a child of Table, THead, TBody, or TFoot

TH and TD	Passed	TH and TD must be children of TR
Headers	Passed	Tables should have headers
Regularity	Passed	Tables must contain the same number of columns in each row and rows in each column
Summary	Skipped	Tables must have a summary

Lists

Rule Name	Status	Description
List items	Passed	LI must be a child of L
Lbl and LBody	Failed	Lbl and LBody must be children of LI

Headings

Rule Name	Status	Description
Appropriate nesting	Failed	Appropriate nesting

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RESOLUTION 2024-046

A resolution authorizing the Boulder County Community Planning & Permitting Director, through the County Attorney, to seek an administrative entry and seizure warrant from the district court to abate impermissible weeds, brush, and rubbish as needed throughout the property, including abandoned, inoperative, or unlicensed vehicles, as defined under Article 14 of the Land Use Code, located at 7642 Aberdeen Way in unincorporated Boulder County.

Recitals

A. The Board of County Commissioners of Boulder County (the “Board”) is authorized to provide for and compel the removal of rubbish from tracts of land within the County according to the procedures in Article 14 of the Boulder County Land Use Code (the “Code”) and C.R.S. § 30-15-401(1).

B. The subject property is located at 7642 Aberdeen Way, Boulder County Assessor’s Parcel No. 146313104001, in a Suburban Residential zoning district, in unincorporated Boulder County (the “Property”).

C. Jaroslav V. Vomacka is the owner of record for the Property. His mailing address as noted in Boulder County Assessor’s records is 7642 Aberdeen Way, Boulder, CO 80301.

D. In February 2021, Boulder County Community Planning & Permitting (“CPP”) received a complaint of rubbish on the Property and opened zoning case ZON-21-0012. In May 2021, CPP staff sent a Notice of Violation for rubbish and impermissible accessory outside storage on the Property.

E. In March 2024, CPP staff inspected the Property and found that the violations remained, and the Boulder County Attorney’s Office mailed a letter to Mr. Vomacka describing the violations and providing the required actions to resolve the violations with an April 11, 2024 deadline.

F. On May 29, 2024, CPP staff sent a Notice of Public Hearing to Mr. Vomacka by certified mail.

G. Article 14-400.C of the Code defines rubbish as “[g]arbage, trash, and junk including, but not limited to, unwanted or discarded household items; waste from building construction, remodeling, and repair; tree branches, grass and shrub clippings, leaves, or other general yard and garden waste; motor vehicle parts or tires, or abandoned, unlicensed, or inoperable motor vehicles including without limitation mobile or manufactured homes; newspapers, magazines, packaging materials, waste paper or cardboard; dead animal carcasses; and any other unsightly or discarded material which causes or is likely to cause a public hazard or nuisance, or is unacceptably offensive in light of community standards of cleanliness or generally accepted neighborhood aesthetics.”

H. Despite attempts by the CPP Code Compliance team to work with Mr. Vomacka, the Code violations in ZON-21-0012 remain unresolved and continue to disrupt the community aesthetic and pose a health and safety issue to the public. These efforts included mailing multiple letters with information regarding the nature of the violations and potential penalties and consequences for not resolving the violations.

I. The Article 14 violations of ZON-21-0012 are further described in the memorandum and written recommendation to the Board by CPP staff dated June 13, 2024, together with its attachments (the “Staff Recommendation”). The Staff Recommendation found that the Property contains impermissible weeds, brush, and rubbish, including an unlicensed and inoperable vehicle and a boat, as defined in Article 14 of the Code, and therefore, requested that the Board authorize the CPP Director, through the County Attorney, to seek an administrative entry and seizure warrant from the district court to remove all rubbish from the Property.

J. At a public hearing held on June 13, 2024 (the “Public Hearing”), as reflected in the official record of the Public Hearing, the Board considered the Staff Recommendation, as well as documents and testimony presented by CPP staff. The Board also heard testimony presented by Jaroslav Vomacka and his son, John Vomacka. One member of the public spoke at the Public Hearing.

K. Based on the Public Hearing, the Board finds that the Property is in violation of Article 14 of the Code and authorizes the CPP Director to seek an administrative entry and seizure warrant from the district court to remove all rubbish, either existing or generated in the process of abatement, in violation of Article 14 of the Code from the Property as described in the Staff Recommendation.

