

Workforce Outcome Measures

Average County employee pay (compared to peer counties)

Description: To ensure that the County is paying competitively to our defined peer group (other public entities within the Denver/Boulder area) the County compares all salaries to the mid-point of the market data to determine a comparative-ratio. The overall goal is to ensure that on average we have a comparative-ratio of 1.00.

Frequency: Annually, data pulled in July in preparation for Total Compensation Study Session

Metric Justification: Comparative-ratio is the only way to compare salaries in different grades with different essential functions to the market value of those variables.

Percentage of employees that complete the County's Wellbeing Program

Description: Participation in Well-ness Counts is used to measure the engagement of the Well-being program as a whole. In order to get participation in a well-being program we have learned that we need to offer personalization, multiple opportunities to participate and an incentive.

Frequency: Annually

Metric Justification: If the employees are not taking care of themselves, they will be less likely to effectively serve the residents.

Average time to post

Description: Once all approvals on the request to recruit are signed, (Manager, Finance, Director) starts the clock. The agreement is that the post will happen within 3 business days.

Frequency: Bi-annually

Metric Justification: This metric measures the control that HR has regarding postings.

Average time to refer applicants

Description: Applicants apply daily, and HR's agreement is to refer qualified applicants at least twice a week.

Frequency: Bi-annually

Metric Justification: This metric measures the control that HR has regarding referral of qualified applicants.

Employee Retention Rate

Description: This is a measure of how well the County can retain our talent and a stable workforce. The employee retention rate is calculated by taking the Total # of employees MINUS Total # of employees who left and DIVIDING BY the Total # of employees.

Frequency: Monthly, Quarterly, Annually

Metric Justification: Employee engagement leads to employee retention which indicates we are a favorable place to work and attracts talent. Employee retention also saves the County money and time.

Percent of employees taken at least 1 DEI course

Description: The percentage of employees who have taken at least one DEI course. This data is collected through our Arapahoe Learns system on a quarterly basis and can be broken up by department, people leader, individual contributor, and type of training completed.

Frequency: Quarterly

Metric Justification: Effective DEI implementation is proven to increase employee engagement, satisfaction, recruitment, retention, and productivity. Measuring employee participation in our DEI efforts will allow us to understand if we are having an impact on employees and creating the culture we want at the County.

Housing Outcome Measures

The number of new affordable housing units built with County funding

Description: The number of new affordable housing units funded with County HUD allocations, State funding allocated to the County, other federal allocated to the County, Private Activity Bonds (PABs), and County General Funds. Affordable Housing is defined as 80% AMI or below.

Frequency: Annually

Metric Justification: Arapahoe County has committed to increasing our affordable housing by 3% over a three-year period, through proposition 123, housing is also an area of priority for the Board of County Commissioners over the next 2 years.

The number of Evictions filed by Arapahoe County

Description: The Arapahoe County Courts records Forcible Entry and Detainer (FED, aka Eviction) filings, which represents the number of units in Arapahoe County that are forced to leave their residence due to a variety of factors.

Frequency: Monthly

Metric Justification: Eviction filings are an indication of housing instability for households as those evicted tend to be displaced, leading to possible homelessness as well as additional barriers to future housing.

The number of new Accessory Dwelling Units (ADUs) built in unincorporated Arapahoe County

Description: The number of new ADUs built in unincorporated Arapahoe County. Accessory dwelling units may be separate, detached structures, internal to a structure, or constructed as additions to the main structure.

Frequency: Annually

Metric Justification: ADUs are often affordable alternatives to apartments or other types of housing. Tracking the number of ADUs will allow the county to evaluate the effectiveness of the current ADU regulations

Percent of clients who remain in their homes

Description: The goal of Community Service Block Grant (CSBG) funded homemaker services is to safely ensure that older adults can remain living independently in their own homes.

Frequency: Quarterly

Metric Justification: Ensuring that older adults in our community, who are on fixed income and low incomes, prevents the possibility of increased homelessness for this vulnerable population.

The number of individuals served through ARPA shelters and navigation centers

Description: The number of individuals who received services, to include navigation, resource coordination and shelter services through either the Aurora Navigation Center, The Tri-Cities Navigation Center, or project SAFER.

Frequency: Quarterly

Metric Justification: Ensuring quality of life for our residents includes ensuring that they have the shelter and resources that they need to overcome housing stability barriers.

