



ARAPAHOE COUNTY





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Human Resources

Board of County Commissioners

June 18, 2025 at 11:00AM



Focus Area 4: Workforce & Community Prosperity

Definition: Develop a thriving workforce and inclusive economy that supports people, businesses, and employees.

Why this is important: A strong and engaged workforce drives economic opportunity and community well-being. We are committed to building a **skilled workforce** that is well-supported and prepared to meet community needs. By ensuring **competitive wages**, **training opportunities**, and **equitable access to resources**, we foster long-term career growth, business success, and economic mobility.



Programs and Services

- Compensation & benefits consulting
 - Management development
 - Preparing leaders
 - HiPo programs
 - Employee relations consulting
 - DEI education and EE engagement
 - Recruiting support
 - Systems support
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Have to:

Compensation and Benefits (#1)

- Offsite strategy meeting in February
- Average increase last 7 years – 2.8%



Have to:

Labor Relations Program Manager (#2)

- Supports both the County Attorney's Office and HR
 - Works labor disputes / representing the County in EE meetings
 - Training
- 1 FTE needed
- \$140k to \$145k – (base pay plus benefits)
- Impact if not funded
 - Someone will have to perform duties (see attached)



Should:

Leadership/Management/Compliance education (#1) - single threaded

- \$50k Instructional design (outsource)
- Provides more coverage in all categories
 - Leadership
 - Management Essentials
 - Structured career paths
 - Compliance

Note: Over the last 2 years we have shifted \$80k from this area to “seed” DEI training



Should:

DEI program (#2) – single threaded

- Additional \$50k (outsource)
 - Instructional design (1st 6-8 courses)
 - Action network
- Impact
 - Increase coverage by other delivery methods (on demand)
 - Creates more “stickiness”
 - Speakers and trainings
 - Currency in DEI practices



Could:

Centralized recruiting (#1)

- 1 - 2 FTE
 - \$234k (\$180k total plus \$54k Benefits)
 - Advantages
 - Posting
 - Tracking
 - System screening
 - Initial interviews
 - Job fairs
 - Active recruiting
 - Exit interviews
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Could:

Paid caregiver (#2)

- 3 weeks or 120 hours
 - Total soft costs \$2,663,206
 - Workforce/benefit trend
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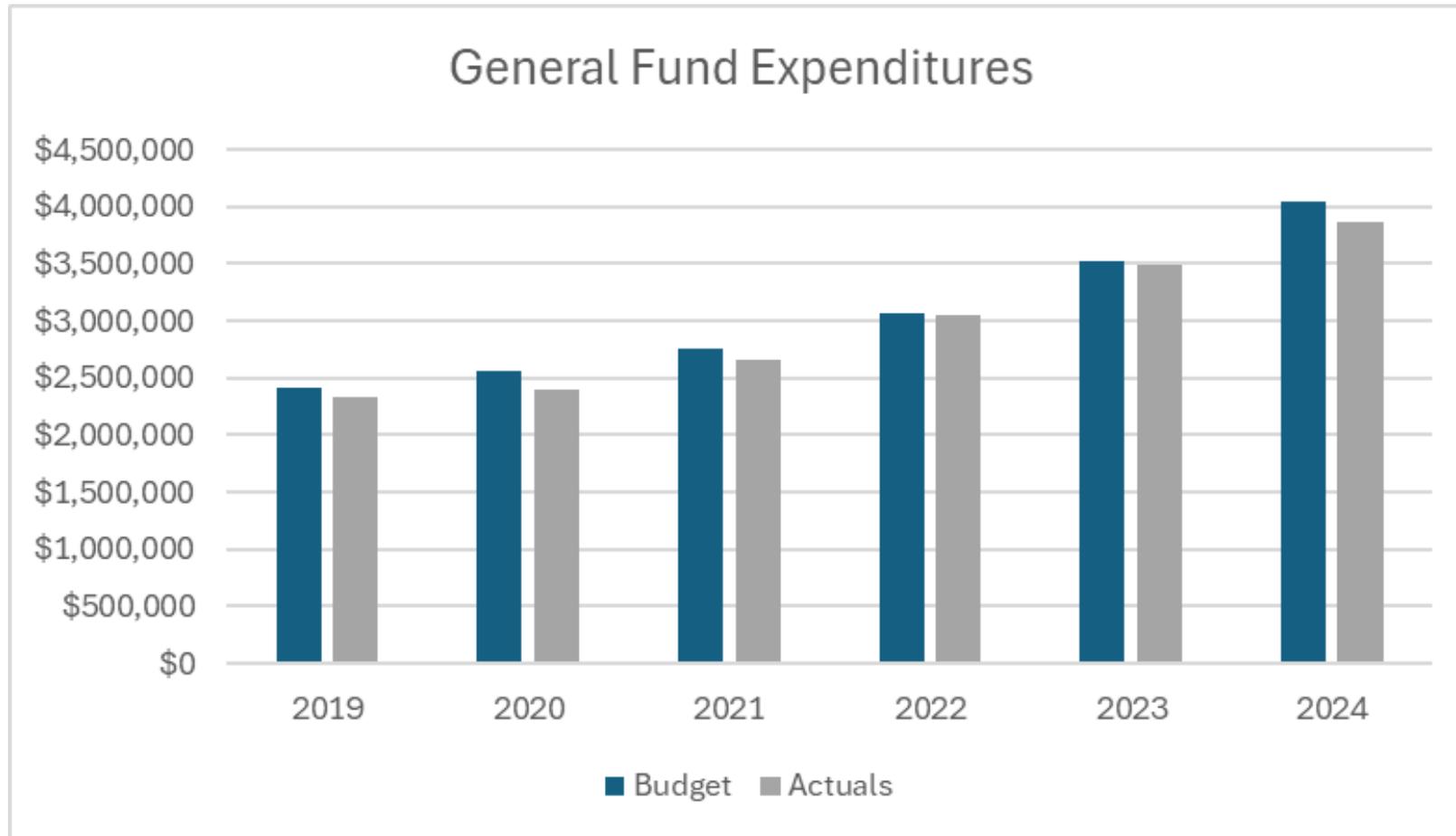