Therefore, the Board resolves:

1. The CPP Director’s determination that violations of Article 14 of the Code exist on the Property is upheld.
2. If the Property owner has not entered into a stipulation agreement with Boulder County within 30 days of the date of the Public Hearing and resolved the Article 14 violations per the terms of that stipulation within 90 days of the Public Hearing, the Board authorizes the CPP Director, through the County Attorney, to seek an administrative entry and seizure warrant from the district court to remove all rubbish, including discarded household items and building materials, piles of materials and waste, storage bins/containers, any abandoned, unlicensed, and inoperable vehicles, and any other unsightly or discarded material in violation of Article 14 of the Code, either existing or generated in the process of abatement, from the Property as described in the Staff Recommendation.
3. The cost of abatement, an inspection fee of 5%, and any other costs associated with the execution of the administrative entry and seizure warrant will be billed to the Property owner.
4. The Property owner shall be subject to the terms, conditions, and commitments of record in the file for ZON-21-0012.

Commissioner Claire Levy made a motion to uphold the CPP Director's determination and to authorize the CPP Director to seek an administrative entry and seizure warrant from the district court to remove all the rubbish in violation of Article 14 of the Code from the Property if the Property owner has not entered into a stipulation agreement with Boulder County within 30 days of the Public Hearing and resolved the Article 14 violations per the terms of that stipulation within 90 days of the Public Hearing. The motion was seconded by Commissioner Marta Loachamin and passed by a 2-0 vote. Commissioner Ashley Stolzmann was excused from the Public Hearing.

[Signature Page to Follow]

ADOPTED as a final decision of the Board on this ____ day of July 2024.

The signatures below indicate approval of the text of the Resolution but are not necessarily reflective of the votes taken at the Public Hearing.

**BOARD OF COUNTY COMMISSIONERS
OF BOULDER COUNTY:**

Ashley Stolzmann, Chair

Marta Loachamin, Vice Chair

Claire Levy, Commissioner

ATTEST:

Clerk to the Board

Accessibility Report

Filename: Resolution 2024-046 Vomacka Article 14 Hearing 7642 Aberdeen Way (ZON-21-0012).pdf

Report created by: [Enter personal and organization information through the Preferences > Identity dialog.]

Organization:

Summary

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- Failed manually: 0
- Skipped: 1
- Passed: 28
- Failed: 1

Detailed Report

Document

Rule Name	Status	Description
Accessibility permission flag	Passed	Accessibility permission flag must be set
Image-only PDF	Passed	Document is not image-only PDF
Tagged PDF	Passed	Document is tagged PDF
Logical Reading Order	Needs manual check	Document structure provides a logical reading order
Primary language	Passed	Text language is specified
Title	Failed	Document title is showing in title bar
Bookmarks	Passed	Bookmarks are present in large documents
Color contrast	Needs manual check	Document has appropriate color contrast

Page Content

Rule Name	Status	Description
Tagged content	Passed	All page content is tagged
Tagged annotations	Passed	All annotations are tagged
Tab order	Passed	Tab order is consistent with structure order
Character encoding	Passed	Reliable character encoding is provided
Tagged multimedia	Passed	All multimedia objects are tagged
Screen flicker	Passed	Page will not cause screen flicker
Scripts	Passed	No inaccessible scripts
Timed responses	Passed	Page does not require timed responses
Navigation links	Passed	Navigation links are not repetitive

Forms

Rule Name	Status	Description
Tagged form fields	Passed	All form fields are tagged
Field descriptions	Passed	All form fields have description

Alternate Text

Rule Name	Status	Description
Figures alternate text	Passed	Figures require alternate text
Nested alternate text	Passed	Alternate text that will never be read
Associated with content	Passed	Alternate text must be associated with some content
Hides annotation	Passed	Alternate text should not hide annotation
Other elements alternate text	Passed	Other elements that require alternate text

Tables

Rule Name	Status	Description
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Rows	Passed	TR must be a child of Table, THead, TBody, or TFoot
TH and TD	Passed	TH and TD must be children of TR
Headers	Passed	Tables should have headers
Regularity	Passed	Tables must contain the same number of columns in each row and rows in each column
Summary	Skipped	Tables must have a summary

Lists

Rule Name	Status	Description
List items	Passed	LI must be a child of L
Lbl and LBody	Passed	Lbl and LBody must be children of LI