The number of individuals successfully transitioned into permanent housing through ARPA transitional housing

Description: The number of individuals who received services to transition into permanent housing, and did so successfully, with the assistance of The Aurora Navigation Campus, Ridgeview, and Ready to Work Tri-Cities.

Frequency: Quarterly

Metric Justification: Ensuring quality of life for our residents includes ensuring that they have the shelter and resources that they need to overcome housing stability barriers.

Sustainable Development Outcome Measures

Percentage reduction in County CO2 Emissions per year resulting from EV County fleet and greater system efficiency

Description: Percentage decrease in estimated county vehicle fleet upstream and tailpipe emissions resulting from adoption of electric vehicles. Estimates are derived using the U.S Department of Energy/Oakridge National Laboratory's GHG Emissions Calculator.

Frequency: Annually

Metric Justification: This metric highlights the result of diversifying the County's vehicle fleet with more electric vehicles, which is a critical part of the sustainable development focus area of the strategic plan.

Percentage of residents within a half-mile of a transit station

Description: The percentage of the County's population living within a half-mile of a transit station. Transit station includes commuter bus rapid transit, commuter rail, and light rail.

Frequency: Annually

Metric Justification: This metric looks at public transit access for County residents. In addition to improving environmental quality, transit access can positively impact upward mobility by reducing barriers to employment, education, health care, and childcare. Promoting residential development within walking distance of transit services is a state goal codified in HB24-1313 Housing in Transit-Oriented Communities.

Total electricity usage at Arapahoe County facilities

Description: The total electricity used at Arapahoe County facilities measured in kWh.

Frequency: Quarterly

Metric Justification: Reflects the County's commitment to sustainability and reducing the consumption of electricity.

Total water usage at Arapahoe County facilities

Description: The total water used at Arapahoe County facilities measured in kgals.

Frequency: Quarterly

Metric Justification: Reflects the County's commitment to sustainability and reducing the consumption of water.

Total natural gas usage at Arapahoe County facilities

Description: The total natural gas used at Arapahoe County facilities measured in MMBtu.

Frequency: Quarterly

Metric Justification: Reflects the County's commitment to sustainability and reducing the consumption of natural gas.

Percentage increase in miles of on-street bike facilities from 2017 baseline

Description: Calculation includes facilities in both unincorporated and in incorporated Arapahoe County. 2017 baseline is 354 miles.

Frequency: Annually

Metric Justification: Measure looks at access and connectivity through the adoption of more on-street bike facilities. Increasing the availability of bicycle facilities continues to be an objective in the County's Bike and Pedestrian Master Plan. The overall goal is to have a high-quality, connected, accessible, and intuitive bicycle and pedestrian network that is integrated with the regional bicycle, pedestrian, and transit system and is free of barriers.

Percentage increase in miles of trails from 2017 baseline

Description: Calculation includes trails in both unincorporated and in incorporated Arapahoe County. 2017 baseline is 358 miles.

Frequency: Annually

Metric Justification: Measure looks at access and connectivity through the adoption of more trail mileage. Increasing the availability of trails continues to be an objective in the County's Bike and Pedestrian Master Plan. The overall goal is to have a high-quality, connected, accessible, and intuitive bicycle and pedestrian network that is integrated with the regional bicycle, pedestrian, and transit system and is free of barriers.

Increase Revenue Outcome Measures

Grant Acquisition Rate

Description: Number of grants awarded DIVIDED BY Total number of grants submitted

Frequency: Quarterly and Annually

Metric Justification: This measure would help to determine whether the County is using its resources strategically to apply for grants. A very high acquisition rate could indicate we are well-aligned in the funding sources we target but may also indicate we are overly cautious and could identify more competitive grant opportunities. A very low acquisition rate could indicate we are not being strategic enough in identifying grant opportunities or we could identify improvements in how we convey County data and needs to make grant applications more compelling.

Budget Execution Rate

Description: The amount of the approved budget that was spent. Amount of the Approved Budget Expended DIVIDED BY Total Approved Budget Amount.

Frequency: Annually

Metric Justification: It is important to measure the variance between the planning spending (approved budget) and what was expended to evaluate if the resources were properly allocated and as a basis for adjusting future resource allocation.

Cost Recovery (TBD)

Description: TBD

Frequency: TBD

Metric Justification: TBD