



ARAPAHOE COUNTY

Carrie Warren-Gully, District 1
Jessica Campbell, District 2
Jeff Baker, Chair Pro Tem, District 3
Leslie Summey, Chair, District 4
Rhonda Fields, District 5

Arapahoe County

Board of County Commissioners Study Session

Meeting Minute Summaries

Monday, June 16, 2025
9:00 AM

Administration Building
5334 S. Prince St.
Littleton, CO 80120
West Hearing Room

The Arapahoe County Board of Commissioners typically holds weekly study sessions on Monday and Tuesday. Study sessions (except for executive sessions) are open to the public and agendas are available online at arapahoe.legistar.com. Meetings marked with an asterisk () can be attended virtually via arapahoe.legistar.com while non-asterisked (*) sessions are open to in-person attendance only. The members of the Board of County Commissioners may choose to attend study sessions virtually.*

The Board of County Commissioners may go into executive session during or at the conclusion of a study session or administrative meeting as necessary to receive legal advice or discuss other confidential matters, and if they do so, the public will be excluded from that portion of the meeting. The Board may alter the times of the meetings throughout the day, as well as cancel or reschedule noticed meetings. Contact the Commissioners' Office at 303 795 4630 or kdavis2@arapahoegov.com with questions about the agenda.

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Commissioners Present

Carrie Warren-Gully
Jeff Baker
Jessica Campbell
Leslie Summey
Rhonda Fields

Others Present

Ron Carl
John Christofferson
Michelle Halstead
Cooney Sarracino
Jen Bock
Rachel Rotach
Daniela Villarreal
Dusty Sash

9:00 AM Calendar and Board Updates
Michelle Halstead, Director, Commissioners' Office

10:30 AM Boards and Committees Update
Daniela Villarreal, Management Analyst I, Commissioners' Office

11:00 AM Administrative Meeting on Strategic Plan Follow-up

12:00 PM BREAK

STUDY SESSION TOPICS

1:00 PM *Aid to Agencies Mid-Year Update: AllHealth Network

Attachments: [Board Summary Report Presentation](#)

The purpose of this study session was for AllHealth Network to provide a mid-year update regarding their 2025 Aid to Agencies Award.

No audio available due to technical difficulties.

A PowerPoint presentation was presented, a copy of which has been retained for the record.

Commissioner Warren-Gully arrived at 1:02 PM.

Staff presented the demographics of the residents served. The number of residents served, their race, and gender were reviewed. The top diagnoses were also presented.

Staff discussed the measurement or data informed treatment to provide better care. Training was provided to understand data and build relationships with clients.

The statewide assessment center that AllHealth Network provides was presented and its services were reviewed.

Commissioners asked about the different services and clients served by the assessment center. Data showing the services provided were listed.

Staff presented the Intensive Outpatient Service Division. The client services and the services provided were emphasized.

The 2026 strategic planning initiative was presented by staff. The different locations and services of the strategic plan were discussed. Concerns were discussed that revolve around care and steps to remedy them were presented.

Commissioner thanked staff for their work with projects.

Commissioner asked about transportation to the facility that is relatively remote.

Presentation concluded without a vote.

1:30 PM *Aid to Agencies Mid-Year Update: Jewish Family Services

Attachments: [Board Summary Report](#)

The purpose of this study session was for Jewish Family Services to provide a mid-year update regarding their 2025 Aid to Agencies Award.

A PowerPoint presentation was presented, a copy of which has been retained for the record.

Background of the function of Jewish Family Services was presented.

Staff provided the mission, vision, and program areas of the Jewish Family Services.

The Aging Care and Connections program was presented. This program supports the elder community to stay engaged and connected to maintain a high quality of life.

Staff presented care management and consolation. This program provides assessments and care plans for the elder community. The community can ask staff questions for support.

The Jewish Family Services provide counseling to focus on the needs of older adults as they age.

The Jewish Family Services also provide homemaking for the older adult community with housekeeping and assistance in the house. Staff provided examples of the types of services.

The Jewish Family Services provides friendly visitors that assists with companionship.

Staff discussed the Holocaust Survivor Assistance Program. The amount served and the assistance provided was reviewed.

A Community Table Lunch Program was discussed. It is a food service that provides meals for the community. The Kosher Meal on Wheels program was presented and delivers meals to participants. The JFS provides a Pantry Delivery Program which provides shelf stable meals.

Staff presented other programs provided such as a Needs Assessment, Parent Support Group, and Senior Companion.

Statistics were presented detailing the number of clients being served in the community in 2025.