Headings

Rule Name	Status	Description
Appropriate nesting	Passed	Appropriate nesting

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BOCC CONTRACT AMENDMENT

AMENDMENT SUMMARY		
This amendment makes changes to the following terms:		
<input checked="" type="checkbox"/> Contract Amount <input type="checkbox"/> Contract Dates <input checked="" type="checkbox"/> Scope of Work		
Amendment		
Amendment Number		2
Contract Identification from Original Contract		
Vendor Legal Name	Oz Architecture Inc	
Vendor Contact Name	David Schafer	
Vendor Contact Email	dschafer@ozarch.com	
Office or Department	Public Works	
Division /Program	Building Services	
Oracle Contract Number	302867	Version Number 3
■ Contract Amount		
<u>Not to Exceed</u> Amount of current contract, including all amendments	\$ 1,337,441.00	
Amendment Amount	\$ 41,800.00	
New Cumulative <u>Not to Exceed</u> Amount	\$ 1,379,241.00	
Contract Dates		
Amendment Effective Date	7/1/2024	
New End Date		
■ Scope of Work		
Does this amendment remove any portion of the current scope of work?	No	
Does this amendment add new requirements to the scope of work?	Yes	
Are the fees and rates listed on the previous schedule changing?	Yes	
<i>Changes to the scope of work require a insurance requirements review. Is an updated insurance review attached as Exhibit A?</i>	Yes	
Scope of Work Changes: Describe the changes to scope of work in this box and, if needed, attach an Exhibit B with the details of the changes to the scope of work, including updated fee and rate sheets, if applicable: Amending the existing scope of work to add design services of a climbing/training wall and City of Boulder-required Parking and Traffic Design Management Plan as well as associated costs - See Exhibit B & B-1.		

Approved for use October 2023

All changes and modification request must be reviewed by the Boulder County Attorney's Office

Additional Contract Documents	
Check all that apply:	
<input checked="" type="checkbox"/> Exhibit A: Insurance Requirements <input checked="" type="checkbox"/> Exhibit B: Scope of Work and Fee Schedule <input type="checkbox"/> Exhibit C: Boulder County Data and Cyber Security Requirements (not required if previously included) <input type="checkbox"/> Exhibit D: _____ <input type="checkbox"/> Exhibit E: _____ <input type="checkbox"/> Exhibit F: _____	
County Internal Use Only	
Purchasing Details	
Project #	
Does this amendment change the purchasing process the contract must follow due to an increase in amount or timeframe?	No
Bid Process Used	N/A- Bid Process hasn't changed
Is a new bid waiver required on this contract?	No
Accounting Details	

This AMENDMENT ("Amendment") to the above-referenced Original Contract ("Contract") is entered into between the Board of County Commissioners of Boulder County on behalf of the County of Boulder, State of Colorado, a body corporate and politic, for the benefit of Public Works _____ ("County") and Oz Architecture Inc _____ ("Contractor" or "Vendor").

1. INCORPORATION OF AMENDMENT SUMMARY

The **Amendment Summary** and **Additional Contract Documents**, if any are listed, are incorporated into the Contract by reference.

2. EFFECTIVE DATE AND ENFORCEABILITY

This Amendment is effective and enforceable on the later of (a) the date it is fully executed by both parties or (b) the **Amendment Effective Date** (if any).

Approved for use October 2023

All changes and modification request must be reviewed by the Boulder County Attorney's Office

3. LIMITS OF EFFECT

The Contract and all prior amendments, if any, remain in full force and effect except as specifically modified by this Amendment.

4. MODIFICATIONS

The Contract Documents are updated to include any Additional Contract Documents where the corresponding box is checked above.

The Contract is also modified to the extent that a corresponding box is checked below:

☐ Contract Term. The term of the Contract is extended through the New End Date identified in the Amendment Summary.

☒ Contract Amount. The Contract Amount is amended to include the Amendment Amount identified in the Amendment Summary. The total cost of all work performed is not to exceed the **New Cumulative Not to Exceed Amount** identified in the Amendment Summary.

☒ Scope of Work. The Scope of Work is amended as indicated under Scope of Work Changes in the Amendment Summary and Exhibit B if indicated and new insurance requirements, if any, are identified in Exhibit A to this Amendment.

[SIGNATURE PAGE TO FOLLOW]

IN WITNESS WHEREOF, the Parties have executed and entered into this Amendment as of the latter day and year indicated below.

