



Arapahoe County

5334 South Prince Street
Littleton, CO 80120
303-795-4630
Relay Colorado 711

Board Summary Report

File #: 25-687

Agenda Date: 12/9/2025

Agenda #: 5.m.

To: Board of County Commissioners

Through: Ron Carl, County Attorney

Prepared By:
Dan Perkins, Sr. Assistant County Attorney

Subject:
Adoption of a resolution authorizing execution of the Collective Bargaining Agreements (CBA's) for the Departments of Human Services and Fleet and Facilities Management

Purpose and Request:
It is recommended that the Board approve both CBA's subject to prior ratification by the two union units and authorize the Chair to sign both CBAs on behalf of the County. Approval, subject to ratification, ensures that the County will not be required to sign an agreement should it not be ratified by the bargaining unit.

Alignment with Strategic Plan: Good Governance - Understand and respond to community needs, interests, and values.

Background and Discussion: The County has been actively negotiating with the two unionized units since March 2025, culminating in two tentative CBAs covering terms, conditions, and privileges of employment for employees working in positions within those units. The Facilities and Fleet unit has already ratified its tentative agreement, and the Human Services unit is expected to vote on ratification before the end of 2025.

Alternatives: If the Board rejects either or both CBA's, the parties will be required to continue negotiating into the 2026 calendar year.

Fiscal Impact: There should be minimal fiscal impact to the County as a result of signing the two CBAs. Most provisions are codification of current County policy, and those that are different are not different in a financially impactful way. Further, the parties to both CBAs have agreed to a wage increase for 2026 that mirrors the County's wage increase for non-unionized employees.

Alignment with Strategic Implementation Strategies: N/A

Concurrence: N/A