



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

**Tuesday, August 5, 2025**  
**9:30 AM**

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

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*Arapahoe County is committed to making its public meetings accessible to persons with disabilities. If you need special accommodations, please contact the Commissioners' Office at 303 795 4630 or Relay Colorado 711 at least 3 days in advance to make arrangements.*

#### **Commissioners Present**

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

#### **Others Present**

Ron Carl  
John Christofferson  
Michelle Halstead  
Cooney Sarracino  
Callie Pecore  
Dusty Sash  
James Katzer  
Bryan Weimer  
Elizzebeth Loomis  
Caitlyn Mars  
Jason Reynolds  
Todd Weaver  
Phil Savino

## STUDY SESSION TOPICS

9:30 AM \*2026 Total Compensation

**Attachments:** [Board Summary Report Presentation](#)

The purpose of this study session was to provide information and receive direction for the 2026 Total Compensation Benefits package. This included specific direction for the following benefits: increasing the County's contribution to the 401a Defined Benefit plan by .25%; reviewing the renewal and setting rates for the 2026 medical plans; use of the dental reserve to manage premium impact; additional paid time off programs; and approval on the 2026 holiday schedules.

It was also to provide compensation information for: market updates and 2026 salary structure adjustments and reclassifications.

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

Staff presented the agenda and laid foundation for the presentation.

Arapahoe County Total Compensation Philosophy was displayed showing 5 components of total compensation. These components include compensation, benefits, work-life success, performance recognition, and development and career opportunity.

Market themes on benefits from 2025 were reviewed. Arapahoe County leads the market with medical, dental, paid time off plans, pivot, Your Money Line program, caregiver support, infants at work, and medical gap. The county is at market for vision coverage, flexible spending accounts, EAP, life and AD&D insurance, and disability insurance. The county lags the market for tuition reimbursement and paid caregiver leave.

The retirement board is requesting BOCC increase to the County's contribution to 10% from the current 9.75%.

Staff presented the Arapahoe County's DHMO net value compared to the market and other jurisdictions.

Medical renewal for 2026 was discussed. Kaiser renewal to plan is 19.2%. If the country moves forward with renewal, there would be a negotiated rate deferral from Kaiser of 8.5% with an additional 3.6% increase added for renewals for 2027-2029.

Commissioner asked staff regarding the negotiations with Kaiser.

Staff displayed the benefits plan history showing percentages from 2021-2026. Options for future years were discussed.

Staff presented options for BOCC to consider. Staff recommended Option A-Rate Deferral/Same Cost Share. This option would increase the percentage to 8.5% with an additional rate deferral of 3.6% spread

out from 2027-2029. The premium cost share for this option were displayed showing the DHMO, Choice PPO, and Overall. A table was displayed showing employee biweekly cost comparison for medical coverage from 2025 and 2026. Staff also presented the 2026 DHMO Net Value Compared to the 2025 Market information.

Option B-Full Renewal with Decreased County Cost Share was presented. This option would increase the percentage to 19.2% with no rate deferral for future years. The premium cost share for this option were displayed showing the DHMO, Choice PPO, and Overall. A table was presented showing employee biweekly cost comparison for medical coverage from 2025 and 2026. The 2026 DHMO Net Value Compared to the 2025 Market information was presented.

Discussion was held regarding what would occur if the country were to move forward with another provider.

Commissioner asked regarding the trends on types of claims.

Dental renewal for 2026 was presented. Delta renewal percentage would be 2.5% or \$48,768. Staff are requesting plan enhancements. The plan enhancement recommendation would increase the annual maximum from \$1,500 to \$2,000 and would increase child and adult ortho lifetime maximum from \$1,500 to \$2,000. The total increase with plan enhancements would be \$241,208 but enhancements would be funded by the dental reserves.

Vision RFP was reviewed showing VSP to continue providing services for Arapahoe County through the end of 2029.

Staff discussed the Well-Being Platform RFP. Statistics were displayed showing employee participation throughout 2025.

Discussion was held regarding tuition reimbursement program and the funds that the employee would receive and the possibility of expanding the program.

Staff presented information on Kashable loan program. Kashable is a voluntary benefit to allow employees to borrow money through payroll deduction with interest rate based on employment tenure and salary. Some concerns were raised in offering Kashable as a benefit to employees. Graphics were displayed showing the impact on employees using Kashable. The graphic showed examples of employees with no credit, poor credit, good credit, and excellent credit.