SIGNED for and on behalf of Board of County Commissioners of Boulder County		SIGNED for and on behalf of
Signature:		Signature:
Name:		Name:
Title:		Title:
Date:		Date:
↓↓ <i>For Board-signed documents only</i> ↓↓		
Attest Signature:	Initial of EO/DH	
Attestor Name:		
Attestor Title:		



Boulder County Procurement

Downtown Courthouse • 1325 Pearl Street • Boulder, Colorado 80302 • 303.441.3525
Mailing Address: P.O. Box 471 • Boulder, Colorado 80306 • www.bouldercounty.gov

BID ANALYSIS AND RECOMMENDATION

Requesting Department: Public Works

BID Title: 95th Street and Lookout Road Signal
Replacement

BID No.: BID-082-24

BID Opening Date: July 2, 2024

No. of Vendors Contacted: 1,982

No. of Minority Owned, Women Owned,: 300

Disadvantaged, Veteran Owned Vendors Contacted

This BID has been posted in accordance with County Policy.

Evaluated by:

Dan DeLange, Engineer III, Public Works
Bill Eliassen, Engineering Tech Supervisor, Public Works
Mark Shisler, PE, Traffic Engineer, Public Works

Bid Responses:

Company Name	Total Cost
Lumin8 Transportation Technologies, 5920 Lamar St., Arvada, CO 80003	\$680,633.25
Lighthouse Transportation Group, LLC, 11861 Bradburn Blvd., Westminster, CO 80031	\$683,260.76
Sturgeon Electric Company, Inc., 12150 East 112th Ave., Henderson, CO 80640	\$660,866.00
Morton Electric, Inc., 27770 Hwy. 96 E., Pueblo, CO 81001	\$727,807.00

Recommendation:

The evaluation committee recommends awarding BID-082-24, 95th Street and Lookout Road Signal Replacement, to Sturgeon Electric Company, Inc., the lowest, most responsible bidder.

Contract Amount: \$660,866.00

Contract Required: ☒ Yes ☐ No

_____/_____
Department Date

I certify this BID has been conducted in accordance with Boulder County policy. Procurement makes no representation regarding the evaluations or recommendations contained in this analysis.

_____/_____
Procurement Date

Comments:

_____/_____
Chair, Board of Commissioners Date

Attest: _____/_____
Clerk to the Board Date

Date of Board Action:

Accessibility Report

Filename: BID-082-24 Award Recommendation.pdf

Report created by: [Enter personal and organization information through the Preferences > Identity dialog.]

Organization:

Summary

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- Needs manual check: 2
- Passed manually: 0
- Failed manually: 0
- Skipped: 1
- Passed: 29
- Failed: 0

Detailed Report

Document

Rule Name	Status	Description
Accessibility permission flag	Passed	Accessibility permission flag must be set
Image-only PDF	Passed	Document is not image-only PDF
Tagged PDF	Passed	Document is tagged PDF
Logical Reading Order	Needs manual check	Document structure provides a logical reading order
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Bookmarks	Passed	Bookmarks are present in large documents
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Page Content

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Lists

Rule Name	Status	Description
List items	Passed	LI must be a child of L
Lb1 and LBody	Passed	Lb1 and LBody must be children of LI

Headings

Rule Name	Status	Description
Appropriate nesting	Passed	Appropriate nesting

[Back to Top](#)



Public Works

2525 13th Street • Boulder, Colorado 80304 • Tel: 303-441-3900
Mailing Address: P.O. Box 471 • Boulder, Colorado 80306 • www.BoulderCounty.org

DATE: July 1, 2024

TO: Commissioner Ashley Stolzmann, Chair
Commissioner Marta Loachamin, Vice-Chair
Commissioner Claire Levy

FROM: J. Cody Lillstrom, Deputy Director
Steve Durian, Director

SUBJECT: Waiver of Bid Requirements for Boulder County Recycling Center Operations Agreement

Request:

The Resource Conservation Division requests a waiver of the formal procurement requirements for the operations agreement of the Boulder County Recycling Center for five years.

Budget:

The anticipated annual cost for these services is approximately \$5,700,000. This project will be funded out of the Resource Conservation Fund 199.