Could:

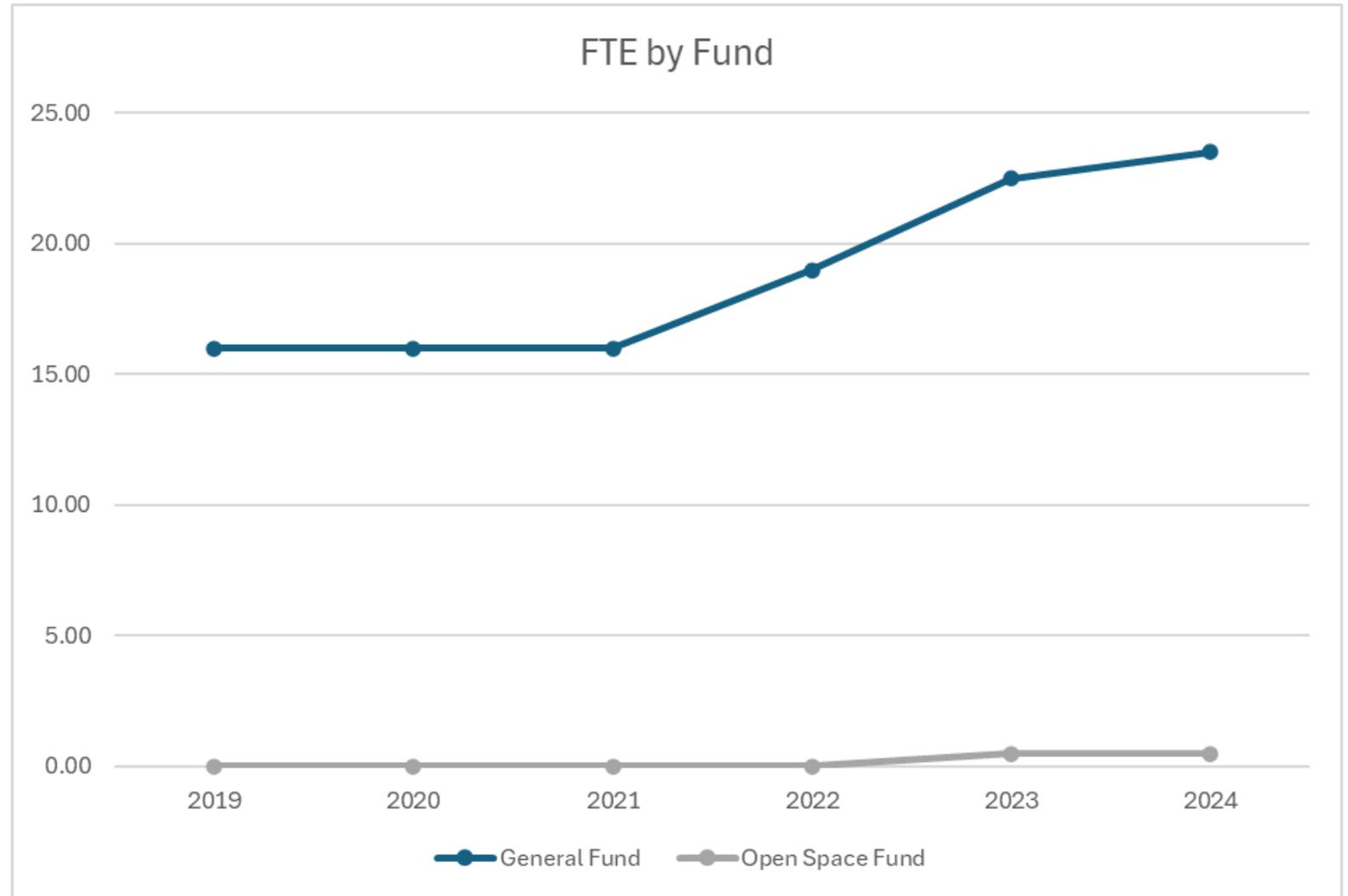
Volunteer time off (#3)

- 1-2 days per year (less than 5% of people that would take advantage)
- EEs choose the organization of choice or work with Community Resources/Public Health etc.
- Impact
 - Community involvement

Human Resources Look Back 2019-2024



Human Resources Look Back 2019-2024





Areas of Opportunity

What opportunities/efficiencies do you see for your office/department if program/service level/project needs **are met** through 1A funds or other resources?

- “Better” coverage in all compliance areas
 - Thoroughly support the collective bargaining process/agreement implementation/County Attorney’s Office
 - Coverage & stickiness to DEI and leadership programs
 - Increase engagement through community involvement
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Challenges/Concerns

What challenges/concerns do you have regarding 1A funding or other resources for any of your office/department funding items?

- HR and the County Attorney's Office will be "challenged" in the compliance area
 - Losing the "MO" gained in DEI
 - Continuing to play catch up on internal requests
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