Discussion was held regarding the other options for employees who need financial assistance and whether the county is currently offering any support or resources for employees.

Staff presented information for caregiver paid time off. There would be an additional 3 weeks paid time off for caregivers.

Staff discussed the potential for volunteer paid time off and how volunteers could meet requirements.

The 2026 County and Court Holidays were listed and reviewed.

The other benefits that do not have any changes for the year 2026 were listed.

Commissioner asked staff regarding dental coverage and the amount in the reserve fund.

County Clerk asked staff regarding the Kashable loan option and the payback rates.

Commissioner voiced support for the staff recommendation on Option A and voiced support for the additional renewals that were presented by staff.

Commissioner clarified what the staff recommendations would be and how to ensure employees are not impacted severely.

Commissioner asked how Arapahoe County will move forward in the future if Kaiser increases again next year.

Discussion was held regarding federal changes and how those changes could impact the insurance premiums in the future.

5-0 in favor of Option A and other staff recommendations for benefits.

Compensation was the next category presented. A review of the labor market was done showing statistics for Arapahoe County. Staff discussed the Denver economy and the labor market.

A meeting was hosted by Arapahoe County that included 35 counties and municipalities regarding total compensation.

A table showing the 2026 peer groups for Arapahoe County and the Arapahoe Sheriff's Office was listed.

Preliminary market benchmarks on pay for 2026 were presented.

Collective bargaining was discussed. Economic proposals from FOP, AFSCME were listed and are currently under review and negotiation.

Staff presented trends for the market and structure adjustments and job reclassifications.

Commissioner asked staff for clarification on the percentages listed for the 2026 preliminary benchmarks on pay.

A timeline was displayed and discussed.

Presentation concluded without a vote.

11:30 AM \*C25-07 Littleton Blvd Fiber Project Intergovernmental Agreement (IGA) between Arapahoe County and City of Littleton for the Funding of the Littleton Fiber Project

**Attachments:** [Board Summary Report](#)  
[Fiber Line Map](#)  
[IGA Littleton Arapahoe County](#)

The purpose of this study session was Public Works and Development was seeking support from the Board of County Commissioners to approve the participation of the County in the funding of the construction of the installation of fiber optic from Administration building/Littleton City Center to Broadway Blvd along Littleton Blvd by supporting the signature of the IGA with the City of Littleton by the Public Works and Development Director per resolution No. 25-078.

A background of the request was presented.

Staff are seeking approval from BOCC for an IGA for the construction of the installation of fiber optic from the Administration building in Littleton to Broadway Blvd along Littleton Blvd.

Staff provided an explanation of the amount of fiber being installed and provided information regarding funding for the project.

Commissioner asked staff why Arapahoe County would be paying for more fiber than what is needed. Commissioner also asked regarding maintenance costs and if those costs are related to the amount of fiber that is going to be accessed.

Commissioner asked regarding excess capacity and asked staff for clarification on the fiber usage.

Commissioner asked about the opportunities for reselling excess fiber power and if any language regarding that is outlined in the IGA.

Commissioner requested staff list the numbers/percentages of costs so that it is on the record.

5-0 in favor of IGA.

11:45 AM \*Reassignment of 2025 Private Activity Bonds from Colorado Housing and Finance Authority to South Metro Housing Options for the Star Light Development

**Attachments:** [Board Summary Report](#)

The purpose of this study session was to recommend the allocation of the County's 2025 Private Activity Bonds (PABs) to South Metro Housing Options (SMHO) for the administration of a 4% Low-Income Housing Tax Credit (LIHTC) loan for the Star Light project, in lieu of the Colorado Housing and Finance Authority (CHFA).

Background of the request was presented.

Staff are requesting the reallocation of the bond administration from CHFA to SMHO for the Star Light project.

Commissioner clarified the party requesting the reallocation.

5-0 in favor of reallocation.

## **12:00 PM BREAK**

1:00 PM \*Short-Term Rentals Program and Regulations (LDC23-001)

**Attachments:** [Board Summary Report](#)  
[Presentation](#)  
[Draft Ordinance](#)  
[Draft LDC Amendment](#)  
[Research Summary](#)  
[Holly Hills Map](#)  
[BOCC Meeting April 14, 2025](#)

The purpose of this study session was Staff provided additional detail on adjustments made to the draft ordinance to ensure optimal enforceability, as well as bring forward further discussion items on topics of concern discussed at the previous study session. Staff was seeking authorization to move forward with public outreach on the draft regulations, including several proposed modifications.