Background:

1. The current contract term for operation of the Boulder County Recycling Center by Eco-Cycle, Inc. ("Eco-Cycle") was from July 1, 2023 to June 30, 2024. The Board of County Commissioners last approved a waiver of formal procurement requirements for Eco-Cycle's provision of these services on July 11, 2023.
2. Boulder County and Eco-Cycle have been closely monitoring legislative initiatives, particularly those passed in 2022 related to Extended Producer Responsibility (EPR) for recycled materials. These initiatives have the potential to bring radical changes to the marketing of recyclable materials and the fees associated with processing them. As a result, a longer-term contract to operate the Boulder County Recycling Center could generate significant financial benefits. By granting a five-year bid waiver to Eco-Cycle for these services and entering into a contract amendment for an additional five years to June 30, 2029, we can better adapt to these potential changes swiftly and effectively, ensuring the continued success and financial stability of the recycling center.
3. Eco-Cycle has an impressive track record, having operated the Boulder County Recycling Center for over twenty years. Their extensive experience has led to a wealth of historical and institutional knowledge regarding Materials Recovery Facility (MRF) operations. Moreover, Eco-Cycle is recognized as a leader in providing community education programs that contribute to increased diversion rates in Boulder County, making them an invaluable partner in achieving our zero waste goals.
4. By retaining Eco-Cycle as the current operator, we ensure a seamless transition with no disruption to the operations or service levels of the Boulder County Recycling Center. Leveraging their extensive experience and deep familiarity with the facility, Eco-Cycle is uniquely equipped to maintain the highest standards of service quality, operational efficiency, and effectiveness. Choosing Eco-Cycle to continue operating the BCRC guarantees uninterrupted operations, allowing for a smooth transition that minimizes any potential impact on recycling services for Boulder County residents.

Ashley Stolzmann County Commissioner Claire Levy County Commissioner Marta Loachamin County Commissioner

APPROVALS

Steve Durian, Director

Date

Courtney Gabriel, Purchasing Manager

Date

_____ - *Receipt acknowledged by the Clerk to the Board of County Commissioners*

Chair, Board of County Commissioners

Date

ATTEST: _____
Clerk to the Board of County Commissioners

EMPLOYEE LEGAL REPRESENTATION AGREEMENT

This Agreement is made on _____, between the County of Boulder, State of Colorado (“the County”) and Laura Kinde, individually, (the “Public Employee”). In this Agreement, Boulder County and the Public Employee may be individually referred to as a “Party” or collectively referred to as the “Parties.”

Recitals:

A. The County is a public entity under the Colorado Governmental Immunity Act, C.R.S. § 24-10-101, *et seq.*

B. The County, under C.R.S. § 24-10-110(1), is required to assume the cost of the defense of its public employees where a claim against its public employee “arises out of injuries sustained from an act or omission of such employee occurring during the performance of [the public employee’s] duties and within the scope of [the public employee’s] employment” or terms of office except where the act or omission is willful and wanton.

C. It is common for plaintiffs or their attorneys to allege that public employees acted outside the course and scope of their employment or that they acted willfully and wantonly, and courts often dismiss such claims before or at trial.

D. The Public Employee has been named as a defendant in Case No. 2024CV000060, *Jheshua Jackson-El v. Jared Polis, et al.*, filed in the Boulder County District Court (the “Litigation”) alleging gross negligence, collusion, malfeasance, and courtroom deceit during his criminal trial, Case No. 13M1386, *People v. Jheshua Jackson*, filed in the Boulder County District Court, resulting in defamation and egregious harm, among other allegations as identified in the Complaint in that matter. At the time the events at issue in the Litigation occurred, the Public Employee was a public employee of the County as defined in C.R.S. § 24-

10-103(4).

E. Mr. Jackson-El has alleged or the allegations in the Litigation imply that the Public Employee acted outside the course and scope of the Public Employee's employment and/or acted willfully and wantonly.

F. The County's investigation to date has revealed to the satisfaction of the Boulder County Attorney that the Public Employee acted within the course and scope of the Public Employee's employment and did not act willfully and wantonly.

G. If the County or other county officials or employees have been named in the Litigation and are or will be represented by the County Attorney, the County has determined that the interests of those Parties represented by the County Attorney in this matter are aligned with the Public Employee's interests, and the Public Employee has determined that the Public Employee's interests are aligned with those of the other named defendants represented by the County Attorney. The Parties are aware of the potential for conflicts of interests in cases involving the representation of multiple defendants and waive any potential conflicts.

H. The Public Employee represents that, to the extent requested by the County, the Public Employee has fully cooperated in the County's investigation and has not withheld any material information or evidence.

I. The Public Employee is aware that the Public Employee may engage another attorney to represent the Public Employee at the Public Employee's expense rather than entering into this Agreement.

J. Under C.R.S. § 24-10-118(5), the County has determined that it is in the public interest to bear the cost of defense for the Public Employee against all asserted claims for damages and other relief.