Commissioner asked about the demographics and the Arapahoe County population served.

Commissioner discussed the impacts of federal funding.

Results of the program evaluation were listed and reviewed.

Commissioner asked about funds received from Germany.

Presentation concluded without a vote.

2:00 PM *Arapahoe County Cultural Council 2025/2026 SCFD Tier III Award Recommendations

Attachments: [Board Summary Report](#)
[Presentation](#)
[Arapahoe County Guidelines](#)
[Funding Recommendations](#)

The purpose of this study session was to present the Arapahoe County Cultural Council Tier III award recommendations for 2025/2026 for Board consideration

A PowerPoint presentation was presented, a copy of which has been retained for the record.

Background of the Scientific and Cultural Facilities District was presented.

The Arapahoe County Cultural Council members were listed.

The grant process was displayed and reviewed. The general operating support and project funding from the SCFD were presented.

A chart of the organizations funded was displayed and reviewed. Staff presented the available funding for the programs compared to the requested funding. The allocation of funds is based on scores the program received, then surplus or deficits are used with a multiplier.

The next steps for the SCFD recommendations and funding were presented.

Commissioner asked staff for clarification regarding the funding process.

Commissioner asked about the vacancies for the board.

5-0 in favor to move forward to a public hearing.

2:30 PM *Human Resources and Compensation Policy Changes

Attachments: [Board Summary Report](#)
[Presentation](#)
[Compensation Survey Data](#)

The purpose of this study session was to discuss and gain approval on several total compensation policies.

A PowerPoint presentation was presented, a copy of which has been retained for the record.

Background for the paid time off policies and compensation policies were presented.

Staff presented compensatory time instead of overtime. The change in policy would increase the accumulation of compensatory time.

5-0 in favor of increase.

Staff presented accruals from the first and last month. Previous requests were to simplify accrual process. Issues were raised for first and last months.

5-0 in favor of treating the first and last month as the same as other months.

Commissioner asked about the possible fiscal impacts of the change.

Background for exempt holiday, bereavement, and jury duty was presented. Issues were raised with exempt employees. Staff are seeking to provide the whole day off instead of hourly and refund used vacation hours.

5-0 in favor of recommended changes.

Staff presented equity concerns with court staff regarding county holiday scheduling. Staff provided options for court employees that work on county holidays.

Commissioner raised concerns about exempt and nonexempt employees.

5-0 in favor of the court holiday schedule.

Staff discussed the on-call policies for eligible employees and the payment. A request for updated language was reviewed.

Commissioner asked about Sheriff staff.

5-0 in favor of updated language.

Staff discussed dual language policy testing. Issues have been raised about working and testing necessities. Retesting suggestions were to allow supervisors to test with or without a reason.

Commissioner asked for clarification on the causes needed to retest.

Commissioner asked for clarification of the historical context of the dual language policy.

4-0 in favor to proceed with no retesting requirement with exceptions. Commissioner Baker abstained.

Staff provided a peer data update. Background for the data was presented. A previous survey program was left, and current data has since been transferred to Colorado Public Employer's Compensation.

Another database was presented called the Market Pay Survey for aggregated data.

Commissioner asked about other databases that could be utilized.

Data results and reliability were reviewed. The data reliability relates to the jobs within Arapahoe County compared to other market data.

Peer participation for data collection was presented. Staff listed the peer group and their participation levels.

5-0 in favor to add the state as a peer and remove nonparticipator peers.

3:30 PM *Executive Session

Executive Session and County Attorney Administrative Meeting [Section 24-6-402(4)(b)C.R.S.](As required by law, specific agenda topics will be announced in open meeting prior to the commencement of the closed and confidential portion of this session)

Ron Carl, County Attorney

The motion was made by Commissioner Campbell and duly seconded by Commissioner Baker that the Board go into executive session pursuant to sections 24-6-402(4)(b)&(f) of the Colorado Revised Statutes to discuss a personnel matter, and receive legal advice, regarding a potential reorganization of certain positions within the Information Technology Department, and

Further, that the Board go into executive session pursuant to sections 24-6-402(4)(b)&(e) of the Colorado Revised Statutes to develop strategy and instruct negotiators, and receive legal advice, regarding:

- 1. A Memorandum of Understanding between the County and the District Attorney for the 18th Judicial District, and**
- 2. A vested rights agreement, condemnation agreement and correction resolution regarding the Front Range Energy Storage Project.**

The motion passed 5-0.

The meeting was adjourned.

***Virtual/Streamed**