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

Background information regarding the Short-Term Rentals Program was presented.

With feedback provided to staff, the language modifications and additional definitions were reviewed. Discussion was held regarding specific language in the draft.

Commissioner asked for clarification on liability.

Commissioner asked about affected parties as it relates to distance and further asked about language related to inspectors.

Staff presented recommendations on restrictions. It was recommended that Short-Term Rental occupancy not exceed more than 180 days in a year.

Discussion was held as to the restriction of 180 days and the affected areas and parties. Concerns were raised about the limitation of ownership of rental properties to promote home ownership.

The requirements of a Local Responsible Agent were presented. Staff recommended that the agent is

based on response time to any possible problems.

Based on previous feedback, staff recommended that there not be a standard parking rule but that private spaces be provided based on the size of the residence. Concerns were raised as to the parking requirements based on parking and right-of-way usage. Possible options were raised to limit parking and reduce the number of right-of-way parking.

5-0 in favor for staff to provide different options for consideration.

Staff presented their recommendations of affidavit to demonstrate compliance in lieu of home inspections.

BOCC agrees with staff recommendations.

Staff presented recommendations regarding separation limits of STRs. For detached single family homes, it is recommended to be separated by 500 feet from the property line, and no more than 100 STRs for multi-family areas.

BOCC agrees with staff recommendations.

Staff presented the anticipation of host compliance with other county's feedback.

The timeline for the next step was presented.

Commissioners asked for clarification on the host compliance.

Presentation concluded without a vote.

2:00 PM \*Transportation Funding Discussion

**Attachments:** [Board Summary Report Presentation](#)

The purpose of this study session was to provide information to the Board of County Commissioners about the County's funding for transportation infrastructure in the Road & Bridge and Infrastructure Funds. Similar to the study sessions from departments and offices, this will help inform the County's use of additional 1A funds and the upcoming 2026 budget discussions. It will also provide context for discussions on future investment structure and long-range planning.

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

A background and purpose of transportation funding was presented.

The current funding process for transportation was reviewed. The funds come from three sources which include Transportation fund, Road & Bridge fund, and the Infrastructure fund. Staff reviewed the

specific taxes within the funds.

Charts were displayed and reviewed showing Road & Bridge Revenue trends from 2019 to 2024 and Infrastructure Revenue trends from 2019 to 2024.

The current service level of transportation was presented. Difficulties facing the department were presented such as funding and backlog. The need of transportation was funding Road & Bridge and Capital projects.

A chart of the transportation budget was displayed and reviewed. Staff reviewed the total cost of the budget plus remedies.

Commissioner asked for clarification regarding funding and the estimated needs.

The approaches of other counties were presented. Staff compared Arapahoe County to 10 other counties, and their use of Mill Levies and taxes.

Staff listed and presented options with the additional 1A funding that was received by the county for the Road & Bridge Fund and how the BOCC can affect the Mill Levy.

Commissioners asked for clarification about the different methodologies.

Staff presented further options for the infrastructure fund.

Presentation concluded without a vote.

3:00 PM \*Technology Funding Discussion

**Attachments:** [Board Summary Report](#)  
[Presentation](#)

The purpose of this study session was to provide information to the Board of County Commissioners about Technology Funding. Similar to the study sessions from departments and offices, this will help inform the County's use of additional 1A funds and the upcoming 2026 budget discussions. It will also provide context for discussions on future investment structure and long-range planning.

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

Background and purpose of technology funding was presented.

The current funding process for technology was reviewed. The fund comes from different sources such as Capital Expenditure fund, General fund, and the Central Services fund. The updates for requests that are processed through the IT Steering Committee were presented. Concerns with the current process were discussed.

The approaches of other counties were presented. Staff found that most use the General fund whether it is budgeted in the General or Capital fund.

Staff listed and presented options with the additional 1A funding that was received by the county for technology and how the BOCC may budget the General fund and the Capital fund. Discussion was held about a possible solution of setting up 2 separate cost centers.

Commissioner requested clarification of the proposed cost center.

Options were presented to the BOCC regarding possibilities for the Capital Expenditure fund.

Commissioner asked for clarification on the technology use of the Capital fund.

Commissioner asked if the funding options would be included in the Capital Improvement Plan.

Presentation concluded without a vote.

**The meeting was adjourned.**

**\*Virtual/Streamed**