Covenants:

In consideration of the mutual covenants in this Agreement, it is understood and agreed by the Parties that:

1. The County will provide defense counsel through the Boulder County Attorney and his staff to represent Public Employee in the Litigation, including any appeals.
2. The County shall not, under any circumstances, be obligated to pay for any legal services to the Public Employee in asserting or related to any individual counterclaim, cross-claim or any other claim against any of the Parties now or subsequently named in the Litigation and no billings shall be rendered to the County for payment of any such services.
3. The Public Employee will cooperate fully with the Boulder County Attorney and his staff in any matter relating to this matter.
4. The Boulder County Attorney is providing representation to the Public Employee solely for the purpose of defending the employee in regard to the Litigation.
5. The Parties agree that, because of their common interests in the defense of this matter, all communication between them and the Boulder County Attorney for the purposes of seeking legal advice or in furtherance of the defense of this matter shall be privileged and confidential.
6. This Agreement may be terminated at any time by either Party upon written notice to the other Party.

[Signature Page to Follow]

Wherefore, the Parties have executed this Agreement.

COUNTY OF BOULDER
STATE OF COLORADO

ATTEST:

By: _____
Ashley Stolzmann, Chair
Board of County Commissioners

Date: _____

Clerk to the Board

Public Employee:

Laura Kinde

Laura Kinde

Date: July 9, 2024

Accessibility Report

Filename: Employee LRA - L. Kinde - Copy.pdf

Report created by: [Enter personal and organization information through the Preferences > Identity dialog.]

Organization:

Summary

The checker found problems which may prevent the document from being fully accessible.

- Needs manual check: 2
- Passed manually: 0
- Failed manually: 0
- Skipped: 1
- Passed: 26
- Failed: 3

Detailed Report

Document

Rule Name	Status	Description
Accessibility permission flag	Passed	Accessibility permission flag must be set
Image-only PDF	Passed	Document is not image-only PDF
Tagged PDF	Passed	Document is tagged PDF
Logical Reading Order	Needs manual check	Document structure provides a logical reading order
Primary language	Passed	Text language is specified
Title	Failed	Document title is showing in title bar
Bookmarks	Passed	Bookmarks are present in large documents
Color contrast	Needs manual check	Document has appropriate color contrast

Page Content

Rule Name	Status	Description
Tagged content	Failed	All page content is tagged
Tagged annotations	Passed	All annotations are tagged
Tab order	Passed	Tab order is consistent with structure order
Character encoding	Passed	Reliable character encoding is provided
Tagged multimedia	Passed	All multimedia objects are tagged
Screen flicker	Passed	Page will not cause screen flicker
Scripts	Passed	No inaccessible scripts
Timed responses	Passed	Page does not require timed responses
Navigation links	Passed	Navigation links are not repetitive

Forms

Rule Name	Status	Description
Tagged form fields	Passed	All form fields are tagged
Field descriptions	Passed	All form fields have description

Alternate Text

Rule Name	Status	Description
Figures alternate text	Passed	Figures require alternate text
Nested alternate text	Passed	Alternate text that will never be read
Associated with content	Passed	Alternate text must be associated with some content
Hides annotation	Passed	Alternate text should not hide annotation
Other elements alternate text	Failed	Other elements that require alternate text

Tables

Rule Name	Status	Description
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Rows	Passed	TR must be a child of Table, THead, TBody, or TFoot
TH and TD	Passed	TH and TD must be children of TR
Headers	Passed	Tables should have headers
Regularity	Passed	Tables must contain the same number of columns in each row and rows in each column
Summary	Skipped	Tables must have a summary

Lists

Rule Name	Status	Description
List items	Passed	LI must be a child of L
Lbl and LBody	Passed	Lbl and LBody must be children of LI

Headings

Rule Name	Status	Description
Appropriate nesting	Passed	Appropriate nesting

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Resolution 2024-052
DECLARING STAGE 1 FIRE RESTRICTIONS IN BOULDER COUNTY

Recitals

- A. Colorado Revised Statutes § 30-15-401(1)(n.5) authorizes the Board of County Commissioners of the County of Boulder (“Board”) to impose fire restrictions and to ban open fires within the unincorporated areas of Boulder County when the danger of wildfire, forest or grass fires is found to be high; and
- B. Colorado Revised Statutes § 30-15-401(1)(n.7) authorizes the Board of County Commissioners of Boulder County to prohibit or restrict the sale, use, and possession of fireworks within the unincorporated areas of Boulder County; and
- C. Boulder County Ordinance **2023-1** states that the Board of County Commissioners of the County of Boulder or the Boulder County Sheriff (“Sheriff”) shall, whenever the danger of forest or grass fires is found to be high, and without further proceedings or resolution, have the authority to declare a ban on open fires, which ban may prohibit persons from engaging in any activity that produces or maintains, or that attempts to produce or maintain, a spark, flame, or ignition source, and a ban on the sale and/or use of fireworks, and
- D. Competent evidence, including quantitative data produced by the National Weather Service and the United States Forest Service, exists which necessitates implementing Stage 1 Fire Restrictions in the mountain area of Boulder County and includes:
 - a. 1000 hr fuels: <12%
 - i. Current 1000 hr fuel moistures are at 7% as of 6/25/2024
 - b. Energy Release Component (ERC): >80th percentile
 - i. ERC is 45.9 as of 6/25/2024 which is above the 80th percentile
 - c. Above average warm and dry conditions anticipated for the extended forecast
 - i. Forecasts are showing a warming and drying trend for the foreseeable future
 - d. The seasonal shift towards moderate to severe drought conditions throughout Colorado which can cause fires to grow quickly
 - i. Western Boulder County is currently in a D0 Abnormally dry drought condition, expected to move to moderate drought over the next few weeks
- E. The Board of County Commissioners and the Boulder County Sheriff have determined that the following measures are necessary to reduce the danger of wildfire, forest or grass fires in unincorporated Boulder County.

THEREFORE, IT IS ORDERED THAT:

1. The Stage 1 Fire Restrictions are now in effect and include the mountain area of Boulder County. The mountain area includes any and all unincorporated areas of Boulder County west of Colorado Highway 93 from its intersection with the southern boundary of Boulder County up to and including its intersection with Colorado Highway 119; west of Broadway Avenue in the City of Boulder from its intersection with Colorado Highway 119 up to and including its intersection with United States Highway 36; west of United States Highway 36 from its intersection with Broadway Avenue up to its intersection with the northern boundary of Boulder County; west of the western boundary of Rabbit Mountain Open Space up to and including United States Highway 36; and all of Rabbit Mountain Open Space.
2. Definitions:
 - a. Open Fires: For the purposes of this order, “open fires” shall mean any activity that produces or maintains, or attempts to produce or maintain, spark or flame or ignition. “Open fires” does not include fires wholly contained within an enclosed building or vehicle that are used in a safe manner and that do not permit any flame, spark or burning or ignited material to exit such building or vehicle.
 - b. Undeveloped Lands: Lands that are not groomed, manicured, or watered, where grasses, brush and trees have been allowed to grow in a natural environment. This includes green belts that are not landscaped or manicured, open space lands, non-manicured park lands, and other areas where the fire hazard presented by the vegetation is determined to be an undue wildland fire hazard.
3. PROHIBITIONS
 - a. Building, maintaining, attending, or using an open fire, campfire, or stove fire on public lands. This includes charcoal barbecues and grills.
 - b. EXCEPT: Building, maintaining, attending or using a fire in constructed, permanent fire pits or fire grates within developed recreation sites, as specifically listed below in this Section (b)(i), and on private lands along with the use of portable stoves, lanterns using gas, jellied petroleum, pressurized liquid fuel or a fully enclosed (shepherd type) stove with a ¼” spark arrester type screen is permitted.
 - i. The following developed and hosted recreation sites allow fire in constructed, permanent fire pits or fire grates, in accordance with USFS policies and closures.
 1. Kelly Dahl Campground
 2. Rainbow Lakes Campground

3. Camp Dick Campground
 4. Peaceful Valley Campground
 5. Meeker Park Overflow Campground
 6. Olive Ridge Campground
 7. Brainard Lake Recreation Area (Includes Pawnee Campground)
- c. Fireworks sales, use, and possession, including permissible fireworks.
 - d. Shooting or discharge of firearms for recreational purposes on public lands except for hunting with a valid and current hunting license on public lands.
 - e. Smoking, except in an enclosed vehicle or building, a developed recreation site, or while stopped in an area at least 10 feet in diameter that is barren or cleared of all flammable materials.
 - f. Operating a chainsaw without a USDA or SAE approved spark arrester properly installed and in effective working order, a chemical pressurized fire extinguisher kept with the operator and one round point shovel with an overall length of at least 35 inches readily available for use.
 - g. Welding or operating acetylene or other torch with open flame except in cleared areas of at least 10 feet in diameter and in possession of a chemical pressurized fire extinguisher.
 - h. Using an explosive or doing any kind of blasting work.
 - i. Parking motorized vehicles in grass or vegetated area that can come in contact with the underside of the vehicle.
4. These Stage 1 Fire Restrictions shall be in effect from the date of adoption until such time as this order is rescinded or amended by the Board of County Commissioners of Boulder County or the Boulder County Sheriff, except that these restrictions shall not remain in effect for more than one year after the date of adoption.
 5. These Stage 1 Fire Restrictions shall not be construed as diminishing or reducing restrictions enacted by incorporated municipalities, the State of Colorado, or state or federal land management agencies regarding areas of Boulder County under their respective control or management.
 6. Any person who violates this fire ban commits a civil infraction and shall be punished by a fine of five hundred dollars (\$500) for a first offense, seven hundred and fifty dollars (\$750) for a second offense, and one thousand dollars (\$1000) for a third and any subsequent offense. The penalty assessment procedure provided in Colorado Revised Statutes § 16-2-201 shall be followed by the responding deputy sheriff or other officer for any violation of this fire ban, and the graduated fine schedule set forth herein shall be followed when issuing any summons and complaint in accordance with such procedure.

7. These Stage 1 Fire Restrictions shall be enforced by the Boulder County Sheriff and may be enforced by chiefs of fire departments in fire protection districts as provided in C.R.S. § 32-1-1002(3)(b)(I), and by any other officer with lawful authority to enforce such a fire restrictions.
8. Nothing in this order shall apply to an officer of federal, state, or local government or to a member of an organized rescue, police, or firefighting agency in the performance of an official duty.

ADOPTED this 1 day of July 2024.

BOULDER COUNTY SHERIFF

Curtis Johnson

Curtis Johnson, Sheriff

CONFIRMED this 1st day of July 2024.

BOARD OF COUNTY COMMISSIONERS OF BOULDER COUNTY

Ashley Stolzmann

Ashley Stolzmann, Chair

ATTEST:

Matthew Ramos

Matthew Ramos, Clerk to the Board



Boulder County Head Start
Monthly Report to Boulder County Board of Commissioners and Policy Council
July 16, 2024
Boulder County Courthouse 3rd Floor & The Dagny School
AGENDA

1. Summer Break/ Summer Work:

- Renewed licenses for Woodlands and Dagny. Both were approved.
- Working on getting the new Mapleton-YMCA classroom licensed
- Hiring for Center Director and Teacher positions
- The Violeta School move-out is scheduled for 7/26/24
- Enrollment continues through the summer for both Lafayette and Boulder. Currently, there is a waitlist in Boulder with slots still available in Lafayette.
- 24 additional Policies and Procedures are in draft and approval process
- Developing a self assessment plan to review program goals and school readiness goals
- Planning for staff return in August and annual Pre-Service training
- Creating schedule for music classes with the Boulder Philharmonic
- Seeking a dental provider for dental screenings
- Opening and RFQ for the Community Assessment which will be required for the 2025 Competition Grant

2. Grant Year Ended June 30, 2024

- Community Services is in the process of hiring a new Fiscal Officer for the Head Start program so the final reconciliation and associated spreadsheets and graphs are pending

3. Ongoing Monitoring & Communication (Regional & OHS, BOCC, and Policy Council)

- **2024 Continuation Grant & Change in Scope (CiS)** – approved, funding remains the same with reduced enrollments to 110 students
- **BCHS Systems Work** - Early Childhood Mental Health and Education systems (policies and procedures, training, communication, role responsibilities and accountability)



- **Active Supervision CAP & Safety Practices Deficiency** – The corrective action strategies are combined and the corrective action period for both notices will end on September 30, 2024.
- **FA2** – the program received 4 Non-compliance notices with a corrective action period of 120 days – October 2, 2024. Currently working with the Regional Team and Boulder County Human Resources on strategies for correction. Corrective Action Plans (CAP) will be created for each notice listed below.
 - Education Services** – staff without OHS-required credentials
 - Health Services** – children who did not receive health screenings within 90 days of start of school – 20 Medical and 14 Dental
 - Administration** – staff members who did not receive required background checks within required timeframes – two checks prior to hire (8), and two checks within 90 days of hire (6) - State Fingerprint, Federal Fingerprint, Sex Offender, and Child Abuse and Neglect
 - Family Services** - documentation not used in accordance with HSPPS to verify eligibility – past income vs. projecting income